

# CLBC Labour/Management Committee Meeting

March 3, 2022

## Minutes

### Union: MINUTES

Blair Davies  
Nancy Bell  
Lillian Tugwell - Regrets  
Jenny Ewing

### Employer: CHAIR

Karen Mackay  
Angel Khanna  
Meena Nijjar  
Jennifer Terwoord

<b>Standing Items</b>	<b>Discussion</b>	<b>UN /ER</b>	<b>Action</b>
1	Agenda Review / Additions		Reviewed
2	Previous Minutes		Approved
3	Education Leaves (20.8)		One leave under review
4	Exclusions		5 approved, 1 outstanding, 1 pending (affects 3 FTEs)
5	FTE Transparency: Vacant FTE'S in Regions		Budget approved, new FTEs being allocated
6	Appx. 5 Workload Complaints		Nothing to report
7	PAC Subcommittee		Nothing to report, awaiting steward return to work
<b>Old Business</b>			
202004-11	IT Letter of Agreement (2)	UN	Memorandum signed and communicated. No further action.
202103-05	MOU #17	UN	Committee met January 27, 2022; terms of reference reviewed, meeting schedule set
<b>Tabled Business</b>			
201903-11	Joint Training (MOU 27)	UN	Tabled to after bargaining
202004-13	CLBC-BCGEU Scholarship	UN /ER	Chairs to talk offline for planning
202004-14	Appendix 8 Flexible Work Arrangement Policy/Working from Home	UN	PHO work from home order has been lifted, therefore the official transition to Appendix 8/Hybrid Work Model is expected to be effective April 4 <sup>th</sup> Decisions around in-office scheduling took into consideration specific position, duties, and other factors, with the expectation of increased office activity post-pandemic (E.G. Individual/Family in-office visits, meetings)
202009-04	Org Chart Development	UN /ER	Concluded To become standing item as per New Hires/Seniority Lists No further updates
202109-01	Making a Difference Award (MAD)	UN /ER	Scheduling of award tentatively April 2022 Award planning underway
202109-02	Revised Minimum Qualifications Follow-up	ER	Concluded No further updates

**New  
Business**

202202-25	Cloud Migration	ER	Follow up meeting to be scheduled to continue discussion
202203-01	Union Observer	UN	When an observer has been requested, interviews are not to proceed without them present, without Union approval
202203-02	IT Memorandum	UN	More discussion is required, tabled to future meeting
202203-04	Bullying & Harassment	UN	Clarified that 14 days means calendar days
202203-05	End of Year Workload	UN	More items for the MOU17 committee to reference and discuss. Backfill of positions needs further discussion and examples Looking for other creative solutions to address workload
202203-06	Mandatory Vaccination Impact	UN	Auxiliary positions posted
<b>Closing Items</b>			
1.	Minutes Approval		Approved
2.	Next Meeting Date / Location		Standing down due to bargaining
3.	Chair and Agenda of next meeting		Union
4.	Minutes of next meeting		Employer

Regular Items	Last Provided/Posted On	To Be Provided By	Not Required This Meeting
New Hires List	March 2, 2022		
Quarterly Regular Seniority List	December 18, 2021	March 18, 2022	
Quarterly Auxiliary Seniority List	December 18, 2021	March 18, 2022	
Eligibility List(s)	Two lists expiring April 2022, one list expiring July 2022, one new list		