

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

Between Jan 27<sup>th</sup>, 2012 and Feb 23<sup>rd</sup>, 2012 the following violations of the Collective Agreement have been grieved:

### Discipline:

Letter on file	10
Release	1

### Health and Safety:

Improper rotation of duties	7
Bullied and intimidated by the boss	5
Overloading tour	2
Failing to conduct accident investigations	10
Not staffing/cross sectioning	5
Changing Part time hours no consultation	1
Failed to accommodate	2
Denied 3hrs pay to get requested medical info	1
Hindering work on Local Joint H&S	1

### Miscellaneous:

Supervisor doing our work	5
Hindering, impeding, constraining	3
Denying grievance time	1
Bypassed for overtime work	8
Working Pubs & Ad mail on parcel belt	ongoing
PO 4 doing PO 5 work	5
Not providing sufficient notice for OT	1

Not entering worked hours delaying pay	2
Part-timers and Temps doing Preferred work	2
Letter Carriers doing Preferred work	1
Not staffing Letter Carrier absences properly	2
Allowing employees to work through breaks	1
Not maintaining an equal opportunity list	2
Bypassed for annual shift bid	2
Assigned work that has no time value	2

**RSMC Collective Agreement:**

Not paid for all work done	4
Conducted audit without route holder	1
Changed process of bidding vacant position	1

**Arbitration Dates:**

Feb 28<sup>th</sup>, 2012

Feb 29<sup>th</sup>, 2012

March 5<sup>th</sup>, 2012

March 19, 2012

March 20, 2012

It's really important as a steward or a member to not simply drop off grievances without ensuring the proper documentation is provided. Please have someone read over your grievance prior to submitting it. There is a checklist at the back of each grievance form to assist you, or feel free to call the office if you have any questions.

Solidarity,  
Amanda Cowie,  
Grievance Office