

MINUTES

JOINT UNION MANAGEMENT COMMITTEE MEETING

Tuesday, May 11, 2021

10:30am-12:00pm

Zoom Meeting

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

Regrets: Ruth Calnan

Recorder: Jennifer Reid

Chair: Karen Whitehouse

1. Call to Order: 10:34am
2. Approval of Agenda - Approved
3. Review and Approval of the Minutes from December 2020 - Approved
4. Progress on Action Items/Previous Business
 - a) BCGEU PD Funds Year End Update (Terri Jones)
 - i. An update of the PD Funds for fiscal year 2020/2021 was provided.
 - ii. It was agreed that the "Application Closing Dates" for the Enhanced PD Funds of May 1 and Oct 31 (annually) be removed to allow for ongoing applications to the Enhanced Funds. Confirmation of successful completion of previous courses will be requested for ongoing PD programs. Promotion of the BCGEU PD Funds through a Global Newsletter would be prepared.
 - iii. Discussion on the circumstances where a PD request might be rejected took place, the reasons for a rejection will be reviewed by the PD Fund joint committee and recommendations on revised terms of reference and guidelines for staff will be brought back to JUMC for review and approval.
 - b) JJEC Training Update (Ann Forrest)
 - i. Ann is waiting to hear back from Okanagan College on the online training resources as there is capacity to do this online. BCGEU is onboard with this model.
 - c) BCGEU response to the Benchmarks for FSO Classifications (Kristin Cacchioni/Ann Forrest)
 - i. UBCO and Okanagan College do not have a Benchmark system which makes our systems are difficult to evaluate. A revision of the classification system to move from point factors to a benchmark approach would have to be negotiated. It was

discussed that there would be value in having a joint working group look at this issue in the fall as part of the preparation for bargaining.

- ii. Pay scales have been approved
- iii. Discussion on interim plans for food services in absence of formal classification system need to take place as new jobs occur, in the meantime the current framework provides clarity on the pay scales and classification of current positions.
- iv. **ACTION [Terri & BCGEU PD Committee]** – Review the PD guidelines and bring back recommended changes to JUMC for approval
- v. **ACTION [Union and UBC]** – Look at classification system and determine approach before the next round of bargaining (aiming for the fall of 2021).
- vi. **ACTION [Kristin]** – send union information on benchmark systems at UBC
- vii. **ACTION [Union and UBC]** – form a joint committee in the fall to look at options, benefits and potential issues if UBC was to move from the current point factor classification system to one based on benchmarks.

5. New Business

a) Resumption Planning and Ongoing Remote Working (Gill Henderson)

i. Resumption

1. Students are expected to be fully back on campus in the fall of 2021 per direction from Dr. Bonnie Henry, which means that we can expect most of the student-facing positions to be back at that time as well. This will be a phased resumption on campus for staff and faculty. More information will be provided by the end of June/early July 2021.
2. Food Services workers are expected to be recalled around the second week of August 2021.
3. Individuals on accommodation programs due to COVID will return to work on case-by-case basis.
4. BCGEU requested that where possible a phased return to campus for individuals, similar to a GRTW approach be considered.
5. **ACTION [BCGEU]** – To communicate any concerns or issues they have with the resumption plans to Gill.

ii. Ongoing Remote Work

1. There is an application process which must be approved as no one is expected to be 100% remote at this time. There is no obligation to be fully remote and it will be implemented on a voluntary basis.
2. Equipment constraint – not enough funds to equip everyone with equipment for home and the office
3. Collective Agreements will require new language that identifies that there will be a form of hybrid working going forward. HR will be heavily involved with this process.

b) HR Bulletins (Gill Henderson)

- i. Emails/Bulletins will be sent centrally to Labour Relations office

Next meeting: Thursday, June 10, 2021
Location: Zoom Meeting
Time: 9:00am-10:30am