



OLRC Board of Directors' Meeting

MINUTES

MARCH 3, 2023

1:00 P.M.

COAST CAPRI HOTEL

MEMBER DISTRICT	ATTENDEE'S NAME	ALTERNATE ATTENDEE'S NAME
SD 10		
SD 19		Bruce Tisdale
SD 22	Gen Acton, Vice-Chair	Adrian Johnson
SD 51		Miranda Burdock
SD 53	Rob Zandee, Chair	Subra Paliappa
SD 58	Dave Rainer	Dylan Richardson
SD 74		
OLRC	Tammy Sowinski, Executive Director	Nikki Cescon, Executive Assistant
REGRETS:	Chris Dixon, SD 10; Peter Dubinsky, SD 10; Alan Chell, SD 19; Jaime Massey, SD 51; Donna Aljam, SD 74; Trudy Rasmuson, SD 74.	

CHAIR ZANDEE CALLED THE MEETING TO ORDER AT: 12:41 PM

Agenda topics

1. ELECTION OF OFFICERS AND MANAGEMENT COMMITTEE

CHAIR	Tammy Sowinski advised that Rob Zandee had agreed to let his name stand for the position of Chair.
	Calling three times for further nominations from the floor and hearing none, Tammy Sowinski declared Rob Zandee elected as chair.
	Rob Zandee was confirmed as Chair.

VICE-CHAIR	Chair Zandee advised that Gen Acton had agreed to let her name stand for the position of Vice-Chair.
	Calling three times for further nominations from the floor and hearing none, Rob Zandee declared Gen Acton elected as Vice-Chair.
	Gen Acton was confirmed as Vice-Chair.
STAFF REP	Bruce Tisdale was confirmed as Management Committee Staff Rep.

23-01	That the proposed Management Committee composition be approved.	
Moved:	Gen Acton, SD 22	
Sec:	Dave Rainer, SD 58	CARRIED

2. APPROVAL OF AGENDA

23-02	That the Agenda be approved.	
Moved:	Dave Rainer, SD 58	

Sec:	Gen Acton, SD 22	CARRIED
------	------------------	----------------

3. APPROVAL OF MINUTES

23-03	That the Minutes of the Board of Directors' meeting of November 7, 2022 be approved.	
Moved:	Gen Acton, SD 22	
Sec:	Dave Rainer, SD 58	CARRIED

4. (a) APPROVAL OF FINANCIAL REPORT TO DECEMBER 31, 2022

23-04	That the Financial Report to December 31, 2022 be accepted as presented.	
Moved:	Dave Rainer, SD 58	
Sec:	Gen Acton, SD 22	CARRIED

5. (a) WELCOME TO KATHY WRIGHT, WORKPLACE HEALTH SPECIALIST

A Memorandum was distributed in advance of the meeting. The Executive Director announced the hiring of Kathy Wright into the part-time position of Workplace Health Specialist, effective March 1st. Kathy recently retired from a full-time position with BCPSEA as the Sector Lead of Workplace Health Promotion and is a great fit for the OLRC's position.

5. (b) EXECUTIVE DIRECTOR'S REPORT TO THE BOARD

The Executive Directors' Report to the Board was distributed in advance of the meeting. The Executive Director provided an overview of support staff bargaining which concluded for all OLRC districts prior to the winter break. Respectful dialogue with the local unions resulted in meaningful changes being bargained. The government adjusting the mandate three times to respond to the inflationary environment was extremely unusual but also a key contributing factor to deals being reached. Post bargaining, the Executive Director has been assisting districts with the implementation of new language in both the support staff and teacher collective agreements. Sincere appreciation was expressed to the Executive Director for her involvement and expertise during bargaining and the timely achievement of deals.

CHAIR ZANDEE CALLED THE MEETING TO A PAUSE FOR LUNCH AT: 12:53 PM.

CHAIR ZANDEE CALLED THE MEETING BACK TO ORDER AT: 1:23 PM.

5. (c) OLRC STAFF COMPENSATION INCREASES

A Memorandum was distributed in advance of the meeting. The Chair read the Memorandum aloud to the Board and they did not have any questions.

5. (d) 2022/23 OPERATIONAL PLAN UPDATE

The 2022/23 Operational Plan Monitoring Report was distributed in advance of the meeting. The Executive Director noted this is the final year of the OLRC Strategic Plan and that OLRC staff are on track to meeting current objectives. The Executive Director informed the Board that she provided virtual presentations on the OLRC's services to the Boards of SD 51 on January 17, SD 53 on February 8, SD 19 on March 1 and is scheduled in-person at SD 58 on April 12. The Executive Assistant, HR confirmed welcome emails are being

sent to all new OLRC staff and trustees as well. The Executive Director is scheduled to co-host two upcoming BCPSEA Misconduct Investigations Training sessions in Kelowna on March 9 and in Cranbrook on May 9 in conjunction with the Regional Meetings happening at the same time.

5. (e) STRATEGIC PLAN DEVELOPMENT

The Executive Director informed the Board that a draft strategic plan for the next three years has been created and will be reviewed by the Management Committee in the coming months and then presented to the Board at the June meeting for approval. The draft plan does not contain major changes but recommends reviewing a few important areas such as privacy and conflict of interest policies, surplus management per Ministry guidelines and remote work policies etc.

6. LABOUR RELATIONS (ROUND TABLE)

Discussion took place and common themes amongst the districts were updates on grievance resolutions prior to arbitration with the assistance of the Executive Director, higher than normal sick leave in the fall and TTOC costs, development and implementation of child care positions as well as leaves of absence. Two districts, SD 51 and SD 22, spoke about the implementation of new digital absenteeism systems.

7. NEXT MEETING DATES

The next Board of Directors' meeting will be held on June 21 via Zoom at 9:00 AM.

8. ADJOURNMENT

23-05	That the meeting be adjourned.	
Moved:	Gen Acton, SD 22	CARRIED

THE MEETING WAS ADJOURNED AT: 2:10 PM

Date Approved: _____ Signature: _____
Chair, Rob Zandee

Date Approved: _____ Signature: _____
Executive Director, Tammy Sowinski