

Joint Administration Dispute Resolution Committee

*CIEA Offices
Suite 301, 555 West 8th Avenue
Vancouver, BC*

*Thursday, September 20, 2001
9:30 am to 12:00 noon*

MINUTES

In attendance: David Piasta, George Davison, Dan Bradford, Frank Cosco,
Valerie Cochran, John Waters, Derek Francis

Regrets: Barry Bompas, Dale Dorn, Edwin Deas, Stu Steifert,
Debby Offermann

Recorder: Gae Sellstedt

1. Call to Order

The meeting was called to order at 9:45 am

2. Approval of the Agenda

Remove item 5(b) – Interpretation of Overload Provision from the Agenda.

The Agenda was approved as amended.

3. Approval of the Minutes of the July 19, 2001 Meeting

The Minutes were approved as circulated.

4. Business Arising out of the Previous Minutes

a. Harassment Investigators

Susan Paish advised that she cannot accept the nomination as Harassment Investigator.

JADRC agreed to accept John McConchie as a Harassment Investigator.

JADRC agreed to reject Rusty Rustemeyer as a Harassment Investigator.

b. STIIP and Use of Sick Leave Banks

JADRC had a lengthy discussion on the topic and realized that there has been a misunderstanding on the "top-up" issue in that the use of sick leave banks would be limited to the period of STD only (and would not include LTD as the Employers thought). This would mean that the 30% top-up would be for 6 months less the 30 calendar days which would result in a sick-leave bank being drawn down by 105 days x .3 of a day. The Employers agreed they will go back to the Carrier to see if this new information would change the Carrier's advice that it would enforce the "claw-back" clause in the contract.

The issue is tabled to the next meeting.

c. New Policy for JADRC

Tabled to the next meeting. John Waters will circulate a draft prior to the next meeting.

d. Selkirk College – Referral to Arbitrator

Selkirk College has withdrawn its referral to JADRC and has requested that the issue proceed to arbitration. The Union disagrees with the employer's decision, however, recognizes that there needs to be agreement by both parties for JADRC to assist the parties in reaching a settlement of the dispute. An Arbitrator has been appointed through JADRC.

e. Labour Adjustment Funds Reporting

The Unions had some concerns about the direction given to institutions by PSEA with respect to information that is to be provided local unions on the use of labour adjustment funds. JADRC agreed that J. Waters will draft a template as part of the employers' responsibility to meet compliance with Article 6.5 of the Faculty Common Agreement. The template will guide the Employers in reporting on the specific use of the institutions' labour adjustment funds and will require that the following information be completed:

- Name, if Faculty Member
- Identification number for Staff and Administration personnel
- Identify the Group
- Specific purpose of expenditure
- Amount of expenditure

The template will be forwarded to the Unions for their review before it is sent out to the System.

V. Cochran advised that she will also bring this issue to the next Human Resource group meeting.

5. New Business

a. Langara College – Harassment Investigation

Langara College and CIEA have agreed to postpone their submissions in respect of this matter and have requested that the issue be placed on the October JADRC agenda. The issue has arisen out of the 1998 Faculty Common Agreement. The Committee discussed whether or not it is appropriate for the current JADRC to deal with this issue. JADRC agreed that they will ask the local parties how they wish to proceed.

b. Withdrawn from the Agenda

c. Extension of September 30th Date re Opting In/Out of Disability Plan

JADRC agreed to extend the date regarding opting in/out of the Disability Benefits Plan to November 30, 2001. A Memorandum of Agreement will be drafted for signature by both Parties.

Next Meeting

The next meeting will take place on October 18, 2001 at the CIEA office from 1:00 pm to 4:30 pm.