

MINUTES

JOINT UNION MANAGEMENT COMMITTEE MEETING

Tuesday, September 14, 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: BCGEU

1. **Call to Order:** Meeting was called to order at 10:03

2. **Approval of Agenda**

Agenda was approved as circulated.

3. **Approval of Minutes of June 8, 2010**

Minutes were approved as circulated.

4. **Old Business:**

BCGEU

1. Update re: Accessibility Assistants
GA advised the University has made progress towards grievance resolution that has necessitated the auxiliary accessibility assistants. The University has requested a further one month extension which would take this position to the end of October. The University feels that it might be possible to post the position as a FTE with the view that the Union would be in favour of allowing the incumbent to retain the position. The Union asked GA to speak with the employee currently in the position and explain the process. The Union requested no further extensions. It was confirmed that the tuition waiver and available funds for PD are now in place.

University

1. Consistent with Article 11, the University will provide BCGEU with web link from UBC Okanagan staff page to BCGEU information page. The link will serve as the Union's bulletin board, through which, BCGEU will post relevant union information.

New Business:

BCGEU Items

1. Co-ordinating and scheduling of union observers.
KW, CK and TM met to discuss the issue of departments not giving the Union enough time to find union observers for the interview process. TM had suggestions: look at incorporating this request into the forms that are currently used and sent to departments; the Union could use the seniority list and call members; the Union could poll members to find who would be available for a three month period.

The Union requested that the University implement a policy stating that an interview could not happen unless there is three full days notice given to the Union in advance of the interview.

Rather, the University will communicate to departments the process regarding the request for Union Observers. University/Union will work together on this.

The reasonableness of the request was acknowledged by the University.

2. Group Education applications, the Terms of Reference, the role of the GE committee versus the SSPD committee.

The process is not clear with respect to how the group funding is now being handled. KW suggested that the two committees meet. KW circulated handouts/information: Terms of Reference for the Group Education committee, SSPD and Q & A's.

GA will bring this forward to NU, ODL Consultant, and asked that KW discuss with GEU group committee to arrange a meeting.

University

1. WRAP (Work Reintegration and Accommodation Program) preview. PB gave preliminary information on the WRAP initiative and advised that it has been presented to the Sr. Executive. This replaces the return to work program which is currently in place. It is a shift from voluntary participation in return to work, to an integrated and collaborative program that coordinates what is going with employee and employer; moving to an integrated approach. The University will provide the GEU bargaining committee with the full proposal by the end of this week. It is expected that the WRAP co-ordinator will be in touch with anyone off work for 10 days. The University is looking at implementing this by November 1st.

PB will e-mail each committee member and set up a time to meet to discuss this further.

2. Bargaining up-date

GEU is waiting for direction from headquarters; looking at a co-ordinated approach and advised that currently not much is happening. The CA remains status quo.

Next meeting: Tuesday, October 12, 2010

Location: HR Boardroom ADM009

Time: 10:00 am

The meeting adjourned at 10:34 am