

AGM Presidents Report – June 28, 2017

I am pleased to say that we had a very constructive and positive year on many fronts. We had no Grievances due to the hard work of all the TFEU Executive and Committees . They worked diligently to solve issues; build consensus with management and deliver a win-win.

The first part of the year involved a lot of mathematical and economic work to deliver the details of the new contract; calculating vacations, formulas and negotiating on some of the language to ensure we obtained the best outcome.

We had a lot of work to get Sub-local Benefit plans up to date. Most of that work has been done and I have been regularly in contact with Sub-local Presidents to ensure that the new benefits are flowing through/

We are working to update the Job Evaluation Benchmarks – this work has been largely completed and we were able to achieve almost 100% of the suggested benchmarks by TFEU to be included in the new standards.

To reiterate from our February meeting, we won a significant result at Appeals – this was originally going to a Referee but a compromise in favour of the Union was negotiated. We have now completed all the necessary details and achieved the new Job ranking.

I am pleased to announce that subsequent to the Staffing Plan we added several positions – some were percentage increases in part-time positions; some were Term Extensions and some were net new positions such as the ISD Assistance Society support role.

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 a sub-local Organizational Change. Otherwise this has been a lawyer free (and Grievance free as I mentioned earlier) year.

There has been a lot of activity at the Sub Locals with Contract completions, changes of staff and benefit interpretations. We also worked on some potential grievances.

We have a finalized Letter of Understanding to match the changes in EI top-up. We are looking for volunteers for a new Committee that we have termed the “Minimum Committee”. Temporarily we have added the scope of this to the Less Than Minimum Committee. The terms of reference are to provide more transparency and documented criteria for internal hiring. Most Unions have established criteria such as a weighting system for internal hiring.