

**Chief Steward’s Annual Report 2015/16**

**April 26, 2017**

Introduction

It is with pleasure that I accept the nomination to continue in the Chief Personnel Steward’s position. I continue to work to ensure that labour relation issues at Vancouver Island University follow the agreed upon articles of the Collective Agreement, are resolved at the earliest opportunity and that solutions are satisfactory to our members. I could not successfully accomplish this without the expertise of Neil McLeod, VIUFA Labour Relations Advisor; the organization and experience of Judy Benner, Administrative Assistant; the knowledge and compassion of our Area Stewards, and the commitment and dedication of the VIUFA Executive Committee.

Although we continue to have a good working relationship with Human Resources and Administration, our efforts have been slowed by the termination of the Executive Director, Human Resources, in June 2016. This position was only filled four weeks ago. We have clearly expressed to the new Executive Director, Dan Vander Sluis, that we expect labour relations to continue as they previously existed: respectful, dedicated to satisfactory resolutions and upholding recognized labour relations law and practice. We have also lost the Respectful Workplace Director with whom we had forged a productive working relationship. Denelle Lambert, law professor and faculty member, is currently filling this position in the interim. This is a satisfactory temporary solution.

The following report summarizes many of the issues that have been addressed over the past year and the current state of labour relations at VIU.

Arbitrations and Grievances

At this time last year, we had no arbitrations or grievances. Currently we have one file awaiting an arbitration date and two grievances working their way through the steps. The potential arbitration concerns a claim of a part-time regular instructor to additional regular work in the department, and advances the argument that she has a prior right to have her qualifications assessed before external candidates. The first grievance raises issues about the rights afforded to internal applicants for a Limited Term Contract posting. The second involves a non-regular instructor who we believe is denied both regularization and seniority rights under the right of first refusal.

Ongoing Issues

* Regularization blocks
* PD funds/expenses for non-instructional members
* Technician reassignment without consultation
* Professional concern/conduct issues
* Clarifying language and process in relation to Limited Term Contracts
* Several Letters of Agreement are in development

Resolved Matters

* Facilitation of course distribution and timetabling for members in the same department with different accommodations
* Medical accommodation in relation to travel
* New probation period for a member whose medical status impacted their evaluations
* Human Rights exemption request for BSW posting

Ongoing Discussions

We continue to attempt to address topics that were carried over from the bargaining table such as Chair release, workload, and the terms of reference for the Joint Early Intervention Program. Right of first refusal continues to generate questions for members and we will continue to clarify language particularly now as it applies to Limited Term Contracts. Matters that we are addressing with VIU Administration include: the use of discreet listening devices, on-line course evaluations, and faculty self-evaluations.

Concluding Thoughts

We are working with Administration to address issues in a prompt manner and to continue to work towards a shared understanding of the language and consistent practices across VIU.

We encourage member involvement in any capacity and hope that individuals will come forward to support your colleagues and fight for what is right and what you believe in. It is a great way to meet like-minded individuals who want the best for all. Thank you again to the members of the Shop Stewards Committee: **Gillian Anderson, Greg Arkos, Shannon Dames, Eiko Eby, Dana McFarland, Zora Soprovich, Al Stremming, Deborah Torkko, Robert Willis, Mary Stasiuk and David Woodward**. They all work exceptionally hard on your behalf and keep up to date so that they can answer your questions and concerns.

Respectfully submitted,

Colleen Price, Chief Steward