

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

Between Feb 24<sup>th</sup> and April 26th, 2012 the following violations of the Collective Agreement have been grieved:

### Discipline:

Letter on file	9
Suspension 1 day	3
Suspension 5 day	4
Release	3

### Health and Safety:

Improper rotation of duties	3
Backfilling	5
Bullied and intimidated by the boss	4
Not properly accommodated	3
Improper Accident investigation or SAIR	1
Not responding to or returning H&S forms	1
Forcebacks	Ongoing
Working through breaks	Ongoing
Changed shift without 48hrs notice	2

### Miscellaneous:

Improperly administering equal opportunity list	3
Bypassed for overtime work	7
Bypassed for extended Hrs	1
Group 1 doing Group 2 work	1
Supervisor performing CUPW work	1
Moved positions without consultation	2
Working Admail on the belt	10

Not paid for all work performed	7
Not paid for Shift Diff	1
Not providing training for Registration positions.	1
Part Time workers doing Preferred assignment	1
Improper Seniority	4
Deducting wages though approved WCB claim	1
Denied Union leave	2
Denied access to Shop Steward	1
Impeding, hindering Shop Steward's	5
Not providing personal file within time limits	1
Early start Letter Carriers	Ongoing
Early start clerks	Ongoing
Not posting annual leave schedule by Feb	3
Bypassed for annual leave bid	2
Bypassed for position in a bid	1
Providing a benefit to some but not to all	1

**RSMC Collective Agreement:**

Release	1
Delayed WCB claim	1
Bypassed for opportunity to bid	1
Suspension five day	1

**CUPW Wins:**

National Policy Grievance - Resolving 80 grievances -\$14,000 to the Local for improper accident investigations.

*Feb 24, 2012 Memorandum of Settlement :*

- Member paid \$52.25
- Local paid \$2,000
- Member paid 16hr
- Member credited 16hrs sick leave credits

These members were paid for unjust suspensions, and being sent home without pay because the Employer had no work for them, and improper accident investigations.

*Feb 28, 2012 Memorandum of Settlement:*

- Member paid 4.5hrs
- Member paid \$200
- Member paid \$50
- Member paid 24hrs
- Member paid \$100
- Member paid 1.5hrs
- Member paid 15minutes
- Member paid \$325
- Member paid 16hrs
- 7 Members paid 5hrs each
- Member credited 40hrs Annual leave
- Member paid 2hrs 20mins
- Member paid \$300
- 11 Members paid 2hrs each
- Member paid 6hrs 20 mins.
- Member paid 8hrs

These members were paid for bypassing of overtime, bypassed for annual leave bids, Supervisors performing CUPW work, removed suspensions and paid wages, being bullied by Supervisors and denied Special Leave.

*March 5, 2012 Memorandum of Settlement:*

- Rescind release – Member got their job back

*March 19, 2012 Memorandum of Settlement:*

- Rescind release – Member got their job back

*March 19, 2012 Memorandum of Settlement:*

- Rescind release – Member got their job back

*Arbitration Decision April 12, 2012:*

- Member paid 40hrs
- Member paid 25hrs
- Member paid 29hrs
- Member paid 24hrs

Member paid 48hrs

Member paid 8 hrs

Member paid \$2000, Credited 40hrs Annual, Credited 40hrs lieu days

These members were paid for unjust suspensions, denied over time, improper staffing and improper rotation of duties and bypassing of overtime.

**Arbitration Dates:**

March 5, 2012 Formal, Arbitrator Norman

Mar 19, 2012 Formal, Arbitrator Hornung

Mar 19 & 20, 2012 Regular, Arbitrator Jolliffe

Apr 11 & 12, 2012 Regular, Arbitrator Jolliffe

Apr 19, 2012 Formal RSMC, Arbitrator Peltz

Apr 23, 2012 Regular, Arbitrator Norman

May 16, 2012 Regular, Arbitrator Jones

Jun 19, 2012 Regular, Arbitrator Hornung

Jun 22, 2012, Regular, Arbitrator Hornung

Solidarity,



Amanda Cowie

Grievance Officer