

MINUTES

JOINT UNION MANAGEMENT COMMITTEE MEETING

Wednesday, August 10, 2016
ADM 006A

Members: Pauline Brandes, Tena McKenzie, Karen Whitehouse, Connie Neid, Cheryl Ash, Janna Fisk,

Regrets: George Athans, Rob Wotherspoon, Craig MacFarlane, Martin Gibb

Chair: Janna Fisk

1. **Call to Order:** 2:03pm

2. **Approval of Agenda**

a) Approved with no changes.

3. **Review and Approval of the Minutes from June 2016 and November 2014.**

a) June 2016 Minutes were approved.

b) November 2014 Minutes reviewed

- i. #6 Holiday Floater day language required a change under the first point.
 1. Will now read as "For part time employees, receive 2 days off based on 2015, not appointment percentage."
- ii. **Action:** J. Ivans to edit November 2014 Minutes to reflect the above change.

4. **Progress on Action Items/Previous Business**

a) Union Review of UBCO PPT of Stat Holidays and Modified Workweeks- on 'hold' with R. Wotherspoon and is deferred to September 2016 meeting.

5. **New Business**

a) Job Evaluation Sub Committee Manual Review Recommendations (J. Fisk)

- i. The Committee Objectives Summary document, that highlighted main changes, was reviewed with the committee.
 1. Changes made based on Mercer report which stated the system was sound with objectives on top of that.
 2. Basically, the document was cleaned up by:
 - a. Cleaning up language
 - b. Providing glossary of terms and definitions where needed
 - c. Providing specific examples
 - d. Removing negative connotations
 - e. Cleaned up notes to raters
 3. The process began Jan 2015 with one factor per month reviewed at JJEC meetings.
 4. **Action:** All to review and bring questions to August 23, 2016 JJEC Committee meeting.
 - a. If any JUMC members, not in attendance at August 10th meeting, have questions or suggestions, they can take questions to C. Ash or C. Neid who will be attending the August 23rd meeting.

Meeting Concluded: 2:11pm

Action Item	Responsible Person	Date to be Completed	Status
Stat Holidays and Modified Workweeks	R. Wotherspoon		To review PPT of University's position
Edits to clarify #6 in November 2014 Minutes	J. Ivans		Completed and Nov 2014 Minutes attached
Questions regarding Job Evaluation Sub Committee Manual Review Recommendations to be prepared & brought to August 23 JJEC mtg	JUMC members		

Next meeting: Tuesday, September 13, 2016
Location: PPS Boardroom ADM 006A
Time: 10:00 am