

**Subject:** FW: Corporate Human Rights Complaint

**From:** Attiah, Mohamed (attiahm@aecl.ca)

**To:** attiamo@yahoo.ca;

**Date:** Monday, August 16, 2004 2:34 PM

-----Original Message-----

**From:** Attiah, Mohamed

**Sent:** August 9, 2004 3:28 PM

**To:** Medhurst, Beth

**Cc:** Kugler, Gary

**Subject:** Corporate Human Rights Complaint

Hi Beth,

1. I am alarmed by the escalating pattern of harassment directed towards me in order to jeopardize my relationship with AECL.
2. As you might be aware, I worked so hard and did more than my share to reconcile this relationship despite the difficult situation I had been subjected to due to the unfair allegations made against me during the September 11, 2001 events.
3. Despite promises made to me that I would not be subjected to further harassment by the corporate V.P of Human resources at that time and his verbal request that I should report any harassment against me to him directly, I tried to resolve all problems on my own away from even the normal avenues of redress through grievances....etc. Simply, the last thing I ever wanted is to be pushed into any sort of confrontation against anybody (management or non-management). I just wanted to avoid this vicious circle.
4. Apparently some members in the local management here in CRL are not very happy about the final outcome of that 2001 tragedy which I am still suffering from and they are still determined to give me a hard time. I am not sure what are the real motivations behind that? Is it just muscle flexing to play the image of being a tough manager? Or, is local management simply following instructions given by higher ups?
5. Contrary to AECL Vision, Values and Policies presented to us consistently by Mr. Van Adel during the Corporate update sessions, my job performance is being blocked and compromised as a way to block my career progress if not framing me to be fired.
6. So far, I exercised full self-control and treated that on a very professional level (see my performance appraisal feedback of the last year). However, the response I am seeing is far from being fair nor professional.
7. For example, in response to my complaints about work assignments, I was finally assigned

some important work in the project to design the U-5 loop (Dec.2003). However, my local management would provide me with very little required tasks, very little information and background about the project. Despite my serious attempts to communicate with management to resolve this obvious handicap amicably, my efforts went no-where.

8. Only at the performance appraisal time, my direct supervisor complained about my productivity. I confronted the local management up to the level of Mr. Chris Knight (the Acting Director at that time), however everybody was resolved to put the full blame on me and absolve local management from any wrong-doing. The very least I could point out here is that this was a clear abuse of AECL human resources which they are trying to cover-up by resorting to loop holes in the regulations and the collective agreement. This is the same mentality that ended up by providing the RCMP with a false tip against me during the Sept.11, 2001 events.

9. Furthermore, my request for training in accordance with the corporate QA policies and our commitments to regulators were fully blocked. Again, I tried to resolve this issue amicably up to the point that I finally advised my local manager in writing ( around Dec. 2003) that she is effectively blocking my performance by not approving my training needs. Despite my open approach, which was mainly aimed at resolving that issue in the shortest and easiest way, it was obvious that there has been a determined and intentional resolve to block my training needs.

Apart from violations to the corporate QA and the collective agreement, this act constitutes discrimination against me on the grounds of age in violation to the Canadian Human Rights Act.

10. I am writing to you soliciting your support and assistance to address this complaint because once more, the last thing I ever want is to get into that vicious circle of confrontations with anyone whose main objective might be focused on using the system loop holes to have some fun, entertainment and sport. Attached for your reference is a copy of the grievance I that stemmed from the above mentioned escalations.

Regards,.....mo

<<grievance travel employee\_proposed1.doc>>



CRPEG Grievance Form

Chalk River Professional Employees Group

(CRPEG)

Grievance Form

To: Atomic Energy of Canada Limited
Chalk River, Ontario K0J1J0

Type of Grievance: [X] Employee [ ] Institute

Reference Number 0405-008CP

Name of Employee: M.A. Attiah

Employee No.: 51859

Branch: PM&EES

Supervisor: Sandra Celovsky

Details of the Grievance

I am grieving the following:

- 1. My manager directive to charge only 5 hours of travel time for my travel to and from Toronto to attend a training course on ASME Pressure Piping B31.1 & B31.3 codes on Sunday June 27, 2004. As per article 11 of the collective agreement, I am entitled to an additional (5) hours of travel time.
2. My manager directive to charge only 5 hours of travel time for my travel to and from Toronto to attend an AECL- sponsored QA training (ISO 9001:2000 Internal Auditor Training). As per article 11, I am entitled to an additional (5) hours of travel time.

Desired/Proposed resolution:

Credit my additional travel time on both of the above- mentioned dates to my banked time.

M.A. Attiah - Aug. 3rd. 2004

J. Montin, CRPEG/PIPSC Steward August 3, 2004

Employee Signature & Date

Institute Representative Signature & Date

Disposition Step 1

Management Statement

Manager HR Services CRL

Date

Institute Reply to Step 1:

[ ] Satisfactory

[ ] Unsatisfactory - We are not proceeding to Stage 2 or Arbitration

[ ] Unsatisfactory - We are proceeding to Stage

Disposition Step 2

Management Statement

Manager HR Services CRL

Date

Institute Reply to Step 2:

[ ] Satisfactory

[ ] Unsatisfactory - We are proceeding to Arbitration

[ ] Unsatisfactory - We are not proceeding to Arbitration