

Payroll grievance, Libby Nason, Nov. 20/85

- 5.04 - there was understaffing in Sept., but they addressed it: brought in extra people, authorized overtime - problem solved - so what have we to grieve - told her that if the current staffing level is adequate, then the remedy (an agreement that it would not happen again) would not be worth the arbitration - I intend to investigate current staffing levels - I'm certain that we can establish that the situation in Sept. was as we described it, and did breach 5.04

- 22.01 - told her Clerk 1 was legit. to include in step three, since issue was raised at step 2 - again she said they have agreed that they were in error, and are prepared to remedy, so how can we pursue

- 23.01 - heart of the matter - activity report forms - she said that they have told us, and our members, over and over that the forms are not intended to be used for discipline, and if we don't trust them then go ahead to arbitration, waste the union's money, etc. - I pointed out that she had said in her letter that they could be used for discipline, and that the article says any document that may lead to discipline - she said they don't have to give us (our members) copies of performance evaluations - I said that when a performance evaluation was given, if it was adverse, a steward would be called in, the document would be given to the employee, and be grieved if disputed - that, she said is a document that would be going on the personnel file, the activity report forms are not, will not be going on the personnel file - if they did decide at some point to use the forms for discipline, they would then go on file and our member would be given a copy - I continued to argue the point, and she finally said she didn't give a shit if we believed them or not, that she's pissed off and go ahead, go to arbitration, you're just looking for a little dispute, etc., we'll make sure that everyone knows how CUE is wasting it's money - I told her that is precisely how we, and our members, feel about the activity report forms - we went on to talk briefly about consultation: she asked what we were grieving - told her the report forms, which constitute a change in working procedures - she said that no decision has been made that people will be permanently filling out report forms, so not a permanent change in working procedures - when they do make such a decision they will inform our members, and consultation will be followed - they have told us that that decision has not yet been made, and in spite of what some Ritchie person might have said to one of our members, Ritchie does not manage the University...

- she said that the no. of people in Payroll currently same as last year, and they now have less work to do - I said I wasn't convinced that they have less to do, based on what our members have told me - and if staffing level adequate, why all the problems, all the complaints about cheques not paid, etc. - she said it was because they had one less supervisor - Els Mol - and that Els used to be the problem solver, the one who sorted out all of these problems