

MEETING RECORD**Committee/Meeting: Labour/Management Meeting (SEIU)****Date: July 29, 2024****Facility: Sherwood Court****Time: 10:05 AM – 11:14 AM****Union Attendees: Anna P. (Chief Steward), Angela Z (Union Representative), Rupinder B.– Union Stewart****Management Attendees: Cathy B. (ED), Manpreet M. (DOC), Amanpreet G. (ADOC), Agnes C. (IPAC/ADOC), Sadia M (HR)**

No.	Agenda Topic	Decision Highlights/Rationale	Action Outcome	By DD/MM
1.0	Introducing the attendances	New Union Representative Angela Z., replacing Maria, who retired.	Welcome introduction	
2.0	PSW serve liquids during mealtimes	<p>PSW is doing the setup of the beverages.</p> <p>This change was implemented in July 2024.</p> <p>This is to comply with the IPCA measures in place by the ministry and provide four (4) hours of minimal direct nursing care hours.</p> <p>The PSWs can manage this new role.</p> <p>The PSWs will need to be supported in this change. The employer needs to provide PSWs with the tools and education.</p> <p>Staff have been informed and educated in 2022 regarding this change.</p> <p>The employer stated this item was grieved/arbitrated and successful.</p> <p>PWS workload - before, it was 1/10. Now, it's 1/8 to comply with the minimal four-hour care.</p>	<p>Union received the Dining Room Setup Guidelines on July 31, 2024, and will discuss the policy with the employer.</p> <p>The Union requested a copy of the Arbitration/Medication award regarding the PSW set-up of the cutlery and beverages by email on July 31, 2024.</p>	
3.0	Seniority List	<p>A seniority List must be provided to the union for January and July 2024.</p> <p>ED will have the OM prepare and provide the union with the seniority list.</p> <p>ED will send the January and July 2024 lists to Angela (Union Representative).</p>	<p>OM & ED would provide the Seniority to the Union Representative on July 31, 2024</p> <p>Union received the seniority list on July 31, 2024.</p>	

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4.0	Toxic Working Environment	<p>Staff speaking other languages while providing care for the residents.</p> <p>Staff are aware they should be speaking English on the floor.</p> <p>This was brought up at several town hall monthly meetings.</p> <p>If this is occurring in the homes, the staff needs to bring it to management's attention, as management is not aware that this is happening.</p> <p>The only time staff should be speaking another language is to accommodate a resident.</p> <p>Management will discipline the staff for speaking another language as per policy. The union encourage the employees to report to employers.</p> <p>Disciplines are too high.</p> <p>Staff have been trained numerous times.</p> <p>They are aware of the ministry's standards.</p> <p>A three-day suspension is the standard for Extendicare employees who perform improper lifts.</p> <p>Staff confront PSWs in front of the residents and families:</p> <p>Please do not confront staff in the public area with residents and family present.</p> <p>Rude Management and RN.</p>		
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		<p>The RN is very rude, she has an attitude.</p> <p>Management is not aware of this situation.</p> <p>The union will provide a name and examples of this situation for management.</p> <p>Are we accommodating staff for their disabilities or needs?</p> <p>Staff should be aware of the policy and protocols. If they are not understanding the rules and policy, they need to seek out assistance before signing.</p>	<p>The union provide the names and some details to the employer by email on July 30 and Aug 1, 2024.</p>	
5.0	Diversity and Inclusion (DEI) education in the workplace	<p>Managers are provided with a diversity course in Dec 2023 - all management are trained.</p> <p>How has the management relayed this information to the frontline staff?</p> <p>We would like to provide support for the members and provide a happy work environment.</p>	<p>The union urges the employer to:</p> <p>Provide an atmosphere free from barriers.</p> <p>Recognize that people of different backgrounds and experiences bring value because of those differences.</p>	
6.0	Workday Payroll Issue	<p>We are moving forward with a workday configuration, and we are working towards having the language in the CBA match the process in WD.</p>	<p>HR and Management Team</p>	

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