

# MINUTES

## JOINT UNION MANAGEMENT COMMITTEE MEETING

Tuesday, Sept 22, 2009 – 10:00 am  
**Sci 253**

**Present:** Melody Burton, Tena McKenzie, Gordon Nickel, Karen Whitehouse, Diane Stoliker, Rob Wotherspoon

**Regrets:** G. Athans, Judy Moroz

**Recorder:** C. Neid

1. **Call to Order – at 1:00 pm** – Chair: T. McKenzie

2. **Approval of Agenda**

The agenda was approved as circulated. It was noted that background information should be provided when adding agenda items.

3. **Approval of Minutes of July 7, 2009**

Approved as circulated.

4. **Old Business:**

4.1 Layoff/Recall Protocol – Article 36

Request from Union to table until bargaining.

5. **New Business:**

**BCGEU Items:**

5.1 Money and security issues with relation to opening/closing departments.

The Union requested that a member's hours of work be changed to accommodate transferring cash prior to opening the doors for students. M. Burton will discuss the situation with the supervisor to see what can be worked out.

5.2 Disciplinary meeting process

Regarding Article 37.5 of the CA. J. Moroz to present this agenda item, but was not able to attend today's meeting. There was discussion regarding the amount of time given to people to prepare for a disciplinary meeting.

T. McKenzie indicated that giving too much notice causes undue stress and the chance of the employee calling in sick. She also indicated that the employee and Union Representative have the opportunity to caucus if needed.

5.3 Change in job description

A situation was explained regarding changes to a staff member's job description without the staff member's knowledge. The Union asked that more courtesy be extended regarding how these types of situations are handled.

T. McKenzie will look into the situation regarding duties being eliminated from a member's job description.

5.4 Employees participating in BCGEU activities and positions (example: Union observers for interviews)

There was discussion regarding Union members being allowed time away from their work to be able to participate in Union business. Examples given: Union observer for interviews and shop stewards to attend disciplinary meetings. Concerns have been raised that staff are being discouraged to participate in Union business.

The University will have a further discussion around this subject and prepare a response for the next meeting.

**UBC Items:**

None.

**6. Meeting adjourned at 1:30pm**

**Next meeting:** Tuesday, October 13 , 2009  
**Location:** Sci 253  
**Time:** 10:00 am