

TEAM-IFPTE Local 161
Grievance and Complaints Committee Report
May 10, 2018

CHANGES

Since the report of March 21, 2018:

- Five new complaints logged, one of which has been resolved.
- One new grievance filed, and the Step 3 hearing was held.
- Grievance relating to a layoff that was scheduled for arbitration April 30, May 1-2, 2018 has been adjourned to August 8-10, 2018, to allow for the completion of a related Respectful Workplace investigation.
- Grievance relating to a job evaluation that was scheduled for arbitration June 5-7, 2018 has been settled.
- Two grievances relating to discrimination are proceeding to arbitration to be heard together by Arbitrator Blair Graham, hearing dates TBD.
- After a two year wait, a decision was rendered on a Judicial Review of an arbitration award pertaining to a grievance on overtime. TEAM is appealing the decision.

Arbitrations in Progress

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| 1. Suspension: | June 13, 2018 (Arbitrator Jones) |
| 2. Unjustified Demotion: | May 23-25, 2018 (Arbitrator Jones) |
| 3. Contractors : | June 25-28, 2018 (Arbitrator Graham) |
| 4. Layoff: | August 8-10, 2018 (Arbitrator Jones) |
| 5. Net Credited Service Dates : | Oct 3-5, 2018 (Arbitrator Robinson) |
| 6. Acting Appointments (Inappropriate Use) : | TBD (Arbitrator Werier) |
| 7. Acting Appointments (Not Posted) : | TBD (Arbitrator Werier) |
| 8. Paid Bereavement Leave: | TBD (Arbitrator Graham) |
| 9. Pre-screening and Discrimination: | TBD (Arbitrator Graham) |
| 10. Accommodation and Discrimination: | TBD (Arbitrator Jones) |

ACTIVE HUMAN RIGHTS COMPLAINTS: 1

<u>Category</u>	<u>Number</u>	<u>Sub-Category</u>
Other Issues	1	Discrimination/Failure to Accommodate

ACTIVE COMPLAINTS: 10

Category	Number	Sub-Category
Pay and Benefits	2	Reduced AIP Payout (2)
Work Assignment and Placement	1	Position Changes
Other Issues	7	Attendance Management (1) Respectful Workplace (2) VRTIP Application (1) Sick Leave (1) Sick Leave / RTW Process Bell Job Posting (1)

ACTIVE GRIEVANCES: 13

Category	Number	Sub-Category
Pay and Benefits	4	Job Evaluation (1) Overtime (1) Paid Bereavement Leave (1) NCS Dates (1)
Work Assignment and Placement	3	Acting Appointments (2) Unjust Demotion (1)
Other Issues	6	Accommodation (1) Suspension (2) Contractors (1) Pre-screened on Job Posting (1) Layoff (1)
