

MINUTES

Support Staff College Union Committee

Date: December 12, 2019	Location: C315
Present: Joseph Lauzon, David Coward, Craig MacKenzie (Chair), Elaine Murray, Lisa Banks, Vanessa Simard (recorder), Cathy Torella, Denise Balfe	
Regrets:	

Approval of Agenda

The agenda was approved.

Approval of Previous Minutes

Discussion

Action

The minutes from October 28, 2019 were approved.

Business Arising

Discussion

Action

Education and Work Experience in regards to Recruitment

A grievance has been filed in regards to this issue so it will not be discussed outside of the grievance process until the grievance has been resolved.

Alternative Work Arrangements (AWA)

Once the draft of the program is complete, it will be presented to SLT for approval and a communication plan will follow.

Vanessa Simard will send draft to Craig to send to other colleges once complete.

360 Reviews

As previously discussed, the college confirmed that 360 reviews will be rolled out in 2020. Planning will begin in January and will likely start with a pilot group. It has yet to be determined how the pilot group will be selected. Once the details are known, a communications plan will also be determined to ensure all stakeholders are informed of the process.

Standing Items

Discussion

Action

Bullying/harassment

No discussion.

New Business

Discussion

Action

Employee Engagement Survey Results including Comments

The Union inquired when the comments will be shared with staff. Human Resources is removing any specific names and/or swear words from the over 3,000 comments that

<p>were received as part of the employee engagement survey. These comments will be shared with managers once they have been reviewed and themed. Departments are to work through their results and then create their action plans with their teams in January to March of 2020.</p>	
<p>College Cleanliness The union brought up concerns regarding the cleanliness of the college, specifically within the office areas on the Barrie campus.</p>	<p>David will follow up facilities regarding this issue.</p>
<p>IN CAMERA ITEMS</p>	
<p>Discussion</p>	<p>Action</p>
<p>Probationary Employees in Alumni</p>	

Next Meeting:
January 24, 2020