

## Grievance Report - August 2016

### **Grievances**

- Grievance filed, HR request to recover overpayment of benefits, member filed paperwork but was not followed up on by payroll staff, we feel member not responsible. Step I complete, the corp. believes the member is fully responsible. Member unsure about going to Step II but would like us to try one more time to see if the corp. will move on their position and cut a deal.
- Senior not selected, grievance filed. HR came back with a resolution, to interview the member and if they do well, offer term employment. We would prefer that the member be given a term without an interview. Member was interviewed and not given the position, they did offer to have the member job shadow in the department to gain experience. Member considering the offer of job shadowing.
- Policy grievance filed as management appointed two non CUPE members through the same position, six month terms. Waiting for a response.
- Policy grievance for wording on letters of offer, “admin I in an admin III position”, that classification does not exist in our Collective Agreement. Met with HR August 4.
- Member previously given 5% “bump” for performing duties of a higher classification. Some duties taken away and the 5% as well, however, not the original duties the 5% was given for in the first place. Step II was heard by Paul Chard, grievance was denied. Step III heard by VP Lloyd Kuczek October 7<sup>th</sup> denied. Arbitration pending – Werrier will be the arbitrator, dates are in Jan. 2017
- Member terminated for writing their own DR notes. Step III grievance heard Feb. 4<sup>th</sup>, grievance denied. Grievance committee recommended arbitration. Corp offered settlement and the member accepted, the paperwork was emailed, waiting to meet with the member to have it signed and notarized.
- IT department – Contracting out for *a minimum of three months*. A 10.5 “*such employment shall not exceed a period of 3 months*” will seek arbitration. Met with our lawyer, further meetings to follow.

### Grievances resolved and other issues

- Adoptive Leave – this is with the lawyers now.
- Summer Student termination, no grievance filed.
- MED – Engineers doing the work of CUPE TA’s – both sides working on a resolution
- Request for Workplace Reviews in Purchasing and Station Design has been sent to HR
- Member frustrated with communications with supervisor and manager, quality & quantity of work and refusing requests to meet about the issues, grievance filed. Mgmt. has met with the member.
- Re-class grievance, two members were Staff Officer I’s but the Corporation felt they were a better fit in CUPE as a Business System Analyst I. The members felt they were doing the work of a BSA III and applied for a re-class but was denied for several reasons but the Div. Mgr; felt he didn’t know enough about what they did to support. Spoke to HR and they believe the members should appeal the original decision and bring additional/new information to the appeal to better the odds of being successful//they are working on job evaluation submissions. Appeal pending.