

ONA WINS



SUMMARY OF ANOTHER SUCCESS AS YOUR UNION STRIVES TO IMPROVE YOUR WORKING CONDITIONS

Decision sets out principles to ensure fairness in job selection

Region 3 Hospital

ONA has successfully argued an employer violated the collective agreement by awarding a position to an external candidate with no experience rather than to an RN with more than 20 years of clinical experience.

ONA argued that the competition process was flawed because the employer relied solely on the results of the interview. The employer did not review the grievor's resume, performance reviews or actively seek any information from the grievor's supervisors. ONA argued that the interview questions were vague and did not assess whether an applicant had the necessary skills, abilities, experiences and qualifications to perform the job.

The arbitrator agreed with ONA that the employer's process was flawed. She found that the employer should not have relied solely on the interview, the interview questions were inappropriate, and the employer failed to probe for more information from the applicants during the interviews.

The arbitrator ordered that the process be re-run with only the two internal candidates who had initially applied to be considered for the position.

Importance to ONA: This decision clearly sets out principles to ensure fairness in job selection processes. Performing poorly in an interview will not automatically disentitle an applicant to the job if they can otherwise demonstrate that they have the skills, abilities, experiences and qualifications for the position.

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