

MINUTES

SUPPORT STAFF JOINT COMMITTEE MEETING

Friday January 11, 2008 – 10:00 am
DVC Boardroom

Present: J. Moroz, L. Honscharow, K. Whitehouse, K. Beckett, C. Seagris,
M. Burton, G. Athans, T. McKenzie, J. Podger,

Guest: Karen Hill

Recorder: C. Neid

1. **Call to Order at 10:00 am – J. Podger, Chair**
2. **Approval of Agenda – no additions**
3. **Approval of Minutes of December 11, 2007 – approved as circulated.**
4. **Job Reclassification:**

Committee membership: Karen Hill, Tena McKenzie, Judy Moroz and Leslie Honscharow.

JUMC would like to hear from the Job Evaluation Committee regarding their decision on the two re-classification appeals.

The following areas are being appealed:

Education

Incumbents would like to see education at level 5. It is currently at level 4. Tena spoke to this issue and explained the research that was looked at when reviewing the reclassification request.

Judgment

Originally rated at a 2 and now rated it at a 3. This was agreed upon.

Consequence of error

In the appeal the incumbents felt it was a 3 and the committee advised it was a 2. Committee felt a 3 was too high.

Financial responsibility

In the job description incumbents indicate that they take money for keys, etc. and when committee reviewed the details of this, they felt comfortable with their decision with respect to the level.

Contacts

The committee didn't change the level from what it initially was and explained why.

It was noted that the members of the joint evaluation committee also are members of the job evaluation committee and this could be viewed as a conflict of interest. Jackie asked if the job evaluation committee members would mind dismissing themselves from the discussion the JUMC member would be having, leaving this committee to make the final decision. The members left the meeting.

Decision of the classification committee was accepted by the GEU executive. Jackie will ask Tena to write an explanation regarding the reasoning. The second item Jackie would like is to ask Tena to review the protocol/guidelines that are in place. She felt that it needs to be clearer for the employees and the committee. Once the draft is created, Ken and Tena will review the document and then bring it to this committee.

Jackie will ask Tena to write the response to the appellants and cc JUMC so that everyone has the same information.

Karen Hill left the meeting.

5. Old Business:

PD tabled for discussion at next meeting. Jackie would like to look at stats regarding up-take and look at the gaps. The PD Fund committee should review the terms of reference. For example, auxiliary employees can not access these funds. Known issues should be forwarded to Nicole, reviewed by the PD committee, and then reported back to this committee.

6. New Business

UBC Items:

Communication of elimination of mandatory retirement.

GEU/UBC O has signed off on the memorandum. George asked if GEU has communicated the outcome of this memorandum to its members. The outcome has not been communicated to the GEU membership. George suggested that a casual survey regarding whether or not people would like to attend a workshop to clarify the points should also be incorporated into the e-mail. Ken will put out the communication as he has the membership distribution list.

BCGEU Items:

Next meeting: February 12,, 2008
Location: Sci 253
Time: 10:00 am