

EXECUTIVE REPORT – CHIEF SHOP STEWARD/OFFICE COORDINATOR

March 20, 2018

Greetings,

I am honoured to continue to represent the membership in so many ways throughout the College community. It is my intention to retire at the end of the year, so this Annual Report as your duly elected Chief Shop Steward/Office Coordinator will be my last Annual Report to you.

LABOUR MANAGEMENT COMMITTEE (LMCC)

LMCC continues to be an effective platform for resolution of significant Employer-Union issues, prior to implementation of the formal Grievance procedure (which is utilized, if necessary). Often, conflicts arise, due to differences created by inconsistent management practices. The Employer is responsible for establishing consistent management practices through the provisions of proper communications, adequate resources, and comprehensive leadership. Education is a common pursuit for the Employer and your Union for the betterment of all. Minimizing differences between the respective positions results in more positive, productive, and prudent labour relations. Currently, your Union has one pending arbitration (June 2018), one grievance in abeyance, and four active grievances. The two Campus Stewards attending LMCC monthly meetings will assist with the transition for a replacement Chief Shop Steward in December 2018.

ANTI-CONTRACTING OUT COMMITTEE

Your Union continues to seek opportunities to bring work in-house, be it new or existing work, which has been contracted out by the Employer. For example, painting crosswalks in rainbow colours, performing audio-visual needs at Conversations Day, or utilizing any of the many extended services of the Printshop. Three ripe opportunities are parking, security, and the shuttle bus. What is needed to bring all of this work in-house? Comprehensive business plans, which show the required work can be done by CUPE employees at lesser costs than being paid to the current vendors by the College to provide such services. Our next round of bargaining (for a collective agreement effective July 1, 2019), may provide opportunity to incorporate proposals regarding the identified services. Other options, for example, independent agreements, exist, too. Your Union appreciates members stepping forward to assist with, or champion, the pursuance of such initiatives.

JOINT EARLY INTERVENTION PROGRAM (JEIP)

The health files discussed at the monthly JEIP Committee meetings are becoming more and more complex. Primarily, this change seems to be attributable to the sharing of more than just basic information, as was the previous practice. Ultimately, the change is beneficial for our affected

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members with more assistance, communication, and understanding forthcoming. Again, members stepping forward to join this Committee would be likely to enjoy richly rewarding human experiences. Contact your Union office, if you are interested in learning more about the JEIP.

JOINT OCCUPATIONAL HEALTH AND SAFETY (JOSH)

Opportunities exist for overlap of learning and knowledge among the various health-related initiatives in our College Community. Your Union provides representatives for this, and other Committees, so if health is your area of interest, consider stepping forward to make a difference. Often, throughout the year, occupational health and safety courses are offered in short (one or two days) and longer (weeklong) Union and other courses.

JOINT ADVISORY JOB EVALUATION COMMITTEE (JAJEC)

In February, your Union hosted a two day training session for the JAJEC representatives, the Union Education Coordinator, the Campus Stewards and the Chief Shop Steward. In addition to learning opportunities, the communal training provided opportunities for collaboration, networking, and camaraderie. It is important for the representatives to work toward common goals, while recognizing, appreciating, and working within the important distinctions of their respective roles. Current initiatives being pursued are improved communications, establishment of an agreed, published process with timelines, and a common knowledge base. It is considered that the initiatives may result in the more effective and timely progression of files. The job evaluation process is initiated by the submission of a completed questionnaire (worker) or reclassification template (manager). Work time is to be provided to a worker to complete and submit a questionnaire. Contact your Union office, if you need assistance.

RECOMMENDATIONS

1. Increase the number of workstations in your Union office from two to four.
2. Increase the educational opportunities made available to members.
3. Increase the paid release time for both Campus Steward positions.

I will be retiring at the end of the year, so this is my final Annual Report. The significant efforts of the President and Vice-President, so often “off the side of their desk,” and the increasing efforts of the Campus Stewards, as time allows, are so very much appreciated – and necessary.

With unity
Dawn Svendsen
Chief Shop Steward/Office Coordinator