

Grievance Report | Years: 2024/2025

Reserve the Right to Grieve (RRGs) | before formal process begins

Tracking Number	Type:	Article Violation(s)	Status:
2023	INDV	Job Re-Evaluation (Article 32 & Appendix H)	Pending
2023	INDV	Job Re-Evaluation (Article 32 & Appendix H)	Pending
2023	POL	Job Re-Evaluation (Article 32 & Appendix H)	Pending
2023	POL	Job Re-Evaluation (Article 32 & Appendix H)	Pending
2023	GROUP	Article 20 - Hours of Work and Overtime	SETTLED
2023	INDV	Article 20 - Hours of Work and Overtime	RESOLVED
2023	POL	Job Re-Evaluation (Article 32 & Appendix H)	Pending
2023	INDV/GROUP	Article 20.23 - Averaging Payout	RESOLVED
2023	POL/GROUP	Article 20.23 - Averaging	Closed
2023	INDV	Article 5 - Reasonable Policies	Closed
2023	INDV	LOU: RWA Terms and Conditions (denial)	RESOLVED
RRG-2024-001	POL	Article 20.18 - overtime distribution	RESOLVED
RRG-2024-002	INDV	Article 24 - Return to Work and Sick Leave	RESOLVED
RRG-2024-003	INDV	Article 16 - Harassment and Discrimination Article 19 - Workload	RESOLVED
RRG-2024-004	INDV	Article 16 - Harassment and Discrimination Article 24 - Sick Leave, Accommodation and Return to Work	Withdrawn
RRG-2024-005	POL	Article 33 - Benefits (LTD)	Pending
RRG-2024-006	POL	Article 20.23 - Averaging Payout	RESOLVED
RRG-2024-007	INDV	Article 19 - Workload, Article 20 - Overtime	RESOLVED
RRG-2024-008		Article 24 - Leaves of Absence and Article 18 - Layoffs	RESOLVED
RRG-2024-009	INDV	Article 33 - Benefits (Dental)	RESOLVED
RRG-2024-010	INDV	LOU: RWA Terms and Conditions (denial)	Withdrawn
RRG-2024-011	POL	Article 18 - Job Posting, Application and Selection	RESOLVED
RRG-2024-012	INDV/POL	Article 2 - Scope (exclusion)	RESOLVED
RRG-2024-013	INDV	Article 20 - Hours of Work and Overtime	RESOLVED
RRG-2024-014	POLS	Bargaining Unit Work and Scope (Article 2)	Withdrawn
RRG-2024-015	INDV	Job Re-Evaluation (Article 32 & Appendix H)	Pending
RRG-2024-016	INDV	Article 20 - Hours of Work and Overtime	RESOLVED
RRG-2024-017	GROUP	Article 12 - Discipline	RESOLVED
RRG-2024-018	INDV	Article 18.12 - Application and Selection	Moved to IRR
RRG-2024-019	INDV	Article 24 Sick Leave and Article 12 Discipline	Withdrawn
RRG-2024-020	INDV	LOU: RWA Terms and Conditions (T2200 Form)	RESOLVED
RRG-2024-021	POLS	Article 32 - Compensation	RESOLVED
RRG-2024-022	INDV	Appendix B - Tuition Assistance Plan	RESOLVED
RRG-2024-023	INDV	Job Re-Evaluation (Article 32 & Appendix H)	Pending
RRG-2024-024	INDV	Article 32 - Compensation	RESOLVED
RRG-2024-025	INDV	Job Re-Evaluation (Article 32 & Appendix H)	Pending
RRG-2024-026	INDV	Article 5 - Management Rights	RESOLVED
RRG-2024-027	INDV	Job Re-Evaluation (Article 32 & Appendix H)	Pending
RRG-2024-028	INDV	ARTICLE 2 - Scope Clause	RESOLVED
RRG-2024-029	INDV	Article 16 - Harassment and Discrimination	Withdrawn
RRG-2024-030	INDV	Article 2 - Scope Clause & Seniority	Withdrawn
RRG-2024-031	INDV	Article 32 - Compensation	RESOLVED
RRG-2024-032	POLS	ARTICLE 2 - Scope Clause	RESOLVED
RRG-2024-033	INDV	LOU: Travel Time Credit	Withdrawn
RRG-2024-034	INDV	ARTICLE 2 - Scope Clause	Withdrawn
RRG-2024-035	POLS	Article 32 - Compensation	Moved to IRR
RRG-2024-036	POLS	Article 20.05 Schedule Changes	Withdrawn
RRG-2024-037	INDV	Article 18 - Job Posting, Application and Selection	RESOLVED
RRG-2024-038	INDV	Article 20.05 Schedule Changes	Withdrawn
RRG-2024-039	INDV	Article 18 - Job Posting, Application and Selection	Withdrawn
RRG-2024-040	INDV	Article 24 - Sick Leave	Pending
RRG-2024-041	INDV	Article 5 - Management Rights	Withdrawn
RRG-2025-001	INDV	Job Re-Evaluation (Article 32 & Appendix H)	Withdrawn
RRG-2025-002	INDV	ARTICLE 2 - Scope Clause	Withdrawn
RRG-2025-003	INDV	Article 8 - Union Leave	Pending
RRG-2025-004	INDV	Article 20.06 Schedule Changes	RESOLVED
RRG-2025-005	INDV	Article 18 - Conversion of Term Appointments to Continuing Appointments	RESOLVED
RRG-2025-006	INDV	Article 24.11 Accommodation and Return to Work	Moved to Step 2
RRG-2025-007	INDV	LOU: Travel Time Credit	Pending
RRG-2025-008	GROUP	LOU: Remote Work Arrangements	Pending
RRG-2025-009	INDV	LOU: Remote Work Arrangements	Pending

