

MINUTES

JOINT UNION MANAGEMENT COMMITTEE MEETING

Tuesday, June 9, 2015 at 10:00am

ADM 006A

Members: George Athans, Janna Steinthorson, Tena McKenzie, Sharon Malkinson, Rob Wotherspoon, Karen Whitehouse, Victoria Zalamea, Martin Gibb

Regrets: Pauline Brandes, Ken Beckett

Chair: Rob Wotherspoon

1. **Call to Order:** 10:02am
2. **Approval of Agenda-** approved by all
3. **Review and Approval of the Minutes from May 12th meeting-**
 - #4- Job Sharing Guidelines-
 - Add in the 1 year minimum
4. **Job Evaluation Sub Committee update (J. Steinthorson)**
 - Emails to the job evaluation committee are sent out in advance to call for inputs before meeting
 - Ideas, thoughts, etc. are received that are considered in review and changes.
 - The process is working well, but last month an email received was asking for more regular after each meeting. If lots of feedback and then at every meeting they go back and make changes, this may hinder progress.
 - Reaffirmed that the committee is using Mercer report as a guide and incorporating recommendations.
 - The points were looked at and want to clean it up but not change as we don't have the resources to do so, as per Pauline Brandes.
 - The committee is cleaning it up as per the best of their abilities and they're getting there but it's a process. Four out of 10 factors are completed but have to go back to do clean up, give more specifics and examples, and look at forms after. Trying to be consistent.
 - Meetings occur once per month for two hours.
 - After completion, is there still opportunity for feedback? (K. Whitehouse)
 - There will be a review by R. Wotherspoon and P. Brandes.

- A clarification of the process was provided to V. Zalamea who has been absent from meetings and J. Steinthorson provided.
- Will we see examples of what the impact would be if the weightings of factors were changed? (K. Whitehouse)
- No examples will be provided as it's an expensive and big project.
- Are you looking at 'Error in Judgement' consequences? (R. Wotherspoon)
- Error in judgement is being looked at, as recommended in the Mercer report to consider impact of decisions, both positive and negative. (J. Steinthorson)

5. Job Sharing Update (K. Whitehouse/Sharon Malkinson)

- Questioned if HR members had been able to think about the template discussed in last meeting. (K. Whitehouse)
- This question was posed as a member is asking about job sharing. (S. Malkinson)
- The template provided was a proposal/sample. It will be put into PDF fillable format when agreed upon. Would like BCGEU feedback and send to administrators in different areas to review and see if anything missing.(T. McKenzie)
- BCGEU will take away and review. (R. Wotherspoon)
- Questioned if jobs have to be posted before and if all employees, not just BCGEU, to be targeted. (K. Whitehouse)
- That is applicable to auxiliaries, not to regular positions and this will target only BCGEU members. (G. Athans)
- Must ensure that eligible members have been asked first and BCGEU would send this out. (T. McKenzie)
- BCGEU would send out an expression of interest to BCGEU members; however, one of the reasons that they may want to share a position is because they know someone and they 'fit'. (S. Malkinson)
- The more detail included in the agreement, then the less opportunity for error. (G. Athans)
- Two regular, full time employees in a department job sharing would not need to be posted. (K. Whitehouse)
- Anything over four months has to be posted, even if auxiliary. (G. Athans)
- **Clarification: Posting would only be necessary in the event that two regular employees are not available to job share. (G. Athans- added from June 12 email)**
- Consequences discussed of what would occur if an auxiliary involved after one year.
- If a regular and auxiliary are going to share it should be ongoing. Otherwise, it would just be a temporary FTE change. (T. McKenzie)
- If the job share wasn't working out, the one year could be the 'exit' for the department. (K. Whitehouse)
- The agreement will need to contemplate an exit strategy if an auxiliary involved and could leave to another permanent position. (G. Athans)
- Originally, it wasn't contemplated that auxiliaries would be able to job share because it's called a shared 'regular' appointment. It should involve two regular employees who would share the benefits of the one position. (T. McKenzie)

- Agreed that many questions still to consider, such as training and benefits, and may need other information on this template.
- **Action:** BCGEU to take this away to look at questions. (R. Wotherspoon)

6. Service vs. Seniority Update (J. Steinthorson)

- The issue was clarified: about people who had worked with university and not BCGEU.
- **Action:** We will continue our practice to apply appropriately and will bring forward cleaning up the language in the next round of bargaining.

7. July JUMC meeting

- Cancelled due to number of JUMC members on vacation.

Next meeting: Tuesday, **August 11**, 2015
Location: PPS Boardroom ADM 006A
Time: 10:00 am