

COMMITTEE REPORTS

Advocacy Committee Report

This year the bulk of our Advocacy cases have principally focused on bullying and harassment complaints, issues of unpaid overtime and matters regarding maternity leave. We supported and represented several members with bullying and harassment third-party investigations and noted that two of those complaints did include findings of bullying harassment. We have also made clear to the University in its review of GP-47 and elsewhere that having senior administrators be the decision-makers in cases of bullying and harassment complaints against other senior administrators is both highly inappropriate and raises issues of apprehension of bias. We insist upon fair, just and impartial outcomes for our members when they bring forward bullying and harassment complaints.

Regarding overtime, we're pleased to report that we have successfully resolved several overtime payment cases outside of arbitration, including one longstanding one.

We continue to raise to the University, difficulties of some APSA members failing to receive any or adequate payment for their overtime, issues around being paid overtime while travelling for work and also some unfortunate examples of members being pressured to sign time banking agreements, when it may not be their preference to do so.

Unfortunately, we've had several expectant mothers report difficulties taking maternity leave. Some of these members have reported being pressured into taking less maternity/parental leave than they'd like to by their supervisors; while others have reported that they are being pressured to work while on maternity leave. We continue to press for resolution of these issues with the University, since in the twenty-first century where maternity leave is a protected, statutory leave, mothers should have no difficulty enjoying and raising their newborns with full support from their employer.

Committee members

Current Committee Members:

Laya Behbahani (Chair) Rob Mctavish,
Jerome Francis Mike Peragine,
Steve Frost Arlette Stewart

Staff Support:

Andrew Boden
Angela Vass

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Lastly, our longstanding legal counsel, Allan Black, has retired from the firm he co-founded — Black Gropper. We're very pleased to be working with Black Gropper's legal partner, Stephanie Mayor, and her team.

The following statistics are from November 2021 to October 2022 (difference over last year in brackets):

- 648 members helped (66% more than the previous year)*
- 479 hours of intake and consult time (55% more than the previous year)*
- 126.5 hours of meeting time with HR (19% less than the previous year)
- 202.5 hours of research for member cases (51% more than the previous year)*
- 509.25 hours of follow-up time with members (52% more than the previous year)*

**Thanks to the new APSA staff position.*

Andrew Boden, Executive Director, on behalf of
Laya Behbahani
Chair, Advocacy Committee

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