MINUTES

JOINT UNION MANAGEMENT COMMITTEE MEETING

Tuesday, September 9, 2014 at 10:00am
ADM002D

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

Regrets:  Victoria Zalamea, Martin Gibb

Chair:  George Athans

1.  Call to Order:  10:05am

2.  Approval of Agenda:
   •  Review consultant’s proposal regarding review of the Classification System (P. Brandes)
   •  Date and location of November 11th meeting (J. Steinthorson)
   •  No other items to be added

3.  Review and Approval of the Minutes from March 11, 2014 meeting.- Approved.

4.  Review Consultant’s Proposal Regarding Review of the Classification System (P. Brandes)
   •  Distributed and reviewed proposal from the consultant from Mercer.
   •  University recommended: Consultant communicate with a subcommittee formed by JJEC and members of each HR and BCGEU, give the consultant direction on what actually needs review, and request completion of the review by end of November.
   •  BCGEU clarified that the consultant is to interview people who will be doing the work on the JJEC, talk to both sides, and then provide an objective third party view.
   •  Consultant to review the point factor system, does it work and if it is appropriate.
   •  Mercer is well versed in the point factor system.
   •  BCGEU requested an estimate on travel costs, etc and discussed cost share.
   •  University needs consultant work done before December as they only have the funds to pay the consultant until the end of March.
   •  BCGEU recommended: JJEC continue and define the questions and communicate with University and BCGEU.

After both parties broke to caucus at 10:26am, they reconvened at 10:46am:
• BCGEU agreed with the idea of limiting the plan and a subcommittee engaging with the Mercer rep. The subcommittee will be two members from each University and BCGEU. BCGEU will advise of their two members at later date.
• University advised their two subcommittee members are T. McKenzie and W. Mohns.
• P. Brandes to send letter to consultant regarding JUMC decisions and send copy of draft to BCGEU. Will ask consultant for a definite start date.
• Briefly discussed costing and University advised that it appears sufficient funds are available from health fund.

5. Collective Agreement Questions: Medical Appointments and Special Leave (K. Whitehouse)
   • BCGEU inquired about the effective date for new provisions for medical appointments and special leave.
   • University confirmed that not in effect until ratification and if moving days or special leave requests prior, they will be looked at and considered individually.
   • Both the University and BCGEU agreed that those members that had already used their medical appointment allotment or special leave days in 2014 would not be penalized.

6. Date and Location of November 11th meeting (J. Steinthorson)
   • Reschedule November 11th meeting which is a statutory holiday to Tuesday, November 18th.

Meeting adjourned 11:02am.

Next meeting: Tuesday, October 14, 2014
Location: HR Boardroom ADM 002A
Time: 10:00 am