

MINUTES

JOINT UNION MANAGEMENT COMMITTEE MEETING

Tuesday, December 13, 2016
ADM 006A

Members: Pauline Brandes, Tena McKenzie, Cheryl Ash, George Athans, Craig MacFarlane, Kristin Cacchioni, Karen Whitehouse, Ann Forrest

Regrets: Connie Neid, Martin Gibb

Recorder: Tena McKenzie

Chair: Ann Forrest

1. **Call to Order:** 10:03 am
2. **Approval of Agenda**
 - a) Approved by all.
3. **Review and Approval of the Minutes from November 2016.**
 - a) Minutes approved.
4. **Progress on Action Items/Previous Business**
 - a) **MOA- Library Stat Holidays (Union)**
 - i. Signed off. Karen will give a copy to Ann.
 - b) **Spreadsheets for Auxiliary Breaks in Bookstore (Union)**
 - i. Union requested that the University look at going back a couple of years as it is not a large amount of money.
 - ii. It is not about the money, it is about what is reasonable and that the Union bears some responsibility as well. (University)
 - iii. Going back one year is reasonable. Typically the date that the issue is brought forward is the date changes are effective. (University)
 - iv. The Union is afforded opportunity to orient new employees. (University)
 - v. I understand. Will you provide the data going back two years'. (Union)
 - vi. The University will provide data for the last two fiscal years.

c) Family Practice Job Posting (University)

- i. Unclear who held certification at the hospitals. The certification has been requested and we are waiting on it. (Union)
- ii. The hospital was afforded BCGEU rights based on those employees that report to the Southern Medical Program (SMP) on this campus. (University)
- iii. University clarified SMP's distributed hospital sites: Kelowna, Kamloops, Vernon, Penticton, Trail and Cranbrook.
- iv. Discussion is continuing around this issue with the intent to limit as far as possible, the impact on the 2 individuals who might be affected. (University)

5. New Business

a) Probationary Review Tool (Union)

- i. University and Union discussed the importance of including Goals and Objectives in the Probationary Review Tool.
- ii. Agreed that "Created as a result of the Annual Appraisal Meeting" would be deleted from C: Goals and Objectives on page 1 and the introduction paragraph on page 8 would be rewritten to clarify intent of Goals and Objectives in the probationary review.

b) MOA for DVC Invigilators (Union)

- i. The Union asked for more background on Invigilators.
- ii. The history of how DRC Invigilators have been hired and the reason for the MOA was discussed, which included the increase in demand, the complexities of DRC Invigilators and reasons for students filling these positions.
- iii. The Union requested data on the number of people this impacts and for more information on how long it has been an issue.
- iv. The University agreed to provide the Union with the requested data.

c) Role of Shop Stewards (University)

- i. The shop stewards role is clearly defined in the collective agreement under Article 14.1. They deal with grievances, safety, and bulletin boards. Recent changes have caused confusion. The chair is afforded release time in accordance with Article 59.2(e) to facilitate the operation of the collective agreement and employee-employer relationships. (University)
- ii. The Shop Stewards or the Chair can act as Shop Stewards and investigate issues that may come to grievances. The approach is to encourage them not to go straight to grievances. There is nothing in the collective agreement that prevents a Shop Steward from talking with others. (Union)
- iii. If there is a change in practice, each side is responsible to let the other side know. Clear lines of communication are required. (University)

- iv. Past practice has been that Karen would speak with the Advisors and this is the University's preferred communication route. (University)
- v. The Union will have a conversation about the role of the shop steward and communications and will bring it forward to the next meeting.

Meeting concluded: 11:20 am

Action Item	Responsible Person	Date to be Completed	Status
Revisions to be made to Probationary Tool.	T. McKenzie	Prior to next meeting.	
Auxiliary Breaks in Bookstore- data on the past two fiscal years to be given to the Union.	G. Athans	Prior to next meeting.	
DRC MOA – data regarding the number of people impacted and how long it has been an issue.	T. McKenzie	Prior to next meeting.	
Discussion on role of shop steward and communication routes.	Union	Prior to next meeting.	

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