Employer’s Transfer Language Proposal means no guaranteed work locations

One of the concessions that the Employer has brought to the bargaining table surrounds article 16.07, transfer language. Currently the employer must offer an expression of interest for all transfers; the qualified member with the most seniority gets the transfer, should they want it. If no one wants the transfer the qualified member with the least seniority has to take the transfer.

The Employer wishes to change this for transfers less than 30 days. The Employer wants the ability to not post the transfer and to simply choose who they send, regardless of seniority. This would mean that no one has a safe, guaranteed work depot and that a member could be shuffled around whenever the Employer wants to move a member.

There is also no guarantee that a Member couldn’t be transferred for 29 days, sent back to their “home depot” for one day, then transferred for another 29 days.

The Employer currently hasn’t used transfers extensively due to having to post the expression of interest and go through the process; it is the firm believe of the bargaining committee that if the Employer can shuffle members into new depots freely at their discretion and without being encumbered by a fair process then they will start using transfers extensively to cover vacancies, vacations, or simply as a means to move an employee that has “caused trouble”. The bargaining team believes that stable work locations are essential to a healthy work-life balance.

If this concerns you, you need to let us know!

CUPE Local 227 SPECIAL MEETING, November 13, 2018, Delta Hotel, 240 Brownlow Ave., Dartmouth, 5pm.

In SOLIDARITY, Your Local 227 Bargaining Committee