

CUPE 391 Grievance Committee
Annual Report
May 6th, 2018

Although the Executive and the Committee attempt to work out issues before they become grievances, there are many occasions where it is necessary to take the formal route, in particular when it relates to the outcome of a competition or when discipline is given. Recently, delays from the Employer in responding when issues are raised have caused us to need to push forward.

Since June 2017:

- 18 grievances were carried over from the previous term
- 23 grievances were filed
- 17 grievances are currently active (One hangover from 2016, and several from 2017)
- 4 grievances have been referred to or are waiting to be referred to arbitration
- 11 grievances were resolved (2 at bargaining)
- 9 grievances were withdrawn
- 1 was deemed abandoned
- 4 arising (not yet filed)

Grievances have fallen into the following categories:

- Failure in the Duty to Accommodate
- Discriminatory acts, practices or policies
- Terminations and excessive discipline
- Posting, transfer and promotion
- Excessive Management Rights
- 5 Day Work Week (entitlement for RFT to have 2 days off in a row)
- Overtime Entitlement

We anticipate there will be more grievances arising on the 5 day work week. Although we have been filling personal grievances under this Article (8.1.1), it has implications for everyone.

We also anticipate the need to file a policy grievance on staff borrowing privileges, as the Employer continues to discipline alleged violations of the memos, policies and guideline that relate to staff borrowing.

The Committee continues to work on building capacity, as we have seen the loss of 2 of our members, making it a membership of 6. We are looking forward to the possibility of adding 3 new members in the next few months.

If anyone feels their rights may have been violated, or have questions about their rights, please email either info@cupe391.ca or grievance@cupe391.ca.

Respectfully submitted by the CUPE 391 Grievance Committee
Aliza nevarie (Chair), Craig Searle, Brian Peaslee, Gary Jarvis, Danielle LaFrance, Yvette Yardanoff, and
Johnathan Dyer