

CUPE 1041	Policy – Scope of Work
	<ul style="list-style-type: none"> • Supervisor position determined to be redundant after the incumbent retired. • Work previously performed by the Supervisor was could be performed by the Manager as the duties were deemed shared by both union and non-union employees. • Upon review of the hours required to perform the associated duties, it was determined that the work was significantly less than the equivalent of a full-time employee. • Mediated settlement at Arbitration whereby CUPE1041 was provided with details confirming which positions report to CUPE 1041 employees. • The settlement re-affirms the Employer’s right to determine redundancies and allows both union and non-union employees to perform shared tasks.
CUPE 1041	Individual Grievance - Harassment
	<ul style="list-style-type: none"> • Union/Grievor alleged discrimination, on the basis of how merit increases were administered. • Grievor was not awarded with an increase due to performance as documented on the Grievor’s Performance Appraisal. • Settlement mediated at arbitration, whereby the Grievor was granted a 2016 merit increase, contingent on the Grievor receiving a favourable Performance Appraisal in 2016.
CUPE 5167	Group Grievance - Damages
	<ul style="list-style-type: none"> • Union alleged defamation of their members by senior staff and some members of Council when comments made to the media in relation to a City investigation • Three interim awards dealing with preliminary motions have been issued; <ol style="list-style-type: none"> 1. preliminary motion raised by the Employer regarding Arbitrator’s jurisdiction to hear the claim for damages (motion dismissed). 2. preliminary motion raised by the Union dealt with the order of proceedings (motion dismissed). 3. preliminary motion submitted by independent legal counsel retained by two of the Grievors, requesting “standing” in the portion of the hearing dealing with damages, and a request to have the Arbitrator recuse himself (motion dismissed). • Ongoing dates scheduled.
CUPE 5167	Group Grievance - Job Evaluation
	<ul style="list-style-type: none"> • Group grievance regarding submission to the Joint Job Evaluation Committee • Grievors claimed that Management was responsible for the delay in wage increases resulting from the Job Evaluation. • Mediated settlement at Arbitration agreeing to compensate Grievors less than the amount being sought through the grievance. • A second unrelated grievance with similar facts was also resolved as part of the settlement.
CUPE 5167	Individual Grievance - Termination
	<ul style="list-style-type: none"> • Grievance filed after Employee terminated for driving with a suspended licence. • The Grievor had already been disciplined twice for this same infraction. • Mediated settlement at Arbitration, maintaining the termination.

CUPE 5167	Individual Grievance - Termination
<ul style="list-style-type: none"> • Grievance filed after Employee terminated for stealing a fire extinguisher from a Federal building while at work • Mediated settlement at Arbitration maintaining the termination. 	
CUPE 5167	Group Grievance - Wage Rate
<ul style="list-style-type: none"> • Group grievance alleging improper evaluation through the Joint Job Evaluation process. • Union withdrew the grievance unconditionally one week prior to the hearing. 	
HOWEA	Policy Grievance - Contracting Out
<ul style="list-style-type: none"> • Grievance alleging that duties normally performed by Unionized employees had been contracted out. • Contractors were brought in to perform work after Union members were summoned to the plant to complete the work. • Mediated settlement at Arbitration to divide monetary amount equivalent to the cost of the Contractor services, equally to all impacted Employees. 	