



Chief Steward's Annual Report 2020/21

April 22, 2021

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 and have been meeting with AVP Dan Vander Sluis and Labour Relations Director Patricia Elliott bi-weekly since the beginning of the pandemic. This has been a year like no other and I want to thank everyone for their patience during this tumultuous and unpredictable time.

Arbitrations and Grievances

1. Grievance Step 2 – Employer unable to adhere to previous grievance settlement. On hold.
2. Arbitration scheduled for June 2021 - Faculty withdrawn from teaching duties and faulty harassment investigation process.

Current Issues

1. New MBA LOA – to be discussed with affected faculty.
2. Extended probation and questionable evaluation process.
3. Lay-off notice in Student Affairs – VIUFA challenging the redundancy argument.
4. Jurisdictional challenge re: new positions in Animal Care Services.
5. Regularization issues.
6. Workload and delivery models for Fall 2021.
7. Use of external investigators and the decisions to commence an investigation.

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. We continue to press for a more timely process and consistency in how these matters are addressed. We are pleased that a case manager position will be added to the Office of Equity, Diversity and Human Rights.

We will continue to closely monitor the proposed return-to-campus plan for the Fall and bring membership concerns to the attention of the Employer.

I have thoroughly enjoyed my time as Chief Steward and the opportunity to meet all my wonderful colleagues over the past five years.

Thank you again to the members of the Personnel Stewards Committee: Gillian Anderson, Greg Arkos, Deborah Colette, Bonnie Davidson, Dana McFarland, Zora Soprovich, Al Stremming, Deborah Torkko, Johan Latulippe, 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.

Stay strong. Stay safe. Wishing you a restful summer.

Kind regards,

Colleen Price