



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 representatives that the CEU appoints to observe selection panels for posted bargaining unit positions. This is a right the CEU has under article 17.08 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 their concerns to the CEU office, which can help in determining whether or not a grievance is indicated. Without an Observer, it is much more difficult to investigate concerns about alleged unfairness in a job competition.
6. Union Observers make recruiting more transparent. When an Observer sits through the selection processes, the candidates have some assurance that bias against particular candidates won't enter into the discussions. If it does, the Observer will take notes about what happened and send them to the 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 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. An Observer cannot be appointed 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. The CEU contacts Human Resources to tell them who the Observer will be for a competition. The CEU does not tell anyone in Human Resources or on the selection panel which candidate requested an Observer.

