

## Report from Chief Steward

It's been a long year for myself as Chief Steward. 2022 was my first full year and as your Chief Steward my role for this communication is to provide you with an update about Grievances.

We filed 18 grievances in 2022 and have as of April 15 have filed 8 for 2023. We have 3 more which should be submitted in the next week.

These grievances cover a number of different issues. Some highlights of these include Terminations, Work of the Bargaining Unit, Change of Location, Truth & Reconciliation Day and Alternate Work Location to name a few. Provincial Policies are proving to be difficult for the employer to action as they did not develop them with the collective agreement in mind. We have several grievances moving forward to arbitration and we are meeting regularly with the employer in order to try to mediate without the cost of arbitration. However it has become very evident that the province is making decisions and what is in our collective agreement is not in all of other regions. We seem to have to argue in order to make them recognize what is written there.

Some things you need to know from grievance meetings, those things as Chief Steward that I feel you need to be aware of.

1. Check your paystubs. Ensure that you are paid accurately for the time you work.
2. Book vacation. Even if you are not going to get it. We can't fight for you if there's no evidence. If you don't put it in, you don't end up on the denial list and the employer doesn't recognize you want the time off.
3. Look at your schedule in QHRnet. Make sure it matches your sick time and vacation time and is up to date. A great example of this is Truth and Reconciliation day. It was added to the collective agreement because we bargained it as a Paid Holiday, however the employer wants to remain open. Some of you may be thinking awesome time and half woo hoo but look at the big picture.... Do you want to work Christmas? How about New Years Day? We have an arbitration scheduled but if you have booked it off then the employer should not be removing it as vacation from your bank. Another note... Last week the schedule wasn't posted and that's in violation. The employer needs to give notice of when staff are required to work and it's not the day before the shift.
4. When you are at work... work. You are being monitored in more ways than you know. The employer is consistently reviewing how much you are doing. They know when you get there, when you use the facilities, when you leave, your keystrokes and your absences from the desk. In some cases cameras are used so be aware....
5. Job posting language. Make sure that you take a copy of the posting that you apply to and ensure that the language around the posting is adhered to in the offer you receive.
6. AWL . It's a whole section on its own.....

We have submitted and are actively looking to find a solution for all parties to work from home equally. We have met twice and are hoping to have a positive solution in the near future.

Through the course of these meetings it has become very apparent that AWL is not permanent. We know that everyone received a letter that says otherwise but the employer will not agree that they have changed your location. It has also been suggested that by signing the

application to work from home that you have negated your rights related to 13.08. If you feel this may impact you then reach out to your VP or myself

7. And my last note... we rely on you as employees and members of CUPE to tell us when something happens that is in violation of the agreement. It's a solid agreement but it's a piece of paper until someone voices what's in it! If you think something has happened that's not right reach out to the VPs. We are finding that people who are working from home more are less engaged. CUPE needs you! We cannot act on your behalf if we don't know about the issues and if the issues happen often enough then it becomes more difficult to make end. Anything you bring forward is kept in confidence and you often have a choice about who to go to so please reach out!

Your review of these is appreciated. Thank you

Angie S.

*Angela Salmon*

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