



BCGEU Labour Management Relations Committee

Minutes

September 27, 2007

Present: Maureen Berry (Chair)
Shawn Cahill
Kathy Finn
Monica Wyllie
Linda Heska
Jody Gordon
Jas Parmar
Ann Moniz

Regrets: David Ross
Shinder Aujla

Recorder: Selene Chan

Guest: Terri Jones

1. Introductions

Selene Chan and Terri Jones were introduced to the Committee. Linda Heska requested that Selene Chan be the permanent replacement recorder for the BCGEU Labour Management Relations Committee. The Union agreed to this request.

2. Agenda

Approved with the following additions:

- Old Collective Agreements
- October meeting

3. Minutes

The minutes of the June 28, 2007 were approved.

4. Old Business

Labour Market Adjustment

The Union inquired on the purpose of the topic on the agenda. Linda informed the Union that based on the PSEA database, no other institution has applied for this. Shawn Cahill and Monica Wyllie will be attending a bargaining meeting in Victoria and will request more information there.

Campus 2020 Update – Deferred to a future meeting.

Parking Permit Payroll Loan

Action: Management will discuss with Finance the communication to the Kwantlen employees regarding the discontinuation of the Parking Permit Payroll Loan.

Constitution of New Committee

The parties agreed to form a committee to review the lay off process for BCGEU employees. The committee will consist of 2 union representatives and 2 management representatives.

Article 6(b) Request by Union to be Informed of New Hires

The Union requested that Management provide them with information when an individual is hired such as the name, start date and position. Management provided committee members with information of the history and current practice regarding this request. Management asked the Union to consider using the existing reports to retrieve this information.

Action: The Union will discuss this issue further and report back to Management.

5. New Business

Performance Evaluation Reports

The sub-committee reviewed the future training needs regarding the roll out of the form to other departments in the organization and brought forward a set of recommendations for revisions. The LMRC supported the recommendations as brought forward.

Action: Management will take these recommendations to the Executive Committee. Linda Heska will report back at the next meeting.

Proposed Criteria for Staff Training & Development

The parties discussed a request from the Union for changes to Article 22: Staff Training & Development.

Action: Further discussion will occur at a future meeting.

5.5 Support Staff Award

Each year the Post-Secondary Support Staff Conference committee creates an award. This year, the Kwantlen's Post-Secondary Support Staff Conference committee decided on three awards in the amount of \$500.00 for a staff member who wishes to take a course. It recognizes staff who go above and beyond the call of duty to promote the Kwantlen spirit.

Action: Management will follow up with Debbie Mellenger on the selection criteria and distribution of funds.

5.6 Collective Agreement Update

Linda Heska thanked everyone for their contribution in completing the collective agreement.

5.7 Richmond: Microbiology Lab

The Union raised concerns that Faculty is working without BCGEU Support.

Action: Linda Heska will follow up with the department.

5.8 Old Collective Agreements

Management received a request from Faculty for old copies of the collective agreement.

Action: Management will provide the Union with the Faculty's contact information.

5.9 October Meeting

The Union is requesting a change of date for the October meeting as two of their members will be out of town at a conference. October 18th and November 1st were provided as alternate dates.

Action: Management will confer on the proposed dates and notify Union of the result.

Meeting adjourned at 3:30p.m.