

6. Letter of Understanding #9

The Employer provided an update and indicated a meeting will be scheduled in the next few weeks. This Committee has not met for some time.

ACTION: Linda to schedule meeting.

7. Interview Process

The Union had questions about the process of excluded managers phoning applicants and asking for more information about their qualifications before interviews are scheduled. Management commented that it is often difficult to tell whether or not applicants are qualified based on their resumes; therefore, rather than assume the applicant is not qualified, an excluded member of the search committee has been contacting the applicant for additional information. The Union expressed concern regarding applicants' perception of the calls, and suggested that the HR representative, as a neutral person, make the calls instead of the excluded Manager. The Union suggested adding a checkbox to the application form that would be checked if the applicant was called for clarification on his/her qualifications.

ACTION: Linda will take to the HR Managers and Administrators involved in hiring the suggestion to have the HR Representative make these calls instead of the Excluded Manager.

8. Vacation Requests

The Union raised a concern that 2 employees on the Langley campus requested vacation around Christmas time, but they have not yet heard if the requests have been approved, even though the requests were made in accordance with Article 20.5. Management said that the Managers' perspectives should be heard as well, but the Union stated the employees want to remain anonymous, as they fear repercussion.

ACTION: Maureen will bring this forward to the next LMRC meeting. She will bring forward any information that she receives before then if she gets any.

9. Next Meeting

The next meeting will be on November 6, 2002, in room G1140 at 2:00 – 4:00pm.