

MoveUP Labour Management Committee Meeting

September 8, 2017

IN ATTENDANCE: Employer - Ann Myers, Melissa Zimmerman, Greg Conner, Jackie Connelly, Shannon Baillie, Denise Aveyard (recorder)
 MoveUP - Stephen Von Sychowski, Bridget Lott, Don Showers, Alicia Gallo

REGRETS: Sal Ruffolo

FOLLOW-UP ON ACTION ITEMS FROM APRIL 21st MEETING

Action	Status /Further Action																		
WORK LEADERS <ul style="list-style-type: none"> Standing item at union's request 	<ul style="list-style-type: none"> Union reminded that they still want to see work leaders in several areas Melissa advised that one work leader was hired in the buyer group Ann advised that, as with all positions that become vacant, work leader positions are reviewed to determine if there's still a requirement 																		
CASUAL EMPLOYEES <ul style="list-style-type: none"> Union to forward Coast Mountain EoI as information item on casual administrative relief pools 	<p>COMPLETE</p> <ul style="list-style-type: none"> A stockroom employee was told they could not have a Y day off because casuals are not used for this coverage. Melissa requested that issues be brought to her attention at the time that they occur so they can be addressed immediately Ann advised that two CRA casuals worked 37.5 hours in other areas from April 12 – September 1, 2017 as follows: <table border="0"> <tr> <td>04/26</td> <td>7.5 hrs.</td> <td>Planning (Data entry)</td> </tr> <tr> <td>04/28</td> <td>7.5 hrs.</td> <td>HR (Filing)</td> </tr> <tr> <td>05/16</td> <td>7.5 hrs.</td> <td>HR (Filing)</td> </tr> <tr> <td>05/18</td> <td>7.5 hrs.</td> <td>HR (Filing)</td> </tr> <tr> <td><u>08/01</u></td> <td><u>7.5 hrs.</u></td> <td><u>HR (Filing)</u></td> </tr> <tr> <td>Total</td> <td>37.5 hrs.</td> <td></td> </tr> </table>	04/26	7.5 hrs.	Planning (Data entry)	04/28	7.5 hrs.	HR (Filing)	05/16	7.5 hrs.	HR (Filing)	05/18	7.5 hrs.	HR (Filing)	<u>08/01</u>	<u>7.5 hrs.</u>	<u>HR (Filing)</u>	Total	37.5 hrs.	
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JOB POSTINGS AND EMPLOYEE WORK LOAD COMPLAINTS (Standing item per LOA #15) <ul style="list-style-type: none"> CRA Internal Services job responsibilities – Ann and Stephen to discuss areas raised and determine if re-evaluation is needed 	<p>COMPLETE</p> <ul style="list-style-type: none"> New item - IT Support (Help Desk) has expressed work load issues (currently there are 170+ open tickets). A supervisor job was posted but staff do not feel this will help with work load 																		

	<p>because the supervisor will not be able to perform union work. They are also being asked to take on work in other areas (e.g. The Hub)</p> <p>Action</p> <ul style="list-style-type: none"> • Employer to get statistics on the time it takes to close a ticket and the associated categories.
<p>JOB EVALUATION COMMITTEE (JEC)</p> <ul style="list-style-type: none"> • Employer to schedule JEC meeting 	<ul style="list-style-type: none"> • Bus Stop Coordinator – Union has not heard back from the employer on this request. Concern raised that CRAs are now doing the work that was removed from the Bus Stop Coordinator JD and receiving OT for it. • Operations Coordinator – Union understands the position is being re-evaluated. Ann advised that, as is regular practice, the position is vacant so a review of the role is being done. It was also noted that the position now reports to a new operations and logistics manager. <p>Action</p> <ul style="list-style-type: none"> • Employer to consult with new HR operations director then then schedule JEC meeting • Terms of Reference to be reviewed when committee meets • Employer to look into education and experience requirements of Bus Stop Coordinator position and respond to union
<p>WORKSAFEBC TOP-UP</p> <ul style="list-style-type: none"> • Clarification required regarding interpretation of the collective agreement (reference 21.04 (c), (d) and (e) vs. BC Transit practice 	<ul style="list-style-type: none"> • Employer and union met Tuesday, September 5th. Union reviewing information
<p>TRAVEL TIME</p> <ul style="list-style-type: none"> • Employer to look into the application of travel time when traveling from depot to airport instead of home to airport (Article 17.03 vs 12.03) and clarify interpretation • Employer to look into consistency in including travel from airport to hotel (some paying mileage but not time) • Finance has a different interpretation when paying kilometers vs time 	<p>Action</p> <ul style="list-style-type: none"> • Awaiting SLT approval of travel policy (Greg to expedite) • New item – Employee going to China for a conference and has questions about how they will be paid with the time change. Job Steward is to let the employee know to contact their HRBC to work through time frame and determine what employee should be paid based on time difference.
<p>USE OF PERSONAL VEHICLES FOR WORK</p> <ul style="list-style-type: none"> • Employer to look into who pays deductible if an employee's personal vehicle is damaged while being used for work purposes (no pool cars available) 	<p>Action</p> <ul style="list-style-type: none"> • Awaiting SLT approval of travel policy

CURRENT/NEW ITEMS

Item	Action
<p>STAY ONBOARD</p> <ul style="list-style-type: none">• Union advised that a member who was booked off work felt pressured to return on modified duties, even after presenting a medical note advising that she needed to be off.• Union pointed out that communication about Stay Onboard has always been around physical injuries, however this is a mental health issue• Ann confirmed that once it was determined that it was a mental health issue, the employee was moved off of Stay Onboard and into the disability management program.• Employer tried to find duties the employee could perform that would remove her from the situations that were causing the mental health issues	

NEXT MEETING: November 17, 2017, 10:00 – 12:00, VTC Boardroom (union to prepare agenda)