

MINUTES

JOINT UNION MANAGEMENT COMMITTEE MEETING

Thursday, March 15, 2018
1:00pm to 2:30pm
EME3112 (Education boardroom)

Members: George Athans, Craig MacFarlane, Kristin Cacchioni, Karen Whitehouse, Ann Forrest, Cheryl Ash, Terri Jones, Gillian Henderson

Regrets: Martin Gibb, Janna Fisk, Connie Neid

Recorder: Jacky Ivans

Chair: George Athans

1. **Call to Order:** 1:08pm
2. **Approval of Agenda**
 - a) Removed 5. e). Layoff Process/Interviews for Vacant positions.
 - i. To discuss at a later date.
 - b) Approved by all.
3. **Review and Approval of the Minutes from October 2017.**
 - a) Union found that the Reclassification vs. New Positions, 5.a), didn't flow.
 - i. Didn't want to pass this part.
 - ii. University agreed and suggested not to approve the entire minutes until next meeting after review and edits made.
 - iii. **ACTION:** Anne and Kristin to meet, review and edit together.
4. **Progress on Action Items/Previous Business**
 - a) **Family Practice Job Posting (University)**
 - i. CUPE positions
 - ii. Not interested in pursuing now. Will wait until become vacant.
 - b) **Article 36.2 and Article 20b) and c)**
 - i. Union to discuss changes required.
 1. Regarding recent grievance
 - ii. Layoff language is first consideration
 - iii. Park this and go back to later to iron out
 - iv. Clarified that want LOU until bargaining.
 - v. Remove from agenda today and come back to it at future meeting.
5. **New Business**
 - a) **Changes to EI maternity leave entitlements (George)- handout**
 - i. As of December 3, 2017 18 months on EI can be taken for maternity leave

- ii. EI benefits are cost neutral. Same amount of money for 12 months or 18 months. It's pro-rated for 18 months.
 - 1. SEB top up benefits are the same.
 - a. UBC applied across other unions.
 - b. Cost neutral.
 - c. Can take 18 or 12 months with same top up.
 - 2. The employee must make a choice up front and wear it for entire time.
 - 3. If decide to come back early, then stuck with monthly amount they started with.
- iii. University developed an information sheet.
 - 1. A draft was distributed to all in attendance.
 - 2. University is open to feedback on the draft.
- iv. Union's position always matched EI.
 - 1. For employees to take 12 months now and stretch over 18 months changes the intent for women.
 - 2. Find University's proposal regressive.
 - 3. Take benefits on same principles that founded on and spread them out.
 - 4. Incongruent with principle.
 - 5. Asked UBC to think about and come back with different position.
 - 6. Union suggested to use MSP premium to fund it.
 - a. If concern is economics then might want to consider MSP premiums being cut.
 - b. In bargaining, this could be costing in Collective Agreement.
- v. University proposed to work it out now or later during bargaining.
- vi. **ACTION:** Union and University to discuss further within each group and come back to this item at future meeting.

b) **Reclassification – new job vs reclassification** (George)

- i. Addressed in 5 f)

c) **MSP Premiums for BCGEU Sessionals** (Kristin)

- i. What has been occurring is when a sessional's job ends in end of April and then they come back in September, they're not billed for MSP for May, June, July.
- ii. In the past, they were also told they had no access to disability benefit plan.
- iii. The University discovered a coding error on how benefits were entered into the system.
- iv. As a result, all along, they should have been paying for not just August but May, June, and July to maintain their benefits.
- v. Union directed all to Article 46 which states all should be able to participate in the medical plan and they pay 100%.
 - 1. Queried if sessionals considered regular employees.
 - 2. Discussed definition of sessional in Article 16.1c)
 - a. Under regular appointments.
- vi. University pointed out they get an ROE to collect EI.

