

BCGEU Labour Management Relations Committee
Minutes
Wednesday, April 15, 2009
Surrey Campus

Present: Monica Wyllie (CHAIR) Regrets: Shawn Cahill
 Jeff Brown
 Andrea Davis
 Jim Murray (*Kathy Finn on leave*)
 Maurice Bedard (*Observer*)

Linda Heska
Jody Gordon
Ann Moniz
Jas Parmar
Gordon Lee
Laura Legg (*recorder*)

1. Welcome

2. Additions to Agenda

2.1 Appendix B (BCGEU Positions and Respective Pay Levels)

2.2 Notice Board – Timely Notification

3. Minutes of Previous Meeting

The minutes of the February 18, 2008 meeting were adopted as read and will be posted on the HR webpage.

4. Review Action Items

4.1 LMRC Meeting Process

This issue is pending.

4.2 Sick Leave Report

This issue is pending.

4.3 Article 30.10 (Notification to Employee and Union)

The parties have agreed to continue discussions on this item.

4.4 BCGEU Chair Release Time (Art. 3.11)

Employer responded to the Union's concerns. This matter has been concluded.

4.5 LOU #11 (Labour Market Adjustment)

LMRC members met with Science Group on March 30th. A working group is to be created to meet with the Employer rep and HR Consultant.

Action: Union to provide names of individuals from the Science “working” Group to Employer.

4.6 JJEC Process

The Employer reported that the Joint Job Evaluation Committee (JJEC) will be meeting on April 16th and will be preparing their response to the LMRC memo at that time.

Action: The JJEC response to be circulated to the full committee and reviewed at the May meeting.

4.7 BCGEU membership meeting dates

The fall membership meeting will be held on October 21, 2009. This item is complete.

4.8 Lay-off Procedures

The Employer anticipates, at this time that no lay-offs are due, based on the planned budget.

Action: Union requested that the Lay-Off meeting be deferred to the Fall. The Employer agreed.

4.9 Union Space

The union office space at Surrey Campus is located in room G2050. This item is complete.

4.10 LOU #9

The Union gave the names of three individuals assigned to the sub-committee. The sub-committee to meet to list issues/concerns.

Action: Employer to supply names of three representatives to sub-committee by May 15th.

4.11 PD Fund

The Union advised that this matter has been completed.

4.12 Student Job Descriptions

A student job description template has been created and approved.

Action: The Human Resource Consultants will send out student job description forms to their clients.

5. New Business

5.1 LMRC Agenda

It was agreed at this meeting that the HR Admin is responsible for requesting, gathering and distributing agenda items.

5.2 Professional Development for Specialized Positions

The parties discussed how best to keep the PD Committee informed of what positions qualify as specialized.

Action: A list of Specialized Positions will be posted on the common drive, as a “Read Only” file. The parties also agreed that the list would not include incumbent names.

5.3 Timing of Agenda Items

Agenda items to be provided to the HR Admin in advance of the meeting, where possible. Agenda items provided on the day of the meeting can be brought forward to the next meeting. Meeting minutes adopted at subsequent meeting.

5.4 Appendix B (Positions & Pay Levels)

The Union expressed concern that the list is not current. Employer provided information on where the updated information is housed.

5.5 Notice Board

The Union voiced concerns regarding the timeliness of some Notice board announcements. Specifically, the timing of the notices in some cases precluded BCGEU members from attending an event. The Union requested that re-occurring announcements on the Notice Board be marked as “Reminder”.

6. Other:

6.1 Appeal to LMRC

The co-chairs of the LMRC received an email from a group of individuals regarding the denial of PD funds. The parties discussed the appeal. One member of the LMRC abstained from participating in the discussion as there may be a perceived conflict of interest.

Action: A response from the LMRC to be written and provided to the appellant group.

Meeting adjourned at 3:30 p.m.

The next meeting is scheduled for Wednesday, May 27, 2009, Surrey Campus.