

**HUMAN RESOURCES COMMITTEE MEETING – PUBLIC MINUTES**  
**Tuesday, November 27, 2018 10:00 a.m. – 10:45 a.m.**

**In Attendance:** Trustee Brown, Trustee Donohue, Associate Superintendent Kim Martin, Renee Willock (WVTA), Spencer Capier (WVTA), Bruce Scott (WVMEA), Cathie Ratz (WVAA), Andy Franks (DPAC), Stephanie Mascoe (HR), Amy Rafuse (HR), Megan Lau (HR)

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The meeting commenced at 10:00 am and was chaired by Trustee Brown.

**1. Bargaining 2019**

**(Kim Martin)**

Associate Superintendent Martin opened the dialogue by informing everyone that the Nurses Union had reached a tentative collective agreement with their employer and noted that it would be put to the Nursing membership for ratification. Ms. Martin noted that both the WVTA and WVMEA union agreements expire on June 30, 2019 and that either party could force the other to commence bargaining as early as the end of February, 2019.

**a. Support Staff**

On the support staff side, the Provincial Framework Agreement has been completed and agreed at the provincial level. Now local unions will choose to incorporate that framework into their local bargaining discussions. Ms. Martin informed the committee that the Board had approved of their support staff bargaining plan that morning and that it would now be submitted to BCPSEA for approval. Once the approvals are received, the hope is to commence and conclude support staff bargaining as expeditiously as possible.

The provincial framework agreement has a provision which allows support staff members to honour a teacher picket line and still receive 75% of their wages. However, for this provision to come into effect, the support staff collective agreement must be concluded. This obviously causes a great deal of anxiety for our support staff and we would like to have a signed agreement to alleviate this concern.

**b. Teacher**

The BCTF has been requesting that the parties commence bargaining early. However, many new trustees were recently elected and do not have much of a frame of reference for the bargaining process or issues. BCPSEA is holding its Annual General Meeting in January. At that meeting, trustees will be provided with information about the bargaining



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plan. Provincial bargaining will not commence until the conclusion of the AGM.

There is no ability to conclude a collective agreement locally with teachers. This right lies with the designated bargaining agents at the provincial level. For this reason, locally we will only start bargaining after the commencement of provincial bargaining.

## **2. Exempt Compensation (Kim Martin)**

Although BCPSEA has made announcements that exempt compensation and benefits were being reviewed and would be available for increases, we are still waiting for information from BCPSEA and PSEC on how to proceed with these processes.

The increases are not usually funded by government and any additional costs would be borne by the Board.

## **3. Economic Stability Dividend (Stephanie Mascoe)**

The ESD was a commitment made under the current collective agreement that allows employees to share in the province's economic growth. If the GDP growth is greater than the Economic Forecast council's forecast, employees in the public sector share in this. The wage increase is calculated based on 50% of the difference between the forecast and the Statistics Canada data. Statistics Canada reported that BC's economy grew by 3.8% exceeding the forecast of the EFC which projected 2.3% a difference of 1.5%. Therefore, our employees will receive a wage increase of 0.75% on May 1, 2019.

Although most parties were skeptical that any monies would be paid out, the 4 dividend payouts worked out to a total of 1.95% in wage increases over the term of the collective agreements.

## **4. Recruitment (Stephanie Mascoe)**

### **a. Teacher & Support Staff Postings**

Current teacher recruitment is related to current or new absences. All of our full year positions have been filled. For teachers, we have future maternity leaves and medical leaves.

We are continuing with our TTOC recruitment. To date, we have not had any shortages but we are continuing to add TTOCs to our list to ensure we are able to meet demands.

Support staff recruitment is similar to teacher recruitment. The vacancies we have now are a result of new leaves/resignations. We continue to recruit casuals for Education Assistant, custodial and clerical positions.

**b. Exempt Employees**

We recruited a new Facilities Manager – Dmitri Eliasov. Dmitri brings a wealth of knowledge of facilities management experience, having worked as a Mechanical Engineer and a ticketed plumber.

We are in the process of recruiting for an HR Advisor to cover Amy during her maternity leave of absence.

We have hired a temporary Communications Officer – Jessica La. Tricia Buckley continues to oversee communications. Tricia will retain some of the role but we have hired Jessica to focus primarily on social media aspect of what Ms. Pausche did.

We have Elementary Principal interviews this week. There are no current vacancies but this will create a pool of potential candidates in the event of retirements or staff changes.

**5. Health & Safety / WorkSafeBC (Amy Rafuse)**

**a. 2019 Rates**

The Public School Districts' base rate for 2019 is set at \$0.81, up from \$0.69 in 2018. Our rate has gone up from \$0.61 (2018) to \$0.64. A slight jump but compared to the base rate for our industry not as bad as it could have been. We received a 20.6% discount based on our experience rating adjustment (lower claims cost history).

**6. Wellness (Amy Rafuse)**

**a. LifeSpeak offerings & Usage**

Since we launched the product in August we've had 1,770 trainings accessed. The top four categories being accessed are: Physical Conditions & Diseases, Stress Management & Resilience, Preventative health, and Mental Health. We are currently running a Watch & Win campaign until Nov 30<sup>th</sup> in conjunction with the Flu Season information library that is being offered by LifeSpeak – new videos on the topic are being promoted each week for the month of November. Employees can watch any video and be entered to win a \$100 Visa card.

**b. Flu Shots**

The Flu clinic was held October 18<sup>th</sup>. We had 177 employees receive their vaccination, an increase over last year which was 166.

**c. Wellness Challenge**

We are running a Healthy for the Holidays wellness challenge from Nov 26<sup>th</sup> – Dec 14<sup>th</sup>. Each site can pick their own wellness initiative (step count, screen time, healthy eating, etc.), track their goal/progress and submit the names of all who participated to HR. There are prizes of three pairs of adult full day lift tickets to Cypress Mountain.

**7. Professional Development (WVMEA) (Stephanie Mascoe)**

Our most recent WVMEA event was very successful. We hosted a two part session with the first part as a Dialogue with the District Leadership Team. WVMEA members asked questions about our operations and areas of concern or interest. Chris Kennedy, Julia Leiterman, Sean Nosek and Kim Martin answered questions while Michael Frankowski moderated the session. The feedback was very positive. Following the break, we did a harassment update and review. We will be following up to get feedback about these sessions and future sessions that people want to see.

The meeting adjourned at 10:25 am.