



Impact

SPRING 2018

COMPENSATION EMPLOYEES' UNION



Message from the President March 2018

Proposed Amendment to the CEU Constitution

Further to the email sent to Members in early September 2017, and our follow-up discussion at the Union's Annual General

Meeting in mid-October 2017, a CEU Constitutional Amendment has been proposed to increase the Shop Steward term of office from 1 year to 2 years. This proposal arose from Shop Steward feedback and coincides with the Union's new education program for Stewards. We hope that the increased term length will allow Stewards to become comfortable in the role and acquire representation skills over a more gradual period of time. We also hope that it will allow Members to become more familiar with their local Shop Stewards.

Article 5(h) of the Compensation Employees' Union ("CEU") currently states:

"Shop Stewards shall be elected by the members to represent groups of employees as determined by the Executive Committee. Shop Stewards' term of office will be one (1) year in duration. Shop Steward election dates and the start date of the one (1) year term of office shall be set by the Executive Committee."

In April 2018, the CEU will ask Members in a referendum vote whether they are in favour of amending Article 5(h) of the CEU Constitution to state:

"Shop Stewards shall be elected by the members to represent groups of employees as determined by the Executive

Committee. The term of office shall be two (2) years in duration. Those members who hold office as Shop Steward on January 1, 2018, shall hold office as a Shop Steward until the end of January 2020. Shop Steward elections shall then be held in January 2020 and every 2 years thereafter as determined by the executive committee."

Please note that Shop Stewards who were recently elected in November 2017 may have a 2 year term of office (January 2018-January 2020) if the proposed amendment is passed by 2/3 of those Members who vote in the referendum. If the amendment does not pass, the Shop Steward term of office will remain 1 year in duration (January 2018-January 2019).

The referendum vote will be conducted via **online voting from April 4th to April 17th, 2018.**

Further details regarding the voting process will be sent to Members in advance of the voting period.

If you have questions with regard to the content of the proposed amendment, please feel free to contact a Member of the CEU Constitution and Bylaws Committee: Michael Hess; Bobbi Lysons; Kim Stubbs; Kristy Child; and, Sandra Wright.

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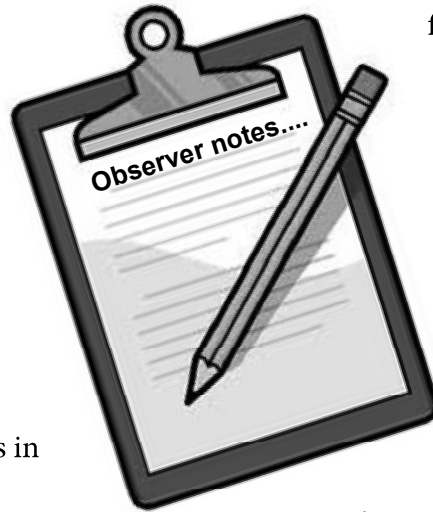
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Ten things you should know about Union Observers when applying for a new job

Are you applying for a new job? Are you concerned that the hiring process might not be fair? Did you know that you can request a Union Observer? Read further to learn ten things every Member should know about Union Observers when applying for a new job.

What is a Union Observer?

1. Union Observers are CEU trained and appointed representatives who observe selection panels for posted bargaining unit positions. This right is contained in Article 17.08 and LOU B8 of the Collective Agreement.
2. Observers sit through all interviews and selection panel discussions, including when the selection panel assesses each applicant.
3. Observers watch, listen intently, and take notes during selection activities, but do not directly participate in the selection process in any way.



Why is it helpful to have an Observer present?

4. Because Union Observers are present during all selection panel activities, they are in the position to observe whether all candidates are treated in a fair and impartial manner.
5. Observers report all and any concerns to the CEU office. This helps CEU identify whether any selection issues need to be further investigated. Without an Observer, it is much more difficult to research concerns about alleged unfairness in a job competition.
6. Union Observers add to the transparency of the hiring process and reassure Members that a particular competition is fair. When an Observer sits through the selection process, the candidates have some assurance that bias for or against

particular candidates won't occur. The Observer takes notes about what happened and sends them to CEU.

What happens to the Observer's notes?

