

MoveUP Labour Management Meeting

1:00 – 3:00 p.m., Microsoft Teams

Attendees:

Employer: Greg Conner, Melissa Zimmerman, Taylor Zerbin, Daphne van der Boom, Emma Parker (Recorder)

MoveUP: Parm Sandhar, Tiffany Rivers, Sal Ruffalo, Kayla DuPuit, Glen Redden, and Josh Wilson.

CURRENT/NEW ITEMS

Item	Action
<p>Equity, Diversity and Inclusion and WES 2020 Results</p> <ul style="list-style-type: none"> Jackie Connelly reviewed the 2020 Results. 	<ul style="list-style-type: none"> ACTION: Jackie Connelly will provide specific WES Survey Results for MoveUp.
<p>Job Evaluations</p> <ul style="list-style-type: none"> New positions process going well November JEs are outstanding, currently 10 Evaluations pending. Suggestions for improving the process include; regular meeting schedule, job evaluation officer review JEs prior to meeting with PCA and rotate JS. Union has received overwhelming number of requests for JEs. 	<ul style="list-style-type: none"> ACTION: Taylor Zerbin will draft a process and schedule moving forward with Job Evaluations and send electronically for all to review/ agree by Feb 19th, 2021. ACTION: Taylor Zerbin will schedule bi-weekly meetings with the Job Evaluation Committee to catch up on outstanding Job Evaluations. ACTION: Union will put a call for volunteers for Job Stewards to be trained to complete Job Evaluations. ACTION: Glen Redden is drafting a questionnaire to be included in the Job Evaluation process.
<p>COVID update; Travel etc.</p> <ul style="list-style-type: none"> Essential travel only. VTC is currently under renovation to adhere to the 6ft COVID rule. After phase 1 and 2, immunization begins in the general population. Vaccines will primarily be distributed by age, starting with the oldest. 	

<p>Excluded position evaluation from Bargaining</p>	<ul style="list-style-type: none"> • ACTION: Glen Redden will forward excluded position evaluation to PCA's.
<p>Expansion of management vs. BU</p> <ul style="list-style-type: none"> • Operations Dept. completed a re-org which opened up two Assistant GM positions. The positions and job descriptions were posted on The Hub. • Due to Capital projects a Program Project Manager was hired on a short term contract. • Management structure was put in place, currently awaiting budget approval to hire direct reports. (union positions) 	<ul style="list-style-type: none"> • ACTION: Taylor will forward Tony Ota's, Manager, Standards and Innovation position description to Sal
<p>Hiring from outside for exempt and BU positions</p> <ul style="list-style-type: none"> • The employer requested that employees notify People Leader of interest in career progression and work to create a development plan. There is a training budget for career progression within the company. • Union noted perception is a number of positions are being hired externally instead of developing from within. 	
<p>Service and infrastructure update; Funding?</p> <ul style="list-style-type: none"> • Currently service levels are 50% pre-pandemic. • No indication of a budget cut, expecting to receive funding from the Govt. for a safe restart. 	
<p>Working from home language.</p> <ul style="list-style-type: none"> • Pandemic fast tracked the ability to work from home. • Union would like to negotiate a LOA into the collective agreement. • All agreed to review during negotiations later in the fall. 	<ul style="list-style-type: none"> • ACTION: Union will bring forward "working from home" language in the new collective agreement.
<p>Other?</p> <ul style="list-style-type: none"> • Union noted that they believe the significant drop in virtual attendance to meetings is due to the new IT "yellow warning bar" in emails. • Company noted that a member was advised of their pending termination prior to their termination meeting. Be aware of confidentiality. 	<ul style="list-style-type: none"> • ACTION: Glen Redden will work with Greg Conner re: Yellow warning bar in external emails.

Next meeting: March 9, 2021 10:00 a.m.–12:00 p.m.