

Direct Link

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Le Lien Direct

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To All 1976 USW Members at COG

Many members have written and called regarding the recent change in the SES classification of the IOR position, and much misinformation has been spread regarding the process.

The facts are as follows: The request for a re-evaluation originated from complaints from some COG IORs regarding the monitoring process that was introduced in 2008. At every step of the process, the Local did what was best for our members.

The following is the chronology of events from 2008 when monitoring was first mentioned to the implementation of the SES 11 level.

In October 2008, Steven Hadden had been at COG and had been advised by our members of the company's use of productivity metrics. Hadden wrote to Ms. Scantlebury requesting more information on this and asked her to get more information on this. The reasoning was If we could get some info and it validated the extra monitoring, an SES evaluation would be requested. It was noted that it might not give an increase right away but that it was important that it be noted in the SES program as every extra duty could eventually bring to an increase due to the point system

On June 1, 2009 A. Soper issued a message to all COG employees stating "At the individual level we have established productivity metrics for dispatch and appointments and are currently working on metrics for the international clerks."

On June 10, 2009 a member from COG wrote to the Union, on his behalf and of other members, complaining about the implementation of productivity metrics.

On June 11, 2009 Hadden wrote to Scantlebury requesting "information regarding a possible SES evaluation as monitoring is one of the factors. It may affect other SES factors, but we would need to know some fact/details"

On June 23, 2009 Ayanna Scantlebury wrote to Al Soper requesting more information about the monitoring process. Soper responded the same day. Based on the response to Ayanna Scantlebury from Al Soper, the Union requested an SES evaluation based on the addition of the monitoring factor, in accordance with Article 7.06 and 7.12 of the Collective Agreement.

On March 15, 2009 the Company issued a 1.1. (a) Notice regarding the implementation of a technical and operational change (Dispatch Optimizer) and the abolishment of 11 IOR positions. The SES re-evaluation was put on hold at that time because of the implementation of the new technology.

On May 5, 2010 a Conference call was held regarding the re-evaluation of the IOR position. On the call were the members of the Position Evaluation Committee (Summerside for 1976 and Vanessa White for CP) and from Toronto, Al Soper and Ayanna Scantlebury. As per the guidelines on page 33 of the collective agreement, Article 7.02, the position was evaluated on all 17 factors. The Position Evaluation Committee questioned Mr. Soper and Ms. Scantlebury extensively on all 17 factors. The evaluation revealed that considerably more than monitoring had changed from the original evaluation, and that there had been significant decreases in several areas including responsibilities and skills. There was a major difference of opinion among the members of the Position Evaluation Committee as to the correct SES level for the IOR position. While it was apparent that based on the information supplied to the Position Evaluation Committee, the position should be rated at a lower level, the Union argued that the decrease should be one level, not two. After much heated discussion, it was reluctantly agreed that the appropriate level would be SES 11. The Union knew that the SES level would decrease immediately and delayed the

issuance of the report to the Board of Adjustment. The Position Evaluation Committee sent their report to the Board of Adjustment on June 17.

The Union again delayed the approval of the Board of Adjustment approval from June 17 to November 2, 2010, thus gaining a delay of over four months.

On November 2, 2010 the Board of Adjustment approved the SES change to SES 11. The Union was able to secure MBR protection for all current IOR (including current and future unassigned employees) which was superior to what was in the collective agreement. It means that all IOR will have their SES level 12 protected under the auspices of Article 25.5.

On Friday, November 5, 2010 Richard Page sent a message to Ayanna Scantlebury informing her that the Board of Adjustment met on November 2, 2010 to discuss the proposed change in SES level, from SES 12 to SES 11, for the Intermodal Operations Representative (IOR) position. This is approved with the understanding that current IORs, including unassigned employees, will be entitled to an MBR that protects the current rate (SES 12). MBR protection will be administered in accordance with Article 7 of the ISA. Going forward, any new IOR positions will be paid at the new rate, SES 11. This change is effective November 2, 2010. Ayanna got access to this message late on November 8, 2010.

Unfortunately, on November 8, 2010 Mr. Soper issued a memo before the Union had a chance to issue its own memo and before talking to the Union.

The preceding facts demonstrate that the Union acted on the request of members from COG, and involved and informed the local chairperson at all times during the process. The Union also succeeded in delaying and mitigating any adverse effects, and was able to secure an MBR for unassigned IORs.

During the week of November 22, 2010 Richard Summerside will be at COG to work on the Labour Adjustment Committee to coordinate the upcoming job abolishment.

A COG membership meeting will be held on November 24, 2010 to review all issues and concerns. Kindly send an email to Ayanna or Richard of issues that you would like to have discussed during the membership meeting. The location of the meeting will be communicated shortly.

In Solidarity,

Richard Page
Staff Representative
USW