



November 2016 Grievance Report

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.
 - We had the CUPE lawyer have a look at the plan text and in her findings we are in a good position to go to Step II and may be successful. Will speak to the member about Step II.
- 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.
 - We will be attending a presentation that HR has put together regarding all the progression and salary treatments. We will make a decision regarding ongoing grievances after the presentation.
- 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 7th denied.
 - Arbitration pending – Werrier will be the arbitrator, dates are in Jan. 2017
- 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.
 - CUPE attended Mediation-Arbitration, the arbitrator cited that because contracting out has been going on for so long, the corporation has established a past practice and has also drafted policies around hiring contractors. We put them on notice that the practice should stop.
- Member on project work has had 5% bump for additional duties; this was taken away as corp. says the project is finished and no longer doing additional duties. Our member says the duties still there, nothing has changed.
 - Will meet with corp. for Step I.
- Probationary employee terminated for excessive absences, Step III complete, grievance denied. Will convene the grievance committee and executive for decision to go for arbitration.
 - The Grievance committee met on Thursday November 3rd, their decision was not to go to Arbitration. The member has been contacted and advised of the appeal process.

Other ongoing grievances etc.

- Adoptive Leave – this is with the lawyers now.
- MED – Engineers doing the work of CUPE TA’s – both sides working on a resolution
- Purchasing Dept. workplace review complete, will meet with mgmt & HR to discuss next steps
- 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.