

## MINUTES

### JOINT UNION MANAGEMENT COMMITTEE MEETING

Tuesday, June 6, 2017  
3:00pm to 4:30pm

ADM 006A

**Members:** Tena McKenzie, Cheryl Ash, George Athans, Craig MacFarlane, Linda Kompauer, Kristin Cacchioni, Karen Whitehouse, Connie Neid (joined at 3:41pm), Ronda Vilene (for Ann Forest)

**Regrets:** Pauline Brandes, Martin Gibb

**Recorder:** Jacky Ivans

**Chair:** George Athans

1. **Call to Order:** 3:20pm
2. **Approval of Agenda**
  - a) Additional item: Scent Free policy (Union)
  - b) Removal of resolved item 5. d) regarding Article 36 (University)
3. **Review and Approval of the Minutes from February 2016.**
  - i. Approved by all.
4. **Progress on Action Items/Previous Business**
  - a) **Family Practice Job Posting (University)**
    - i. No update as the item still with CUPE. The HR Senior Manager at UBCV who dealt with CUPE 2950 has left UBC so nothing to report.
5. **New Business**
  - a) **Lining Up Classification Titles with Job Descriptions (Union)**
    - i. Concern is people that are reclassified where salaries don't fall under salary bands with appropriate classification titles. The Union would like the University to take a closer look at this.
      1. An example is a TQ journeyman no longer in band 9. It's not in band 10. Have to post as a Support Services Assistant II. The last job had to be reposted due to this.
    - ii. Would like to clarify and have everyone on the same page.

- iii. **Action:** University to send the revised Appendix B to the Union and to JJEC indicating the titles added after the current agreement was ratified and agreed upon during the June 2016 JUMC meeting.
- b) Updating of the JJEC excel spreadsheet (Union)**
- i. Would like to request that the spreadsheet be updated monthly rather than every three months as it's used as a reference tool for reclassifications and classifications.
  - ii. Easier for the committee to have an accurate profile when job reclassifications go through.
  - iii. **Action:** University to discuss with HR Associates and see what's possible: monthly or more frequent than every three months.
- c) JJEC Factor Rating system- Education & Experience (Union)**
- i. Inquired how HR determines the rating factor for education.
    - 1. More specifically inquired if Advisors give a benchmark to Managers for level of education or experience required for a job.
  - ii. This is a concern as in many BCGEU positions a degree is not a requirement but people with degrees are hired. The people in these positions, with a degree, are frustrated that they're not able to move forward in respect to classifications.
  - iii. University replied that people with degrees are valued but the needs of a position dictate classification.
    - 1. There's no intent to diminish the person but rather ensure position is classified for needs of the unit.
  - iv. University doesn't want to create a situation where a BCGEU position requires a degree and then the person, in the position, leave with the job description then stating that a degree is required. The University may not be able to hire a replacement based on the actual needs of the position.
    - 1. That's why there is 'or an equivalent amount of experience' so that if they don't have the experience, then a degree can qualify.
  - v. University explained that with the point factor system, they can't have a benchmark as all are different. All BCGEU positions don't have the same education or experience.
  - vi. As jobs come in, HR tries to ensure the job descriptions make sense.
- d) Scent Free Policy (C. Ash)**
- i. Currently there is no scent free policy on campus except for the office of Equity and Inclusion. This is a concern especially for employees in the inclusive tech lab in the library.
  - ii. University thinks it's unlikely that a campus wide scent free policy will ever happen because it is a public space. If a serious medical concern, then it can be dealt with as an accommodation under the WRAP program.
  - iii. All agreed that if a health issue, to deal with under the WRAP program.

**Meeting Concluded: 3:54pm**

Action Item	Responsible Person	Date to be Completed	Status
Family Practice Job Posting	University waiting to hear back from CUPE		
Lining Up Classifications with Job Titles	University to send revised Appendix B to the Union and JUMC to reflect additional titles added after the current agreement was ratified.		Completed.
Updating of the JJEC excel spreadsheet	University to discuss with HR Associates and see what's possible: monthly or more frequent than every three months		

**Next meeting:** Tuesday, July 11, 2017  
**Location:** PPS Boardroom ADM 006A  
**Time:** 10:00 am