

Seniority isn't the only criteria for promotion

Letter - the Vancouver Sun

Wednesday, September 05, 2007

Re: Seniority rules! (But it shouldn't), Aug. 30

Based on John Mortimer's commentary, I'd say that the motto of the Canadian LabourWatch Association, of which he is president, must be "don't confuse me with the facts." He asserts that Vancouver's CUPE unions want seniority rather than merit to govern promotions. Wrong. Seniority has never been anything more than the tie-breaker in cases where two or more inside employees have equivalent skills or abilities -- and, of course, those required for the specific job. The CUPE locals want to retain this provision.

As for auxiliary employees, they currently have no rights: no paid vacation, no medical or dental benefits and no say in their hours of work. Vancouver has auxiliary employees with 20 years experience in their jobs. But when additional hours become available, hiring is entirely at the managers' whim. So, yes, the union wants job experience to be a factor in bidding for auxiliary hours. Apparently Mortimer and the city prefer having serfs.

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