

**February 12, 2019
Labour Management Meeting
Coast Mountain Bus Company
Gateway 6th Floor - Coast Room
10:00AM - 11:30AM**

In Attendance:

Harpreet Bhumrah (JS)
Parm Sandhar (MoveUp Rep)
Vivian Ho (JS)
Joceyln Labrecque (LR)
Michelle Poole (LR)
Tracy Ramlu (LR)
Andrew Roach (LR)

Union apologizes for the late agenda. Company does not have anything to add to agenda.

Item#1 - When calling in sick leave, why do the supervisors need to personally speak with a person? Even if a message is left, we must call back and speak with the supervisor. Supervisors also call people at home when they are on SL to “check on them.” – Harpreet B

The Union expressed concern with the requirement for Customer Information staff to contact their Supervisor directly when booking off from work. The Union is concerned that the Supervisor will receive confidential medical information about the employee.

Many departments at CMBC require employees to call their Supervisor directly when booking off from work. Supervisors are not asking for confidential medical information; that information goes solely to the Occupational Health Group. Management is following up on the well-being of employees and making sure they are filling out the required paperwork.

Item #2 - Possibility of a compressed work week for shift workers – Harpreet B

The Union did not want to discuss this item at this time.

Item #3 - Job Selection - Minimum scoring benchmark (used to be 15%, now job postings read 5%) – Vivian H

The Union expressed concern with the Company's practice of posting jobs with 5% as the factor for distinguishing ability among candidates.

The Company reminded the Union that Notice was given in 2011 that we would not necessarily use 15% as the factor and, when we chose not to use 15%, we would include the appropriate factor in the job posting.

The Union does not agree that 5% is adequate to demonstrate a 'significant and demonstrable' difference in ability. The Union will be initiating a policy grievance on this matter.

Item #4 - Expression of Interest Job Postings – does not specify expiry dates – Vivian H

The Union asked how an Expression of Interest (EOI) works and is there an expiry date for each EOI? For example the Corporate Safety Assistant EOI was posted 2-3 times in the last 2 years.

The Company provided a brief background of LOA 35 and advised that EOI's are often refreshed on an annual basis. However, each EOI is managed by the department where it is initiated so may be processed differently.

Item #5 - Grievance management & Union Rep and Steward Roles – Parm S

The Union wanted to discuss the roles of the job stewards and the Union Representative, Parm. The Union advised that job stewards do not have the authority to bind the Union into agreement; the Union Rep is the legal bargaining agent for the Union. As not all job stewards are in contact with the Rep, the Union asked that Labour Relations Advisors contact the Union Rep when resolutions to grievances are discussed.

The Company agreed to do so.

Item #6 - Customer Information Staff expected to come in early to prep their work stations to begin working at the beginning of their shift - Harpreet B

The Union expressed concern with the expectation that Customer Information Clerks are to set up their workstations and log in to the computer prior to shift so that they are ready to work at their shift start time.

There was some discussion about how long it takes to set up a workstation. The requirement to be ready at shift start time is not new and will not change. This is a common expectation at CMBC.

Item #7 - How are Chronic Conditions Recorded in Attendance Management System? - Parm S

The Union asked if an employee books off work sick with a chronic condition, is this recorded as sick time and counted towards attendance management statistics?

The Company confirmed that when an employee books off sick with a chronic condition that it is recorded as sick time. The Company discussed the CMBC Attendance Program.

The Union requested an outline of how the Attendance Program works. The Company agreed to send information to the Union.

The Union asked if employees who have medical appointments should take sick time for this.

The Company reminded the Union of the language in Article 19 of the Collective Agreement.

There was discussion about specialist appointments, paramedical appointments, shift work and trades. Employees should be trying to schedule appointments that do not conflict with work.

The Union indicated that they would like to schedule a labour management meeting for depot staff. The Company has been trying to schedule this with the Union but has not received a response.

The Union advised that, while Parm is bargaining, Jennifer Froese will be working in the Representative role. Jennifer comes from Translink and will be shadowing Parm for 2-3 months. She knows the Translink collective agreement very well and has participated in 2 rounds of bargaining. She will be scheduling meetings with CMBC.

The Union asked about CMBC's policy on the use of Company pool cars. A manager declined Vivian's use of a pool car for union meetings.

The Company agreed to look into the policy and subsequently advised that Company vehicles are not to be used for Union business.

Meeting Adjourned at 10:26AM.