

Fall President's Report – November 30, 2017

We have had an incredibly busy quarter. I can genuinely say that Christine and I have been run off our feet. We have sometimes had 4 or more back to back HR meetings on a single day and every day has brought new challenges and work. HR liaison meetings that normally have 1 or 2 topics sometimes stretch to 16 or more topics.

So – where to begin? We have initiated work on clarifying and documenting a more transparent hiring process internally. We have expanded external hiring to disabled people. We have implemented a more formal process for performance evaluation of Casuals; we have looked at a number of ambiguous clauses in the Collective Agreement to get them clarified and solidified. We are looking at specific Special Assignment language. In general we have been working really hard on multiple fronts.

We had one Grievance which was resolved in our favour due to the hard work of all the TFEU Executive . In general, all of the Committees and Executive worked diligently to solve issues; build consensus with management and deliver a win-win. It is a new world where we are much more involved in decision making, consensus, issue resolution, progress and planning.

I have been regularly in contact with Sub-local Presidents to ensure that the new benefits are flowing through. I am also working with them on a variety of potential Grievance and other local matters.

We have completed the update of the Job Evaluation Benchmarks – this work was done by consensus and we were able to achieve almost 100% of the suggested benchmarks by TFEU to be included in the new standards.

I worked on a number of specific “without prejudice” Cases to resolve issues and obtain extensions to Terms and enhance staffing in some key areas.

The vast majority of the work of the President is to represent specific Human Resource issues and cases and meet regularly – often more than once a week – with management in the HR Liaison committee. This has been an active year in terms of the scope and range of issues that we have successfully negotiated. Most are done on a “without prejudice” basis and range from staffing improvements to Accommodation follow-ups to Sick Leave management to Collective Agreement interpretations to much in-between.

We consulted once with our lawyers on the Grievance regarding External job postings and the posting period after the initial 7 days.

We have been formally asked for help by The Greater Victoria Teachers Association support staff and I will explain their dilemma when we look at the formal motion for the floor.
