

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

Between October 17 and November 26, 2011 the following violations of the Collective Agreement have been grieved:

### Discipline:

Letter on file	8
Suspension 1 day	1
Suspension 3 day	1
Suspension 5 day	1
Release	4

### Health and Safety:

Improper rotation of duties	3
Backfill	3
Bullied and intimidated by the boss	6
Denied Special Leave	2
Failing to conduct accident investigations	22
Not properly accommodated	4
Not providing a scent free work place	1
Denied application for sick leave	1
Denied application for night workers' leave	1

**Miscellaneous:**

Bypassed for overtime work	5
Denied access to Shop Steward	1
Letter Carrier doing clerk work	1
PO 4 doing PO 5 work	2
Letter Carrier doing PO 4 work	1
Deducted monies	1
Deducted monies when off on approved WCB claim	1
Hinder, impede, constraint Shop Steward	1
No file within time limits	1
Supervisor doing our work	2
Denied Court Leave	1
More than one personal file	1
Forced to wait for relay bags, no time value	1
Not paid for all work done	1
By-pass for work on unscheduled day given to Temps	1
Benefit to some but not all	1
Created a replacement file	1

**RSMC Collective Agreement:**

Bully, harass, intimidate	2
Failing to conduct accident investigation	3

**Arbitration Dates:**

November 2, 2011  
November 9, 2011  
November 10, 2011  
November 14, 2011 RSMC  
November 15, 2011  
December 5, 2011  
December 8, 2011

Facilitated a Local Shop Steward course on November 4 and 5 which resulted in thirteen new Shop Stewards on the work floor, also was asked to co-facilitate "Unionism on Turtle Island" at the three day school in Edmonton on November 18, 19 and 20, 2011. The Region has received a lot of good feed-back on this course and I urge you, if the opportunity arises to take this course. You will not be disappointed. Thanks to Amanda Cowie for working in the Grievance Office while I was on annual leave.

Solidarity,



Robert Laliberte,  
Grievance Officer