

Agreement improves access to temporary positions



The issue of whether a member could apply for other jobs while in a posted temporary position was the subject of a grievance between the Board and the CEU. The following Board positions were in dispute:

- Temporary employees in posted temporary positions were told they were “not available” for other assignments, and therefore could not apply for any other job for the duration of the posted temporary position. But, they were allowing any temporary employee who wanted to apply for a permanent job to do so.
- Permanent employees were told that the restriction period under Article 17.06 (i.e., the minimum period an employee is precluded from applying for posted positions) was in effect while they were in temporary posted positions. So these members could not post for any other job, while in the restriction period.

The Settlement

The terms of the settlement to the grievance are explained below:

If you are in a temporary position and want to apply for other temporary positions

- The Article 17.06 restriction period applies to you regardless of whether or not you are a temporary or permanent employee. Pay groups 1 to 10 are precluded from applying for other temporary positions for a period of six months from the date of accepting the position; pay groups 11 to 25 are precluded for a period of 15 months.
- All employees can ask for a waiver from the director of their current department.

If you want to apply for permanent positions

- As a temporary employee, you are eligible to apply on posted permanent positions at any time.
- As a permanent employee, you are eligible to apply on

posted promotional permanent positions at any time, with an approved waiver.

- The following conditions apply if you are applying for a promotional opportunity from your substantive (permanent) position:
 - You will not be denied a waiver unless operational requirements deem it necessary for you to remain in your current position.
 - The parties will meet to see if a creative solution can be worked out when a director is considering denying a permanent employee a waiver.
 - If the parties cannot agree on a solution, the Board retains the right to deny the waiver, and the CEU retains the right to grieve the denial.

The benefits of this settlement

The CEU is satisfied with this agreement because it:

- Provides all employees equal access to temporary postings following the completion of the restriction period
- Confirms that temporary employees are able to secure permanent work
- Ensures that permanent employees will not be unduly restricted from accessing promotional opportunities

Your shop steward has a copy of this new Letter of Understanding. It has also been posted on the CEU web site, www.ceu.bc.ca

If Microsoft built cars

~John Jacobs, IBIW Local 435 Newsletter

You'd crash twice a day.

You'd have to press the start button to turn the thing off.

You'd have to close any open windows before backing up.

New windows would pop up and block your view—unless you used the Microsoft Firewall, in which case you'd be asked if you really want to trust content from traffic lights and stop signs.

Every time you replaced a tail-light, you'd have to change drivers.