

EXECUTIVE REPORT – VICE PRESIDENT

Sept 11 2018

Greetings,

Over the summer months, we have been busy. Even though all committees and meetings adjourn until the fall, your executive team was meeting, planning and working on a variety of projects. Here are a few highlights:

Bargaining

I was elected bargaining chair this spring-thank you for your confidence. The bargaining survey is now closed. Thank you to everyone who took the time to participate. The survey was open for 5 weeks and we had a 30% participation rate! A special thank you to Roseanne Harvey, our Comms Coordinator, for all of your work behind the scenes. Roseanne and I will continue to meet and work with Keith to create a communications strategy for bargaining. Stay tuned.

I have sorted through the data and identified various themes that will assist in drafting bargaining proposals for the 2019 agreement. A *'bargaining strategic plan'* must be submitted to CUPE National months in advance. I am working on fine-tuning a document and will submit to the executive soon. Also, we are required to participate in training for the bargaining committee. This will be booked shortly.

It is clear wages are a high priority. Did you know, we do not bargain wages under the current government structure? Wages are mandated by the Government and have been for more than 20 years. However, we can and we will bargain for increased benefits and progressive changes to the Collective Agreement. I won't go into detail via a written report because we don't give away our negotiating position in advance of meeting with the Employer. If you have specific questions-give me a call.

Concerns regarding SD resonated in the bargaining survey also.

LMC/Anti Contracting Out

The next LMC meeting is October 3rd. A more fulsome report will be provided after that date.

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Staff Development is an ongoing concern. Usage is higher than the amount of money that tops the fund up every month. There is more of a draw on the fund than there are funds. We attended a special meeting with the Employer to discuss the administration of the fund and the need for a stronger commitment of support from the Employer in disseminating financial information and the administration of the fund. The fund is a shared benefit not an individual right. With usage up, we need to find ways to limit monies while promoting individual interests. Unfortunately, there is no 'quick' fix or simple solution. Shelley and Petty have worked hard creating financial documents to track usage. Thank you for your continued assistance and commitment to this important area.

We are pleased to report that some outdoor painting was done by our Facilities staff this year. This is a win! Kuddos to Facilities management for finding opportunities to work together on painting projects. 8 or more of our Facilities staff worked the Labour Day long weekend, prepping our campuses for the new academic year. Thank you to everyone who participated, worked overtime, and took time away from your families to paint. We work because you do!

Stewarding

I have helped several members with varying issues over the summer. As Dawn transitions toward retirement, I will be working more in our union office to ensure continuity of files and transition office procedures. We are transitioning into 2019 strong.

Grievances

So far so good!

We have a new Labour Relations Manager who started this summer. Dawn Southern has replaced Sonja Kennedy. Any one who worked with Sonja knows what an invaluable asset she has been when resolving grievances, finding solutions at LMC/Contracting Out and everything else in between. I have confidence that in time, we will build as strong a relationship with Dawn Southern as we had with Sonja.

Start up is under way and things seem to be running smoothly. If there are issues we need to know about...please call us. We don't know what you don't tell us and we can't help if we don't know you need it.



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If you believe the Collective Agreement is being broken, or suspect there might be an issue on the horizon-tell us. If there is an opportunity to halt an infraction before needing to go to a formal grievance, great! This practice is a better use of our resources.

A reminder: Stand up for each other when you see the opportunity to help. Together we are stronger, together we promote equality, equity, fairness and inclusion.

I look forward to continuing the good work we do together.

Erynne Grant | Vice President

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