



## Human Resources Committee Meeting Minutes

**Tuesday, November 12, 2013 9:45am**  
**School Board Office**  
**Public Portion**

### Attending:

HR Department: Bob Mackay, Kristi Steed  
Trustees: Carolyn Broady, Reema Faris  
Senior Staff: Kim Martin, Dave Eberwein  
WVAA: Valerie Brady  
WVTA: Rob Millard  
DPAC: absent  
WVMEA: Bruce Scott

The public portion commenced at 9:45am.  
The meeting was chaired by Trustee Broady

1. WorkSafe BC Kim Martin  
Kim Martin advised that a number of sessions had been provided to employees regarding the new Workplace Harassment and Bullying policies which came into effect on November 1<sup>st</sup>. All school staff meetings included a component related to the new policies. In addition, the following training sessions were held: two (2) sessions at facilities; (2) sessions for custodial staff; a large session for approximately 80 people in the Sentinel Theatre during the Support Staff Professional Development day; and sessions at the Board Office, IT and Student Services. Human Resources is reconciling the list of attendees against staff lists to discover whether additional in person sessions will be offered.
2. Health & Safety Issues / Updates Kristi Steed  
Kristi Steed reported that the annual flu shot clinic was a great success. In fact, so many employees attended that the provider ran out of vaccine. The individuals who were unable to get their flu shot have been contacted directly and advised that the district will reimburse them if they wish to pursue obtaining the flu shot from another source.  
Kristi also informed the group that Hep B shots would be reimbursed for those first aid attendants who wanted to complete the regimen of shots.  
Finally, Kristi advised that the district was offering to reimburse music and band teachers for custom ear plugs. This is not a requirement under legislation but following an inquiry from an employee, the district agreed to reimburse up to a maximum of \$200.00 once every five (5) years.

3. Living With Balance            Kim Martin  
This is a jointly funded Board & BCTF initiative. Individuals at Humanworks offer a series of 6 sessions to teachers. This year we have 11 or 12 teachers enrolled in the program.
  
4. Bargaining Update            Kim Martin  
WVMEA: Provincial bargaining is complete. Locally we are waiting for the Treasury Board to sign off on the savings plan. Once we have approval, we will meet as a bargaining committee to sign off on the package of proposals and then the Association will take the package out for a ratification vote. The Board will also need to ratify the deal prior to December 20, 2013. Finally, BCPSEA will need to ratify the deal.  
  
WVTA: Provincially Peter Cameron has met with the BCTF on a few short occasions. The parties seem to be waiting for the court decision in the class size and composition case. They did their final arguments in November and a decision is anticipated to take up to six (6) months. Following that, there is a rumour that the losing party will appeal the decision to a higher court. Locally we met on November 6<sup>th</sup> to review where we are in the process. The union tabled a number of proposals for the employer to review and we will be setting future dates to discuss them.
  
5. New Teacher Orientation Visits    Bob Mackay  
Similar to last school year, Bob Mackay has been going out to the schools to meet with the new teachers in the district. It is an opportunity for the teachers to express how successful the transition to West Vancouver has been and an opportunity for them to provide feedback on how the district could improve. The teachers are very thankful for the visits.

Public portion adjourned at 10: 20 am.