

MINUTES

JOINT UNION MANAGEMENT COMMITTEE MEETING

Tuesday, November 8, 2016
ADM 006A

Members: Tena McKenzie, Connie Neid, Cheryl Ash, George Athans, Craig MacFarlane, Kristin Cacchioni

Regrets: Rob Wotherspoon, Karen Whitehouse, Martin Gibb, Pauline Brandes,

Chair: George Athans

1. **Call to Order:** 10:07am

2. **Approval of Agenda**

- a) Added item 5. A) Add on increments for Marcus Wiebe
- b) Approved by all.

3. **Review and Approval of the Minutes from October 2016.**

- a) University to follow up with Union on signed MOA for stat holidays. Item 4.a)
- b) Minutes approved.

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

- a) **Family Practice job posting update from University** (T. McKenzie)
 - i. University in conversation with Union regarding jurisdictional boundaries.
 - ii. Penticton posting is related to Family of Practice which reports through to Faculty of Medicine. Consequently, it falls within the CUPE2950 certification.
 - iii. Additional conversations about jurisdiction are in progress with the BCGEU Area Representative. (G. Athans)
- b) **Auxiliary Breaks in Bookstore** (T. McKenzie)
 - i. University In discussion with Union about 15 min breaks. (G. Athans)
 - ii. Clarified that the issue is extend of retro payment. (CN)

5. New Business

- a) **Add on increments for Marcus Wiebe (T. McKenzie)-**
 - i. University and Union discussed articles 29.1 and 29.3 of Collective Agreement.
 - ii. University disagreed that two articles can be combined.
 - iii. Combining articles can create serious inequities while existing 29.1 language allows the flexibility to ensure that increment increases are as fair as possible to employees.
 - iv. University confirmed seniority not impacted by increment language.(G. Athans)
 - v. Union reasoned their position with wording ‘continuous service to University’.
 - vi. Union confirmed that this issue needs to be cleared up at next round of bargaining.(C. MacFarlane)
 - vii. University provided examples to support their position. (T. McKenzie)
 - viii. University confirmed that for now will look at case by case. (G. Athans)

Meeting concluded: 10:27am

Action Item	Responsible Person	Date to be Completed	Status
Library Stat Holidays- Union to review MOA	Union		University to follow up on signing of MOA (K. Cacchioni)
Auxiliary Breaks in Bookstore- spreadsheets to be reviewed and discussed	R. Wotherspoon		Discuss at next JUMC meeting when R. Wotherspoon present
Family Practice job posting	T. McKenzie		Discuss at next JUMC meeting when R. Wotherspoon present

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