

MINUTES

JOINT UNION MANAGEMENT COMMITTEE MEETING

Tuesday, November 18, 2014 at 10:00am

ADM 006A

Members: George Athans, Janna Steinthorson, Tena McKenzie, Sharon Malkinson, Rob Wotherspoon, Karen Whitehouse

Regrets: Victoria Zalamea, Martin Gibb, Ken Beckett, Pauline Brandes

Chair: Rob Wotherspoon

1. Call to Order: 10:06am

2. Approval of Agenda

- 3 items were added to the agenda
 - i. Update on Mercer report
 - ii. Update on Health & Benefit Survey
 - iii. Update on new Collective Agreement

3. Review and Approval of the Minutes from September 09, 2014 meeting

- All approved.

4. APPRAISE (J. Steinthorson) –handout.

- Just wanted to give a 'heads up' to union.
- Revised the forms, but no major changes. A positive spin added to it.
- Included value and vision of UBC.
- Self-assessment still the same but moved to front. All content is same, performance definitions moved to another sheet as it was too much in first document.
- Revised performance ratings, four of them, which were vague without definition. It's been cleaned up and there are only three ratings now.
- A pilot being done now in Creative and Critical Studies. It was requested for new heads. Asked for feedback: problems and glitches which should be received just after Christmas.
- Similar for M & P but shortened.

5. Clarify the family illness language (J.Steinthorson)- Article 50.3

- Article 50.3 of CA.
- Need to clarify due to a miscommunication that Janna and Karen had with an employee's parental request.
- This article is intended to be for more emergency medical situations, not just helping out when another family member fatigued.
- Want to ensure everyone has same interpretation.
- 5 days unpaid is offered in Article 59.3 for family reasons for non-urgent or emergency situations.

6. Clarify Holiday Floater day language (J. Steinthorson)- Article 58 – Winter Holiday Leave Provisions

- For part time employees, receive 2 days off based on 2015, not appointment percentage.
- It does not add to vacation time and is not a percentage.
- If someone works a 50% appointment – i.e. 3 – 6 hour days, they are entitled to 2 – 6 hour days off with pay, not two days at 50% pay.
- Based on hours worked in a day.
- T. McKenzie said it is not to be used as a 'floater'.
- Titled "Winter Holiday leave" – mis-titled on the agenda – corrected on minutes

7. Update on Mercer (R. Wotherspoon)

- Inquired if the consultant was here and if a report submitted.
- T. McKenzie advised the report should be received by the end of the month. Will send copy to RW.
- T. McKenzie reported that the consultant was knowledgeable about the point factor system.
- It was a group committee interview and T. McKenzie said the consultant had positive feedback about their group.

8. Update on Health & Benefit Survey (R. Wotherspoon)

- Close to sending it out.
- The survey will be sent out to members this week in email.
- Try to get info back to UBC in another week or so.

9. Update Collective Agreement (R. Wotherspoon)

- Will email a version to everyone to proof.
- Is in administrative assistant's hands at the moment and there are a lot of agreements in the cue.
- Will have it sent out shortly.

Meeting adjourned 10:30am

Next meeting: Tuesday, December 09, 2014

Location: HR Boardroom ADM 006A

Time: 10:00 am