

Program Cuts - Update May 15, 2018 - MISSTATEMENTS, UNSUPPORTED CONJECTURE AND SPECULATION: SUPERIOR COURT SLAMS ALGONQUIN COLLEGE

While the college continually asks “What will I do today to demonstrate our values?”, it also continually fails to be accountable for the mismanagement of its own affairs, be it Jazan, failed IT projects, program intake suspensions or mistreating its employees.

As you will discover below, even middle managers are subject to mistreatment by Human Resources. It will become clear that the college is not living up to its core values and that senior administration is not looking after the best interests of students, faculty and staff with upcoming program cuts.

FOR IMMEDIATE RELEASE

May 15, 2018

On March 23, 2018 the Honourable Justice Kane issued a scathing [decision](#), calling out Algonquin College for its treatment of a long-service employee.

The decision is particularly notable due to its assessment of the work done by Labour Relations at the College.

In describing decisions made by Katherine Root, formerly labour relations specialist and current employee of the College, Justice Kane writes:

[59] It is inconceivable that an alleged specialist in labour relations, in a report recommending dismissal for cause, would interpret the above brief December 24 email exchanges between two employees who had worked together at Algonquin since November 2011 and despite the denial of each while being interviewed, would then rely upon and report this as evidence of a personal relationship in order to record this as a conflict of interest by Ms. Edmond as a member of the Selection Committee.

Elsewhere in the decision, Justice Kane writes:

[64] The Report recommending dismissal for cause contains misstatements of fact which Ms. Root knew or should have known to be the case, as well as unsupported conjecture or speculation. Such matters should not have been presented as determined facts in support of a dismissal for cause.

OPSEU, Local 415, is especially troubled by one of the reasons cited by the College to terminate an employee – that as a member of the Management team, she had “breached” the trust by communicating with a Union representative. Justice Kane writes:

Ms. Root omits to report that this communication with Ms. Strickland including what was said, was reported by Ms. Edmond at the time via email to her superior who like Ms. Root in her affidavit, did not consider such communication a breach of trust or inappropriate.

[...]

Introducing Mr. Noah to another Algonquin employee and union representative within that institution’s certified bargaining relationship is not a breach of trust towards the employer or grounds to dismiss for cause as so reported.

The terminated employee was awarded compensation in the amount of one year, which amounts to approximately \$100,000.

The decision in full can be found [here](#).

--

Pat Kennedy, President
OPSEU Local 415