

## **Local 514 Meeting**

**July 3, 2014**

### **1. Performance Agreements (PA):** Presentation made c/o PIPSC.

PA Process has 3 major flaws: No appeal process; lack of feedback/justification on ratings given; low morale due to a disconnect between manager feedback and the final rating.

PIPSC advice: Use comments section to flag any work objectives that seem unreasonable; put in caveats where work objectives are specific; if you're issued an Action Plan, make comments there too, add an appendix if needed.

Union intervention: 3 possibilities to grieve PAs

- Human Rights violation: impacting race or disability
- If an employee who receives a 2 or lower has his or her pay increment withheld (PIPSC has already issued a policy grievance on this issue)
- Where an employee is penalized for behavioural competencies (these are disciplinary matters that should not be dealt with under the PA)

**\*Note** by signing the PA, you are not agreeing to its content but only that you have read it.

### **2. PA Roundtable**

CAPE members in attendance shared their experiences/comments on the PA process:

- Similar comment on the disconnect between feedback and rating; the success of the PA process seems to depend on each manager and their respect for the process
- For more objectivity, people need work descriptions to know what is required of each level
- Difficult for managers: their initial rating can be changed by a Review Committee and they have to defend that rating to the employee
- Assumptions of the rating system are not supported by the department:
  - For those with higher ratings, Talent Management plan is empty; there are no higher positions available + there is no longer an ECDP
  - For those with lower ratings, not clear there are resources to address Action Plans.
  - What is needed to get to the next level is not clear
- Under an Action Plan, make sure work objectives match improvement measures (LRO can get involved if this occurs)
- No information on how many employees get which rating; Union should request aggregate ratings by department and by branch

### **3. Other Business**

- Discussed CAPE NEC Election and call for resolutions.

### **4. Next Steps**

For the PA: Local 514 Executive will draft a letter to request: aggregate employee ratings by department and by branch; and to request revival of the ECDP. This will be sent to Local 514 members for comment.

For CAPE NEC Resolutions: Resolutions will be drafted over the summer.

Next meeting: Possible meeting in the summer to provide updates on the above noted topics and to give members information on the EC bargaining process that is presently underway.