

Spring President's Report – March 15, 2018

This has been a very interesting quarter with several large complex cases; at least 3 have required help from our TFEU lawyer as we work through details and negotiations. There have also been many regular action items which we handled through the HR Liaison meetings. These include policy interpretations; special leaves; discussions on training funds; health and safety items; postings; term extensions; department needs; overtime and bonussing; Supervision changes and many day to day actions.

We initiated work on clarifying and documenting a more transparent hiring process internally to ensure fairness. We have expanded external hiring to disabled people by obtaining more information earlier on External hiring needs. That has been quite successful; I can't say that we have had much luck on the transparency front. There seems to be a lack of trust or understanding by Management. Or perhaps it is just the notion of change? Anyway, hiring still seems to be primarily driven by Seniority.

We have now fully 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. Again we made progress in some areas and in others we uncovered some very unacceptable practices. The good news is that these "policies" have been uncovered so we can now negotiate on them from a Collective Agreement approach.

We are looking at specific Special Assignment language. This is still in progress and there are quite a few details to work out.

I met a couple of days ago with Moira to discuss hiring/ staffing intentions. These are all good:

- Increase the part time Treasurer's Assistant position to 1.0 full time.**

- **Add a new full time Senior Researcher position**
- **Post a 6 month Term Position in Member Records**
- **Some Organizational / Technology reviews are under way. These will have no impact on staffing.**

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. Sometimes it is scary – sometimes we see decisions that cry out for change but we are definitely “seeing” more.

I have been regularly in contact with Sub-local Presidents to deal primarily with retirements and new hirings and in some cases communication issues locally. I am also working with them on a variety of potential Grievance and other local matters.

We are proposing to use surplus training funds to help our Members who are in multiple year training programs. Several Members have been excluded from obtaining Management Training Funds due to the new criteria and priorities imposed – e.g. Equity base programs. We will hold a vote on this proposal.

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.