

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

Between June 21, 2013 to Nov 21, 2013 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	6
Suspension 1 day	5
Suspension 2 day	5
Suspension 3 day	1
Suspension 5 day	7
Release from employment	1

### **Health and Safety:**

Implemented new training for final sort with consulting	1
Improper rotation of duties/ backfilling	10 (ongoing mass grievance)
Bullied and intimidated by supervisor	6
Improper Accident investigation or SAIR	32
Failed to investigate a bully/harassment complaint	5
Not provided training	2
Failed to consult on rotation of duties	2
Refused to address reported hazards/ right to refuse	3
Work measurement and bullying	2
Failed to accommodate	6
Deducted 1/2 a personal day to attend medical apt	1
Failed to give notice when waxing floors causing employees to become ill	1
Did not follow procedures/evacuate during fire alarm	1
Closed lunchroom and used for training	1
Not providing safe work environment	1

Over burdening Letter Carriers and bypassing Relay drivers 1  
Sent home for improper foot wear 1

**Miscellaneous:**

Agreed IDC movement was P05 work & assigned to P04's 1  
Called PT in on unscheduled day to work on shift not consulted on 1  
Celled PT in on unscheduled day to work in different section 1  
Deducted overpayment when in STDP process 1  
Deducted pay & personal day and not paid OT 1  
Deducted pay over 10% recovery 1  
Removing CUPW bulletins 1  
Displaced employees with no compensation 1  
Unjustly suspended license 2  
Refused to pay lost hours and cost of driver abstract 1  
Changed financial contribution to pension 1  
Failing to keep confidentiality/Privacy 1  
Improperly charged overpayment 2  
Failed to pay proper wage entitlement 1  
Adjusting temp employees hourly rate of pay 1 (group grievance)  
Failed to conduct section bid properly 1 (mass grievance)  
Cross sectioning 3 (ongoing mass grievance)  
Did not credit with the correct Seniority Date 1  
Denied grievance time 1 (Group grievance ongoing)  
Bypassed for overtime work 21  
Bypassed for extended hours 4  
Denied bereavement leave 1  
Denied special leave 1  
Denied education leave 1  
Denied vacation leave instead put LWOP 1  
Bypassed for choice of assignment 1  
No paid for driving time 1

Improper staffing of long term assignments	1	
Not provided file within time limits	1	
Bypassed for position bid on	1	
Created & staffed PT MSC tours with Temps without consultation		1
Changed 5 ton tour start times without consultation	1	
Supervisor performing CUPW work	4	(ongoing mass grievance)
Assign P04 to do P05 work	1	(ongoing mass grievance)
Impeding, hindering Shop Steward's	8	(ongoing mass grievance)
Group 2 performing group 1	1	
Group 1 performing group 2	1	
Early start Letter Carriers		Ongoing seized by arbitrator
Not properly staffing LC assignments	1	(Group grievance ongoing)
Not properly staffing section	2	
Denied LWOP, TN, Annual etc. forced to use personal days		2 (mass grievance)
P04's scheduled to perform p05 work		1
Forcing OT work for letter carriers		(ongoing mass grievance)
Not using necessary info to create LC walks in restructure.	1	
Not credited time values for all work performed	2	
Failed to provide new collective agreement		(ongoing mass grievance)

### **RSMC Collective Agreement:**

Suspension 1 day	1	
Suspension 2 day	1	
Suspension 3 day	1	
Release from employment	1	
Changed delivery of unaddressed ad-mail	1	
Not ensuring scent free workplace	1	
Improper accident investigations	13	
Refused to pay time and a half for holiday	1	
Bypassed for position bid on	1	
Unnecessarily removed points of call	1	

### **Arbitration Dates:**

May 7, 2013 Regular Arbitration – No report as of yet  
June 21, 2013 RSMC Regular Arbitration - No report as of yet  
Sept 25, 2013 Regular Arbitration with T. Jolliffe – 47 files scheduled, No report as of yet

Oct 31, 2013 Regular Arbitration with T. Jolliffe- 67 files scheduled No report as of yet

Nov 20, 2013 Regular Arbitration with T. Jolliffe no report as of yet

Dec 2, 2013 Regular Arbitration with K. Norman

Dec 6, 2013 RSMC Regular Arbitration with A. Peltz

### **Settlements/results:**

**Mar 22, 2013 Formal Arbitration** – Employee was reinstated back to work with all lost wages.

**Mar 28, 2013 Formal Arbitration** – Employee was reinstated back to work

**Apr 10, 2013 Regular Arbitration** – 46 files scheduled, 16 settled at first level, 24 settled for 86.5hrs paid and \$1730 to members.

**Apr 19, 2013 Formal Arbitration** – Employee was reinstated back to work

**Apr 24, 2013 Formal Arbitration-** Settled this termination file in pre-arbitration.

**May 22, 2013 Regular Arbitration-** 110 file scheduled, 10 settled at first level, 20 settled for 89.55hrs paid and \$655 to members.

**June 18, 2013 Regular Arbitration-** 55 files scheduled, 12 settled at first level, 5 settled for 24hrs paid to members

**June 19, 2013 Regular Arbitration** – 47 files scheduled, 7 settled at first level, 10 settled for 135hrs and \$800 paid to member

**July 18 & 19, 2013 Regular arbitration** – 2 files arbitrated 5 days suspension reduced to 2 day and partial sustain.

Aug 13, 14 & 15 Formal Arbitration with R. Hornung- cancelled

**Aug 13, 2013 Formal Arbitration-** Employee was reinstated back to work

**Aug 14, 2013 Regular Arbitration** – 36 files scheduled, 12 files settled at first level, 17 settled for 141.25hrs and \$50, 1 file arbitrated, my first arbitration as an advocate which was a 5 day suspension reduced to a 1 day.

**Aug 20, 2013 Formal Arbitration** – Employee was reinstated back to work with all lost wages.

**Aug 21, 2013 Formal Arbitration** – Settled termination file in pre-arbitration.

**Aug 27, 2013 Regular Arbitration-** 59 files scheduled, 9 settled at first level, 20 settled for 211hrs and \$1096 to members, 1 file arbitrated, Don Svrcek's first arbitration as an advocate which was a 1 day suspension rescinded.

**Oct 3, 2013 Regular Arbitration** – 69 files scheduled, 7 files settled at level one, 21 files settled for 125.88hrs and \$295

**Oct 22, 2013 RSMC Formal Arbitration-** Employee was reinstated back to work

**Nov 13, 2013 Formal Arbitration** – Employee was reinstated back to work

### **Seniority Reviews:**

After numerous grievances in Calgary had been filed with regards to the employer crediting members with the incorrect seniority and continuous service dates, we finally managed to set up some dates to review personal files, SAP records, etc. with Gord Fischer, myself and Lennox Rodney. These occurred April 29, May 14, 15, 16, 27, July 11, and Aug 9, 2013. In these reviews 84 employees seniority dates have been rectified and already corrected.

We had additional review dates on Nov 13 and 14, 2013 we finally completed all the reported seniority issues in Calgary, we have not finalized the November review as of yet, I hope to have everything completed by the end of December. These reviews will result in the resolution of approximately 56 grievances.

Special thanks to Kelly Gibson, Don Svrcek, Kim Livingston, Dominika Dunn, and Amarjit Jhinjar for their assistance in this office.

Solidarity,



Amanda Cowie  
Grievance Officer