

# CLBC Labour/Management Committee Meeting

May 19, 2021

## MINUTES

### Union: MINUTES

Linda Atamanik  
Blair Davies  
Pamela Fetcher - Regrets  
Nancy Bell  
Guest: Shirley Kay

### Employer: CHAIR

Karen Mackay  
Angel Khanna  
Isabelle Dy  
Jennifer Terwoord

<b>Standing Items</b>	<b>Discussion</b>	<b>UN /ER</b>	<b>Action</b>
1	Agenda Review / Additions		Reviewed
2	Previous Minutes		Reviewed
3	Education Leaves (20.8) [S]		Nothing to report
4	Professional Development Leave (35.2) [S]		Nothing to report
5	Exclusions [S]		One temporarily approved, one underway, one outstanding Employer needs to post position as "Under Review" due to LRB requirements of 90 days incumbency to avoid lengthy delays Union to investigate turnaround on exclusion timelines with Advocacy Department
6	Eligibility Lists [S]		Two eligibility lists for PSA positions with one candidate each
7	FTE Transparency: Vacant FTE'S in Regions		Received additional FTE's via Treasury Board Request, details as to where they'll be allocated forthcoming via org-wide announcement IT restructuring announcement was well received due to Org Chart inclusion
8	Article 5 – New Employees [S]		List provided to Union
9	Quarterly Regular and AUX. seniority list [S]		Posted on the intranet
10	Appx. 5 Workload Complaints [S]		No workload complaints received Union revamped Appendix 5 form and distributed to Stewards/PSOD
<b>Old Business</b>			
202004-11	IT Letter of Agreement (2)	UN	Ongoing discussion on IT Contractor/Employee options Next meeting June 3 <sup>rd</sup> 1PM
202004-12	PAC Subcommittee	UN	Updated LMC with progress, move to standing items in the future
<b>Tabled Business</b>			
201903-11	Joint Training (MOU 27)	UN	Deferred until after the pandemic
202004-13	CLBC-BCGEU Scholarship	UN /ER	Deferred until after the pandemic
202004-14	Appendix 8 Flexible Work Arrangement	UN	Employer exploring post-pandemic flexible work arrangement options. More information provided via CLBC-wide calls. Tabled for future discussion

	Policy/Working from home		
202009-04	Org Chart development	UN /ER	Ongoing project. Tabled.
202103-01	South Fraser Union Observer	ER	Continued discussion from last meeting
202103-05	MOU #17	UN	Union distributed workforce planning group report Union has selected its members for the committee Union will draft the terms of reference Employer to discuss with the executives

**New  
Business**

202105-01	Article 14.8 PAC Hours of Work re: Family Day	UN	Employer stated unable to address outside of bargaining
202105-02	LTD Benefits Transition Timeline	UN	Benefits provider behind on processing and have their own prioritization system. Pandemic also causing delays in form completion due to medical appointments. Union requesting forms be distributed sooner, Employer agreed. Union to distribute information via newsletter.
202105-03	Article 10.8 – Notice to Stewards on Disciplinary Meetings	UN	Lengthy discussion on pros/cons on providing notice to stewards and members Employer to provide more notice in situations where it is appropriate
202105-04	Union Leave Forms	ER	Recoverable Union Paid Leave includes flex time, Union LWP does not
202105-05	Regional Operations Positions	ER	Employer has realigned regional operations job requirements. Future applicants will be required to adhere to these requirements regardless of previous acting experience.
2021-05-06	MAD Awards	ER	Notice to go up soon, co-chairs to review offline

**Closing  
Items**

1.	Minutes Approval		Approved
2.	Next Meeting Date / Location		June 30, 2021 @ 9:30AM
3.	Chair and Agenda of next meeting		Union
4.	Minutes of next meeting		Employer