

Women & Girls

GOVERNING COUNCIL

Employer November 1, 2017 Meeting Minutes

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MEETING SUMMARY

1. Call to Order & Purpose of Internal Board

2. Brief introductions of all members

4. EMPLOYER

The Issue: Information and Communication

The Feedback:

- There was a concern expressed related to how Bus Operators in particular, but true of other jobs that were done by represented employees, lack of information at the Divisions about how to move from one (represented) position to the next.

- Information appears to be more readily available at HQ than at the Divisions
- Council needs to understand what we can expect the labor unions to do with regards to how information is communicated to their membership (can we ask the unions to have an informational session for their members, for example, or is this an issue that would need to have been negotiated as part of the contract?). The working group thought it would be good for the Unions to have some sort of Educational Workshops for represented employees that explains the process for how one can move from one position to another within the Union, or into a different Union and what it would mean to do so. In some cases, the employees may lose seniority. The opportunities and challenges appear to not be clearly communicated to the membership.
 - Experts should be available for questions that require detailed answers – A Gateway to Resources
 - Need for understanding the unions and which positions are entry level
 - What are the opportunities? Not everyone wants to be a supervisor
 - Why can't operator experience be "boiled down to the basics" and applied to job experience qualifications?
i.e. customer service, customer relations, community relations
 - Bridge the gap between operator positions and clerical positions
 - "Comfort is the Killer of Dreams"
 - Misunderstand movement between jobs/union/non-union
 - Fear of losing seniority
- Classifications have changed and if you read between the lines, they exclude females from applying or being successful in getting the position
- There was also a discussion related to a TED Talk Video that shed light on why women do not promote as easily or frequently as men. One reason is that women are not encouraged to learn the business side of the business. The Committee would like to recommend that training modules are created to train staff on the strategic, business and financial side of Metro

The Issue: Sexual Harassment

The Feedback:

- Although it has gotten better, it still happens and is kept "hush-hush"
- A Feeling of having to "tough it out" or look the other way
- Encourage women to take on more non-traditional rolls
- Women hold support positions (soft-skills) and are not as valued as technical positions that require "hard-skills"
- Encourage women to speak-up because even if their findings are not in favor of the alleged victim, a pattern can be established

Action Items

Next Meeting

The next meeting will be held on November 28, 2017.