

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

Between May 28, 2012 and Oct 21, 2012 the following violations of the Collective Agreement have been grieved:

### Discipline:

|                  |    |
|------------------|----|
| Letter on file   | 17 |
| Suspension 1 day | 3  |
| Suspension 2 day | 1  |
| Suspension 3 day | 2  |
| Suspension 5 day | 10 |
| Release          | 6  |

### Health and Safety:

|   |    |
|---|----|
| Improper rotation of duties                     | 10 |
| Changed rotation of duties without consultation | 4  |
| Backfilling                                     | 12 |
| Bullied and intimidated by the boss             | 17 |
| Not properly accommodated                       | 3  |
| Improper Accident investigation or SAIR         | 34 |
| Not responding to or returning H&S forms        | 1  |
| Working through breaks                          | 2  |
| Changed shift without 48hrs notice              | 1  |
| Not resolving Art 56 and 33 complaints          | 8  |
| Conducted biased Art 56 and 33 complaint        | 1  |
| Failed to provide training                      | 1  |

### Miscellaneous:

|  |   |
|--|---|
| Fail to have regular grievance hearing | 1 |
| Failed to provide adequate parking     | 2 |

|   |         |
|---|---------|
| Changed start time without consulting           | 1       |
| Improperly administering equal opportunity list | 3       |
| Bypassed for overtime work                      | 20      |
| Bypassed for choice of assignment               | 2       |
| Not provided 1hr notice for OT                  | 9       |
| Bypassed for extended Hrs                       | 5       |
| Group 2 doing Group 1 work                      | 4       |
| Supervisor performing CUPW work                 | 10      |
| Assign P02 to do P05 work                       | 1       |
| Not paid for all work performed                 | 5       |
| Work Measurement                                | 3       |
| Denied position because modified                | 1       |
| Denied Special leave                            | 3       |
| Late payment of wages                           | 2       |
| Part Time workers doing Preferred assignment    | 5       |
| Improper Seniority                              | 6       |
| Deducting more than 10% on overpayment          | 1       |
| Impeding, hindering Shop Steward's              | 9       |
| Not providing personal file within time limits  | 4       |
| Early start Letter Carriers                     | Ongoing |
| Early start clerks                              | Ongoing |
| Not completing Annual leave bid till May        | 1       |
| Improperly administered Annual leave bid        | 1       |
| Bypassed for position in a bid                  | 8       |
| Providing a benefit to some but not to all      | 6       |
| Not credited sick hours though WCB approved     | 1       |
| Not credited annual leave though certified sick | 1       |
| Not paid displacement pay                       | 15      |

**RSMC Collective Agreement:**

|                         |   |
|-------------------------|---|
| Failed to post position | 1 |
|-------------------------|---|

|   |    |
|---|----|
| Improper accident investigation or SAIR | 10 |
| Not paid for all work performed         | 3  |

**Arbitration Dates:**

July 25, 2012 Regular, Arbitrator Jones  
Aug 15, 2012 Regular, Arbitrator Norman  
Sept 11, 2012 Regular, Arbitrator Jolliffe  
Sept 18, 2012 Regular RSMC, Arbitrator Moreau  
Oct 5, 2012 Regular, Arbitrator Hornung  
Oct 16, 2012 Formal, Arbitrator Norman  
Oct 17, 2012 Formal, Arbitrator Jones  
Nov 5, 2012 Regular, Arbitrator Hornung  
Nov 13, 2012, Regular, Arbitrator Norman  
Dec 5, 2012, Regular, Arbitrator Ponak  
Dec 5 & 6, 2012, Formal, Hornung

Solidarity,



Amanda Cowie  
Grievance Officer