1. If collecting EI, then no employment relationship with UBC and it's unpaid leave.
 - a. In this case they would be responsible for own benefits.
 - b. For example, if someone on maternity leave, they are getting EI and maintaining their own benefits.
- vii. Union questioned if sessionals ask for a leave of absence like a maternity leave.
 1. If they don't ask for a leave of absence, they are a regular employee who comes back every year for 10 months. This is not a leave of absence.
- viii. Union pointed out Article 46.3, 46.4, 46.5
 1. 100% for group life, Income Replacement, etc.
 2. Extension of benefit coverage.
 3. University should pay for all benefits when on a leave of absence, without salary, provided the employee reimburses the University for contributions made on their behalf.
 4. Hinges upon definition of unpaid leave of absence for sessionals.
- ix. **ACTION:** University to look at Article 47 b) and discuss further with the Union.

d) **BCGEU / CUPE Positions** (George)

- i. Addressed in 4 a)

e) **Layoff Process/Interviews for Vacant positions** (K. Whitehouse)- Removed from agenda.

f) **JJEC Reclassification process and timelines** (Cheryl)

- i. Clarification requested regarding when the 20 days starts.
- ii. Issue of employee not knowing changes made to a job description when:
 1. Manager takes job description to HR
 2. Then job description goes to JJEC where it's finalized and doesn't get back to employee until decision is made.
- iii. The University queried if the employee knows about the subsequent changes after the manager works with HR before it goes to JJEC.
- iv. Union confirmed that this is the issue and that the employee should sign after the changes and wanted to know when the 20 days start.
- v. The Collective Agreement was referenced for the 20 days.
- vi. Union and University agreed it's a different scenario between a reclassification and a reorganization.
 1. It's different between employee and employer initiating.
- vii. Union stated that if employer initiates a reclassification, then they do so due to change of duties.
 1. Employee should be told job being reclassified.
- viii. UBC discussed 3 different possibilities:
 1. When employee notices job morphed, they go to their manager, they agree to the need to reconsider. Then they sign off and it goes to JJEC.

2. When the employer feels a job has a change of duties, goes to HR, and they ask them to look at.
 - a. Queried if manager goes back to employee and the form should be signed then.
 - b. UBC not sure if this happens but will double check.
3. When manager says a reorganization with bringing in new systems.
 - a. The current job going to change significantly.
 - b. Manager works with HR on the job description and then it goes to JJEC.
 - c. Will be a new job.
- ix. Union questioned the reclassification if it goes up a level.
 1. In last minutes, two levels discussed. If it's posted and interview, then two levels.
 2. Full consideration to give an interview. If goes up two levels and current employee doesn't make qualifications, then interview.
- x. University explained if a position goes up a level and new duties, then it would need to be posted.
 1. Who gets that job and the process, first consideration could apply.
- xi. Union questioned if employee is doing the duties, is it a new job or a reclassification if goes up 2 levels.
 1. If stuff you've never done before then an elimination and a new job.
- xii. University pointed out the need to map it out and clarify the process.
 1. One hitch is that JJEC may now have a couple of reclassifications that involve new duties.
 2. If so, need to resolve this quickly.
 3. **ACTION:** Kristin to check with HR member on JJEC what duties involved.
- xiii. Union suggested that it should start with reclassification, make determination on what new and what reclassification, post and/or interviews.
 1. If incumbent has qualifications for new duties, then apply first consideration.
- xiv. University noted that if employee doesn't have basic qualifications, then it should be different.
 1. Inquired that if another member has seniority and is waiting for this position, is it fair for them?
- xv. Union replied with the inquiry of the fairness of when an incumbent's job gets changed and then someone else with more seniority swoops in and takes it.
- xvi. Difficult only when don't agree on added duties and if they're being performed at some level already.
- xvii. Both parties agree there's a few routes for all scenarios and the need to map it out.
- xviii. University further suggested the need to apply consistently and fairly across the board.
 1. Need to decide how to fix now and how to communicate with JJEC so they know changes.
 2. Need to do work on the JJEC issues outstanding.

- xix. **ACTION:** Anne to work with George to map out and then take to the table.

Next meeting: Tuesday, April 10, 2018
Location: PPS Boardroom ADM 006A
Time: 10:00 am

Action Item	Responsible Person	Date to be Completed	Status
October 2017 Minutes- to review the flow and edit	Ann and Kristin		
Article 36.2 and Article 20 b) and c): Discuss layoff language, timelines and freezing of positions.	Further discussion by both parties and bring up at future meeting		
Changes to EI maternity leave entitlements	Union and University to discuss further and bring up at future meeting		
MSP Premiums for BCGEU Sessionals	University to look at Article 47 b) and discuss further		
JJEC Reclassification process and timelines	George and Ann		