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## GRIEVANCE COMMITTEE REPORT

Presented At  
**REGULAR GENERAL MEETING**  
**SATURDAY, FEBRUARY 10, 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, Rob Parish 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:

- Step 1 – N/A
- Step 2 – “Unjust Discipline” – Step 2 Grievance Meeting of Jan 30 07 cancelled – Grievance withdrawn
- 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. We are awaiting further medical information – documentation from the Grievor.

Step 2 – “Unjust Termination” – (for further details please refer to Grievance Report – Oct 28 06)  
Grievor did not attend the Oct 28 06 Regular General Meeting to Appeal the Grievance Committee’s determination to not advance this Grievance to arbitration. The Grievor was advised the Union has accepted the employer’s offer on his behalf. The Grievor has advised the Union he is not prepared to sign the documentation required by the employer.

- 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”.

We have advanced a Policy Grievance for each bargaining unit noting. The Grievances indicate this language has been in all of our collective agreements since amalgamation; the employer did not bring forward or advise us during our recent bargaining process they would be implementing this language; we therefore contend the employer is not in a position to automatically forward a request for documentation (“appropriate evidence”) to all bargaining units members relating to an absence the day before and/or the day after a “holiday”. If you have been advised by your Principal/Supervisor you must provide this documentation/“appropriate evidence” please contact your Chief Steward or the CUPE 997 Office.

“Be it resolved the Grievance Committee Report be adopted”.  
Regular General Meetings/Feb 10 07/Grievance Comm Report