

MINUTES

JOINT UNION MANAGEMENT COMMITTEE MEETING

Tuesday, June 14, 2016
ADM 006A

Members: George Athans , Tena McKenzie, Rob Wotherspoon, Karen Whitehouse, Connie Neid, Cheryl Ash, Janna Fisk, Craig MacFarlane

Regrets: Martin Gibb, Pauline Brandes

Chair: Rob Wotherspoon

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

2. **Approval of Agenda**

a) No additions. All approved.

3. **Review and Approval of the Minutes from May 10, 2016.**

a) All approved.

4. **Progress on Action Items/Previous Business**

a) Union review new Classification Titles proposal- SUP 7 (R. Wotherspoon)

- i. Union Approves titles Tena submitted the previous meeting.
- ii. No new titles to propose at this time.
- iii. There will be new titles in future, but can take off agenda for now.

b) Union review of current job description appeal (R. Wotherspoon)

- i. JJEC met day after May 10th JUMC meeting to discuss issue of whether employers could initiate appeal as well as employee. (J. Fisk)
 1. Inserted language from Collective Agreement that doesn't indicate managers can appeal but that will still be the practice.
- ii. Union reviewed and found document that said manager and employee both could appeal. (R. Wotherspoon)
- iii. Changes can't be made to job description. (J. Fisk)
 1. The Manager will re-do the job description in a year to clarify Work Performed.
 2. Issue temporary resolved.
- iv. Inquiry by Union as to whether incumbent will be involved in job description changes. (K. Whitehouse)

- v. University confirmed that if she is the successful candidate of the posting with the increased FTE, they will clarify the Work Performed at that time. (J. Fisk)
- c) Joint Job Evaluation- Clarification of Processes and Procedures (R. Wotherspoon)
 - i. Addressed in 4. b)

5. New Business

- a) Stat Holidays and Modified Workweeks (T. McKenzie)
 - i. PowerPoint presented by University to simply the University's position.
 - 1. Principle in Article 32.1 explained.
 - 2. Modified work week, which is just a redistribution of hours, was explained. Article 32.1 b)
 - a. No impact to salary.
 - 3. Statutory holidays
 - a. Calculated in hours at regular rate of pay.
 - b. Exemplified of Modified work week provided.
 - c. One day equals 7 hours.
 - d. For a day in lieu of stat where an employee is scheduled to work a 12 hour shift, they would subtract 7 hours, then 5 hours are owed by employee.
 - ii. Union pointed out that the definition not transferrable to Article 43.1. (R. Wotherspoon)
 - 1. It has to have the same wording as the Collective Agreement
 - a. 'Normal non-working day'
 - b. Thus, definition does not apply.
 - 2. Union to take under advisement.
 - 3. Copy of PowerPoint requested so they can discuss further.
 - iii. Vacation time discussed by Union and University
 - 1. Union pointed out that those with modified workweek do not have same vacation allotment. (C. MacFarlane)
 - a. Only 2 weeks.
 - 2. University identified that these employees, with 12 hour day off, don't need to take as many days off for vacation as two days off per week already. (T. McKenzie)
 - a. Concerned of potential for 2 more days off than other employees.
 - b. Can only take hours off to equal regular day's pay.
 - 3. University reminded that vacation is calculated in hours and there can be inequality down the road if calculated by days. (G. Athans)

4. Union stated they are not in agreement and will review. (R. Wotherspoon)

b) Winter Leave Days (T. McKenzie)

- i. University explained that it's the same principle as vacation days in 5. a)
 1. Based on hours, not days.
 2. Issue involves anyone not working a 7 hour day.
- ii. Union referred to November 18, 2014 JUMC minutes.
 1. Winter Leave days are extra days and not to be treated as vacation days.
 2. Part time employee to receive 2 days, not appointment percentage.
 3. To be treated same as floater days.
- iii. University clarified that intent for Winter Leave days was for time off between Christmas and New Years. (G. Athans)
 1. It was opened up to take time off anytime during the year.
 2. Not intended for anyone to gain beyond normal entitlements from it.
- iv. Union understood the equity argument and suggested that this should be kept same until next bargaining. (K. Whitehouse)
- v. University explained that with employees in departments with modified work week, such as Facilities, that they advantage by getting 12 hour days. (J. Fisk)
- vi. Union suggested that this topic wasn't drilled down deep enough at last bargaining and indicated that their understanding was to treat as same as special days and receive a paid day off. (R. Wotherspoon)
 1. Reminded all that Union made concessions to compromise for items such as this.
 2. Queried if anyone has been denied.
- vii. University clarified that at bargaining they referred to 'typical day', not days outside those margins. (G. Athans)
- viii. Union not in agreement. (R. Wotherspoon)
- ix. Parties considered it prudent to test their positions once a specific test case arose.

c) Travel Time LOU (J. Fisk)

- i. The Travel Time LOU that was previously drafted expired in 2014. (J. Fisk)
 1. Has been working well and paid in accordance.
 2. Propose to renew until next bargaining.
 3. Changed clause at last bargaining but didn't add this in. (T. McKenzie)
 4. Janna prepared a new draft with revised dates to the end of the current collective agreement and requested Union to review and sign.
- ii. R. Wotherspoon, on behalf of Union, reviewed and signed. G. Athans signed on behalf of University.
- iii. To be posted to HR website.

6. Meeting Concluded: 10:49am

Action Item	Responsible Person	Date to be Completed	Status
Stat Holidays and Modified Workweeks	R. Wotherspoon		To review PPT of University's position
Stat Holidays and Modified Workweeks	J. Ivans		To circulate PPT to JUMC members
Winter Leave Days			Wait for test case
Travel Time LOU to be posted to HR website	J. Fisk/J. Ivans		Completed June 14, 2016

Next meeting: Tuesday, September 13, 2016
Location: PPS Boardroom ADM 006A
Time: 10:00 am