

HR COMMITTEE 2021-2022 Annual Work Plan

In addition to specific items listed in the work plan, the following Consent Agenda item will be included at each meeting:

1. HR Committee Action Items Register.

Meetings will include oversight, insight and foresight agenda items.

The Committee has the discretion to move items between and among meetings but will cover all work plan items over the course of the year.

DATE	ITEM
August 24, 2021	<ol style="list-style-type: none"> 1. HR updates as required, including: <ol style="list-style-type: none"> 1.1. Annual Sick Leave Review (report to include paid and unpaid statistics) (Consent Agenda) 1.2. Collective Bargaining Update 2. Annual review of HR Committee Terms of Reference 3. Annual assessment of HR Committee 2020-2021 Annual Work Plan/ Review and recommend for approval HR Committee 2021-2022 Annual Work Plan 4. Policy Review: <ol style="list-style-type: none"> 4.1. Board’s Succession Plan for President/CEO (Policy # IV.B.1D) 5. President & CEO Performance Appraisal: <ol style="list-style-type: none"> 5.1. President to complete self-assessment, performance plan update and dashboard 5.2. Discussion and next steps for engaging external consultant on new President & CEO evaluation process for 2021-2022
November 23, 2021	<ol style="list-style-type: none"> 1. HR updates as required, including: <ol style="list-style-type: none"> 1.1. Talent Legacy Update (include Senior Executive Team planned absences/succession plan) 1.2. Collective Bargaining Update 2. President & CEO Performance Appraisal: <ol style="list-style-type: none"> 2.1. Six-month check-in with President & CEO in preparation for December Board discussion
March 15, 2022	<ol style="list-style-type: none"> 1. HR Updates as required <ol style="list-style-type: none"> 1.1. Collective Bargaining Update 2. Annual review of operational HR policies index
May 17, 2022	<ol style="list-style-type: none"> 1. HR Updates as required, including: <ol style="list-style-type: none"> 1.1. Collective Bargaining Update 2. Talent Legacy Update (include Senior Executive Team planned absences/succession plan) 3. President & CEO Performance Appraisal: <ol style="list-style-type: none"> 3.1. Review and recommend President & CEO evaluation process for 2022-2023 operational year