

Labour Relations Committee - Meeting Minutes

Date: November 6, 2024

Location: BJMHS Fountain Room

Time: 9:00 am – 10:25 am

Prayer Leader: Management

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

Agenda:

1. Opening Prayer Management

2. Additional Agenda Items All
• Casual understanding of AESOP CUPE 2268
- Does it clearly state what classification you are subbing for?

Yes – likely a detail/reading confusion

3. MEPP/Planera Workshop CUPE 2268
• Would the board offer on PLD days and/or turnaround days?
- Is there an opportunity for EA's to go to the workshop on PLD/Turnaround days (the sessions put on by MEPP)

Traditionally what we have done is we offer the session through MEPP and the employee uses their discretionary leave

If interested in coordinating a session we (the board) could look in to it and work with you

4. Bank time CUPE 2268

• Been told that after-hours is volunteer time?
- St. Mark or Marguerite – they were told they have to go and it was part of their job and no banked time offered

Likely some miscommunication and misunderstanding.

Not required at all – but encouraged for community

Please send us more information and the board will look in to this

- 3730 – should using banked time be entered in AESOP?

Yes – but make sure you track banked time in agreement with Admin

Banked time should be pre-approved with your Principal and then use on PLD or a non student contact day (a cost neutral item preferred)

5. Supervision coverage

CUPE 2268

- Required to find their own coverage and not equal time given back?
 - Georges Vanier last year – time for time – LAT said to bank time, then said can not take the time they earned?
 - NLS – voluntary noon lunch supervision – this is for all staff and classification and they should find their own replacement
 - Breaks on field trips – we always encourage admin to honor breaks the best they can – however field trips feel different. How do you take a duty free lunch when together for a full day?
 - Banking missed coffee breaks and lunch breaks – plans should be discussed in advance

6. EA transfer process based on language skills

Management

- French speakers are needed in our French buildings and proximity to home etc etc. will always be considered
- We need to prioritize replacement of French speakers in French schools so the transfers will need to come
- We wanted to bring this up to you in case you hear of French EA being transferred

7. Leaves

CUPE 2268

- Sick, compassionate, unpaid, sub cost deducted
 - Do even out of scope follow guidelines for leaves?
Yes – regardless of who you are we have division guidelines

8. Cell Phone Policy

CUPE 2268

- For staff no division cell phone policy for staff
 - Schools will have different rules that work in their building
 - GV – cell phones away for all staff?
 - The EA's think they are told to have no phones but that the teachers can and do – the board can look into this and speak with admin

9. Next Meeting: ? (Potential – January 15, 2025)

10. Location: In person – confirm (BJM)

11. Prayer Leader and snacks provider – Next Meeting: 2268