

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

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