

Joint Administration Dispute Resolution Committee

March 16, 2000-03-16  
CIEA Offices  
Suite 301, 555 West 8<sup>th</sup> Avenue  
Vancouver, BC V5Z 1C6

In attendance: Bonnie Pearson, George Davison, Stu Seifert,  
Debbie Offermann, Rob Huxtable, David Piasta, Danny  
Bradford, Leo Perra, Valerie  
Cochran, Edwin Deas, Barry Bompas, Trudy Parks, Martin  
Gerson

Absent: Derek Francis

Recorder: Gae Sellstedt

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1. Call to Order

The meeting was called to order at 8:40 am. It is noted that Danny Bradford from Selkirk College is participating in the meeting as an alternate for Doug Dorward.

2. Approval of the Agenda.

Three items were added to the Agenda under New Business

- i) JET Committee – Report from Martin Gerson
- ii) Confirmation of Next Meeting
- iii) Schedule of Meeting Dates for the Fall

The Agenda was approved as amended.

3. Approval of the Minutes of the Meeting of January 20, 2000.

5 i) Northern Lights Placement on Scale – page 2, 4<sup>th</sup> paragraph, change to read:

“After discussions with both G. Larsen and M. Telford to clarify the positions of both sides, while there was agreement that new hires should be placed on the current scale, the Unions and Employers remained apart on the remaining matters of clause 27.17.”

page 2, 2<sup>nd</sup> paragraph – remove the word “local” so the sentence now reads:

“The Employers’ response was that, in order to maintain consistency in the evaluation and placement of all faculty, new hires after April 1, 1997 had their placement level determined under the existing local agreement language and were subsequently converted to placement on the new scale”

The Minutes of the Meeting of January 20, 2000 were approved as amended.

4. Business Arising out of the Previous Minutes

i) Regularization Report

Kwantlen University College is scheduled to proceed with the arbitration hearing with Don Munroe on March 28<sup>th</sup> and 30<sup>th</sup>.

The next likely institution to go before Don Munroe will be Okanagan University College. Mr. Monroe advised he would be contacting Eleanor James and Peter Sheen's office.

Information has been sent out with respect to alternate arbitrators but local parties haven't agreed at this point. From the BCGEU perspective, cases lined up to go to arbitration may have some movement by way of Mr. Munroe's comments in concluding the Malaspina University College arbitration.

ii) Anomalies – There is a new Minister for the Post Secondary Sector and it may be appropriate to set up a conference call to talk about the magnitude of the problem and determine if there is any appetite on government's part to proceed with this initiative. There is concern that we may have let the window of opportunity close.

iii) Revised Policy Statement – Article 3.2.4

The revised Policy Statement was circulated by e-mail. Before the policy statement is re-circulated to the Institutions and Unions, Gae is to:

- a) Update the dates in the example
- b) Amend "final submission to JADRC" to say "10 days before JADRC meeting date"
- c) Add the fall dates to the schedule
- d) Add submission dates (deadlines)
- e) Highlight the area of asking for submissions by e-mail

The main issue in updating this policy statement is to clarify item #7.

JADRC agreed to the Policy Statement as amended above.

5. New Business

- i) Okanagan University College Faculty Association – File #23-00-01-14. Unfortunately, the invitation to OUC to attend the meeting was overlooked. Eleanor James was contacted to ask if OUC would be willing to participate by teleconference; however, they declined saying that they felt unprepared to deal with the issue at such short notice. The matter is deferred until the April 13<sup>th</sup> meeting.

- ii) Review time lines re Investigators and possibility of adding additional names to the list.

The current Investigators have expressed concern over the limitations with respect to time lines in the Common Agreement. A clarification statement has been forwarded to them to give them a comfort factor and latitude with the time constraints. The Unions suggested that we may diminish our objectives by adding additional Investigators to the list. The current Investigators will be canvassed to see if the bulletin is of assistance to them; if so the list will remain as is, however, if the answer comes back "no", then JADRC will consider additional names.

If the Investigators are comfortable with the interpretation bulletin, it may be worth while to send out a note to the Human Resource people reminding them that when they're looking for an Investigator, they have some latitude.

- iii) Medical Travel Referral Benefit

JADRC is in disagreement with respect to the coverage of the benefit.

The Unions are of the opinion that the benefit is system-wide and the Common Agreement refers to "improving the benefit". There was nothing at the table to indicate otherwise. From BCGEU's perspective, it is system wide and the benefit has been implemented in a number of institutions.

The Employers read the Common Agreement to say "improving and increasing" the benefit and since only three institutions had a medical travel benefit, it is applicable only to those institutions.

Another area of concern is the per diem rate of \$125 and whether or not it is receipted or unreceipted.

JADRC reviewed Mercer's spreadsheet and determined that it would be appropriate to discuss how and why the Plan Design Guidelines were developed.

The Employers also want to speak to members of their bargaining team to get further clarification.

JADRC agreed to table the matter until the meeting scheduled for April 13, 2000.

- iv) JET Committee – Update from Martin Gerson

Martin advised that the Committee met on Monday, March 13, 2000 and expected to file an interim report with JADRC in April which is in compliance with LOU #5 of the Common Agreement.

He also advised that a questionnaire will be going out to Institutions within the week to gather information re labour practices and labour relations issues as they exist in the province. The purpose of the questionnaire is to come to some agreement to an approach to provide guidance to Institutions at the next round of bargaining.

The Committee expects to complete the project prior to the summer break.

v) Confirmation of Next Meeting

Due to Easter falling on Friday, April 21<sup>st</sup>, JADRC agreed to move the JADRC meeting to the previous Thursday, April 13, 2000.

vi) Schedule of Meeting Dates for the Fall

JADRC agreed to move the meetings to the second Thursday of the month beginning in September. The fall meetings dates are:

Thursday, September 14, 2000

Thursday, October 12, 2000

Thursday, November 9, 2000

Thursday, December 14, 2000

There being no further business, the meeting adjourned at 10:30 am.