

Resolution of Team Supervisor Job Description Grievance

After many meetings and discussions with the Employer, we have agreed to a conclusion of the Team Supervisor Job Description grievance. The latest submission by the Employer satisfies the requirement of Article 41 of the Collective Agreement.

While the Job Description provided by the Employer is not verbatim of the Transport Canada Shift Supervisor Job Description, it is not altered sufficiently to change the main function of the Team Supervisor, that being to ensure the safe and consistent application of services to our clients and customers.

Job descriptions (Unit specific) are available upon request from your NCM. The point rating factor and organization chart is also available as per Article 41.

Notwithstanding the Job Description, the Company and the Local agree that Team Supervisors are respected members of this Local and belong to the same bargaining unit as the specialists they supervise. This is very uncommon. In order to protect both supervisors and specialists, it is understood for both clarification and intent that **Team Supervisors have no responsibility or authority with regard to discipline, insubordination or attendance as it relates to normal Labour Relations.** Their responsibility lies within the scope of ensuring that the shift they are currently supervising meets the criteria in paragraph two above. Supervisors are not in the chain of command nor will they "police" their fraternal brothers or sisters beyond MANOPS directed over-the-shoulder checks, KVT correction, tape reviews and phraseology checks. Specialists need to understand the functions of a supervisor as well to understand how and why a supervisor performs their job.

Nav Canada Managers should not pass on their managerial authority to a supervisor. If this does occur, any decisions made by the supervisor cannot be held against them for any purpose.

As per Andy Vasarins' Memorandum dated August 1, 2000; Kathy Fox's Memorandum dated August 4, 2000; the Operational Concept Document for the Centralization of Flight Information Services dated November 17, 1998 that "Team Supervisors shall be operational, working all shifts at their unit; shall provide or arrange for meal and relief breaks for specialists; and that to maintain their proficiency they should work thirty (30) percent of their time operational."

Should supervisors have any questions about some of the duties their NCM is assigning them, contact your regional VP for guidance.

If a specialist has some concerns as to the conduct of a supervisor, contact your regional VP for guidance.

Joel Fournier
Labour Relations Officer
ATS 2245 CAW