



CEPACC Membership Bulletin Nov 22, 2010

Temporary Reassignments Performance Improvement Plans

Temporary Reassignments

In keeping with language in the new collective agreement managers have been notifying each Local of Temporary Reassignments. However, we are unsure if the Locals are receiving **ALL** notifications of Temporary Reassignments. In a recent Joint Consultative Meeting, the company has agreed to also send the Union Member a copy of the Temporary Reassignment in writing. Therefore, all members who are Temporarily Reassigned should expect to receive a notification in writing from their manager. If you do not receive this notification in writing, could you please contact your union representative so we can ensure that the company's commitment under the collective agreement is fulfilled.

Performance Improvement Plan (PIP)

Over the last year or so, the company has implemented the Performance Improvement Plan (PIP) into the workplace. This Plan is designed to assist members who are not achieving all the goals that are set out in the performance review. The manager is to provide coaching and assistance to those members with a view to bring them to a level that gives them at least an "Achieves All" on their performance review. The Council has been involved in most of the PIP meetings that have taken place. We want to ensure that the manager is doing their job by following-up and providing support to the member. However, we aren't sure that we have been notified of all PIP meetings. If any member is asked to meet with the manager for a PIP, please ensure that you have your steward with you. It is important to have a steward present at these meetings because if a member, who is on a PIP, experiences trouble achieving better results, it is our job to ensure that the manager did everything they were supposed to do to help the member.

In solidarity,

Penny Fawcett

Bobby MacDonald

Mary Croke

Phil Briffett

Chuck Rouse

Joyclin Coates