

POST SECONDARY EMPLOYERS' ASSOCIATION

Joint Administration Dispute Resolution Committee (JADRC)

May 11, 1999

**CIEA Offices
555 West 8th Avenue
Vancouver, BC V5Z 1C6**

In Attendance: Valerie Cochran, Barry Bompas, Derek Francis, Trudy Parks, Bonnie Pearson, Debby Offermann, George Davison, Rob Huxtable, Stu Sieffert

Regrets: Leo Perra

Recorder: Gae Sellstedt

The meeting was called to order at 2:40 pm following an off-the-record, without prejudice, informal meeting of the JADRC members to discuss the regularization language of the common agreement.

Agenda

The Agenda was amended:

Under New Business add "Formal response to G. Dalcourt's memorandum of April 22, 1999."

Under Business Arising out of Previous Minutes, add: "Role of Alternates"

The Agenda was accepted as amended.

Minutes

1. Counsel and Membership:

Page 2, bullet 2 – add the words "pursuant to 3.2.6 (f)."

2. Harassment

Table the issue re Article 2 until the June 16, 1999 meeting.

3. Article 3.3 and 3.4

Page 2, Counsel and Membership:

Add a third bullet to read:

Under Articles 3.3 and 3.4, the local parties will decide who will present to the umpire.

4. Meeting Schedule/Locale

Add "JADRC can agree to additional meeting dates as required."

5. Matters of Confidence

Add under paragraph 3 "The Employers advised the Unions that they were required to check with their principals on a regular basis and this may slow down the process."

6. Harassment Investigators

Add to paragraph 2: "The first investigator available within a 2 week window will be selected"

7. Change "Seifert" for correct spelling.

The Minutes were approved as amended.

It was agreed that Minutes would be circulated only after they have been reviewed and approved by JADRC.

Harassment Investigators

The Unions presented a list of potential Investigators:

- Catherine Sullivan
- Gwen Brodski
- Maureen Headley
- Margerite Jackson

The Employers presented a list of potential Investigators:

- Barbara Brown
- Leslie Roman
- John McConchie
- Hanna Jensen
- Richard hart
- Paul Bodie
- Deborah Sigurdson
- Rose Lee
- Sylvia Porter
- Ruth Martin
- Rebecca Frame
- Patricia Janzen
- Gail Forsythe

A discussion took place regarding contracts with the Investigators. It was agreed that the local parties should be responsible for the contract. It was also noted that there are Terms of Reference within the Common Agreement that would give the

contractor(s) their jurisdiction. Valerie Cochran and Derek Francis will come up with a list of potential areas of concern.

The Unions and the Employers will research each other's list for further discussion and agreement on a final list of five (5) Investigators.

Umpires

The Unions presented a list of potential Umpires:

- Don Munroe
- Joan Gordon
- Bob Blasina
- Vince Ready
- Kate Young
- Rod Germaine

The Employers advised they did not have a list available and would forward a list the following morning.

Electronic Registry

The Unions advised that since they have no way of knowing whether or not the Electronic Registry is working, they will periodically check with institutions.

It was noted that layoff notices should include information regarding accessibility to the system-wide Electronic Registry. The Unions advised they are intending to send out a communication to the institutions regarding this issue.

The Employers advised they would prefer to have a password set up for accessing the Registry rather than going through the local Human Resource Department.

The PSEA is to send out a notice to all of the Human Resource Departments of the Institutions advising them of their responsibility to explore the possibility of labour force adjustment strategies outlined in Articles 6.4.1 and 6.4.2 prior to proceeding to Article 6.4.3. A copy of the notice is to be forwarded to Bonnie Pearson and Debby Offermann.

Role of Alternates

The Unions and Employers agreed that, for purposes of continuity, alternates should be able to attend JADRC meetings, without voice.

The Employers advised they appointed Edwin Deas and Martin Gerson as alternates.

The Union has not yet appointed alternates and will advise.

Referral from OUCFA

The Unions and Employers agreed to defer the referral from OUC. The tentative date set for the next JADRC meeting, to deal specifically with this matter, is Tuesday, May 18th at 1:30 pm.

The Employers are holding a teleconference on Monday, May 17th at 10:00 am to further discuss the issues under Articles 3.2.4 and 6.1. The Employers will advise the Unions after the teleconference and on that same day if there is a point to holding the May 18th meeting.

Response to Guy Dalcourt's April 22, 1999 Memorandum

The Unions felt it is important for them to respond to the comments outlined in the memorandum as follows:

1. There is agreement that the objective in Article 6.1 is to have resolution of regularization and the process of each Institution may be different.
2. The Unions and the Employers are in disagreement regarding the April 1, 2000 date. The Employers are of the opinion that they are working towards regularization for that date; the Unions are of the opinion that everyone who is eligible would be regularized by that date.
3. The third and fourth point (Page 2, bullet 1 & 2): the Unions advised they are reading this as one point. They disagree that Article 6 requires "a balancing of employer and employee interests".
4. Bullet 4, page 2 – "The outcome of" Unions agree.
5. Bullet 5, page 2 – " Local parties....." Unions agree.
6. Bullet 6, page 2 – "Current clauses....." – Unions disagree.
7. Bullet 7, page 2 – "An employee grievance....." The Unions advised they were unsure of the intent of this paragraph.

Next Meeting

The next scheduled meeting is at the CIEA offices on Tuesday, May 18, 1999 at 1:30 pm unless cancelled by either party.

The meeting adjourned at 4:00 pm.