

Spring President's Report – June 28, 2018

This has been a very busy period, particularly in June, with complex and tricky cases; at least 3 more have required help from our TFEU lawyer and 2 others have consumed hours of work trying to find solutions to help Members. There have also been many regular action items which we handled through the HR Liaison meetings. These include: policy interpretations, personal 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. Overall the workload for this role has gone up steadily through the last 2 years and the complexity of the problems to solve has increased commensurately.

We are just starting on an Article 18 potential Organizational Change for FAS Division. At this stage there are no details and we have received only a notice of intent. We held one preliminary meeting with HR to determine possible plans and to provide an Organization chart.

We asked Human Resources to reinstate the Computer Loan Program, but they have refused. The indication we received was that there are many monthly payment systems available through electronic stores.

We were able to get 2 job postings classified as Less than Minimum. We also had some limited success in having Internal candidates considered seriously at the External phase on one posting. We were successful in creating a new position in Field Service, welcoming an additional staff member in Research, and an increase to full-time for the Treasurer's Assistant.

We did more work on 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.

Some examples of “uncovered” policies include the ‘Hours of Work’ draft and the ‘Personal Leave’ policy. We have agreed to disagree on these policies as they do not match the contract language.

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

We determined that the MPP Pension plan Benefits options – Extended Medical and Dental – may be better value than the ones that can be purchased from BCTF on retirement. I have asked Human Resources to provide a comparison sheet to show relative benefits and costs.

There is still some work to be done on the 18-month extended Maternity EI option. As you are aware, this spreads 12 months of benefits over 18 months. We need to finalize the parameters of this. We are also negotiating over the removal of disciplinary letters; we feel that they should be removed after a period of time.

We are trying to get extra staffing in two specific areas – Member Records and Income Security. Another ongoing project is to establish the Article 16 Committee that looks after long-term vacancies.

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 hires, and in some cases

communication issues locally. I am also working with them on a variety of potential and actual Grievances and other local matters.

We are working towards finalizing the Surrey Local Collective Agreement which needs to be renewed this summer. There are some loose ends to tie up. We are also working with Surrey Local on other issues.

We had proposed using 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. However, after meeting with the Staff Training Funds Committee, we discovered that there is no additional money to provide Members through this fund. We will need to look at other methods of funding to assist these Members with their programs.

The vast majority of the work of the President is to represent specific Human Resource issues and cases, and to 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. June in-particular has been very busy with regards to these special arrangements.

**Respectfully, Peter Valbonesi
President**