

MINUTES

JOINT UNION MANAGEMENT COMMITTEE MEETING

Tuesday, October 12, 2010 @ 10:00 am
ADM 009 (HR Boardroom)

Members: George Athans, Pauline Brandes, Melody Burton, Tena McKenzie,
Diane Stoliker, Rob Wotherspoon, Karen Whitehouse, Victoria Zalamea

Regrets:

Recorder: C. Neid

Chair: University

1. **Call to Order:**
Meeting called to order at 10:05.
2. **Approval of Agenda**
Additions to agenda:
New Business: Union: 3. Auxiliary replacements for supply management
Old Business: University: 3. Bargaining ?
Agenda approved with additions.
3. **Approval of Minutes of September 14, 2010**
Minutes approved as circulated.
4. **Old Business:**
BCGEU
1. None
University
1. WRAP Program
Any questions or concerns from the Union?
RW raised two concerns:
 - Page 10 of the document (and throughout) referenced arranging for independent medical evaluation as required. This raised a potential red flag and the Union does not want to see it done prematurely. The Union would like it noted that this should be done as the last step in the inquiry process after exhausting everything else.
 - The second issue would be regarding the cost of collecting information or requests for additional medical statements/information. GA advised that when the University asks for a report the University is responsible to pay the cost. GA advised the he did not anticipate an expansion of this.
2. Union representative to participate on WRAP advisory committee.
HR is looking for a Union member to sit on an advisory committee. **Action: The Union will appoint someone and advise GA.** Quarterly meetings are being planned. Anticipated full role out of WRAP is mid November.

3. Bargaining: the Union advised there were no set plans at the moment and that they would give the University fair notice when ready to begin.

5. **New Business:**

BCGEU Items

1. Student appointments, Letter of Understanding #1: regarding snow removal and facilities II job description.

TM advised that this position is within the bargaining unit. Students are hired, but as FSW I or II. The University has asked for an extension of the waiver which was in place last year regarding the minimum call out time of 4 hours. The persons hired will not be doing anything more than snow removal. **Action: KW to respond to TM regarding the waiver.**

2. Heads up: Union Observing Training will be offered to UBC O union members at the BCGEU area office on Tutt Street Nov 16 from 9:00 am to noon.

RW explained that the Union has put together a workshop for training of Union Observers. The University can expect at least ten requests for union paid leave. TM advised that a statement is being prepared that will accompany the information package the selection committee receives.

The following is the information that will be sent to the interviewers when a BCGEU position closes:

As a reminder for all BCGEU positions, Article 22 stipulates a BCGEU Representative shall be present during the interview process in all instances where an internal applicant has applied. In order to provide the Union with reasonable time, please contact your BCGEU Representative at least 3 working days prior to the anticipated interview dates. For further information regarding your BCGEU Representative and Article 22 – Selection of Employees, please visit the following link:

<http://web.ubc.ca/okanagan/facultystaff/current-staff/bcgeu.html>

3. Auxiliary replacements for Supply Management

TM talked with J Boychuk and explained why an M&P person was required to help. In the absence of the position being filled, someone had to be there to sign the forms when information came in. The vacant position has been filled. The Union voiced a concern regarding what would happen when the person holding the position would go on vacation and no one has been trained as a replacement. TM to contact JB to discuss further.

University

1. No items.

Next meeting: Tuesday, November 9, 2010

Location: HR Boardroom ADM009

Time: 10:00 am