

Labour Management Relations Committee (LMRC)

August 9th 2022 @ 3:00 pm
Mike, Tanee, Karla, Jeff, Andrea

Discussion Points & Outcomes

- No updated information regarding the benefits because of the timing of the meeting but status has not changed from where it was last month.
- No specific agenda items for this meeting – just a check in for all.
- Karla has sent at least 20 date options for bargaining but was unable to secure anything with Jennifer as she has been very busy. There is hope that the other person that will be involved with bargaining, Stephanie, might have better availability. The preference is for two days in a row or at least in the same week since spreading dates too far apart can be counterproductive as has been the case with the part time bargaining. It is also preferred for the negotiations to take place in person as opposed to over Zoom. Management does not have a long list of items and hopes to have a collaborative conversation about the language around holidays and some benefit options etc.
- Part-time negotiations are going into their 7th and 8th meetings and there is still a lot to be discussed. For full-time bargaining, it is hoped that proposals can be exchanged in advance in or to expedite the process. The management proposal can be ready as early as next week.
- The grievances that were previously filed have been accepted as either resolved or related to the upcoming bargaining when they can be finalized. This includes items such as flex days, vacation time, and the front desk position.
- Karla will forward to Tanee and Mike the e-mail conversation that was had with Karen, Noah, and Nick regarding the aspects of Karen's position and the position at the front desk in Room 340. Part of that conversation included the office supplies being covered by the front desk position simply due to proximity.
- Part-time Executive Assistants will be back in the fall. Hirra will then be helping Karla with Board duties, confidential minutes, and other aspects that would have been covered by the HR Intern since the one that was hired has left.
- There was some question regarding Karen's position in terms of where it ends and where Sue's job begins. Karla will send the e-mail to Tanee and Mike that outlines those details. It is good to have some cross training with reservations etc. for vacation coverage and other eventualities.
- It was mentioned that the productions knowledge aspect of the job posting for Saku's position might deter some from applying. It should not as it is not a major requirement of the job.