

EXECUTIVE REPORT – PRESIDENT & VICE PRESIDENT

March 16 2018

Greetings,

Below is a series of topics intended to outline the many areas of work that will continue into 2019. It is a snap shot of the past year, highlighting areas of interest or of issue. It has been an honour to serve in our capacities as President and Vice President of Union. We look forward to the year to come!

Bargaining 2019- As you know our Collective Agreement expires June 30 2019. Preparations for bargaining are under way with executive members recently attending bargaining conferences and education seminars. Soon you will receive notice of lunchtime meetings, survey questions and general information emails; that will ask for your input on what your priorities are for bargaining. Your Union will put together a Negotiating/Bargaining Team to prioritize the areas identified for the next collective agreement. We will form our table team of four from this group, and they will bargain with the employer. In the past, bargaining teams have been saddled with mandates from the Government such as Net-Zero Bargaining, 0-0-1 or 5.5 over five years. We are cautiously optimistic and while we are not expecting the ‘flood gates’ too open in the public sector, we are hoping this new government will bargain from a perspective that respects those that work in the public sector. We will not bargain concessions that negatively impact our community, nor will we support two tiered wages or changes to our defined contribution pension plan.

Not one step back! We hold the line! United together, we are stronger!

Labour Relations- 2017 brought challenges, resolutions and highlighted areas for improvement. Your executive strives for continued positive labour relations and much of that is dependent upon the principles of fairness, transparency and honest communications. We may not always agree with the employer’s position but we always engage with honesty and a willingness to resolve issues. Not every situation results in the outcome a member expects. There are limitations to our collective power via labour law. After all, management has the right to manage. We exist to ensure that this right is ‘checked’ and tempered with fairness and a commitment to our Collective Agreement. If you are experiencing an issue in the workplace that stems from an interpretation of the Collective Agreement or a policy, let us know. We can’t help if we don’t know!

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Change Management- is defined as “... a collective term for all approaches to preparing and supporting individuals, teams and organizations in making organizational change. It includes methods that redirect or redefine the use of resources, business process, budget allocations, or other modes of operation that significantly change a company or organization” (Wikipedia: Retrieved Mar 16 2018, CC BY-SA)

The College has undergone many changes over the last year with more to come. It is important that changes in workload, working conditions, wage rates and the introduction of new technologies are considered in the context of [Article 28](#) of our Collective Agreement. The Employer must consult with your Executive BEFORE enacting significant changes that may impact the areas outlined. If you aren't sure if a change in your department would be considered an Article 28, please ask. Inaction due to a lack of information can have a significant impact and a misinterpretation can be the difference between a smooth change and a rocky one.

Your Union 2081- CUPE 2081 has a long and prosperous labour history at the College, in our local community, as well as across British Columbia and Canada. Many of our local Union Leaders have made a significant impact in the Labour Movement. Will you be one of those leaders to emerge? Your local faced several retirements of key leaders with more to come. Are you or will you be at a time in your life that you can give back to your local community? We offer training at all levels of the Union Movement. The benefits will be a newfound comradery with your colleagues, a sense of accomplishment in the spirit of volunteerism and the ability to make a difference while helping your fellow colleagues.

Your Office- Located in the Young Building: (Y224) will need to undergo a project that will see our records digitized and secured. Currently, we have several boxes of files that will undergo this process. We have updated our computers and are working to add a third working station. The floor needs a significant amount of work and a new carpet and we have savings within our budget to help fund these capital projects. If you don't know where we are, come up and say hello!

Thank You-To the members that make time to come to our Union meetings and participate in many unseen areas: THANK YOU! Decisions are made by those that show up and vote! We need as many perspectives as possible to ensure that decisions are reflective of our 600+ membership. If you can't come to a monthly meeting, that is ok-try to send one person per department once a month. Enact a rotation to share the responsibility. If you can make it to every meeting, awesome! If not, that is ok too. Come when you can. We have several



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committees and we would like to extend our gratitude for all you do: Occupational Health & Safety, Job Evaluation, Joint Early Intervention Program, Labour Management Cooperation Committee, Anti-Contracting Out, Diversity Committee and of course our Comfort Committee. To the Executive, we have done a lot of good work over the last few years and we look forward to the year to come.

Keith Todd | President

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Camosun College campuses are located on the traditional territories of the Lkwungen and WSÁNEĆ peoples. We acknowledge their welcome and graciousness to those who seek knowledge here.

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