7. Observers keep their notes in locked files while the selection panel is interviewing candidates. The Observers then submit their notes to the CEU office at the end of the competition, where they are also kept in secure files.

How do I request an Observer?

8. When you apply for a posted bargaining unit position, you can request an Observer by contacting the CEU office at 604-278-4050. You should do this as early in the process as possible, preferably just after you apply. The Union cannot appoint an Observer once a competition has started.

What about my privacy?

9. Your privacy is protected. Observers must keep everything they see and hear strictly confidential. Under no circumstances will they discuss the panel proceedings with panel members, candidates, or anyone else, other than a CEU representative assigned to act on a grievance (if necessary).
10. Your request for an Observer will be kept confidential. CEU contacts the Human Resources Dept at WCB and advises who the Observer will be for a competition. However, the Union does not tell anyone in Human Resources or on the selection panel which candidate

Steward Spotlight – Andy Lim

I have worked for the Board since 1992. I started my career as an Industrial Workshop Instructor in the Rehabilitation Clinic. Then I applied to Prevention as a Prevention Information Specialist and advanced to an Occupational Safety Officer. My current position is Supervisor, Prevention Field Services – Instructor in Learning and Development Services.

I had no direct experience with a Union prior to working at the Board, so I was ambivalent to the fact that we have a Union here. I had never worked in a unionized environment. I had no working experience with a Union and any information or knowledge I had of a Union was solely through what I gleaned, or was fed, from the media (e.g. strike action news)

My views soon changed once I saw, and experienced the benefits of working in a unionized workplace. My personal experience of the private sector was one where job security was non-existent and where benefits were sparsely given i.e. I didn't have medical or dental; I had extremely limited holidays; and, if I was sick, I had to make up the time to keep my pay. My personal experience in a unionized environment was the opposite on those issues. It became apparent to me that these, among other, benefits are not universally given. To get these benefits required work. As I passively watched successive rounds of bargaining, I saw how hard the CEU and its volunteers worked to maintain the benefits I enjoyed. Benefits that I knew were not universally given. The Collective Agreement Article that I most value is Article 70, Reorganization. I have personally experienced this process in the past so I believe that having a detailed and structured system helps to alleviate the angst created by reorganization and redundancy.

Becoming more involved in the Union as a Steward was my way of showing my appreciation and

contributing in some small way to that work. One of the most rewarding aspects of being a Steward is to be involved in problem solving. Sometimes problems are not a one sided affair. Getting involved in the process to unpack an issue and having opposing sides come to a constructive and fair goal, and a better understanding on an issue, is incredibly satisfying. Thinking “I helped with that” is a great intrinsic motivator.

For example, my fondest memory as a Steward is

when I was involved in an issue where the Employer was positioned to discipline a Member, based on the few facts they had at the time. After intervention and more enquiry as a Steward, it was found that discipline was not warranted as there were facts that the Employer did not have and the Member did not know how to disclose. There was a successful intervention and the Member was supported through the process by the Employer and with help



from the CEU.

However, the hardest part of being a Steward is to maintain a balance. Having personal experience of both a non-Unionized and a unionized workplace gives me some understanding of the challenges and the tension between an Employer and of a Union. Meaning, I have an appreciation of the challenges faced by an Employer in maintaining a business and I have an appreciation for the need to maintain fairness when the Employers' challenges impact the workforce; impacting the “human beings behind the machine”. Being a Steward and keeping a balance between the two (i.e. I am here to do my job and I am also here to ensure fairness) can, at first, appear to come into conflict. But as my experience as a Steward grows, it gives me the knowledge and confidence to maintain the balance (to meet the expectations of the Employer and still ensure fairness in the process).

MARCH 8

International Womens' Day



International Women's Day is a global day celebrating the social, economic, cultural and political achievements of women.

The day also marks a call to action for accelerating gender parity.

Your Executive Members

Sandra Wright, President

Vacant, Vice - President

Laura Snow, Treasurer

Debbie Naidu, Secretary

Howard Lin, Chair - Shop Stewards

Adam Andrews, Director

Paul Bergin, Director

Daryn Brousseau, Director

Michael Hess, Director

Toni Murray, Director

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