

# CLBC Labour/Management Committee Meeting

September 17, 2020

## Minutes

### Union: ☐ Minutes

Linda Atamanik  
Blair Davies  
Nancy Bell  
Regret: Pamela Fetcher  
Guest: Mike Eso

### Employer: ☐ Chair

Karen Mackay  
Angel Khanna  
Isabelle Dy  
Jennifer Terwoord

<b>Standing Items</b>	<b>Discussion</b>	<b>U/E</b>	<b>Action</b>
1	Agenda Review		Reviewed
2	Review of Previous Minutes		Previously Approved
3	Education Leaves (20.8) [S]		1 Approved
4	Professional Development Leave (35.2) [S]		Union to ask members for information via Newsletter. Report from system is possible but leave code unused.
5	Exclusions [S]		Two approved Two temporarily approved
6	Eligibility Lists [S]		One eligibility list with one candidate
7	FTE Transparency: • 12.9 Positions Temporarily Vacant FTE's in the region		FTE's approved as per CEO announcement (FY 2020/21). Postings underway. Employer will continue to provide information to LMC as it comes available.
8	Article 5 – New Employees		Employer provided updated information to Union. Union to connect with Stewards as required.
9	Quarterly Seniority Lists (Regular & Auxiliary)		To be posted by end of month
10	Appx. 5 Workload Complaints [S]		No Appendix 5 Workload Complaints received
<b>Old Business</b>			
201903-11	Joint Training (MOU 27)		Organization of materials & resources continuing Training events deferred temporarily until resources available
201903-12	Vacancy on LMC/JOSH	U	Discussion continues. Removed going forward.
<b>Tabled Business</b>			
202004-11	IT Letter of Agreement (#2)		Subcommittee assembled, two from Union & two from Employer. Removed going forward, subcommittee will report back to LMC as required. Employer to coordinate initial meeting.
202004-12	Lines of communication with PAC	U	Union reaching out to PAC stewards
202004-13	CLBC-BCGEU Scholarship		Deferred to Spring 2021 due to COVID-19
202004-14	Appendix 8 Mobile work Force/Working from home		Discussed transitioning directly from COVID Work from Home to Appendix 8, but too early to work out details. Tabled
202004-19	Return to office planning		Currently in Phase 3 – following directions from Provincial Health Officer

202006-04	Making a Difference Award/Don Philpott Award		Planning underway; winner and nominees to be announced via InfoFlash in the coming months. Further discussions tabled.
<b>New Business</b>			
202009-01	Pandemic Pay	U	Information submitted to payroll provider. Processing underway.
202009-02	Location of work	U	LMC to discuss when Interim Work from Home Policy is scheduled to expire.
202009-03	Expansion of Associate ISM - Clarification	U	All regions have the same Job Description
202009-04	Org Chart Request	U	Employer to discuss process. Tabled.
202009-05	Contracting out of OD work	U	Project details provided. No current vacancies in the department. Union to discuss further.
202009-06	FOI Workload	U	Employer to connect with QA team to raise awareness regarding process and messaging of FOI's as it relates to regional operations staff. Will review next meeting. Staff encouraged to speak with their manager about workload when assigned a FOI that disrupts their existing duties; reference Appendix 5 – Stage 1 if required
<b>Closing Items</b>			
1.	Minutes Approval		Approved
2.	Next Meeting Date / Location		November 19, 2020 / Teams Union to send out invite
3.	Chair/Agenda of next meeting		Union
4.	Minutes of next meeting		Employer