

CHIEF SHOP STEWARD/OFFICE COORDINATOR REPORT – NOVEMBER 2015

October was a challenging month, which provided plenty of learning opportunities to develop improved communications, ways of doing business, and unification. For example, a recent website posting attracted almost three hundred “hits,” video-conferencing has attracted more participants at our general meetings, and interest in other processes and meetings continues to grow. Big thanks and kudos to all of the wonderful members, who helped us with the intricacies of video-conferences. Also, to you, the members, for your participation.

Protracted issues continue to be protracted. There has been little movement on Article 28 issues around the College, Letters of Expectation may be a “failsafe” for the Employer to continue to rely upon in spite of better options, human rights seem unrecognizable for the Human Resources Department, and resolution of CUPE SD issues continues to be sought. We seek collaboration at the Labour Management Cooperation Committee table and Contracting Out table, however, progress is slow.

Significant progress has been made with the Employer regarding the separation of the Joint Early Intervention Program (“JEIP”) and Duty to Accommodate (medical accommodation) processes. It seems the Employer now recognizes our JEIP representatives are performing an administrative function, which is distinct from that of a shop steward. Thus, at the point where a JEIP “case” may become a medical accommodation, the President and/or Chief Shop Steward becomes the official contact and signatory in the process.

My report would be remiss without mention of the Respectful Workplace. It is paramount that all College employees maintain cordiality and civility in the workplace at all times. If emotions become tested, one may politely (and legitimately) excuse oneself from an interaction. A brief walk, or a quick chat with a buddy, a mentor, or a colleague, may be beneficial. Always remember to be cordial, civil, and respectful, to everyone in the workplace as everyone one of us is deserving of respect.

I have consent to let you know about three long-time members/employees with pending retirement dates:

- Ed Nicholas – his last day at work is December 24
- Ann Marie Arneson – her last day at work is December 15
- Jennifer Erwin – her last day at work is January 29 (just ‘round the corner!)

With unity,
Dawn Svendsen
November 10, 2015