

**April 17, 2019**

Introduction

As VIUFA Chief Steward, I continue to work to ensure that labour relations issues at Vancouver Island University follow the agreed upon articles of the Collective Agreement, are solved 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 assistance of Laura Buechler, Office Manager; the knowledge and commitment of our Area Stewards, and the energy and dedication of the VIUFA Executive Committee.

We continue to foster a good working relationship with Human Resources personnel which has been effective in clarifying issues regarding Collective Agreement interpretation and the settlement of grievances. On-going discussions include the intersection of harassment language in the collective agreement with the sexual misconduct policy, faculty evaluation, workload inequity, barriers to regularization and the rights of non-regular faculty.

Arbitrations and Grievances

1. Arbitration scheduled to resume in October 2019 – Regular part-time employee not given priority consideration for available work before external candidates.
2. Grievance Step 2 – Department forcing pay-out of overload. Currently on hold pending harassment investigation.
3. Grievance Step 2 – Workload withdrawn from LTC contract as a result of Employer not adhering to employment process of a non-Canadian.

Seven grievances were resolved in the past year with satisfactory outcomes for our members. Two long standing grievances were withdrawn as Departments no longer wished to pursue changes.

Current Issues

1. New MBA proposal that may have implications for faculty workload.
2. Air quality in building 200.
3. FIPPA request and confidentiality of counselling records.
4. Faculty conduct issues awaiting decisions from Provost.
5. Dept. not honoring LOA that is part of a grievance settlement and declining ROFR.
6. Use of PD funds – lack of consistency across the institution.
7. Regularization barriers in the context of new qualification criteria – PhD. Required.

### Concluding Thoughts

We are working with Administration to address issues in a prompt manner; however, this becomes difficult in the context of investigations of harassment and professional conduct. Moving forward, I will be pressing for a more timely process and consistency in how these matters are addressed. As we approach bargaining our next Collective Agreement, I will be seeking to resolve some of the aforementioned issues and to improve the working conditions of all VIUFA members.

Thank you again to the members of the Personnel Stewards Committee: Gillian Anderson, Greg Arkos, Deborah Colette, Eiko Eby, Dana McFarland, Zora Soprovich, Al Stremming, Deborah Torkko, Robert Willis, Mary Stasiuk, David Woodward, and Sheila Boyce. They all work exceptionally hard on your behalf and keep up to date so that they can answer your questions and concerns.