

**MoveUP/BCGEU
Labour Management Meeting
April 18, 2019
HR Boardroom
*Final***

Attendance:

MoveUP Eddie Mishra, April Young

BCGEU Thom Yachnin, Lisa Trolland, Sharon Penner

1. Agenda

Agenda items were forwarded to the BCGEU on April 17, 2019 and are attached.

2. Minutes

Minutes of September 25, 2018 were agreed to and distributed.

3. Business arising from the previous meeting:

- (1) Maternity Leave Language was discussed. The parties agree that a further review will be required.
- (2) Training Premium and substitution pay Article 14.6 will be tabled for a future meeting after the SDC reclassification is addressed.

MoveUp will provide a checklist of items required for the training premium.

4. New Business

(1) SDC Classification Appeal Area 01, 03 & 04

The BCGEU will provide a response to MoveUP on the reclassification once it receives additional information for us to consider the appeal.
MoveUP to review and respond.

(2) MoveUP vacation for those who are in the UWU Bargaining Unit on Temporary Assignments. (Agenda item 4/5 same issue)

The BCGEU has addressed this issue with the UWU Bargaining Unit Committee. The issue should be resolved through that venue.

(3) Sick note request, Article 10.2(b) & 10.3(b)

MoveUP raised the issue that the articles may contradict each other.

Upon review and discussion, it was agreed they do not. Art. 10.2(b) speaks to commencement of the benefit and 10.3(b) speaks to the requirement to report.

(4) FA's (agenda item 7)

MoveUP requested that the FA's be arranged in a more effective way.

The BCGEU will raise the issue with Admin to see if any changes can be made. However, we ask staff first raise operational matters to their SDC and/or Coordinators.

(5) Administrative Support Staff Meetings (agenda item 8)

MoveUP sought clarification on the process for arranging meeting for staff in December where colleagues can run ideas, or training refreshers as a group.

The BCGEU will consider this when creating its December 2019 staff agenda.

(6) Third Floor Staff Retreat – requesting a garburator to be installed. (agenda item 9)

The BCGEU will not be considering this request as it does not assist in reaching our green footprint initiatives. All staff using the space will need to take on the responsibility of keeping the sink and food scraps removed and placed in the appropriate bins.

(7) Increment office closure (agenda item 10)

Question: communication to staff by 7am opposed to after all staff has arrived? BCGEU does not provide home or cell phone numbers of staff to other staff, Departments can come up with their own plan, however this is optional for staff to participate.

(8) Manuals (agenda item 11)

Updating of manuals should be done by the SDC in a department. Staff should talk to their SDC's or coordinator.

(9) Training for new AO Staff (agenda item 12)

Union requested a dedicated 1-2 week training for new area office support.

Training is done by the SDC or alternate and it is done in assignments offered to temp staff. HR arranges for IT training on data bases, systems, etc. Coordinator's will determine if additional training dates are needed based on feedback from servicing staff input or SDC's.

(10) Movement within the BCGEU (agenda item 13)

Union raised the issues of creating 1-year educational transfers for admin support, to get an opportunity to learn and try out something new.

Staff should come and speak to HR about their interests. Ask union to bring a proposal for next round of bargaining.

(11) Phones at LMAO (agenda item 14)

Automated message to hold calls in order as multiple calls come in and volume increases.

Lisa Trolland will raise issue with IT.

(12) FA Changes (agenda item 15)

Notifying support staff of any changes to the FA's (templates) whether they are considered obsolete, had major amendments, and/or have new templates added to the system.

Addressed in agenda item #7

(13) Staffing (agenda item 16)

Workload issues to be discussed with Coordinator and SDC.

(14) Late arrivals

Ongoing assessment by the BCGEU with SDC's.

(15) Dues

BCGEU has questions related to dues for members on LOA.

5. Next Meeting:

June 12, 2019.