



Non-Instructional Representative Report for AGM – 2018

During the 2017/2018 year there few issues experienced by our Non-instructional colleagues.

Some were solved reasonably, others unfortunately resulted in lay-off or firing. The issues in Faculty of Science, Departments of Biology could have been avoided or minimized if the job descriptions were appropriate and proper hiring process followed, as well as proper orientation and job expectations.

In the Department of Fisheries, again, the job description without emphasis on some skills of major importance, in combination with lack of prospective in preparing other colleagues for broader job coverage, generated tension and unhappy outcomes for some. The department also had some financial constraints imposed by administration, which in combination with the above-mentioned aspects, resulted in some lay-off with severance pay for one colleague and part-time work instead of full-time for another.

These situations could have had better outcomes, if there had been more appropriate language in our Collective Agreement. That is why I proposed in one our Executive meetings to start a process of creating proper language for non-instructional staff such as technicians, counselors, etc.

This could be a long process, but clearing up some gray areas could also have long-term benefits for our colleagues. I will be interested to be involved in that process.

Thank you for giving me the chance to be your representative.

Sincerely,

Sabin Ignat