

Say 'NO' to Voluntary Time Off

An update for non-instructional members of Red River College & Assiniboine Community College Locals 71 & 73



Your Union Representatives



Post-Secondary Ed
Component Director
Penny Copeland

Local 71
Assiniboine Community College
President - Kimberley Lynn
Chief Steward - Karen Banuga
Vice-President - Rita Machado

Local 73
Red River College
President - Jean Sourisseau
Chief Steward - Penny Copeland
Vice-President - Cosmin Lazar

Have a question?
contact us...

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Once again, Red River College and Assiniboine Community College are encouraging MGEU members to take more time off through an expanded Voluntary Reduced Workweek (VRW) or Voluntary Time Off (VTO) program. As one of your union representatives, I think it is important for you to know that this could have a negative impact on you and your co-workers.

The challenge we face as your union is clear: we have heard repeatedly from our members (particularly in the lead-up to collective bargaining this year) that workloads and staff shortages continue to be a serious issue that affects the delivery of the services you provide to the College community. Consider the message it sends to management if an increasing number of employees feel they can take additional time off throughout the year and not have their work suffer because of it.

The fact is, the experience of many employees who have taken VRW/VTO days has been mixed. Many take the days but will also take work home with them so they don't fall behind. Others are inundated with work the moment they return to their jobs.

Consider also that one of the aspects management looks at when budgeting, is hours worked within the department. In the event of a budget shortfall, they could use the time you have taken off to justify a reduction in full-time positions within your department. It is important to remember that College management has sent out a clear message that they are facing a deficit and are looking for creative ways to overcome this financial situation. Our worry is they will try to make up their revenue shortfalls on the backs of MGEU members.

In addition, voluntary reduction of your pay could negatively affect the bargaining power of your negotiating team in trying to obtain a fair and reasonable wage increase.

As your union, it is our recommendation that you seriously weigh the pros and cons before taking additional time off through the VRW/VTO program. At a time when Colleges should be increasing support and staff hours to the vast majority of departments, we must not allow these back-door cutbacks, which are negatively impacting the vital services you provide to students and staff.

If you have a question about this issue, please contact me through the MGEU Resource Centre at 1-866-982-6438 and/or by email at bod-pse@mgeu.ca.

In Solidarity,
Penny Copeland

Did you know?

You have a right to Union Representation!

When you meet with your employer to discuss
Return to Work, Accommodation & Discipline...

YOUR UNION REP SHOULD BE PRESENT.
For more information, contact the MGEU Resource Centre.