

CLBC Labour/Management Committee Meeting

MARCH 11, 2021

Minutes

Union: CHAIR

Linda Atamanik (attended at 11:11am)
Blair Davies
Pamela Fetcher
Nancy Bell
Guest: Shirley Kay

Employer: MINUTES

Karen Mackay
Angel Khanna
Isamelle Dy
Jennifer Terwoord

| Standing Items | Discussion | UN /ER | Action |
|------------------------|---|---------------|--|
| 1 | Agenda Review / Additions | | Approved |
| 2 | Previous Minutes | | Previously approved |
| 3 | Education Leaves (20.8) [S] | | Nothing to report |
| 4 | Professional Development Leave (35.2) [S] | | Nothing to report |
| 5 | Exclusions [S] | | 1 outstanding; 1 approved; 1 on-hold; 1 new |
| 6 | Eligibility Lists [S] | | Nothing to report |
| 7 | FTE Transparency: Vacant FTE'S in Regions | | Budget is tabled at Legislature on April 20, 2021. |
| 8 | Article 5 – New Employees [S] | | Employer provided list to Union |
| 9 | Quarterly Regular and AUX. seniority list [S] | | To be posted by March 31, 2021 |
| 10 | Appx. 5 Workload Complaints [S] | | Nothing to report |
| Old Business | | | |
| 202004-11 | IT Letter of Agreement (2) | UN | Union to draft MOU for future discussion at IT subcommittee |
| 202004-12 | PAC Subcommittee | UN | Subcommittee had first meeting Feb.22, 2021. Good discussions had progress underway. |
| Tabled Business | | | |
| 201903-11 | Joint Training (MOU 27) | UN | Deferred until after the pandemic |
| 202004-13 | CLBC-BCGEU Scholarship | UN /ER | Defer to next meeting |
| 202004-14 | Appendix 8 Flexible Work Arrangement Policy/Working from home | UN | Information gathering in progress. Tabled for future discussion |
| 202009-04 | Org Chart development | UN /ER | Work ongoing with PSOD to create a dynamic Org Chart |

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|----------------------|----------------------------------|----|---|
| New Business | | | |
| 202103-01 | South Fraser Union Observer | ER | Employer and Union are following the Collective Agreement language |
| 202103-02 | Service Provider Relations | UN | Employer is responsible for reviewing the full situation and identify learning opportunities. |
| 202103-03 | Morale | UN | <ul style="list-style-type: none"> • CEO's email on March 9, 2021 is very encouraging and looking forward to employees' responses. • Employer continues to refine metrics for workload. • Employees are encouraged to speak to their managers if they need direction in prioritizing their work as per Appendix 5. |
| 202103-04 | Exit Interviews | UN | CLBC experienced the lowest turnover in the last year compared to previous years. Exit interview surveys are sent out to employees who resign. |
| 202103-05 | MOU #17 | UN | Union to circulate the original workforce planning group report for further discussion in the next meeting. |
| 202103-06 | LMC Agenda Distribution Date | ER | Employer and Union agree to finalize agenda a week in advance of the meeting. |
| Closing Items | | | |
| 1. | Minutes Approval | | Approved |
| 2. | Next Meeting Date / Location | | May 19, 2021 |
| 3. | Chair and Agenda of next meeting | | Employer |
| 4. | Minutes of next meeting | | Union |