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GRIEVANCE COMMITTEE REPORT

Presented At
REGULAR GENERAL MEETING
SATURDAY, OCTOBER 27, 2007

The CUPE 997 Grievance Committee is comprised of all members of the CUPE 997 Executive Committee:

President, Lynn Raback; Vice President, Irene Redwood; Recording Secretary, Fiona Williams; Secretary-Treasurer, Tracey Benson and Chief Stewards: Custodial, Herb Pounder; Maintenance, John Roycroft; Office/Clerical, Shelley Godfrey; Technical, Bill Campbell and Educational Assistants, Debbie Gillan.

STATUS OF CUPE 997 GRIEVANCES:

Late August an e-mail was forwarded by administration regarding the hours of work for afternoon Custodial staff in the City of Kawartha Lakes Area. Staff adversely affected, by these changes have filed a Step 1 Grievance; additionally, we have prepared a Step 2 Policy Grievance. The Board and our CUPE Local have agreed to waive the time lines with respect to the Grievances to allow discussions to take place regarding this issue. We are hopeful a "mutually satisfactory agreement" can be reached; in the event we are unable to reach a satisfactory determination the 6 individual Grievances and the Policy Grievance will go forward.

- Step 2 – Unjust discipline – processes are underway by mutual agreement (employer and Union); during this period the Grievance is in "abeyance".
- Step 2 - Termination re employee on "medical leave" – TLDSB exercised the loss of seniority for an employee who has been on a medical leave, due to a non-work related situation, more than two years and where a return to work is not seen as feasible in the foreseeable future.

This Grievance has been withdrawn following discussion with our CUPE National Representative, Derek Blackadder and in discussion with the Member.

- Step 2 Policy Grievances – Custodial/Maintenance and Office, Clerical, Technical and Educational Assistants Bargaining Units – Re: Article 17 – Paid Holidays
The employer has undertaken to forward a request for documentation ("appropriate evidence") to all members of each bargaining unit who were absent from work the day before/and or the day after a "holiday".

September 12th the Arbitration Hearing was held. In attendance from our CUPE Local: Derek Blackadder, CUPE National Representative; Lynn Raback, Debbie Gillan, Herb Pounder and John Roycroft.

In attendance from Trillium Lakelands District School Board: Earl Manners, Wilma Lynch, Kerrie Wright. and Carolyn Kay of Hicks, Morley.

Arbitrator Mary Ellen Cummings met with the parties and a mediated settlement was reached.

On October 10th Lynn Raback and Herb Pounder met with Earl Manners, Wilma Lynch and Kerrie Wright to discuss the processes which will be undertaken when there is an absence the day before/and or day after a “paid holiday”.

The HR Department will review the list generated, including a review of the employee’s sick leave bank and usage - where there may be a concern HR will contact and inquire first with the Principal/Supervisor. Following these steps if there continues to be a concern the employee may be contacted and requested to provide documentation.

“Be it resolved the Grievance Committee Report be adopted”.
Regular General Meetings/Oct 27 07/Grievance Comm Report