

## Report of the 2<sup>nd</sup> Vice-President/Grievance Officer

Between April 29, 2012 and May 27th, 2012 the following violations of the Collective Agreement have been grieved:

### Discipline:

Letter on file	1
3 days suspension	1
5 days suspension	4
Release	2

### Health and Safety:

Failing to act on H&S issue	1
Improper rotation of duties	4
Bullied and intimidated by the boss	2
Delayed WCB claim	1
Accessing Sick leave without Authorization	1
Failed to accommodate	1

### Miscellaneous:

Cross sectioning/Backfilling	2
Not provided file within 5 days	1
Early starts for Depot clerks	1
Hindering, impeding Shop Steward	2
Improper Seniority date	2
Improperly staffing preferred position	3
Denying grievance time	1

Bypassed for overtime work	4
Bypassed for extended hours	2
Bypassed for position bid on	1
Working Pubs & Ad mail on parcel belt	ongoing
Part-timers and Temps doing Preferred work	Ongoing
Not maintaining an equal opportunity list	1

**RSMC Collective Agreement:**

Bullying and harassment by boss	1
Letter on file	1

**CUPW Wins:**

*Feb 24, 2012 Arbitration decision Jolliffe*

Regarding Gift cards for attendance:

Award (not monetary) CPC did so without any agreement or any consultation with the Union improperly providing a monetary benefit to those employees who received them. The Corporation is directed in Calgary not to reinstitute a like monetary reward program without Union consultation and agreement.

*April 12, 2012 Memorandum of Settlement:*

- 3 Members paid 2.63hrs
- Member credited 40hrs of sick leave
- Member paid 8hrs
- Member paid \$100
- 2 Members paid 2.62hrs
- 2 Members paid 2hrs
- 1 Member paid 6hrs & 2 Members paid \$50
- Member paid 68 minutes

Member paid \$50  
Member paid 10hrs  
Member credited 8hrs sick leave  
Member paid 1.5hrs

These members were paid for bypassing of overtime, not receiving their personal file in 5 days, denied grievance time, denied Steward representation, unjustly denied Special leave, unjustly suspended and not properly accommodated and unjustly deducted sick time.

*May 3<sup>rd</sup> Arbitration decision Ken Norman*

Regarding P02 doing P05 work Award is pending.

**Arbitration Dates:**

June 13 & 14, 2012 Formal, Arbitrator Hornung

June 19, 2012 Regular, Arbitrator Hornung (Cancelled due to Employer unavailability)

June 22, 2012 Regular, Arbitrator Hornung

July 25, 2012 Regular, Arbitrator Jones

Solidarity,



Amanda Cowie,  
Grievance Office