

Advocacy Committee Report

November 26, 2018

Submitted by Andrew Boden, Chair

Committee Members:

Tracy Bruneau, Wanda Dekleva, Rob McTavish, Mike Peragine, Anne Mason (staff)

I am pleased to report that our relationship with HR remains constructive, positive and fruitful, resulting in substantive savings on arbitration cases. Our key concern remains how to resolve difficult, enduring issues in units where members remain reluctant to bring forward a formal complaint. We have met with HR to discuss this issue, citing key examples where an early HR intervention would likely have prevented serious challenges, and are cautiously optimistic that a new initiative proposed by the AVP will begin to address these issues. HR shows a further willingness to resolve enduring issues that could be unit wide via the use of third party investigators. A third party investigator was used to explore problems unit-wide in one area this year and a second similar investigation is being suggested for another unit early in the New Year.

This year saw an 11% increase in the volume of cases the Advocacy committee dealt with: from 26 cases in 2017 to 33 cases this year. The key area in which our case load increased was in the number of workplace issue cases: 7 last year versus 17 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

Due to difficulties with a promotion in one case and a poor work environment in another. The cases are ongoing.

0 Harassment Cases

2 Return to Work Cases

One case involved a long term RTW difficulty; while another involved an injury created by a RTW plan unauthorized by the member's physician

0 Sick Leave/Accommodation Cases

7 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.

5 Investigation Cases

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

17 Workplace Issue Cases

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

Committee Training

Advocacy members received additional training (via a half day webinar) in how to best pursue salary continuance for members whose positions are eliminated.