

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

Report to the Fall Membership Meeting

October 28, 2009 (updated November 18, 2009)

TFEU EC and committees

Following the motion we passed at our AGM regarding having Jean work for TFEU, we are happy to report that management has agreed to allow her to use the BCTF-paid-for union day that Dawn McCormick as vice-president is allowed to have and TFEU will pay for the other day. Therefore, Jean is working for TFEU two days a week. We are hoping she will be freed up from regular union/grievance work to go through the TFEU files and weed out duplication and generally put our files in order, as well as mentor our new stewards and executive. She is working for TFEU all day Tuesdays, 1/2 day Wed. and 1/2 day Fri.

Welcome Mary Ellen Bullock as a member-at-large on the executive.

TFEU stewards

We have held two morning sessions for stewards. Thanks to Kathy Powell and Jean Rands for leading these sessions; they were very interesting and informative. We hope to offer them again so anyone who is interested, please let one of them know.

Update: We have two new stewards—Christine Choinski and Jolanta Vailekonyte.

Treasurer's report

TFEU treasurer Pat Balango has a new statement of accounts prepared. If you wish to get a copy, please e-mail Pat.

Computer purchase plan

We have put in a joint request with CEP 464 to have another round of employee computer purchase with interest-free loans with payments deducted from pay cheques. *Update: Stay tuned.*

Local association business

We need someone to volunteer to help Jean with the work of our local associations. If you are interested, please let us know.

Current grievances

Kathy Powell is maintaining a spreadsheet of current grievances and will try to keep us on a timely response path.

Jean Rands reported:

We currently have nine grievances; three at step 1, four at step 2, two being considered for arbitration. This month we resolved one grievance at step 1.

Of the nine current grievances and three just resolved or withdrawn, four are about posting and filling including one about notifying all members of postings; two are about accommodation; two about discipline/discharge; one about problems in the LTD claims process; one about pay/pay grade; and one in settlement discussions is about bonusing guidelines, including issues of union recognition, and general purpose and other general clauses, as well as the bonusing language.

We have recently withdrawn two grievances that were scheduled to go to arbitration. Our legal counsel advised that we were unlikely to be successful at arbitration, and we are looking at other ways of addressing the important issues involved. The grievances were to do with discipline and accommodation of disability, and involved the grievor having been on accommodated employment and at the same time required to carry a workload more than double what was the standard in the department, due to severe shortstaffing. In spite of the fact that there was no dispute that the shortstaffing had caused a crisis in the department, the grievor was disciplined for errors and oversights that arose directly from the employer's failure to staff the department adequately. The executive is considering the following ways of addressing these issues:

- Encouraging members to come to the TFEU executive where they feel excessive workload is threatening health and/or performance;
- Meeting with TFEU health and safety reps to discuss this issue;
- Asking the stewards and step 2 reps that were involved in these grievances to meet to consider other options and report back to the executive on other lessons to be learned;
- Research other unions' experience with a view to developing bargaining objectives around the issues of workload and stress.

We will also be considering the process we use for a grievor to appeal a decision by the union to withdraw or settle a grievance and checking to see if we can learn anything from other unions in this area.

Contracting out issues

The IT department has been facing a major change in the way the department is organized with a system for managing new projects. We are in the process of sorting out all the job descriptions, which have been rewritten and have asked the Federation to not have contractors/consultants doing the work of TFEU and CEP members. Management has assured us that consultants are not being asked to do our work. If you have concerns that this is happening in and around your responsibilities, please let us know.

Information re contracting out can be found in Article 6 of the collective agreement. There are currently a number of consultants working in various departments on IT-related projects. These are the actions we have taken to date:

- September 23—memo was sent to IT staff asking for examples of their

work that was being done by consultants.

- October 8—CEP and TFEU sent a memo to the BCTF EC and management asking that consultants not do our work with a copy to all staff.
- October 9—CEP & TFEU met with management to clarify our concerns (we were promised a list of all the projects currently in progress with names of the project manager and project sponsor). We have since been informed we will receive copies of all the updates on the projects.
- Since the October 8 memo we have received information about several instances of consultants doing TFEU work or offering to do it; this is in addition to the consultant doing the work of a CEP member.
- October 15—TFEU was asked and refused to grant permission to bring in a consultant and asked that an IT job be posted where the current incumbent is on sick leave.

TFEU is now in the position where we need information from TFEU members if you consider that consultants are doing work that you should be doing. We have thanked the BCTF for addressing some concerns but are also requesting that the BCTF monitor the work of consultants and ensure that they stay within the parameters of their contracts. We are also maintaining contact with CEP on this issue. If you have any concerns, please e-mail them to tfeu-ec.
Update: TFEU and CEP 464 are now receiving updated project reports. Please ensure that any documents you are working on carry the TFEU bug.

Appendix K

We are hoping to get the meetings started on this appendix the collective agreement in the next week or so. This is the joint agreement to look at the feasibility of having LTD claims handled outside the BCTF.

Update: One meeting has taken place.

Confidentiality agreement

TFEU and CEP are working with management on crafting a confidentiality agreement for all staff.

Donations

We neglected to talk about donations at our membership meeting and we will be bringing this forward to our winter meeting in January.

Kathleen Smith, president
Dawn McCormick, vice-president