

## Labour Relations Committee Minutes

**Date:** February 10, 2021 (via Microsoft Teams)

**Time:** 9:00 am

**Prayer Leader:** Board Office

**Present:** Darryl Bazylak, Mark Bodnarchuk, Dolores Douglas, Trudy Gawley, Teresa Hitchings, Katherine Kowal, Emily Martell, Gwen Murphy, Ron McLean, Jason Schrader

### **Agenda:**

1. Opening Prayer Mark
2. Introductions
3. Additional Agenda Items Katherine
  - Admin interview process
    - Darryl updated change to process for interview panel; CUPE reps will not be invited due to virtual nature of interviews, but still have important information from reference process. After COVID we expect CUPE to participate in face-to-face interviews again
4. 12 month employee vacation time CUPE 2268
  - A number of employees building up vacation time, and being denied vacation requests
    - Rationale of business needs; vacation is discretionary
  - Is this a product of COVID? Likely will see more of that impact next school year after a year of no travel
  - Summer 2020 allowed for good vacation usage for CUPE 3730 members
5. Casual hiring/training CUPE 2268
  - Some training and some orientation
  - Handbook; what time they are supposed to arrive, etc.
    - Katherine to email handbook and other material already being used
  - Discussion regarding the costs associated with poorly trained staff (both physical equipment and impact on students)
  - 2268 – proposed the idea of having casuals shadow an experienced EA half day high school, half day elementary
  - The benefits of a proper orientation come through in retention of staff
  - Commit to looking at training and look at potential answers; everyone agreed that appropriately trained staff is of vital importance
  - EA online orientation is developed but not yet being used
6. Diversity & Inclusion Strategy Overview Emily
  - Overview of the strategy was shared
  - Discussion regarding the D & I committee, and composition of its membership
  - Evergreen strategy; very positive comments from the committee as a whole

- Formal agreement/commitment/letter forthcoming with CUPE locals and Board
7. Social Health & Wellness Committee Overview                      Darryl
- Wrapped around COVID, but intend to continue the committee beyond the pandemic
  - 21 day physical activity challenge will be communicated
  - Local businesses to provide prizes – stay tuned for more information
  - Several members of this committee also sit on the SH & W committee
8. Communication in Schools    CUPE 2268
- More open communication desired to best support students
  - It is difficult to do a job effectively and well without good information
  - Feedback from school visits, common issue at the school level, seemingly coinciding with the change to the school day
  - Comments about school level teams and meetings being held less frequently
  - Noted difference between high schools and elementary high schools
  - 2268 suggestion - additional time for EAs (15 minutes per day) to allow for meetings
9. Next Meeting: April 21, 2021 – 9:00 am
10. Location: Microsoft Teams
11. Prayer Leader: CUPE 2268