

A G E N D A

JOINT UNION MANAGEMENT COMMITTEE MEETING

Tuesday, December 8, 2020

4:00pm – 5:30pm

Zoom Meeting

Members: Gillian Henderson, Ann Forrest, Luis Diaz, Kristin Cacchioni, Janna Fisk, Terri Jones, Ruth Calnan, Karen Whitehouse, Martin Gibb, Cheryl Ash, Lorna Campbell

Regrets: Leah Terai

Recorder: Terri Jones on behalf of Jennifer Reid

Chair: Gillian Henderson

1. Call to Order: 4:00pm
2. Approval of Agenda – Approved
3. Review and Approval of the Minutes from September 2020 – Approved
 - a) BCGEU LOU 4 – Benchmarks for FSO classifications (Guest: Angela McLean)
 - i. Angela presented a proposal for the Food Services Benchmark & Classification system. Some clarifying questions specific to the plan and how items were set out in the proposal.
 - ii. **ACTION [Gill]** – put together a package that includes the Classification/Benchmarking proposal as well as the related Job Descriptions and send over to Ann Forrest.
 - iii. **ACTION [Ann]** – Once received, will send package over to BCGEU Compensation Specialist for review. Ann to provide the Employer a formal response on package proposal. Ann provide the Employer with an approximate timeline of how long the review will take and formal response provided.
4. Progress on Action Items/Previous Business
 - a) PD Fund Workday and Processing & Expenditures (Terri Jones)
 - i. Terri provided an update on Workday reports of balances of PD \$\$ for individual employees and need for adjustment.
 - ii. Terri provided a financial report for end of November 2020 – General & Enhanced Funds
 - iii. **ACTION [Terri]** – Send November 2020 reporting document to Ann Forrest
5. New Business
 - a) MOU Layoff Process & Food Services Seniority Update (Kristin Cacchioni)
 - i. Kristin provided an update on the layoff processes for BCGEU Food Services/Parking/Conference Services

- ii. Overall 35 employees have volunteered to take lay off. There may be a few more. Further review of numbers is required to ensure there are an appropriate number of employees remaining for operations to continue to run.
 - iii. Kristin provided information an update on pension deductions for those employees taking layoff and receiving a top up. Further discussion was needed with the Pension Board to gain approval on the unique circumstance of taking pension deductions from top up at layoff.
 - iv. BCGEU provided conditional approval for these discussions to occur – based on the current plan. If the plan was not approved by the Pension Board – BCGEU signaled a need for further discussion with the Employer.
 - v. **ACTION [Kristin]** – Provide confirmation to BCGEU as to the Pension Board decision on the basis for pension deductions.
 - vi. **ACTION [Ann]** – If the Pension Board determine that the employee contributions need to be based on employee’s full salary, then BCGEU will review and confirm if pension contributions for laid off employees will continue to mandatory or if employees can opt out during the lay off period.
- b) JJEC Training (Gill Henderson)
- i. Gill requested that the BCGEU continue to seek JJEC Training resources through the BCGEU head office.
 - ii. Ann reported that she would like to open up the training to employees from Okanagan College given they have the same classification plan.
 - iii. **ACTION [Ann]** – to follow up with the BCGEU head office to see if JJEC Training can be scheduled and set up through an online model.
- c) Distribution of BCGEU Collective Agreement (Gill Henderson)
- i. Gill reported she was holding a number of copies of the collective agreement that were needed for distribution to the BCGEU membership.
 - ii. **ACTION [Karen W]** – Karen to contact Jenn Reid (HR) to arrange pick up of the collective agreements who will make arrangements for distribution.

Next meeting: Tuesday, January 12, 2021
Location: Zoom Meeting
Time: 10:30am-12:00PM