

# BCGEU Labour Management Relations Committee

## Minutes

Tuesday, October 28, 2008

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Present:	Monica Wyllie Kathy Finn	Regrets:	Shawn Cahill Jeff Brown Shinder Aujla
	Linda Heska (Chair) Jas Parmar Jody Gordon		Ann Moniz

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Recorder: Laura Legg

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### 1. Welcome

### 2. Additions to Agenda

#### 2.1 Agenda Format

### 3. Minutes of Previous Meeting

The minutes of the Sep 23<sup>rd</sup> meeting were provided to the Committee for review. The minutes were reviewed and adopted as read with the addition of (Chair) added beside Monica Wyllie's name.

### 4. Old Business:

#### 4.1 Performance Assessment Update

The parties discussed in general, terms the development of curriculum and possible timelines for the rollout. The LMRC is optimistic that the rollout of the new form and proposed training will occur in February/March of 2009.

Action: The Union and Employer to exchange names for the Train the Trainer program.

#### 4.2 Lay-Off Procedures Committee Update

Union to email sub-committee members to set up next meeting.

#### 4.3 PD Fund Update

The employer informed the union that they are not comfortable making amendments to the collective agreement language with respect to the costs that may be included for reimbursement. The parties also discussed the request from the P.D. committee for administrative support to the Committee and it was agreed

that this matter would be deferred pending the outcome of the article 3.11 discussion.

Action: Item to be brought forward to next meeting.

#### **4.4 LOU # 9 & #11**

The parties agreed that for future discussions LOU #9 and LOU #11 will be referred to as separate agenda items. Wording for the May 2008 minutes regarding this item remains outstanding as the union representative reviewing the proposed wording was absent from the meeting.

Action: Item to be brought forward to next meeting.

#### **4.5 Support Staff Job Evaluation Presentation**

The Union sent an invitation to the JJE committee requesting them to do a presentation on their processes at a future meeting of the LMRC. Two representatives from the JJE Committee have accepted our invitation. Discussions are underway to secure a date.

Action: Employer to provide some dates to the JJE Committee for their consideration.

#### **4.6 Organizational Chart**

The Union advised that the Organizational Chart provided at the September meeting did not meet all of their needs and that additional information was needed. Specifically, the Union was interested in knowing the names of the supervisors of the members.

Action: The employer to provide this information as soon as possible.

#### **4.7 Article 3.11**

The employer responded that they had not arrived at a decision yet regarding the Union's request to divide the 25% employer paid union leave between three (3) of the union representatives.

Action: Employer to consider and respond at next meeting.

#### **4.8 Seniority Lists**

The concerns raised by the Union as noted in the September meeting regarding this item has been resolved.

#### **4.9 BCGEU work being done by Faculty**

The employer reported that a reminder had been provided. Item considered concluded.

#### **4.10 Union Space**

Union requested that this topic remain a standing agenda item and the employer agreed. The Union will follow up with Gordon Lee, VP, Finance & Administration regarding the status of their request.

#### **4.11 Student Job Description**

The Union reminded the employer of their earlier agreement to develop a template for student job descriptions.

### **5. New Business**

#### **5.1 Agenda Format**

The Union expressed interest in having previously discussed items brought forward to the next meeting to encourage updates and discussion. The parties agreed that to identify actions items under a separate heading on the Agenda called Action Items, which would be followed by old business and then new business.

#### **5.2 Municipal Pension plan and Short Term Disability**

The Employer informed the Union that support staff employees will be eligible to purchase the time on Short Term Disability, retroactive to January 1, 2008 as a leave without pay.

Action: The employer to provide the Union with a written notification of this change and to provide a copy of the memo that goes to employees who are eligible to purchase the service. The employer suggested that the Union share this information with union stewards.

#### **5.3 Communication between the Employer and the BCGEU**

The Union asked for the employer's views on a number of items including the purpose of LMRC, the types of issues to be discussed and whether the information needed to be clear & concise or should it be hypothetical. The Union advised the Employer that the membership is not feeling confident with the LMRC committee and feel that their issues are not being addressed. The Employer referred the Union to the terms of reference document for the Committee in addition to providing information on how issues have historically been discussed at LMRC. The employer noted that the LMRC is a venue for raising issues; however, not all issues will be resolved through these discussions.

#### **5.4 Union Observing**

The Union informed the Employer of their continuing concerns regarding the notification and scheduling of union observers. The Union put the Employer on notice that future observers may not be employees of Kwantlen. The Employer responded that there has been a long standing practice of Kwantlen employees being the observer and that the use of external observers was concerning for the Employer and that the Union was precluded from taking this step as the Union had failed to achieve this change in bargaining. The parties agreed to continue to work through the concerns.

Action: The Employer to send requests for union observers for each competition separately.

**Meeting adjourned at 3:30 p.m.**

**Next LMRC meeting is scheduled for November 19, 2008.**