

**Joint Union and Management Committee
Meeting Minutes of June 16, 2006
Graduate Studies Boardroom**



Present: George Athans Arluene King, Chair
 Lynn Phillips Ken Beckett
 Jackie Podger Judy Moroz
 Karen Whitehouse
 Rob Wotherspoon

1. **Call to order** – 10:37 am
2. **Approval of Agenda** – Approved with the addition of items 5(l) – Composition of new committees as per new Collective Agreement, & 5(m) – Clarification on the reclassification freeze. Combine items d(f) and 5(c). Remove portion of 5(g) – Automatic payment of increments.
3. **Approval of Minutes** of January 18, 2006 – Members still need to review.
4. **New Business**
 - a. **Payment of continuing auxiliary employees during the Christmas Floater – Article 44**

The Union is to provide Human Resources with the names of those auxiliaries who were not paid for the Christmas floater in December 2005.
5. **New Business**
 - a. **Consolidation of Appendices E and G. Severance on Resignation**

The Union proposed that Appendix E in the collective agreement be combined with the new Appendix G. The University agreed with the understanding that the entire Appendix would remain and not just the names in Appendix G being added.
 - b. **Joint Committee review of benefit plans**

The University confirmed that a Letter of Understanding (LOU) for the Joint Committee to Review Benefit Plans is included in the new Collective Agreement.

c. Length of appointment

As per Article 16.02(4), the Joint Committee approved a request by Facilities Management to extend an auxiliary appointment to 12 months.

The University confirmed their commitment to honour the intent of the collective agreement language and not permit departments to abuse the auxiliary hiring system.

d. On-call pay

The University will draft a Letter of Understanding to provide for on-call pay for facilities personnel responsible for the operation of boilers as per the *Power Engineers, Boiler, Pressure Vessel and Refrigeration Safety Regulation, Safety Standards Act*. This letter will be presented at the next Joint Committee meeting for review. Facilities will be asked to conduct a market survey on pay rate for such personnel and it will be brought forward to the Joint Committee.

e. HSE Committee membership

The Health and Safety Committee requires additional BCGEU representatives. The University will supply the Union with a document detailing the obligations of committee members. The Union is responsible for awarding and revoking committee membership for BCGEU members.

f. Automatic payment of increments & employee recognition

The University will bring forward recommendations to the new DVC on various award and recognition programs for UBC Okanagan staff.

g. Emergency procedures – Article 67.4(a)

The University is producing signage on emergency procedures and these will be posted throughout the campus. The Safety and Environment Office is preparing Emergency Procedures manuals for each building on campus.

h. New contracts for security and grounds keeping – Article 15(b)

The University will supply the Union with the current contracts.

i. Union observers for selection committees – Article 22.01

The University will remind hiring personnel that adequate notice is required for the Union to find an observer for selection committees.

j. Travel funds to attend University meetings at Point Grey campus – Article 65

As membership on committees is voluntary, the University cannot provide employees with travel expenses. Teleconferencing is available.

k. BCGEU representative on Employee & Family Assistance Plan (EFAP) committee

The Union advised that Constance Neid will serve as a representative on the EFAP committee.

l. Composition of new committees as per new Collective Agreement

Jackie Podger and Lynn Phillips will represent the University on a committee to review the Job Evaluation Plan. Once the Union has chosen representatives, the committee will convene.

A new committee will be struck to review the layoff language in the collective agreement. The Union will provide the names of the chosen representatives.

m. Clarification on the reclassification freeze

The University confirmed that the reclassification freeze ended January 1, 2006.

n. Future meeting dates

Future meetings will be held at 10:00 a.m. in the Graduate Studies Boardroom, as follows:

September 13, 2006

October 11, 2006

November 8, 2006

December 13, 2006

Adjournment – 11:38 am