

ARTICLE 29 MINUTES

MINISTRY OF ATTORNEY GENERAL

November 25th, 2010

Attending:

MANAGEMENT MEMBERS:

Julie Spiteri *Co Chair (Organizational Development Team)*
Colin Richardson from Main street (CSB) by Polycom
Derrick Goodwin (CSB) by Video

UNION MEMBERS:

Russell Katzer Co Chair (CSB)
Cynthia Egli (JSB/FJS)
Connie Randrup from Smithers by Polycom

GUEST OF MANAGEMENT MEMBERS :

Recording Secretary:

Melanie Sinclair (*Strategic HR*)

Regrets:

Mike Eso (BCGEU)

o Introductions

- o Follow up from last meeting.
- o Regarding HINI, Derrick said a lot is the same.
- o Julie followed up on the HINI and Recruitment and Retention taken care of.
- o Derrick had a question about the course. Is there one in January and is it funded?
- o Colin will do this. It will give the people some hope.
- o Justice of the Peace follows up by Russell - some concerns were raised, this will be an ongoing conversation with employer.
- o Russell thanked Colin and Julie for rapid response on this.
- o Members would like minutes up sooner, comments reflected in the minutes by email.

o Terms of Reference

- o Reviewing and brainstorming what the terms of reference should look like.
- o Article 29 was designed to set out contractual obligations.
- o How to be a successful committee.
- o Cynthia's thesis was on sub committees.
- o Each committee should have a Terms of Reference to help keep things on track.
- o Julie - What is appropriate? For example, when political issues are brought up.
- o Russell- Confidentiality, restricted to committee.
- o Shared values of the committee reflect how we operate.
- o Values: Collaboration, shared respectful interactions, transparency, positive intent, interest based, curiosity, and empathy.
- o Derrick – positive intent brings earnest intentions.
- o Use humour to balance things out.
- o Conflict yes, dispute no.
- o Russell- this is a living document in review.

- Cynthia read from contract.
- If OSH can't resolve, Article 29 can try to resolve. Local first, regional level next, before going to Article 29.
- Advisory, Coordination, Communication, Education, Information Dissemination.
- Julie - AG challenge is lack or slow communication. How can we make the communication efforts better and faster?
- Purpose and Objectives:
 - Strive to reach decisions at the lowest level and resolutions as informal as possible.
 - Derrick – finding the right person might be difficult; networking might help narrow it down.
 - Collaborative Planning Initiatives
 - Derrick having a heads up ahead of time is critical.
 - Good model for committee: Being on time, Blackberries off, conducting meeting in a timely manner.
 - Strive to prepare all committee members ahead of time.
 - Willingness to work and not afraid to raise difficult issues.
 - No judgement.
 - Personal Accountability.
 - How we communicate.
 - How do we know we are succeeding?
 - Timely responses to requests.
 - Professional and respectful relations between members.
 - Resolve within our roles and responsibilities.
 - Keep meeting.
 - Increase number of informal agreements verses formal processes
Cynthia – more informal resolutions create success.

- **Next meeting:**
 - January 27th, 2011