INFORMAL RESOLUTION REQUESTS (IRRs) | Phase 1 of Process

Number:	Type:	Article Violation(s)	Status:
2023	INDV	Job Re-Evaluation (Article 32 & Appendix H)	Withdrawn
IRR-2024-001	INDV	Article 33 - Benefits (LTD)	Pending
IRR-2024-002	INDV	Article 18 - Redeployment	Lapsed
IRR-2024-003	INDV	Article 18.15 - Layoff	Moved to Step 1
IRR-2024-004	INDV	Article 18.15 - Layoff	Moved to Step 1
IRR-2024-005	INDV	Article 18.15 - Layoff	Moved to Step 1
IRR-2024-006	INDV	Article 18.15 - Layoff	Moved to Step 1
IRR-2024-007	INDV	Article 18.15 - Layoff	Moved to Step 1
IRR-2024-008	INDV	Article 18.26 - Redeployment	Withdrawn
IRR-2024-009	INDV	Article 18.12 - Application and Selection	Withdrawn
IRR-2024-010	INDV	Article 32 - Compensation	RESOLVED
IRR-2024-011	GROUP	Article 18.15 - Layoff	Pending
IRR-2024-012	INDV	Article 12 - Discipline and Discharge	Withdrawn
IRR-2024-013	INDV	Article 33 - Benefits (LTD)	Moved to Step 1

IRR-2024-014	INDV	Job Re-Evaluation (Article 32 & Appendix H)	Abeance
IRR-2024-015	GROUP	Article 18 - Job Posting, Application and Selection	Withdrawn
IRR-2024-016	INDV	Article 18.15 - Layoff	Moved to Step 1
IRR-2024-017	INDV	Article 11.04 - Representation (2010-02)	Withdrawn
IRR-2024-018	INDV	Article 18 - Job Posting, Application and Selection	Withdrawn
IRR-2025-001	INDV	Article 20 - Hours of Work and Overtime	Withdrawn
IRR-2025-002	INDV	Article 20.06 Vacations	Withdrawn
IRR-2025-003	INDV	Job Re-Evaluation (Article 32 & Appendix H)	Pending
IRR-2025-004	INDV	ARTICLE 11 – DISCIPLINE AND DISCHARGE (2010-02)	Pending
IRR-2025-005	INDV	Job Re-Evaluation (Article 32 & Appendix H)	Pending
IRR-2025-006	INDV	ARTICLE 11 – DISCIPLINE AND DISCHARGE (2010-02)	Pending

