

Committee: Advocacy

Chair: Wanda Dekleva

Committee Members:

Andrew Boden	Wanda Dekleva	Tracy Bruneau
Rob McTavish	Mike Peragine	Steve Frost
Laya Behbahani		

Report Date: November 12, 2019

Summary:

Our key concern continues to be how to resolve difficult, enduring issues in units where members remain reluctant to bring forward a formal complaint.

This year saw a 28% increase in the volume of cases the Advocacy committee dealt with: from 33 cases in 2018 to 46 cases this year. The key area in which our case load increased was in the number of workplace bullying and harassment cases: 0 last year versus 7 this year. As usual, we couldn't do what we do without the continued strong support and trust from our membership.

Cases Dealt with:

2 Grievance Cases

These two cases deal with time-in-lieu issues and time and location of work performed. Grievances for Bullying and Harassment have been captured below.

7 Bullying and Harassment Cases

3 Return to Work Cases

1 Sick Leave/Accommodation Case

8 Position Elimination Cases

These were for elimination cases due to restructuring. In one case the member's position was eliminated while she was on secondment to another project.

9 Investigation Cases

Investigations meetings can involve issues ranging from performance issues to allegations of gross misconduct.

16 Workplace Issue Cases

Dealing with issues such as promotions, job re-evaluations and job descriptions, sick leave, performance, overtime, manager and faculty expectations.

Advocacy Statistics:

The following statistics are from June 2019 onward:

- 210 members helped
- 77.75 hours of intake and consult time
- 54 hours of in meetings with HR
- 53.5 hours in research for member cases
- 75.5 hours in follow-up time with members

Other Issues:

Advocacy members received additional training on investigations and discipline in disguise.
