

Minutes

JOINT UNION MANAGEMENT COMMITTEE MEETING

Tuesday, November 12, 2013

RHS 227

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

Regrets: Tena McKenzie, Ken Beckett, Pauline Brandes

Recorder: K.Zillt

Chair: University – G. Athans

1. Call to Order: 10:15am

2. Approval of Agenda

- Approved, no items to be added

3. Review and Approval of the minutes from June 10, 2013

- Minutes for the March 12th, May 15th and June 10th have all been approved and will be added to the website

4. Article 22.5(a) Regular Appointments: Competition for Auxiliary Appointments (K. Whitehouse)

- As outlined in Article 22.5(a) Employees on regular appointments and not on probation may apply for a posted auxiliary appointment of four consecutive months or more. If an employee on a regular appointment is the successful applicant, assignment to the auxiliary position shall be subject to the availability of a suitable replacement in accordance with Clause 16.2(c). For the duration of the assignment, such employee shall retain regular appointment status and shall return to his/her original position upon completion of the project and/or assignment period.
- Recently an employee applied for a 1 year LOA without pay to pursue a year Auxiliary placement in another department, they were the successful candidate, but was then verbally denied the leave due to the affect it would have on the current department. The employee then resigned from their current position to accept the new auxiliary position.
- For any type of future case, have it brought to the attention of the Human Resources department to understand from the beginning and review and discuss rational. HR could then recommend for individual to discuss with the Union rep to understand any type of personal consequence (benefits, pension, seniority, etc.) and possibly prevent an employee from resigning from their position.
- The employee is not seeking any type of resolution

5. Book Store JD's going to the JJEC (K. Whitehouse)

- More information needs to be discussed at the upcoming JJEC meeting
- Carry forward to next meeting

6. Workshop & Guest Speaker re Interest Based Bargaining (P.Brandes)

- The discussion to bring in a facilitator to discuss interest based bargaining concepts was both supported by the Union and the University and would be based on mutual agreement of the facilitator
- The Union would like an opportunity to have a pre-discussion with the facilitator in regards to the process
- P. Brandes to provide more information; carry forward to next meeting

7. Update on the JJEC Sub-Committee (V.Zalamea)

- R.Wotherspoon discussed that the committee had made a lot of progress and they are still fine tuning and clarifying the process.
- Currently working on recommendations and would like to make them available in January 2014 prior to the contract expiring in June 2014.

Next meeting: Tuesday, December 10, 2013

Location: To be confirmed

Time: 10:00 am