

TEAM-IFPTE Local 161
Grievance and Complaints Committee Report
June 14, 2018

CHANGES

Since the report of May 10, 2018:

- Three new complaints logged, one of which has been resolved.
- Some outstanding complaints were closed as no further actions to be taken.
- No new grievances filed.
- Grievance relating to an unjustified demotion that was scheduled for arbitration May 23-25, 2018 has been settled.
- Ongoing arbitration relating to a suspension that was scheduled for June 13, 2018 has been adjourned to July 23, 2018.
- Two grievances relating to discrimination have been scheduled for arbitration December 10-13, 2018.
- Two grievances relating to acting appointments and the failure to post job opportunities have been scheduled for arbitration May 27-31, 2019.
- Policy grievance on the use of contractors was scheduled to be heard at arbitration June 25-28, 2018; however, the parties have agreed to meet without the arbitrator June 25-27th in an attempt to settle the matter without the need for a formal hearing. New hearing dates will be arranged if required.

Arbitrations in Progress

1. [Contractors](#): June 25-28, 2018 (Arbitrator Graham)
2. Suspension: July 23, 2018 (Arbitrator Jones)
3. Layoff: August 8-10, 2018 (Arbitrator Jones)
4. [Net Credited Service Dates](#): October 3-5, 2018 (Arbitrator Robinson)
5. Pre-screening and Discrimination: December 10-13, 2018 (Arbitrator Graham)
6. Accommodation and Discrimination: December 10-13, 2018 (Arbitrator Graham)
7. [Acting Appointments \(Inappropriate Use\)](#): May 27-31, 2019 (Arbitrator Werier)
8. [Acting Appointments \(Not Posted\)](#): May 27-31, 2019 (Arbitrator Werier)
9. Paid Bereavement Leave: TBD (Arbitrator Graham)

ACTIVE HUMAN RIGHTS COMPLAINTS: 1

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

ACTIVE COMPLAINTS: 9

| Category | Number | Sub-Category |
|-------------------------------|---------------|--|
| Pay and Benefits | 1 | Reduced AIP Payout |
| Work Assignment and Placement | 2 | Position Changes Job Classification |
| Other Issues | 6 | Respectful Workplace (2) Sick Leave Sick Leave / RTW Process Bell Job Postings Failure to Post |

ACTIVE GRIEVANCES: 12

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