

## **President's Perspective on the Civil Service Act and Casual Employees**

I would like to thank the Guardian for the recognition and the common ground the editor has with UPSE regarding "Recognition and hope for casual staff", the right to apply for jobs within government before the jobs get posted to the public.

UPSE, does however, need to clarify that this has not been accomplished to date, but has been discussed recently with our new Premier. We are optimistic that we will acquire this right for UPSE casual employees and will continue to work diligently towards this goal. UPSE has recently had consultations with Premier Ghiz and several of his cabinet; the Union was encouraged by the Premiers views on this most important issue.

UPSE believes that our casual employees are just as important as any other member of UPSE. A number of casuals are interviewed, hired by government, and are evaluated in their work and thus their performance is well known to their supervisors. Yet, when a permanent position is posted in-service, they are unable to compete because of a legislative barrier. The Civil Service Act is a barrier for such casuals; the current act prohibits casuals from applying for in service competitions.

UPSE believes that the current definition of a casual employee has outlived its purpose. UPSE believes that the current Civil Service Act must be amended to allow the aforementioned casual employees in-service competition rights.

For the most part, the casual employees no longer work today and are gone tomorrow. Presently, there is a great injustice being imposed upon these workers who are qualified and who have long and exemplary service requires. Rectifying this situation with this government is a definite priority for UPSE.

Our union will continue to fight for this right for the casual employees and again a "Thank You" to the Editor of the Guardian for recognizing this injustice.

Shelley Ward