

*Joint Administration Dispute Resolution Committee*

*CIEA Offices  
Suite 30, 555 West 8<sup>th</sup> Avenue  
Vancouver, BC*

*Thursday, October 12, 2000  
9:30 am*

**MINUTES**

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In attendance: Bonnie Pearson, Debby Offermann, Rob Huxtable,  
George Davison, Stu Seifert, David Piasta, Valerie Cochran,  
John Waters, Barry Bompas, Dale Dorn, Edwin Deas,  
Derek Francis

Absent: Martin Gerson, Doug Dorward

Guests: Marlene McCallum, John Pugsley

Recorder: Gae Sellstedt

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1. Call to Order

The meeting was called to order at 9:45 am

Valerie Cochran introduced Dale Dorn as a new member of JADRC. She clarified that this appointment is still to be clarified pending confirmation by PSEA.

2. Approval of the Agenda

One item was added to the Agenda under 4 vii) – Labour Adjustment Report

The Agenda was approved as amended.

3. Approval of the Minutes of the September 14, 2000 Meeting.

Two changes were noted:

Attendance: Danny Bradford should be in attendance as a guest. Add Liz Lindsay as a guest.

Item 5 i) Should state "Karen Green made a presentation for VCC and Liz Lindsay attended for VCCFA".

The Minutes of the September 14, 2000 meeting were approved as amended.

#### 4. Business Arising out of the Previous Minutes

##### i) Article 9.2.1.(d) Dental

The Employers faxed a copy of Amy Laverok's February 1, 1999 memo to the Unions that clarified that the nine-month limitation on cleaning does not apply to scaling. The nine-month limitation applies to three procedures:

- Polishing
- The application of fluoride
- The "recall" itself

The Unions advised that they have not circulated the memo to the locals but will canvass their members to see if scaling or other procedures have been a problem.

The Employers contacted Maritime Life through Wm. Mercer Ltd. and advised that Maritime is requiring the employees' institution to provide a note explaining why the exception is being sought. The exception is not granted on request or demand of the dentist, rather it is granted on the recommendation of the dentist and the documentation.

JADRC agreed that their understanding of the exception does not involve the institution and is upon the dentist's recommendation. JADRC was also advised that exceptions for polishing fluoride application/recall services needed more frequently than every 9 months would be rare.

The Unions want to acknowledge that they had received the memo from John Waters but they do not accept the Mercer/Maritime interpretation reported in John's memo dated October 6, 2000. The Unions do not have a problem with the February 1, 1999 memo. The February memo will be circulated following clarification of the role of the institutions.

The Employers suggested that the PSEA Employee Benefits Advisory Committee (EBAC) deal with this issue and advised that they are only conveying information received.

The three concerns are:

- i) Process by which exceptions are sought and in particular the involvement of institution;
- ii) Role of dentist in the process of exceptions being granted – i.e. dentist referral recommendation should be determinative.
- iii) Likelihood of any exceptions being granted

##### ii) Medical Travel Referral Update

JADRC wishes to look at the language in more detail and determine whether pre-existing policy is restricted to BC. The item is tabled to the November 9<sup>th</sup> meeting.

iii) Harassment Investigators

The harassment investigators were originally invited to this meeting, however, issues were raised regarding confidentiality and payment for their services.

It was agreed to put the invitation on hold and suggested that it may be appropriate for a small working group to meet with the investigators on an individual basis.

The Employers advised they would be prepared to take the issue of payment to their Executive Committee; the BCGEU advised they would not be inclined to participate.

iv) JET Report Update

The report was received and was tabled until the November 9<sup>th</sup> JADRC meeting.

v) VCC Union Leave – File #26-00-06-05

The Employers advised that VCC has an open-ended entitlement for union leave. VCC is prepared to give the union a choice – i.e. the language in the local agreement or the language under article 3.6.2 of the Common Agreement but not both. Should they choose their local agreement and the amount at the end of any one year is not equivalent to ¼ time, VCC will top it up for actual leave for the purposes specified in Article 3.6.2.

The Unions advised they were in disagreement.

The Unions asked that PSEA provide them with VCC's position and their interpretation of Article 3.6.2 in writing. Pending that interpretation they may file a policy grievance.

vi) Succession Planning

The Employers advised that Dale Dorn will be the CEO representative for the Employers on JADRC pending confirmation of PSEA.

5. New Business

Since this is the first time that both parties are meeting under the revised structure where committee members are committee members and presenters are presenters, JADRC agreed that both the unions and employers as well as presenters should remain for periods of clarification to hear discussions among the parties before they caucus.

JADRC agreed that the Policy Statement on 3.2.4 should be revised to reflect the change.

i) OUCFA – Article 6.4 Layoffs – File #28-09-13-00

OUCFA filed a submission stating their disagreement with OUC's position that the lay-off language of Article 6.4 of the Common Agreement must operate coincident with any lay-off provisions in a local agreement.

John Pugsley made a presentation outlining the details of the events leading up to the layoff notice of Mark Wilkey. Marlene McCallum represented the Employer and answered questions as presented.

JADRC agreed they have a fundamental disagreement on the process of Article 6.4 and will table a further discussion to the November 9<sup>th</sup> meeting.

There being no further business, the meeting adjourned at 12:42 pm.