

CLBC Labour/Management Committee Meeting

September 23, 2021

Minutes

Union: MINUTES

Blair Davies
Pamela Fetcher
Nancy Bell
Guest: Shirley Kay

Employer: CHAIR

Karen Mackay
Angel Khanna
Isamelle Dy
Jennifer Terwoord

Standing Items	Discussion	UN /ER	Action
1	Agenda Review / Additions		Reviewed
2	Previous Minutes		Approved
3	Education Leaves (20.8) [S]		One forthcoming
4	Exclusions [S]		One approved, three submitted, two approved pending review
5	FTE Transparency: Vacant FTE'S in Regions		Employer continues to post vacancies Low turnover overall, but movement within organization is high (more than half of vacancies are filled internally) Consider asking outgoing retirees to become auxiliary may be beneficial
6	Appx. 5 Workload Complaints [S]		Nothing to report Appendix 5 Form finalized, to be added to the intranet pending discussion; Shop Stewards to be sent a copy
7	PAC Subcommittee		Nothing to report
Old Business			
202004-11	IT Letter of Agreement (2)	UN	Employer and Union have reached an agreement, pending executive review and signature
202103-05	MOU #17	UN	Union members to discuss availability to participate Employer to allocate members and review draft TOR
Tabled Business			
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 Policy/Working from home	UN	Mobile Work Agreement (MWA) distributed to management Management has been/will be reviewing participation with staff MWA for eligible positions to be completed prior to return-to-office requirements (TBD, tentatively January 2022) Employer to provide position-based differences/eligibility to LMC when finalized
202009-04	Org Chart development	UN /ER	Finalizing with People Services then adding to Intranet
202106-02	Union Recruitment Update	UN	Union vacancy to be filled pending Union appointment
New Business			

202109-01	MAD Nominations Review	UN /ER	Reviewed LMC to coordinate award and recognition
202109-02	Revised Minimum Qualifications	ER	Facilitator/Analyst/QAPC/PSA job descriptions are being modified to give preference to candidates who have a degree
202109-03	Retention Issues	UN	Higher number of postings may not be entirely caused by retention issues (e.g. leaves, temporary appointments, retirement, new FTE's) Turnover rates have been low for the last two years Employer working to decrease time from posting to recruitment to ensure vacancies are filled
202109-04	Workload Issues	UN	Many issues discussed: <ul style="list-style-type: none"> - Staff are responding to constant crises - Challenges in providing services to individuals with multiple complex needs - Cross ministry coordination concerns - Funding/resource challenges Employer is aware of this and working to resolve this through multiple working groups and projects Union is raising this both with the Employer and Government in hopes of making these issues more visible and providing pressure on obtaining a solution
202109-05	Engagement Survey	UN	Information forthcoming from a company-wide meeting
202109-06	Temporary Regular Postings	UN	Tabled
202109-07	Mandatory Vaccine/Testing Policy at PAC	UN	Temporary PHO orders require PAC staff to be vaccinated or tested prior to shift start; PHO intends to transition to mandatory vaccination only – order here (page 10, F(5)): covid-19-pho-order-vaccination-status-information.pdf (gov.bc.ca) Employer to provide draft policy as soon as possible Employer to provide tests on site while an option, and reviewing testing time requirements as it pertains to PAC shift coverage
Closing Items			
1.	Minutes Approval		Approved
2.	Next Meeting Date / Location		November 17, 2021 / Teams
3.	Chair and Agenda of next meeting		Union
4.	Minutes of next meeting		Employer

Regular Items	Provided	To Be Provided By	Not Required This Meeting
New Hires List	September 20, 2021		
Quarterly Regular Seniority List		September 30, 2021	
Quarterly Auxiliary Seniority List		September 30, 2021	
Eligibility List(s)	No new lists		