

Role-Play #8 Swept Away

General Information

The Community Hall Board in Smalltown, Saskatchewan has been struggling with how to best serve the community who want to access the hall. For the last 9 years, semi-retired Nikolai has been contracted as the part-time janitor. The Hall Board has constantly received complaints about how they manage the hall, but those complaints are becoming louder and more frequent in the last year or so. Last week a rumour began circulating that the Board was going to fire Nikolai because he was too old to do the job. The Chairwoman stepped in quickly to calm the storm, and to arrange a mediation between Nikolai and the head of the Facility Committee, Blair.

Nikolai's Additional Information

Nine years ago, \$300 per week to clean the hall half time and let people in when they rented it seemed like a fair deal. You are a handy guy, and you took pride in doing extra little things that maintained the hall. The only thanks you got for doing small repairs is that the board started to ask you to do plumbing, electrical and carpentry work. You can take a toilet apart and usually get it working again, but you are not a tradesman in any of those areas and you should not be rewiring lights, installing new toilets or building partitions. You wish you had gotten the limits of your duties in writing from the beginning.

Even opening the hall has become a chore. Originally most of the hall events were run by board members who had their own keys, so you rarely had to open or lock up. But now quite often people call you at all hours of the day, expecting you to be there immediately. You are not reliably informed of these bookings – you are just supposed to constantly check the online calendar. You are now on-call full-time and getting an outdated half-time salary.

You felt sick to your stomach when you heard the board was going to fire you. You would have expected a direct conversation if there were problems. Blair is not easy to talk to. He tends to dismiss your ideas. You are nervous about this meeting, but you want to defend both your job and your good name.

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