

CUPE LOCAL 1978 UNION BULLETIN

Union Bulletin #3

March 12, 2009

CRD Service Delivery Review of the Environmental Services and Water Departments The Union's Perspective

Your Union team has reviewed the Service Delivery Review report. Attached is the recommended organizational model, which consists of an “Environmental Leadership Department” and an “Integrated Water Services Department”. Also attached, is a condensed list of the 26 recommendations made by the consultant.

This new model represents a significant re-organization of the CRD's two largest departments (Environmental Services and Water Services). It affects over half of the CRD's workforce and has a direct or indirect impact on how every union member in those departments will conduct their day-to-day work. It may also impact members in other departments.

Numerous staff members from divisions that are structured vertically in the organization may now be aligned horizontally across different divisions. Proposed changes include: placing staff in new positions, developing new roles and responsibilities, moving staff to different work locations, adjusting budget responsibilities, reassigning accounts, and new work relationships/teams.

The next step in this re-organization is the transition phase. CUPE 1978 will continue to monitor this process and ensure that our members' rights are protected. The Employer has stated that the Union will be involved in this process. The Employer's Update #5 (March 10, 2009) states that feedback from transition teams may be considered during the implementation process; we will ask for clarification of what that means and strive to ensure that our members' input is incorporated into the implementation decisions.

The Union will protect our members' rights as outlined in our Collective Agreement. The Employer has stated that no employee will lose a job with the CRD, as a direct result of this re-organization. The Employer cannot change your rate of pay or your hours of work, unless specified in your collective agreement. We encourage our members to attend information sessions, get involved on transition teams, and keep the local advised of your thoughts on the re-organization. You can voice your concerns and questions by email at sdr@cupe1978.com

As of this morning, Local 1978 has officially been served 60 days notice for the formation of an Adjustment Plan Labour Management Committee as described in Section 54 of the BC Labour Code.