

# ARTICLE 29 MINUTES

## MINISTRY OF ATTORNEY GENERAL

November 25<sup>th</sup>, 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 27<sup>th</sup>, 2011