



## Chief Steward's Annual Report 2017/18

**April 27, 2018**

### Introduction

As VIUFA Chief Steward, 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, Office Manager, who will be greatly missed; the knowledge and compassion of our Area Stewards who have taken on greater roles in representing our members and attending committees; and the commitment and dedication of the VIUFA Executive Committee.

We have established a good working relationship with Dan Vander Sluis, VP, HR and Patricia Elliott, Director of Labour Relations, HR, along with the HR advisors associated with the various faculties. This has been an extremely busy year in labour relations with more grievances, more complaints against association members, lay-offs and issues brought forward by both the Employer and members that the Collective Agreement does not clearly address.

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

1. **Arbitration** scheduled for October 2018 – Regular part-time employee not given priority consideration for available work before external candidates.
2. **Grievance** denied at Step 3 in relation to denied regularization and no ROFR – currently in negotiations to resolve this grievance.
3. **Grievance** re: LTC and no interview to internal candidate. Denied at Step 3. Further negotiations resulted in resolution and severance to faculty member.
4. **Grievance** re: termination of faculty member. Resolution at Step 1– termination overturned due to questionable investigative process; faculty member resigned.
5. **Grievances (3)** in one Dept. due to unsubstantiated proposed lay-offs, changing work responsibilities during grievance/lay-off process and Employer not following seniority list per the Collective Agreement. Complicated file which has left a Dept. unsettled and still getting back on its feet. Technician took severance and other technician was able to remain full-time. Claim to past seniority within the Association is being considered for a member.
6. **Grievance** Step 1 – Dept. forcing pay-out of overload.

### Human Rights Tribunal Class Action

VIUFA is supporting the member who is now taking the lead on this class action against the University.

### Ongoing Issues

- Regularization blocks in the context of new qualification criteria – PhD. Required
- PD funds/expenses for non-instructional members
- Technician evaluation – irrelevant criteria and no transparent process
- Professional concerns/conduct issues
- Workload issues
- Required program courses being offered as directed study or summer courses decreasing pay to faculty members
- Medical leave while on probation

### Resolved Matters

- IT LOA rescinded by PSEA – Labour Market Adjustments.

### Ongoing Discussions

There continues to be a significant inequity that exists across the University in relation to workload. We examined this issue over several months with Administration and despite all creative efforts, funding will be required to implement even a staged approach. I will proceed to develop proposals for this approach in the hope that dollars may eventually present themselves.

The faculty evaluation tool has been revamped and we await the Fall pilot project report. We need to look for a satisfactory process for technicians in regards to formative and summative evaluation.

VIUFA will be participating in the review of the Sexual Misconduct policy this year to ensure that members' rights are at the forefront and due process is maintained.

### Concluding Thoughts

We are working with Administration to address issues in a prompt manner, identify Collective Agreement language that requires more work and develop consistent practices across VIU. I look forward to faculty member input re: issues and changes as we prepare for our next round of bargaining.

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