

MINUTES

JOINT UNION MANAGEMENT COMMITTEE MEETING

Tuesday, March 11, 2014 @ 10:00am
Administration Boardroom: ADM006A

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

Regrets: Karen Whitehouse, Victoria Zalamea

Recorder: Pauline Brandes

1. Agenda was approved.
2. Minutes from Tuesday, February 11th, 2014 were approved.
3. **Employee Retention in Facilities Management/Operations** (R. Wotherspoon)
 - The union expressed concern re the loss of 6 employees out of 18 in the last 18 months.
 - Pay rate and workload were suggested as issues
 - Exit interviews are done if HR is informed prior to employee leaving or if the manager requests it.
 - Two of the 6 employees were temporary and moved elsewhere in UBC to take full time roles, one individual had a big external offer, one would like to return to UBC, and one was an auxiliary.
 - Administration recognizes that there is pressure within Facilities and a large amount of overtime being worked. Admin is looking into it and will connect with Roger Bizzotto to gain a clearer picture.
4. **Article 42.9, Vacation- Relationship to Sick Leave** (R. Wotherspoon)
 - During sick leave, a staff member's duties should be considered in the same light as Article 42.9 Vacation Relief: the work would not unreasonably accumulate during her/his absence. The key difficulty in doing so rests with finding an individual possessing specialized skills to cover an absence with a potentially indeterminate end date. Typically, non-incident sick leave absences are quite often subject to extension.
 - Case of a 5-6 week absence is being covered by an auxiliary who is moved according to need.
 - 21/35 hours are being covered.
 - HR will look into whether the auxiliary pool can be expanded but it is a difficult skill set to find to fill in sick leaves.

5. **Update on Interest Based Bargaining Training (R. Wotherspoon)**
 - All are interested in bringing in the consultant for a session. Funding has been approved by the PD Committee.
 - Suggest session should be in May prior to proposed bargaining start in June/14.

6. **Ken Beckett -Acting Union Chair, Temporary Basis (J. Steinthorson)**
 - Ken is stepping in during Karen's absence.
 - Given the staffing pressures in Facilities, rather than taking 1 day/wk for union business, Ken will on a without prejudice basis, take time on an ad hoc schedule as needed and this may be outside of regular work hours. This will be reviewed monthly. HR will sort out the funding issue as the Library is currently set up re funding for 1 dy/wk of union business.
 - Victoria is on mat leave and Karen is on sick leave.
 - The union will put out a call for election for 2 alternates.

7. **Follow up on New Classification for Lab Assistant-Attachment (J. Steinthorson)**
 - Preliminary review at Tech 1 Level, consistent with proposal.

8. **Review of BCGEU Classification Changes (T. McKenzie)**
 - Changes have been accepted with corrections to consistently use "Classification/Reclassification" language on forms, a minor typo, and reverting from "may" to "will" on group reclassification requests.

Next meeting: Tuesday, April 8, 2014
Location: Admin Boardroom ADM 006A
Time: 10:00 am

pjb