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SASKATOON REGIONAL OFFICE

February 25, 2015

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File No. PS-F-06

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Deborah Meyers
VP, Administrative Services
Saskatchewan Polytechnic
400 119 4th Avenue South
Saskatoon SK S7K 5X2

Dear Ms. Meyers:

Re: 2014/2015 Fiscal Restraint Criteria and Process January 27, 2015

I am writing to you on behalf of the members of the Professional Services Bargaining Unit. We would like to note concerns we have with the document you distributed outlining the criteria for staffing under the current fiscal restraint requirements. On page two of your communication you ask that staffing requests be assessed using the following as one of the criteria:

- a) For staffing decisions, can this be completed, absorbed or distributed within existing staff?

Proposing that the current staff should take on more work within their current assignments disregards the fact that they are already doing more with less. Employees have identified to our bargaining committee that their workloads were becoming heavier before this fiscal restraint initiative. Even if this is expected to be a temporary pause on hiring the negative impact on the existing employees could be significant.

Your direction to increase in-scope workloads has to be considered beside the fact that nineteen new or incremental out-of-scope positions have been filled since January 2014. The direction to do more with less does not seem to be a directive for all employees of Saskatchewan Polytechnic.

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As an organization Saskatchewan Polytechnic has stated our goal is to be an employer of choice in Saskatchewan. This current hiring pause and suggestion that existing staff should take on more work within their existing assignments will not help with achieving our goal. The results of the 2014 Employee Engagement Survey have identified that staffing is a concern, particularly sufficient staffing levels in work groups to achieve our goals as an organization. Fewer people doing more work leads to increased workplace stress and is detrimental to emotional health.

Please reconsider the suggestion to have requests be assessed against the criteria of having this "completed, absorbed or distributed within existing staff."

Sincerely,



Shawna North
PSBU Chairperson

SN/bg Unifor 481

cc: Professional Services Negotiating Committee
Kathy Mahussier, Labour Relations Officer