

MINUTES

JOINT UNION MANAGEMENT COMMITTEE MEETING

Tuesday, February 8, 2011 @ 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: George Athans, Rob Wotherspoon

Recorder: Tena McKenzie

Chair: BCGEU – Karen Whitehouse

1. **Call to Order: 10:09**

2. **Approval of Agenda**

Approved with additions:

- a) **4.1 WRAP Committee member (BCGEU)**
 - b) **4.3 Bargaining dates (UBC Okanagan)**
3. **Approval of Minutes of January 11, 2011** – minutes were approved as circulated.
4. **Old Business:**
- a) **BCGEU**
 - 1. **WRAP Committee member** – Denise Chan has taken an M&P position; therefore, Michael Berger will be the new BCGEU WRAP Advisory Committee member.
 - b) **University**
 - 1. **PD Fund Administration** – propose a 10% administration charge. Takes up a considerable amount of Crystal's time to administer as she has to put through all expenses, track balances and act as liaison with Finance. Administrative charges can typically be up to 18%. We feel 10% is fair. Propose charges will take place as of April 1, 2011 with a one-time fee of 10% of the opening balance in 2010 (the total of the fund we are currently administering). Charges started annually on April 1, 2012 would be levied on 10% of the \$45,000.00. BCGEU will review and get back to committee.
 - 2. **Renewal of retirement options – LOA**
http://www.hr.ubc.ca/benefits/files/2010/07/BCGEU_OK_MOU_Elimination_of_Mandatory_Retirement.pdf
<http://www.hr.ubc.ca/benefits/working-past-normal-retirement/bcgeu-okanagan/>
In the attached MOA, under 4.3 it is noted that retirement options were implemented as a pilot project for a 2 year period commencing January 1, 2008. This has expired. UBC is in favor of looking at this as part of bargaining discussions.

3. **Bargaining Dates** – UBC is looking for some dates for bargaining. CUPE is at the table, AAPs and Faculty have both ratified.

5. **New Business:**

BCGEU Items

1. No new business at this time.

University

1. **On call engineers (TM)** – The University drafted a Letter of Understanding to provide for on call pay for engineers who now have to carry around a pager as per the *Power Engineers, Boiler, Pressure Vessel and Refrigeration Safety Regulation, Safety Standards Act*. There was a draft produced in 2006 which indicated \$1.00 on-call differential. Although no signed copy was located, the minutes of October 18, 2006 show:

4.1 On-call pay – Letter of Understanding

“After researching other employers who pay “on-call” payments, the University has determined that a rate of \$2.00 per hour is fair and reasonable. The Union concurs and the University will prepare a letter of understanding for signature.”

There have been staffing changes in Facilities Management and there is now an engineer that works the afternoon shift. There is no longer reason for engineers to be paid on-call for 16 hours a day, 7 days a week. From this point forward, Engineers will be paid for the time required to be on-call at the same rate of \$2.00 per hour. The hours will vary depending upon the schedule of the engineer on afternoon shift (vacation, sick-leave, etc). The schedule of on-call engineer will continue to rotate.

The University would like to discuss this at bargaining.

Next meeting: Tuesday, March 8, 2011
Location: HR Boardroom ADM009
Time: 10:00 am