

Labour Relations Committee Agenda

Date: November 22, 2023

Location: BJMHS Fountain Room

Time: 9:00 am – 10:25 am

Prayer Leader: Management

In Attendance: Tianna Joyce, Katherine Kowal, Mark Bodnarchuk, Teresa Hitchings, Gwen Murphy, Jason Schrader, Andrew Ngo

Agenda:

1. Opening Prayer Katherine

2. Additional Agenda Items CUPE 3730
 - Sick time
 - Jason S (JS) – understands/acknowledges that people are abusing sick time but now people are coming to work sick and taking out many more people
 - JS – does not expect us to do anything
 - Katherine K (KK)– our intention is to review the attendance management system – we will work to get to a consistent place with approach
 - Teresa H (TH) – make sure admin are not heavy fisting when they have this conversation

3. Time off for golf classic? CUPE 3730
 - What is the expectation?
 - JS – confusion over the last few years..... can an e mail be sent out so all who are attending know and to provide clarity around process and time off etc.
 - Mark B (MB) – HR should know who is going; additionally let your immediate supervisor know; you can be done work up to one hour before registration time
 - TH – would this apply to 2268 if a 12 month?
 - KK - yes

4. Staffing concerns CUPE 2268
 - Lack of coverage for absences
 - Gwen M (GM) – frustrated and acknowledges no one wants to work, no one is picking up vacancies, where can we post vacancies
 - TH – could we send an e mail monthly to ask people to update non work calendars?
 - KK – we could but people are not reading/accessing e mail
 - KK – 230 individuals employed as casuals for EA

MB – absences for our continuing employees are not helping this situation for casuals
KK – we are considering reaching out to diocese for additional ways to alert community about the work we have available

Andrew N (AN)– Do we do job fairs?

Tianna J (TJ) – yes, multiple times a year, with community partners and educational institutions

5. Nutrition Assessment Outcome CUPE 2268
KK – It was more of an audit/gathering of information, it has been a long time since we have had the opportunity to dive in to this program and due to many factors it was time
 - Access to food has become a concern in the community
 - This audit is a work in progress

6. STF Sanctions CUPE 2268
 - They have heard rumblings of actions being taken in the new year

7. CUPE 2268 Directive – connected to sanctions CUPE 2268
 - Under no circumstance should EA’s cover anything that is teacher specific role
 - MB – want to be sure it is clear there is to be no insubordination from our support employees
 - TH – still do your job and anything that you have agreed to (specifically NLS schedule as you are on it)

8. OHS Meetings CUPE 3730
JS - Ensure they are having them in every school – 4 times a year
AN – Inspections reminders
KK – General reminder can certainly be sent out and will be

9. CUPE Membership Forms CUPE 2268
 - TH – 2268 will ask for permission from us to send the form to cupe2268 members
 - The form will be a pdf, TH will send it out

10. Staff Morale CUPE 2268

GM – ratification vote was very tight, they had a lot of unhappy members, members were hot at the ratification meeting – they were all very hot; they (the executive) had to keep bringing it back as to why they were there
TH – many things from their package was left on the table, concerns in the school related to workplace safety, burnout
 - Overall morale feels different
KK – what is the engagement like at those meetings versus other – Gwen M shared much higher

KK – this is a perfect storm, more people will voice frustration when there are many people, the landscape has changed – how do we help people understand that so much has changed?! When we go into schools people are happy and kiddos are supported beautifully and this is so wonderful!

Complexity in classrooms is not intentional. All children are children of God and deserve to be served

GM – LAT's need to share the IIP so EA's can support the kiddos; we need more emphasis by showing our EA's that we know about this student

KK – if someone says we will not share that, let KK/TJ know so we can get involved and remove barriers

11. Benefits Cost Breakdown

CUPE 2268

Members wanted increase in benefit coverage

Can we revisit benefits as a side discussion

KK – group benefits and how they work is not often known to the general public, so education is key and we can work to get there

12. School Visits

CUPE 3730

- Mark's e mail – clarification please (JS) – Mark confirmed that this was to formalize his process and expectations regarding visits to schools
- He is documenting and using the form that has been created – this is to be clear that there will be a return visit
- Is there any training items and areas that we can support you in?
- JS – loves this idea and recognizes/appreciates the importance of this

13. Professional Development

CUPE 2268

TH – Question - there was PD offered on a non work day and EA's were to work?

Answer - The PD did not happen and the invite was there for EA's to attend.

14. Next Meeting: Feb. 28, 2024

15. Location: In person

16. Prayer Leader – Next Meeting: 3730