

MINUTES

In Attendance:

For Management:

Milind Deshpande (Co-Chair)
 Shirley Carder
 Junaid Akhtar
 Riah Batson (HRA)

For the Union:

Ron Marciniak (Co-Chair) *
 Fariya Chowdhury
 Frank Vounasis

Regrets:

none

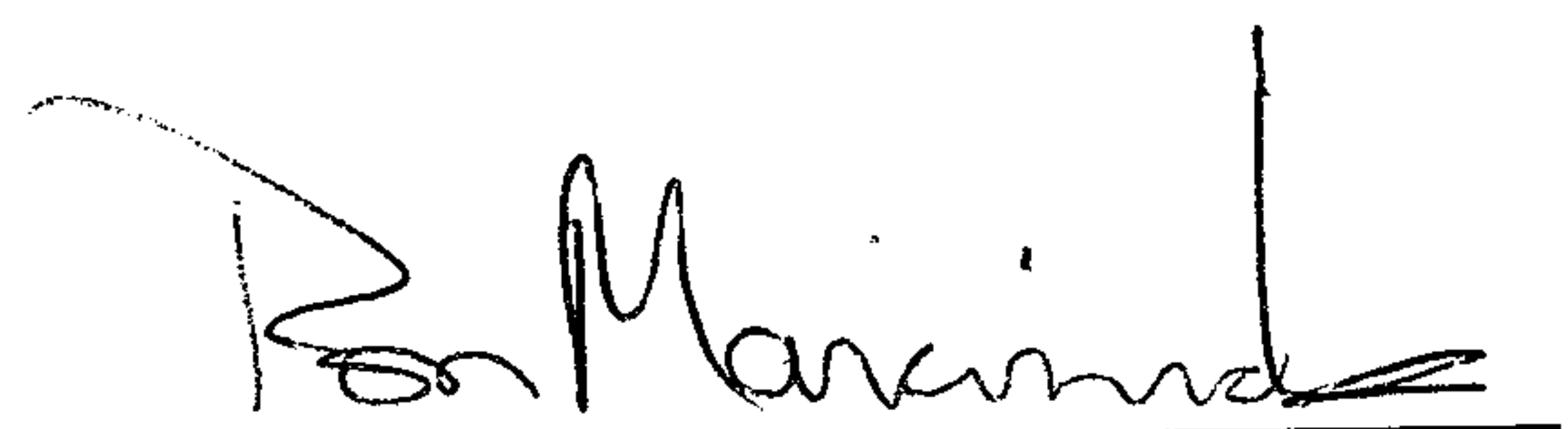
* Indicates in the chair

ITEM	DISCUSSION	ACTION
1. Agenda	<ul style="list-style-type: none"> • Proposed agenda items were jointly reviewed, discussed and agreed upon for inclusion into today's meeting. 	<ul style="list-style-type: none"> • Agenda was approved. • Pending items from the previous meetings were identified and briefly discussed for salient updates.
2. Review of Action Items	<ul style="list-style-type: none"> • Training for LERC Members: <ul style="list-style-type: none"> ○ June was the first available date • Information for new hires: <ul style="list-style-type: none"> ○ Best effort basis will be made to share information with new hires ○ MMAH as dedicated space on the on intranet 	<ul style="list-style-type: none"> • Union will confirm dates and course outlines • Union will share information that they would like communicated • Suggested EDU/MCU explore similar possibility
3. Shift Changes to Avoid Overtime	<ul style="list-style-type: none"> • Concerns were raised by the Union that it has been reported that management is requesting staff to change shifts without appropriate advance notice to avoid overtime 	<ul style="list-style-type: none"> • Management to review current practice and ensure employees are given as much advance notice as possible

	<ul style="list-style-type: none"> • Union recommended that the option given to the employee to either change the shift or pay out overtime 	(e.g. planned outages)
4. Telework	<ul style="list-style-type: none"> • Concerns were raised by the Union that there has been an inconsistent approach to implementing telework across the cluster 	<ul style="list-style-type: none"> • Union to follow up on specific details re: denials and number of contacts in place • Management to follow up to confirm management approach across branches
5. After-hours support	<ul style="list-style-type: none"> • Concerns were raised by the Union that some managers expect to support after hours without extra compensation • Recommendation: all parties clearly understand the parameters and terms of the collective agreement with respect to responding to after hours inquires. 	<ul style="list-style-type: none"> • Union to follow up with the specific article in the collective agreement
6. Other business	<ul style="list-style-type: none"> • None 	None
7. Next meeting	<ul style="list-style-type: none"> • Wednesday, May 27, 2020, 11 am 	<ul style="list-style-type: none"> • Review published minutes and review/follow the agenda.

Signed: _____, 2020

Management Co-Chair



Union Co-Chair