



Customs and Immigration Union  
Syndicat des Douanes et de l'Immigration

**NATIONAL OFFICE MEMORANDUM  
NO-24-2010**

<b>DATE</b>	August 12, 2010	<b>PRIORITY</b>	1. For your information
<b>TO</b>	National Board of Directors		
<b>RE</b>	<b>Johnstone Decision</b>		

Sisters and Brothers,

A decision has been rendered in the Fiona Johnstone case. The Tribunal has ruled in favour of Ms Johnstone. As you recall, Ms Johnstone is a BSO from Toronto who had requested an accommodation due to Family Status. CBSA denied her request for accommodation, and instead offered part-time status. The Tribunal has ordered CBSA to cease discriminatory practices against Members who seek accommodation due to Family Status for the purposes of child-care responsibilities. The Tribunal also ordered CBSA to establish written policies to address accommodation requests and that these policies include a process for individualized assessments of those making the requests.

In addition, Ms Johnstone will receive remuneration for loss salary and benefits and the Tribunal has also awarded damages for pain and suffering and also special compensation for CBSA's willful and reckless conduct. For full details of this judgment, please refer to the Canadian Human Rights Tribunal website at <http://chrt-tcdp.gc.ca/aspinc/search/vhtml-eng.asp?doid=1021&lq=e&isruling=0>.

Congratulations to Ms Johnstone for her perseverance and to CIU and PSAC Council who represented Ms Johnstone.

If any of your Members are having problems, please contact the undersigned.

In Solidarity,

Karen Church  
Equal Opportunity Representative