

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

May 23, 2014 to Nov 16, 2014 the following violations of the Collective Agreement have been grieved (this does not include grievances submitted and added to already ongoing files)

## Discipline:

Disciplinary letter on file	3
Suspension 1 day	13
Suspension 2 day	1
Suspension 3 day	2
Suspension 5 day	5
Release from employment	7

## Health and Safety:

Bullied/Harassment by Supervisor	13
Improper rotation of duties/ backfilling	15 (ongoing mass grievances)
Discrimination based on disability	1
Improper Accident investigation or SIIR	8
Failed to investigate a bully/harassment complaint	1
Not provided training	3
Failed to address reported hazards	3
Changed designated rehab route	1
Refused to accommodate injured worker instead sent home	4 (Ongoing)
Accommodated a letter carrier into a P04 position	1
Accommodated without consultation	1
Failed to accommodate	5
Rescinded right hand vehicle which was medically required	1
Running MLOCR with insufficient staff	1
Over burdening Letter Carriers in Mcknight	1
Took winter clothing from Letter carrier case	1
Violated privacy by provided camera footage to WCB	1
P04's inducting their own mail with hand iacks	1
Continuing to use old equipment not meant for IMSS	1

**Miscellaneous**

Failed to provide 1 hour notice for OT	1
Not following consulted upon scheduled breaks	4
Improperly assigning relief	1
Deducted overpayment when in STDP process	1
Not paid for boot and glove allowance	1
Seniority lists not posted	1
Equal opportunity lists not posted	1
Failing to keep confidentiality/Privacy	1
Failed to pay for days worked	2
Cross sectioning	10 (ongoing mass grievance)
Denied grievance time	2 (Group grievance ongoing)
Bypassed for overtime work	15
Bypassed for extended hours	6
Bypassed temps, instead offered to temp with less seniority	3
Not credited a day in lieu	1
Not crediting correct comp time hours	1
Not credited annual leave	1
Not credited personal days when hospitalized	1
Denied comp time instead deducted personal days	1
Denied special leave	1
Denied Annual leave instead put LWOP	3
Denied Night workers leave instead put LWOP	2
Failed to rebid available vacation weeks	2
Bypassed for a route bid on	1
Bypassed for choice of route assignment	1
Not provided file within time limits	3
Supervisor performing CUPW work	5 (ongoing mass grievance)
Impeding, hindering Shop Steward's	13 (ongoing mass grievance)
Group 2 performing group 1	3
Early start Letter Carriers	4 Ongoing seized by arbitrator
Refused valid doctors note, sent home without pay	1
Not properly staffing LC assignments/callbacks	1 (Group grievance ongoing)

Not using necessary info to create LC walks in restructure.	1
Not credited time values for all work performed	3
Unilaterally changed line of travel	1
Failed to address article 50 submitted	2
Letter Carriers delivering multiple days worth of mail, denied OT	4
Denied payment for OT worked	8
Allowed an employee to act as a Union rep	1
Altered departure times after bids already completed	1

**RSMC Collective Agreement:**

Suspension 5 day	1
Release from employment	1
Failing to provide relief coverage	4
Failed to address pay issues	1
Allowing some employee helpers	1
Not abiding by the no children policy	1
Bullied/Harassed by Lead hand/ Employer	3
Improper accident investigation SIIR	2

**Arbitration Dates:**

- Oct 24, 2014 Regular Arbitration with R. Hornung- Employer cancelled arbitration date, pre-arb results not complete.
- Nov 7, 2014 Regular Arbitration with R. Hornung- Date cancelled the date because of Regional conference
- Nov 12, 2014 Regular Arbitration with T. Jolliffe- Date cancelled, pre-arb results not complete.
- Dec 9, 2014 Regular Arbitration with R. Hornung- Date assigned for continuation by another local, pre-arb results not complete.

**Settlements/results:**

- May 8, 2014 Regular Arbitration with T. Jolliffe-*** Advocate Amanda Cowie-55 files scheduled, 40 files settled in pre-arb totaling 199.75 hours, and \$1,125 to members, 1 file dismissed in arbitration.
- June 4, 2014 Regular Arbitration with T. Jolliffe-*** Advocate Anna Beale- 47 files scheduled, 17 files settled in pre-arb totaling 41.5 hours, and \$1,779 paid to members , 1 file arbitrated \$1,100 award
- June 18, 2014 Regular Arbitration with D. Jones-*** Advocate Don Svrcek-50 files scheduled, 39 files settled in pre-arb totaling 152.25 hours, and \$395 paid to members, 1 file dismissed in arbitration.
- June 25, 2014 RSMC Regular Arbitration with J. Moreau-*** 57 files scheduled, 55 files settled in pre-arb totaling 152 hours paid to members, and \$2313.24 paid to members, 1 file arbitrated 38.8 hours of OT awarded

**July 11, 2014 Regular Arbitration with A. Ponak-** Advocate Amanda Cowie-50 files scheduled, 42 files settled in pre-arb totaling 127.5 hours and \$1,377 paid to members.

**July 29, 2014 Regular Arbitration with R. Hornung –** Advocate Don Svrcek- 55 files scheduled, 33 files settled in pre-arb totaling 20 hours, and \$350 paid to members.

**Aug 26, 2014 Regular Arbitration with R. Hornung- no results yet**

**Aug 27, 2014 Regular Arbitration with D. Jones-**50 files scheduled, 21 files settled in pre-arb totaling 48 hours, and \$525 paid to members. 1 file arbitrated (decision still pending)

**Aug 28, 2014 Formal Arbitration with R. Hornung-** 1 file scheduled, 1 file settled in pre-arb, member resigned with compensation.

**Sept 10, 2014 Regular Arbitration with D. Jones-** Advocate Anna Beale, 44 files scheduled, 34 files settled in pre-arb totaling 19.5 hours, and \$725 paid to members.

**Sept 29 & 30 RSMC Regular Arbitration with A. Peltz-**1 file scheduled, 1 file settled in pre-arb, lump sum payment to member.

**Oct 7, 2014 Regular Arbitration with A. Ponak-**Advocate Don Svrcek, 50 files scheduled, 26 files settled in pre-arb totaling 101.25 hours, and \$50 paid to members, 1 file arbitrated and dismissed.

**Oct 16, 2014 RSMC Formal Arbitration with W. Hamilton-**1 file scheduled, 1 file settled in pre-arb, reinstatement of employee.

**Oct 22, 2014 Regular Arbitration with D. Jones-** 4 files scheduled, 4 files settled in pre-arb, reinstatement of employee

### **N00-10-00001:**

Decision of Arbitrator Bergeron regarding retroactivity of the collective agreement during the lockout/strike period, following 6 hearing dates there has been 116 page decision which favours CUPW. Rest assured I'm sure CPC will take their sweet time compensating or making the members whole however still a victory. To read a summary of this decision check [www.cupw.ca](http://www.cupw.ca).

**Seniority:** FINALLY after numerous hearings in Calgary regarding to the employer crediting members with the incorrect seniority and continuous service dates, Gord Fischer and myself finally managed to complete all the outstanding seniority issues in Calgary. The last review was September 16 2014. With an agreement signed on Oct 31, 2014 over 100 employees seniority dates have been rectified and corrected.

Special thanks to Kim Livingston, Wendy Kipta, Kelly Gibson, Don Svrcek, and Joanne McLeod for their assistance in this office.

Solidarity,



Amanda Cowie