

## Labour Relations Committee – Meeting Minutes

**Date:** April 6, 2022 (via Microsoft Teams)

**Time:** 9:00 am

**Prayer Leader:** CUPE 3730

**In Attendance:** Katherine Kowal, Tianna Joyce, Mark Bodnarchuk, Teresa Hitchings, Jason Schrader, Gwen Murphy, Trudy Gawley, Ronald McLean

**With Regrets:** Dolores Douglas

### **Agenda:**

1. Opening Prayer Guest Prayer Leader – Sheila LeDoux
2. Additional Agenda Items
  - Nothing to add
  - Mental Health CUPE 2268
    - Covid/Masking/tough time for families and staff members
    - Have Principals speak to staff about EFAP and the services that GSCS provides
    - Ideal to have Principals speak to this at their Staff meeting  
..... Full on support to have this communicated – perhaps a general reminder to all GSCS employees is an idea; communicate this as widely as possible
3. Communication to Principals, VP, and LAT to share with EA's CUPE 2268
  - Inform EA's of IIP's, concerns regarding student(s)
  - Scheduling – EA's – 6 hrs/day (beyond is OT or pre-approved banked time)
  - Lunch break – minimum 30 minutes consecutive
    - Still communication issues – Principals to EA's – issues around communication and information sharing to EA's  
..... This item was discussed at admin forum and communication/reminder regarding this has occurred – we will continue to communicate this
    - Ask – to ensure the information about programming is being shared
    - Clear messaging – OT and Pre-approved banked time  
..... OT is at 8 hrs – so Time in Lieu first (after 6.0 hrs)
    - Re-iterate – EA's are 6.0 hr employee
    - LAT need to communicate to Principal and ensure banked time is approved
    - 30 consecutive min lunch breaks – a few members saying their lunch break was split in to 2-15 min breaks  
..... the member (or two) did speak to their admin/LAT and this has been rectified  
..... counting minutes is never the direction from HR – always give and take
    - Admin to communicate this right at the beginning of the school year

#### 4. Orientation – new employees 2268

CUPE 2268

- Info sharing – dress code, hrs of work, breaks, lunch break, bank time, communication chain
- Orientation day reinstatement – it adds value.... Acknowledges info is available but people are not accessing it on their own  
..... this has not happened in a decade – realities in size and frequency in hiring limits this.  
..... Opportunity for PD day – perhaps an idea – limitations to bringing people together as a group – online learning module – student services – could include contact info for 2268 touchpoint in this module – hopeful to roll out next fall (2022)
- Courses – Back safety, NVCI, mental health, mental health first aid for adults who work with youth  
..... acknowledge the importance of training – but needs to include a roll out strategy  
.... As we continue to grow this limits our ability for in person sessions– we may need to re-frame how we can do this and manage expectations – online often the answer..... it might not be ideal but still provides value and the pertinent information would be available  
..... EA PD –typically happens in October (elementary folks) – not a full day – trimmed back to half a day to then have the other half day with school teams (division wide) - - - -  
- Perhaps issue with Oct PD – temp ppl not in place so are missing – could we push to Nov? and this training day  
... KK has documented this and will bring it back to student services
- These in person events are great team builders and you can hear the information first hand .... these stopped due to covid – the ½ will most likely continue this year  
.... Board recognizes that both locals miss the in person and meeting people and being in a shared room and networking - we can chew on this
- CUPE 2268 meeting with members (Article 7.06)

#### 5. Budget Update

Management

- Wider staff communication coming out PM April 6, 2022
- Challenging budget 2022/2023 – 2016/2017 most challenging historically
- Nothing acknowledging inflation or carbon tax
- We will be looking for roughly 2M
- When no money coming in we need to figure it out to try and balance
- Not the budget we were hoping for
- CUPE All Pres – they are having a response to the govt – will be at the leg in May – and they are hoping to have the leave requests be approved – want to take as many people as they can – important for all – especially the students – may want to have more than the 5 approved in the CA...  
.... it can't be everybody, we need dates and numbers before we can comment

– May 10, 2022 is the date – hoping to fill some busses for the event – they will be part of the question period and hope to make an impact

6. Covid Signage Removal CUPE 3730
  - – what is the plan? Jason has told others if ratty stickers on the floor to remove them  
.... they should be removed this summer – confirmed if ratty to remove them
  
7. List of new hires as of Aug. 1, 2021 CUPE 2268
  - Required to get union info packages to members
  - Request to include permanent or temporary position and where they are located
  - Who is on casual list
    - Temps and casuals is the area they are most focused on now  
....Board copies temp assignments to CUPE so the information is there
  
8. Benefits CUPE 2268
  - Outstanding - Commitment to review from 2019
  - Committee? Timing on this pertaining to bargaining.....
  - Can we achieve something in May and June prior to bargaining regarding the committee?
  
9. 2268 – Form Request Info gathering/Update Management
  - We could send a form to new hires, but should not be returned to us
  - Who is fielding issues/questions? – who do we forward the requests to if they come to us
  - Where do paper and e mail forms go?
  - Will 3730 be requesting this information as well?
  
10. Emails/Tickets CUPE 3730
  - Not being returned or cancelled without information being provided
  - Ticket response time and e mail responses – not getting timely responses to e mail
  - Tickets – getting cancelled – the ask: information to trickle down to them....  
..... perhaps a communication issue from Principal to Head Caretaker?  
..... is the work getting done? Or is there no response....  
..... why not just call and ask what happened to the ticket? .... Mark asked for the one offs to come to him directly....these are minor issues – no large hiccups have been noted  
.... Mark will discuss with the team and confirm process with Ryan – call to Norm or Rich or even Mark or Ryan if there are outstanding items?
  
11. Support Staff PD Funding Forms CUPE 2268

- Propose to Board they revamp form
  - Propose to include guidelines and application in one document
  - Guidelines – include criteria for monetary award (\$300.00 vs \$800.00)
- ..... feedback heard

12. Outstanding Item

CUPE 2268

- Quarterly report request – all CUPE 2268 employees
    - Request from August 2021 – new hires
    - Will take the request back to exec
- ... Board provides a seniority report and copies CUPE on all letters and also the form request – but why the need for a quarterly report – very much the same information – can we reign in on what the request is and determine what makes most sense but not duplicating work?

13. Discussion – “Support Banked Time”

CUPE 3730

- Option in AESOP – inquiry on how this works from those who work extra hours on snow
    - Have a banked tracking system with the principal – verbal agreement?
- .... Principal and caretaker to monitor the earning of banked time – this decision has been between the Principal and HC – time for time for snow removal as often it is on their own time

14. Next Meeting: ? May 31, 2022

15. Location: In person – Room above the Fountain at BJM

16. Prayer Leader – Next Meeting: Management