

## GRIEVANCE CATEGORIES

**Attendance:** Vacation, Stat Holidays, Absent Without Leave (AWOL), Leave of Absence, Bereavement, Attendance Support Program (ASP), Lieu Bank, Flex Time

**Benefits:** Health Benefits, Life Insurance, OMERS, Accidental Death & Dismemberment (AD&D), Benefits

**Compensation:** Wages, Premium Pay, Shift Premiums, Meal Allowance, Compensation, Acting Pay, Job Evaluation, Retro Pay, Union Dues, Training Allowance, Pay-out Entitlements

**Corporate Policy:** Driver Safety & Compliance Manual, Corporate Policy (i.e. Mandatory Vaccination Policy)

**Discipline:** Verbal, Written, Suspension, Discipline

**Harassment/Discrimination:** Harassment, Discrimination, Human Rights, Toxic/Poisonous Workplace

**Hours of Work:** Overtime, Call-in, Call-out, Standby, Continuation of the work day, shift schedule, hours of work

**Income Protection & RTW:** Short Term Disability (STD), Income Protection Plan (IPP), Long Term Disability (LTD), Work Accommodation, Return to Work, Doctors Note, Bridging

**Job Assignment:** Seniority, Conditions of Employment, Restructuring, Transfer, Job Location, Job Share, Shift Change

**Job Security:** Lay-off, Recall, Bumping,

**Recruitment:** Job postings & filling, Promotion, Demotion, Complement, Vacancies, Testing, temporary postings

**Termination:** Termination, Severance

**Work:** Duties, Scope, Work of the Bargaining Unit, Contracting Out, Union Representation, Technological Change, Workplace Safety, Meal Breaks

**Workplace Admin & Operations** Parking, Mileage, City Vehicle, Bus Pass, Confidentiality, Tuition Reimbursement, Performance Appraisal, Admin-other, Clothing Allowance, Cleaning Allowance, Clothing/Uniform, Safety Wear, Training, Missed Page, Seniority