
LABOUR MANAGEMENT ADVISORY COMMITTEE

Background

The purpose of the Labour Management Advisory Committee is to be proactive in addressing joint Labour management problems and workplace issues, promote effective and timely Union/Employer communications, demonstrate respect for the legitimate roles and responsibilities of Union and Employer, and specifically:

1. Address and make determinations regarding benefit plans and carriers, including the employee assistance program;
2. Address and make determinations regarding contracting out initiatives; and
3. Address all other matters that may arise.

Procedures

1. Membership (as defined in the CUPE Collective Agreement)
 - 1.1 Two (2) representatives of Administration as assigned by the Office of the Superintendent.
 - 1.2 Two (2) representatives of the Canadian Union of Public Employees.
2. Attendance
 - 2.1 A meeting convened in person, or via teleconference or video-conference is a duly constituted meeting.
 - 2.2 The Committee will meet a minimum of twice per year, and as required at a mutually agreed time and place. Its members will receive a notice and agenda of the meeting at least forty eight (48) hours in advance of the meeting.
 - 2.3 An Employer and a Union representative will be designated as joint chairs and will preside over alternate meetings.
3. Decision Making
 - 3.1 The Labour Management Advisory Committee not supersede the activities of any other committee of the Union or of the Employer, and does not have the power to bind either the Union or the Employer.
 - 3.2 The Labour Management Advisory Committee will have the power to make recommendations to the Union and to the Office of the Superintendent with respect to its discussions and conclusions..
4. Quorum
 - 4.1 All members and all motions will require one-hundred per cent (100%) unanimity to carry.

5. Minutes

- 5.1 Minutes of each meeting of the Committee will be prepared and signed by the Joint Chairs as promptly as possible after the close of the meeting.

6. Reporting

- 6.1 To the Office of the Superintendent in writing and submitted as information only.

Reference: CUPE Collective Agreement

Approved: October 16, 2013

Amended: March 21, 2018; July 1, 2018; June 4, 2020