

TFEU Update

January 21, 2009

*Please think "GREEN" before
you print this bulletin.*

TFEU EC vacancies

We have had two resignations from the EC—Michele Hope and Vanessa Terrell—thanks to both for their service to TFEU. Glynis Andersson has assumed the “secretary” position for Michele so we need two members at large. Angela Kysela has volunteered for one of the positions.

Call for nominations

Please forward any nominations for member-at-large to any member of the EC before February 6, 2009, or let us know if you would like to volunteer. If need be, we will have an election at the February meeting.

Winter membership meeting—February 26, 2009

Prior/Sutherland, 12:00 noon to 1:30 p.m.

Union members can use one hour of work time for this meeting.

Current grievances

We currently have nine outstanding grievances – two are at Step 1, six are at Step 2, one is going to arbitration.

At Step 1

- Sick leave reinstatement: sick leave used due to stressful situation at work should not be deducted from entitlements.
- Post & Fill: senior applicant was not appointed – does the grievor meet the minimum qualifications?

At Step 2

- Discipline, lost wages, accommodation (two connected grievances)—discipline without just cause, accommodation issue, leave taken due to stressful work situation should not be deducted from pay.
- Post & Fill—grievor was not aware of posting because e-mail had been disabled while on sick leave, contrary to contract provision that all TFEU members are to be advised of postings by e-mail.
- Bonusing guidelines—new guidelines imposed by the employer.
- Salary determination—two employees hired for same work paid at different pay grades.
- Bonusing for special assignment—practice re bonusing employees responsible for training was changed following organizational change.

Resolved

- Organizational change & demotion
- Discipline
- Pay & pay grade
- Modified work week policy
- Hours of work
- Termination
- Post & fill

Lost at arbitration

- Workplace closure/layoff

Going to arbitration

Grievor denied placement on casual list because term not completed due to illness (discrimination for disability)

Organizational Change

The Federation has given TFEU and CEP notice that it is considering organizational change in the services and organization of the Information Technology Department, including the divisional location of the department. This consideration will include a consultative process within the department. Both unions will have an opportunity to present to the Executive Committee on this issue if they wish and may also present if we go forward with recommendations to the EC.

Working-alone guidelines

Watch for new policies regarding working in the Federation building on your own.

Kathleen Smith, president
Dawn McCormick, vice-president