

MINUTES Support Staff College Union Committee

Date: Nov. 15, 2018	Location: C315
Present: Craig MacKenzie (Chair), Cathy Torella, Elaine Murray, Marina Tomchak, Kristen Borland, David Coward, Julie Lawson, Lisa Banks, Lorelei Price (recorder)	
Regrets:	Guests:

Approval of Agenda	
The agenda was approved with the addition of two items.	
Approval of Previous Minutes	
Discussion	Action
The minutes from Oct. 4, 2018 were approved.	
Business Arising	
Discussion	Action
Release hours for Barrie Joint Health & Safety Committee Members with certificate training should be released for 9.2 hours per month. Members without certificate training should be released for 5.9 hours per month.	David to send communication.
Less than 12 months' employees and Section 10.1 The college has been able to review the arbitration award and the judicial ruling. The college is seeking guidance from Employer Council.	
Support or management positions One of the positions that the union asked the college to review is clearly an administrative position as the position has direct reports. The college has yet to review the other position in question.	
Reduced Workload The college and union agreed that the current procedure requires further clarification.	
Standing Items	
Discussion	Action
Bullying/harassment	No discussion.
Bill 148 Challenges	No discussion.
New Business	
Discussion	Action
Internal applicants applying for positions (17.1.1) The union inquired as to how the college defined the qualifications and experience noted in Article 17.1.1.	

<p>Hiring Freeze The union informed that the perception among some of its members is that the college has initiated a hiring freeze.</p>	
<p>Support staff seeming to be reporting to new managers continually For a variety of reasons, the union noted that there has been more than a few manager changes. They were concerned as lack of consistency does not promote employee engagement.</p>	
<p>Communication department changes to support staff in a timely manner The college noted that an enhanced communication plan has been initiated. Modelling effective communication starts from the top down.</p>	
IN CAMERA ITEMS	
<p>Discussion</p>	Action
<p>No in-camera items.</p>	

**Next Meeting:
February 7, 2019**