

CLBC Labour/Management Committee Meeting

March 7, 2019

BCGEU Office

Minutes

Union:

David Noble

Linda Atamanik

Blair Davies

Employer:

Karen Mackay

Angel Khanna

Leana Birk

Jennifer Terwoord

	Discussion	Action
1	Agenda Review	Reviewed. Approved. Added: RWP standing items & Article 5 new employees
2	Review of Previous Minutes (Jan/19)	Reviewed. Approved.
3	Education Leaves (20.8) [S]	No new leaves. Inquiries coming in.
4	Professional Development Leave (35.2) [S]	Union has put it in their newsletter to enter PD into TLAM. Employer to educate managers on what PD should be used for. Employer to explore capability of running reports .
5	Exclusions [S]	One approved. One in arbitration. One to be submitted. One is in the process. Submissions now to go to Tina-Marie Bradford.
6	Appx. 5 Workload Complaints [S]	No new complaints.
7	12.12 Positions Temporarily Vacant	Fulsome discussion took place regarding FTE allocation. Employer utilizing objective measures to determine FTE allocation. Employer to provide further clarification to staff on FTE's and org charts once finalized.
8	Introductory materials for new hires	OD has committed to publish new hire content on the current Intranet as it gets developed. Tabled to next meeting .
9	Roles Review (PSA, QAPC, ISM, TL)	Employer to continue to analyze results. Pilot TL positions will continue until review is complete.
10	Individual Development / Learning Plans	Under development. Employer to bring forward to LMC prior to staff rollout. Anticipated for fiscal year 2020/21. Goal continues to be to simplify the process, improve consistency, and facilitate ongoing, meaningful discussions.
11	Joint Training (MOU 27)	Union to review draft provided by Employer. Table to the next meeting.
12	Vacancy on LMC/JOSH	Details to be provided in upcoming Union newsletter.
13	Respectful Workplace Policy [S]	Nothing to report.
14	Article 5 – New Employees	Union provided a list of shop stewards. Employer to notify new hires of their applicable shop steward and their contact information.