



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

**NATIONAL OFFICE MEMORANDUM
NO-07-2020**

DATE	May 22, 2020	PRIORITY	For your information/action
TO	National Board of Directors		
RE	Grievance Regarding FB-02 Officers on 6990 Leave With Pay		

Sisters and Brothers,

As a result of the COVID-19 pandemic, the employer has instituted two types of leave to minimize the exposure of our members to each other and to the public.

Members who can still attend at the workplace have been placed on "Employee Health Days for Social Distancing" (091) so that they can stay at home but be available to attend work if required. FB-02 Officers are being provided with online training and scenario-based learning opportunities so that all of their days spent on 091 will count for the purpose of the Officer Induction Development Program.

Members who are unable to attend at work for reasons directly related to COVID-19 have been placed on Leave With Pay (6990). FB-02 Officers on 6990 are not being offered the opportunity to pursue online training. Further, for those who stay on this type of leave for more than 30 consecutive days, this time will not count for the purpose of the Officer Induction Program. This will effectively delay the assessment period for these FB-02 Officers for weeks or even months.

CIU has approached management to request that FB-02 Officers on 6990 not be penalized for being unable to attend at the workplace for reasons entirely out of their control. We take the position that these Officers are being subject to a discriminatory practice that will needlessly delay their promotion to FB-03. The employer, however, continues to be unwilling to allow time spent on 6990 to count towards the FB-02 assessment period.

If you are an FB-02 and have been on 6990 leave for a period of more than 30 consecutive days and wish to contest the employer's refusal to recognise this time towards your assessment period, you may file the following grievance:

Grievance

I grieve that I have been the subject of a discriminatory practice on the part of my employer. I have been unable to attend at the workplace because of COVID-19 related issues and have been placed on 6990 Leave With Pay. The employer is refusing to count my time on 6990 leave in the calculation of service for the purpose of the Officer Induction Development Program. This creates an inequity as other FB-02 Officers who have been placed on 091 Social Distancing Leave are being credited with all days served.

Remedy

I ask that the employer credit me for all days spent on 6990 Leave With Pay for the purpose of completing my assessment period under the Officer Induction Development Program.

I ask that I be placed in the same position with respect to time served under the Officer Induction Development Program as all FB-02 Officers on 091 Leave.

I ask that I be afforded any and all other remedies as necessary to correct this inequity.

In solidarity,

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

Joey Dunphy
3rd National Vice-President