



ISM / BCGEU
ARTICLE 28 - JOINT UNION/MANAGEMENT
COMMITTEE
AGENDA / MINUTES

Wednesday, April 5, 2023
BCGEU VICTORIA AREA OFFICE
9:00 AM – 11:30 AM

Co-CHAIR:	Marie Doherty (ISM) and Falon Barclay (BCGEU)
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BCGEU: Shirley Kay, Michael Subasic, Falon Barclay, Amanda Kaczowka
EMPLOYER: Marie Doherty, Janice Gill, Mark Bowles

Regrets: Rachelle Clarke
GUESTS:

Welcome and introductions and Land Acknowledgement	<ul style="list-style-type: none">Falon Barclay - Chair	<ul style="list-style-type: none">Marie Doherty - Minutes
Adopt Agenda <ul style="list-style-type: none">Additions:	<ul style="list-style-type: none">Adopted	

STANDING ITEMS		
ITEM	MINUTES	RESPONSIBILITY/ACTION
1) OHS report – ISM to provide summary report		ISM/Marie Doherty MD to provide update on fall 2022 worksafe work from home survey



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		next meeting. Will be done in 1 st quarter of 2023.
2) Communication – this discussion will be in camera/pens down conversation		N/A
3) Leadership/Steward Patterns of Behaviour (camera/pens down)		N/A
4) Attendance Management Report – ISM	Ricardo Ramirez provided an overview of the AMSPP and informed the committee of the current number of employees in the program.	ISM/Marie Doherty
5) Article 2.1 (e) Annual List of Exclusions – ISM	N/A annual report	ISM/Marie Doherty
6) Article 2.1 (f) Contractors Report – ISM	Copy uploaded to the One Drive	ISM/Marie Doherty
7) Article 4 Employee Separation Report – ISM	Copy uploaded to the One Drive	ISM/Marie Doherty
8) Article 5 (e) Stewards Report – BCGEU	Shirley will upload report to One Drive	BCGEU/Shirley Kay
9) Article 30.1 (b) Auxiliary 1957.5 hours report – ISM	Copy uploaded to the One Drive	ISM/Marie Doherty
10) Quarterly Seniority Report	Teams channel has been created to the employees represented by the BCGEU for the purposes of posting information – it's a post only channel	Amanda K to create channel via Teams then



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		this item can be removed – agreed to remove April 5
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PREVIOUS ACTION ITEMS		
ITEM	MINUTES	RESPONSIBILITY/ACTION
1. Jointly create a Mental Health Package (review MHFA cert broader use)	<p>To be developed at JUM</p> <ul style="list-style-type: none"> - Resources - Options for supporting mental health - Training for leaders/employees <p>Both parties agree to the following MOU #10: MEMORANDUM OF UNDERSTANDING BETWEEN INFORMATION SYSTEMS MANAGEMENT CANADA CORPORATION (ISM CANADA) ("THE EMPLOYER")</p> <p style="text-align: center;">AND</p> <p>THE B.C. GOVERNMENT AND SERVICE EMPLOYEES' UNION ("THE UNION")</p> <p style="text-align: center;">RE: Mental Health Initiatives</p>	<p>All – defer to next meeting; however, both committees will do some research before next meeting</p> <p>MD add minutes from bargaining (Open)</p> <p>Nov 29 Marie to recruit a Rep to review the Optum resources available with the committee.</p> <p>Noted all action items other than Item 4 are completed. JUM</p>



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	<p>WHEREAS:</p> <p>Both parties have a shared interest to ensure the well being of ISM employee's mental health, the parties agree the following initiatives to be undertaken:</p> <ol style="list-style-type: none"> 1. ISM to set expectation for managers to have more frequent employee check-ins informal chats not documented within 60 days of ratification. 2. ISM to send communication to employees of the BC Operation to encourage positive messages/commendations from clients, peer to peer recognition, solicit positive feedback from employees and employer within 60 days of ratification. 3. Provide Mental Health First Aid Certification to some ISM leaders (pilot) and assess whether it's useful to broaden participation. 4. ISM to communicate mental health options and create a package for mental health options (Developed at JUM) available to employees within 120 days of ratification. 5. ISM to review and communicate a mechanism to the employees of the BC Operation to encourage the sharing of suggestions, innovations, and ideas within 90 days of ratification. Advertise the Continuous Improvement slack channel. 6. Review workload distribution process associated with the Service Desk and SDS Service Desk support functions within 60 days of ratification and gather feedback thru JUM. 7. ISM to set expectations with managers to foster a supportive environment and culture when employees are incapable of working due to illness (e.g. mental health) within 60 days of ratification. <p>The parties may refer additional mental health initiatives and strategies to JUM for discussion and potential action. This</p>	<p>continuing to work on Item 4.</p> <p>April 5 – Mark Bowles will draft a template resource sheet and circulate for the committee to add recommended links with the expectation this will be completed no later then the 2nd Q meeting. (Open)</p>
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	<p>Memorandum of Understanding expires <note: insert the date of CBA expiration>.</p> <p>November 29th. Optum Resources. Do they meet the requirements for ISM members.</p>	
2. Women Mentoring Program	<p>Marie provided an FYI update. Employee approached to have a women in IT program which has internal mentoring. Approx 20% women company wide. 1/month meeting using Teams. Guidance and support, Employee run with company support. Participants women and persons identifying as women and allies. Still being developed.</p> <p>April 5 – two sessions were held by ISM that invited all participants to speak on their experiences being a woman in the IT industry. Well attended.</p>	<p>(ISM) Marie</p> <p>Nov 29th Updates in the future. (Open)</p> <p>April 5 –(Closed)</p>
3. Service Desk Transition to Fujitsu update and MWTS Update	<p>Ask staff rep if anything is known about successorship. Nothing heard yet. Kyndryl is the lead proponent on MWTS, at stage 3.</p> <p>April 5 – Fujitsu withdrew in February and DXC Advanced Solutions (ESIT) who was the vendor in waiting has been appointed as the lead proponent. It is anticipated an extension will occur but yet to be confirmed.</p>	<p>ISM/Marie</p> <p>Updates to follow (Open)</p> <p>April 5 (Open)</p>



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NEW ITEMS		
NEW ISSUE	MINUTES	RESPONSIBILITY/ACTION
1. Service Desk Overtime Allocation Process	Service Desk Incident Team (PR21) treated as SD Agents in the morning and expected to take calls but when OT is offered they believe they are being excluded and would like to be given the option. ISM has no obligation to offer PR18 OT to PR21's but could if necessary.	BCGEU/Falon Barclay Janice will advise Mgrs that if necessary they could offer lower paid OT to higher classified positions at their current classification. (Closed)
2. EFAP - dependents	ISM has begun the process of seeking a different EFAP provider	BCGEU/Falon Barclay (Open)



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3. Bargaining 8th CBA

4.

5.



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Next Meeting (Tentatively): June 20, 2023