

Committee: Advocacy

Chair: Wanda Dekleva

It's my pleasure to thank the Committee Members:

Andrew Boden	Wanda Dekleva	Arlette Stewart
Rob McTavish	Mike Peragine	Tracy Bruneau (to February 2020)
Laya Behbahani	Steve Frost	

Report Date: July 1, 2019 to June 30, 2020

Update:

Our key concern over this past year has been the increase in Bullying and Harassment complaints. We also continue to be concerned about how to resolve difficult, enduring issues in units where members remain reluctant to bring forward a formal complaint.

This year saw a significant increase in member support (see Advocacy statistics below).

Cases Dealt with:

1 Arbitration

This case dealt with time-in-lieu issues as it relates to AD Policy 10.13

11 Bullying and Harassment Cases

1 Sick Leave/Accommodation Case

7 Position Elimination Cases

2 Investigation Cases

Investigation meetings can involve issues ranging from performance issues to allegations of gross misconduct. This does not include investigations for Bullying and Harassment.

1 Policy Grievance Case

This is related to the reciprocal tuition agreement with York University and Carleton University.

3 Other Cases

Advocacy Statistics:

The following statistics are from July 1, 2019 to June 30, 2020 (% increase over last year in brackets):

- 480 members helped (128% increase)
- 279.5 hours of intake and consult time (201%)
- 106.25 hours of in meetings with HR (97%)
- 193.5 hours in research for member cases (261%)
- 278 hours in follow-up time with members (268%)

We have also seen a significant increase in each of the categories above which we attribute, in part, to an increase in communication with members around accessing advocacy support.

Other Issues:

Advocacy members received additional training on investigations.