

DATE: October 8, 2009

TO: All CWA Members at Kaleida Health

FROM: Cori Gambini, Executive Vice President
CWA Local 1168

RE: Job Bidding & Transfers

Have you been denied the ability to be considered for a job because you have a discipline in your file? If the answer to the question is yes, please call the Union office at 816-1168.

Article 45, Section 3. A qualified applicant shall be defined as an employee who possesses the entry level qualifications in the job description and is able to do the work when required. Ability to do the work and documented performance, inclusive of disciplinary record, may be considered when awarding a position. The Employer will notify all applicants of the result of their bid in a timely manner not to exceed two (2) weeks from the date the position is awarded.

Please note, inclusive of disciplinary record may be considered when awarding the position. The key phrase is “may be considered”.

The language allows for the manager to consider the discipline when making a decision on who will be awarded the position. It appears that these applications do not even make it to the manager, Corporate Employment is just sending out notification to the employee that they are not eligible because they have a discipline in their file. This is not the intent of the language and we need to grieve this every time it happens.

Please call the Union office if you have been denied a position because you have a discipline in your file.