



Labour Management Committee

Meeting Minutes

January 29, 2021 – 10:00 AM – 11:00 AM

Attendees: Jalpa Ruparelia, Tina Jansons, Darren Wayda, Parm Sandhar, Safar Alikhani, Jennifer Froese, Stephanie Redivo

Recorder: Daniella Pettenon

Meeting Organizer: Debbie Basham

Employer Items:

1.) Equity, Diversity & Inclusion Update

- (a) Employer introduced the Program Lead of Equity, Diversity and Inclusion.
- (b) The Program Lead provided an overview of the Equity, Diversity and Inclusion vision, mission, and plans. The plans include forming Employee Resource Groups, creating global Diversity and Inclusion benchmarks, reviewing inclusion survey results, manager training feedback and creating staff eLearning.

2.) Management of RWWL Balances

- (a) Employer discussed scheduling of RWWL with reference to article 10.01(e) and a sign-up process aligned with annual vacation (AV) sign-up under article 13.10.

The Union is willing on a without prejudice basis to consider RWWL scheduling process.

ACTION: LR Advisor to provide written proposal to the Union.

ACTION: The Union to provide feedback to the written proposal.



Union Items:

1.) Job Evaluation Process

- (a) The Union requests job evaluation (JE) use consistent methodology due to experiencing issues with current process (e.g.: consultation, consistency and timelines).

ACTION: The Union to provide a list of outstanding JE to Employer.

ACTION: The Employer will review the status of the JE and will review the process and follow up with the Union.

2.) Vacation Signup Process

- (a) The Union raised lack of consistency in sign-up process, including the approval process.
- (b) The Union proposes AV sign-up occur in November.

ACTION: The Union to provide details on specific issues and identify relevant departments.

ACTION: LR Advisor to consider additional training and materials for managers to be provided in early Q4.

3.) Update on IT outage

- (a) The Employer has been providing regular updates on this item during the bi-weekly Employer/Union meetings.
- (b) The Employer is encouraging and promoting employees to sign up for credit monitoring services.