



# UNION MATTERS

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*My local works  
because I participate*

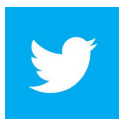
Date and time of General Membership meetings are posted at each worksite and at [www.cupe1169.ca](http://www.cupe1169.ca)

**“Besides getting several paper cuts in the same day or receiving the news that someone in your family has betrayed you to your enemies, one of the most unpleasant experiences in life is a job interview”**

**Lemony Snicket,  
*The Carnivorous  
Carnival***



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## President's Podium



### Internal Job Postings

Your Collective Bargaining Agreement (CBA) ensures employment opportunities for members of the bargaining unit through Article 19.01 (f) which states:

*No external applicant shall be considered for a posted vacancy or position until all internal applicants have been considered subject to Clause 19.01 (g).*

Through the authority of this article, the Calgary Public Library (CPL) must notify all potential candidates when there is a bargaining unit job opening within the CPL system. While the requirement to post job opportunities is not legislated, your CBA supports your rights by following internal postings' processes.

How bargaining unit vacancies are treated is clearly identified within the body of the CBA and management is prohibited from filling positions in an arbitrary or discriminatory manner.

While applications to all internal postings are available to members of the bargaining unit, many members believe that seniority is always the determining factor; however, this is not the case. Seniority will only be a factor when all other requirements of the posting are equally held by more than one (1) applicant.

Without a CBA would a policy that favours and supports initial internal postings be a preferred choice? It is commonly held that progressive employers who have a mandate to attract and retain the highest quality staff will

focus on providing professional development opportunities and chances for advancement to current employees. In my con-

versations with our members, the common discussion reflects members' desire for an opportunity to continue to develop their skills, expertise, and further their careers within the CPL system. This tells me that opportunities within the CPL are wanted and appreciated by our membership.

By posting vacancies internally, our members are able to pursue a career path within the CPL. Our members have continued to indicate that they want and deserve access to opportunities that will allow for the growth and development of skills related to their chosen careers. If the CPL fails to provide these opportunities, members will look for another employer who values their contributions.

Through the collective bargaining process, your union has been instrumental in creating a culture within the CPL system which provides members with career opportunities. Your CBA, which makes the competition for bargaining unit job vacancies open to current employees prior to looking outside of the CPL, contributes to employee retention and engagement.

For those postings which are outside of the CBA, internal applicants have no support system and if an external candidate is chosen over a current employee, those employees will likely leave the CPL.

When there is an internal application process for bargaining unit member positions, employees have an opportunity to promote their individual talents and skills through the interview process. The interview process is an opportunity for employees throughout the CPL system to make the system aware of their interest in learning new skills and for both the applicant and the interviewer to get to know more fully the direction the system is heading in terms of staffing and job skills/knowledge required to fill specific positions. There is little doubt that the job interview process provides a framework to understanding the skills, experience, and commitment to excellence of the employee who has applied for a job opening. Furthermore, the worksite manager has a better understanding of the depth of the talent pool within the system.

The internal job posting process provides a tool for effective succession planning, lateral moves, and inter-worksite development. In addition, it is a useful method for identifying the individual's career goals. Once identified, career goals can be structured for the long-term benefit of both the employer and employee. Human Resources and worksite managers may unintentionally overlook an employee for participation in strategic plan-

ning initiatives when employees have no showcase for skills not utilized within the framework of their current positions.

When internal promotions are filled and job vacancies are secured by internal candidates, worksite morale is impacted in a positive way. Co-workers witness that the CPL rewards the efforts of its staff by providing opportunities for new career responsibilities which may include a move to a new worksite, one which the employee has an interest in exploring. Knowing that vacancies are posted internally, gives current employees a first chance to apply, thereby encouraging optimum productivity in terms of excellence in performance. Employees who are able to compete for a position encourages all employees to work at maximum performance ensuring a competitive edge.

Your CBA language on vacancies, promotions, and staff changes supports a fair and equitable method for recruiting the best employees to fill vacancies.

Please contact your union office for any questions regarding the job application process.

*In solidarity,  
Rh'ena Oake, President CUPE Local 1169  
Calgary and Cochrane Public Library Workers*

## Contract Corner: know your rights under the collective agreement



### Article 19.01 Vacancies, Promotions and Staff Changes

(e) Qualifications and requirements shall be those necessary to perform the job function and may not be established in an arbitrary or discriminatory manner.

Such vacancies and new positions shall be filled from the staff of the bargaining unit, provided that the

applicant can perform all the duties of the job and has seniority as per clause 19.02.

### What does this mean?

Positions at the Calgary Public Library cannot be awarded without a fair competition. This means that if any employee who meets the required education and skills is entitled to an opportunity to compete for the position. If a suitable candidate is not found after the competition is complete an external candidate can be considered. Contact your union if you were not given an opportunity to compete for a position that you were qualified for. Your union will represent your interests with management.

*Respectfully submitted by,  
Terrill Budd, Chief Steward CUPE Local 1169*

## CUPE LOCAL 1169 AFFILIATES



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For comments regarding the newsletter, contact the union office

