

**REPORT OF THE  
TECHNOLOGICAL CHANGE COMMITTEE  
TO THE MGEU 65<sup>TH</sup> CONVENTION 2018**

**COMMITTEE MEMBERS**

<b>Area 1</b>	Leslie Saskowski	<b>Area 7</b>	William Whyte
<b>Area 2</b>	Brenda McKay	<b>Area 8</b>	Stephen Allen
<b>Area 3</b>	Paulette Sherb	<b>Chair</b>	Jessie McNeill
<b>Area 4</b>	Ed Miller	<b>Vice-Chair</b>	Paulette Sherb
<b>Area 5</b>	Peter Yourchenko	<b>Staff</b>	Russ Tychonick, Social Media Specialist
<b>Area 6</b>	David Lee		Serina Pottinger, Administrative Assistant

**DEAR CONVENTION DELEGATES**

From the fall of 2016 to present, the Technological Change Committee has met using the following for direction:

**Bylaws**

- B7:10 The Technological Change Committee:
- B7:10:1 Has a Chairperson elected by and from the Board of Directors plus one member elected from each Area Council. (1984)
  - B7:10:2 Keeps track of legislative and workplace changes and makes recommendations to the Board of Directors on how to protect union members. (1984)
  - B7:10:3 Assists with the development of contract language to protect against job loss because of technological changes. (1984)
  - B7:10:4 Provides support to the Membership Education Committee regarding technological change issues. (1984)

**Duties of Standing Committee Members**

- B16:4:1 Standing Committee members are elected according to Article 28:3:1 of the Constitution and will:
- a) attend Standing Committee meetings and report back to Area Council;
  - b) send a written report of Standing Committee meetings to the Area Council if they are unable to attend that meeting, as well as give regrets to the Area Council Chairperson before the meeting. (2004)
- B16:4:2 If a Standing Committee member is absent without notice on three occasions (Standing Committee and Area Council meetings combined), he/she will be required to resign from the Standing Committee position. (2010)

Recognizing that we had some returning members, we started by listening to a review of prior committees' focuses and accomplishments.

We also began to ask if there were any specific requests from MGEU Staff, the Membership Education Unit, Component Directors, Areas Directors, and Area Councils.

The Membership Education Unit asked us to review and give suggestions, if any, to the current course outlines. We reviewed and gave some input into the course outline. We also helped facilitate the course.

One noticeable takeaway from facilitating was the need to remind attendees not to use cell phones during the workshop. Especially on any topic involving cell phones like geo tagging.

We also had discussion about offering a paperless version for courses.

We were asked for ideas on how to promote the MGEU and to engage members through social media.

The committee was briefed on the Five Strategic Priorities and was asked to give feedback on how the Technological Change Committee can support these priorities.

We were also asked to review the MGEU Draft policy on Social Media Safety by the Communications Department.

Discussion was had with the Young Member's Committee Chair, regarding time theft and the use of personal devices/social media in workplaces.

The committee also followed the progress of the system being developed for remote attendance to meetings. Others will possibly be required to draft changes to the Constitution and Bylaws to enable full participation remotely. I.e. Elections.

Prior to the next round of bargaining, we relayed our findings on contract language to the Director of Negotiations.

We suggest that the current mandate for this committee be reviewed by the incoming Board of Directors. Consideration could be given to update the mandate to reflect the concerns that we face today.

**The following is a partial list of issues that have been identified to be affecting members.**

○ **The Fleetnet (Provincial Radio) System**

The Finance minister says it has improved? Then he announces later that it will be improved in a few years and converted to Digital. Our first reaction was to wonder how the lower power Digital signal would cover more of the province. We have identified a significant safety concern for those working rurally or alone. Emergency communication systems for conservation, highways, corrections, Homecare.

Example: Conservation Officers may respond to a potential poaching incident (poacher usually has a rifle, Officer has a sidearm) and some of these areas are out of the range of the current cell phone and radio.

AND concerns over who is the safety contact, who knows where they are? These concerns are shared by Respite workers, Corrections, EMS, and others.

○ **Cameras in the Workplace**

- Homecare: cameras in private residences.
- Homecare: cameras in rooms at facilities.
- Homecare: cameras for safety to protect members from violence.
- Cameras being used for time keeping and discipline.
- EMS/Corrections: cameras in vehicles and facilities.
- Cameras designed for safety of members are not always working.
- Camera recordings being used as potential discipline in general facilities. E.g. Late for work, too many breaks.

We also had reported to us about the recording of telephone calls.

Technology changes to accessibility for persons with disabilities.

Social Policies of employers and how to interpret them.

Facebook/twitter – Is it worth losing your job.

Personal/social/work separation.

Weak Passwords.

Geo tagging of pictures that may then get posted.

Personal Cell phone use is considered time theft.

Photocopiers – monitored.

Computers Key logging of employer's keyboards.

Time theft, proper use of the employer's tech.

GPS tracking of employees in relation to accountability and/or discipline, research use of GPS monitoring of employee movements.

Technology is rapidly evolving and education on how to use technology lags behind.

Depending on work/area, technology is welcomed, but some technology may be detrimental in other areas.

Automation is increasing and affects jobs. I.e. Self-checkout.

Maintenance of automated jobs is contracted out.

Technology has long term implications that will affect future generations.

Time theft is one of the highest concerns.

In closing, we would like to thank all of the staff that helped us in our efforts to identify the pitfalls and advantages of changing technology.

In Solidarity,

MGEU Technological Change Standing Committee