GRIEVANCES | STEP 1 | Phase 2 of the Process

Number:	Type:	Article Violation(s)	Status:
2023	INDV	Article 5 - Reasonable Extension of Probationary Period Article 16 - Harrassement & Discrimination	Pending
GV-2024-003	INVD	AA Collective Agreement - Article 13 - Job Vacancies and Incumbency	SETTLED
GV-2024-006	INDV	Article 12.01 Discipline	Withdrawn
GV-2024-007	INDV	Article 18 - Redeployment	SETTLED
GV-2024-008	INDV	Article 18 - Redeployment	SETTLED
GV-2024-009	INDV	Article 18 - Redeployment	SETTLED
GV-2024-010	INDV	Article 18 - Redeployment	SETTLED
GV-2024-011	INDV	Article 18 - Redeployment	SETTLED
GV-2024-014	INDV	LTD	Pending
GV-2025-001	INDV	Article 18.15	Pending

GRIEVANCES | STEP 2 | Phase 3 of the Process

Number:	Type:	Article Violation(s)	Status:
GV-2022-013	POL	Job Re-Evaluation (Article 32 & Appendix H)	Pending
GV-2024-001	POL	Article 5 - Management Rights (Reasonable Policies)	SETTLED
GV-2024-002	POL	Bargaining Unit Work, Scope, Redeployment	SETTLED
GV-2024-004	INDV	Article 5 - Management Rights	Pending
GV-2024-005	INDV	Article 16 Harrassement and Discrimination	Moved to Step 2
GV-2024-012	POL	Article 2 - Scope, Article 18 - Layoff	Pending
GV-2024-013	POLS	18.03 Conversion of Term Appointments to Continuing Appointments	Withdrawn
GV-2024-015	POLS	Article 18 - Posting Not Required	Withdrawn
GV-2024-016	INDV	Article 12 - Discharge and Discipline	Withdrawn
GV-2024-017	INDV	ARTICLE 11 – DISCIPLINE AND DISCHARGE (2010-02)	Withdrawn
GV-2024-018	INDV	ARTICLE 11 – DISCIPLINE AND DISCHARGE (2010-02)	Withdrawn
GV-2025-002	INDV	ARTICLE 11 – DISCIPLINE AND DISCHARGE (2010-02)	Withdrawn
GV-2025-003	POLS	Article 2 - Scope (exclusion)	Pending
GV-2025-004	INDV	Article 18.38 Deemed Termination	Pending
GV-2025-005	POLS	Articles 20.05 Scheduling (2010-02)	Pending
GV-2025-006	INDV	Ontario Human Rights Code	Pending
GV-2025-007	INDV	18.08 Returning Employee Applicants	Pending

ARBITRATIONS | Phase 4 of the Process (final)

Number:	Type:	Article Violation(s)	Status:	Arbitrator Name:	Date(s) of Arbitration:
GV-2022-017	INDV	Article 24 - Sick Leave & Accommodation	SETTLED	PAULA KNOPF	AUGUST 13 AND AUGUST 14, 2024
GV-2023-002	POL	Article 2 - Scope	Pending		N/A
GV-2023-007	INDV	Article 24 - Sick Leave	Withdrawn	PAULA KNOPF	MARCH 5 AND 6, 2025
GV-2023-006	GROUP	Article 18.12 - Application & Selection	Pending	PAULA TURTLE	NOVEMBER 12 AND 13, 2025
GV-2023-008	POL	Article 2 - Scope	SETTLED	Jasbir Parmar	12-Mar-24