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GRIEVANCE COMMITTEE REPORT

Presented At
REGULAR GENERAL MEETING
SATURDAY, OCTOBER 28, 2006

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 - Termination re employee on “medical leave” – TLDSB has terminated a member who had been on a 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.
- Step 2 – “Unjust Termination” – Grievance remains denied at Step 2 - Not Advancing
It is incumbent upon our Local and we are legally mandated to ensure any determination regarding a Grievance is made in “good faith, objectively and honestly, after a thorough study of the grievance and the case.” (Lancaster House – Leading Cases)

Derek Blackadder, CUPE National Representative and Lynn Raback, President met with and advised the Grievor the Grievance Committee (Executive Committee) will not be advancing this Grievance to Arbitration. The Grievor has been advised of his right to appeal this decision at the next Regular General Meeting of the Local (Oct 28 06).

- Arbitration – Monday, October 23rd – Arbitrator: Gordon Luborsky
Termination of employee on “Last Chance Agreement” – a mediated settlement was reached.

“Be it resolved the Grievance Committee Report be adopted”.