

## No more Family, Friends and Favourites...

# It's time to clean up hiring

Anyone who has worked at MPAC for a while knows that there are big problems with how people get promotions and acting positions.

For years, the union has been trying to fix the employer's "FFF" hiring practice (Family, Friends and Favorites). We have also attempted to have rules put in place around who the employer puts into acting positions...up until now, it's been "whoever they want."

The union has put forward the following demands with respect to Vacancies, Promotions and Reassignments:

- Posting and filling of vacancies to be done in a fair and equitable manner—and that behavioural interviews (PAR Stories) be only a PART of the hiring process...not the WHOLE process.
- Explore job posting revisions
- All job postings must be corporate wide
- There should be no external job postings until a thorough provincial internal search/process has been completed
- Provisions for acting positions must be overhauled
- Acting positions be posted within office or within admin area, and those positions MUST be competed for. Acting positions should not be extended because of a break in service of the current acting position.

- When new work is introduced to the department, permanent staff are assigned the work first and the job must be classified within a certain time frame

The employer refuses to bargain any of that language.

The employer only wants to commit to "meeting" with the union to discuss issues...the same meetings we have been having for years, without any results. And to even get these meetings, the union has to withdraw its policy grievance on hiring.

This is unacceptable. A big part of the employer's Re-Org plan is "opportunities to learn and develop." The employer says they want you "grow your career"...but want to keep the old rules in place where they can hire or give acting positions to only the people THEY want.

If you have had enough of the old rules, it's time to make a stand.

**On March 18, tell the employer their hiring practices need fixing...now.**

# Vote yes for the strike mandate