

Labour Relations Committee Minutes

Date: April 21, 2021 (via Microsoft Teams)

Time: 9:00 am

Prayer Leader: CUPE 2268

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

Agenda:

1. Opening Prayer CUPE 2268
2. Additional Agenda Items Katherine
3. Communication CUPE 2268
 - Staff access to weekly bulletin
 - CUPE 2268 to notify members at their next general meeting to connect with Teresa if they do not have access to the staff weekly bulletin. HR will support to correct the issue.
 - “All _____” email list updates
 - HR will remind administrative teams to include itinerant staff on all communications. Darryl will also inquire with IT if there is a way to streamline the process and include itinerant staff on more than one “ALL Staff” email group.
4. Fall staffing/postings - timelines CUPE 2268
 - Due to COVID-19, staffing and postings for the 2020-2021 school year were postponed until the fall. This is not expected to be our intention this year. More information to follow in late May/early June.
5. Diversity & Inclusion Strategy LOUs Katherine/Emily
 - LOUs are an opportunity to formalize and renew support of division diversity and inclusion initiatives. CUPE 2268 and 3730 to bring forth the draft LOUs to their Executive and general membership for feedback.
6. Vacation expectations (summer) CUPE 3730
 - Vacation expectations will return to pre-COVID times. Caretaking staff are asked to take a maximum 5 weeks to ensure appropriate time for summer cleanup, while ensuring no more than 10 days in the bank by the end of August. Individuals unable to meet such expectations are asked to contact Mark Bodnarchuk directly to discuss individual circumstances.
7. Breaks CUPE 3730
 - Timing of breaks is largely dependant on the needs of each particular school. For clarification, members are asked to contact Mark Bodnarchuk.

8. St. Frances shutdown CUPE 3730
 - In circumstances where a COVID-19 case is identified in a school, GSCS makes every effort to be as transparent with staff as possible, while respecting the privacy rights of other staff and/or students.
9. Schedule of working days – timelines CUPE 2268
 - The school year calendar for 2021-2022 is approved and accessible on the GSCS website. Schedules of working days for 10-month staff will be communicated shortly.
10. COVID isolation confusion (VOC timelines) CUPE 3730
 - Staff should continue taking direction from the health authority with respect to isolation timelines, testing, and other COVID-19 related inquiries. For any such related leaves, staff are asked to continue utilizing COVID-19 coding rather than Compassionate Leave.
11. COVID vaccines – side effects/sick time CUPE 2268
 - In accordance with OH&S regulations, GSCS will support staff members to obtain their COVID-19 vaccine, if desired. Staff are asked to touch base with their administrative teams to try and identify internal coverage prior to seeking casual/sub support.
 - Any staff unable to return to work due to post-vaccine side effects are directed to access their regular sick bank for any absences.
12. Social Health & Wellness Committee update Darryl
 - Thank you to all those who participated in the GSCS 21-Day Physical Activity Challenge. We were pleased to see over 760 staff in all employment categories participate. Thank you to all local businesses that supported with prizes.
13. Next Meeting: June 2, 2021
14. Location: Microsoft Teams
15. Prayer Leader: CUPE 3730