

**MCMASTER UNIVERSITY AND CAW  
LABOUR MANAGEMENT COMMITTEE**

Tuesday, September 21, 2010

Present for CAW: M. Root, B. Couchman, A. Bijak, H. Murray, E. Heikoop

For the University: L. Newton, T. Carr, T. Taylor-O'Reilly

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**MINUTES**

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1. Minutes of the Previous Meeting / Action Item Review:

Minutes reviewed and approved. University to post approved minutes on the workingatmcmaster.ca website.

The Union provided the following response to the past agenda item of: Alternate Email Address for Employee on Layoff. The proposed solution was turned down by the Union. As per the Collective Agreement, a mcmaster.ca email address is a term of employment and when an individual is on layoff they remain an employee of the University.

The University will follow up with University Technology Services (UTS) again for alternative solutions and report back at the next LMC.

The Union requested an update on the status of the policy on Pre-Retirement Reduced Workload currently being rewritten. The University will provide an update at the next LMC.

2. 903 Report Errors:

B. Couchman discussed a number of errors discovered on the August reports to the Union from the University including address irregularities, incorrect off-campus locations, and individual discrepancies. It was confirmed that these issues have since been addressed and are being resolved by Human Resources Services and UTS.

3. Priority Placement Paper Assessment:

B. Couchman raised concerns with the current paper assessment being completed for those on Priority Placement with respect to recent job postings. It was suggested that paper assessments have focused too heavily on schooling requirements of the vacant position, when length of experience and gained qualifications should also be weighed. This has been prominent within the Faculty of Health Sciences.

The University is to follow up with Kim Smith regarding the Priority Placement training sessions offer to Managers during May of 2010 to determine if additional sessions should be held. Additionally, the University is to consider preparing briefing notes on the training provided for all Managers involved in the hiring process.

Feedback will be provided to the Union prior to the next LMC.

4. Displacement and Obligation to Members:

B. Couchman discussed the displacement process for members on layoff. Should a member choose to accept a Limited Term Appointment while on layoff, a question exists as to whether the individual loses their rights to displacement if elected at time of layoff. The Union would like to ensure that members are aware of this possibility should an individual opt for displacement and then accept a Limited Term Appointment during their notice of layoff period.

The University will take this issue back to Employee/Labour Relations and respond at the next LMC.

5. Other Business:

The Union has asked the University to address Long Term Disability (LTD) at the next LMC. The University will be provided with concrete examples prior to the next LMC to better understand the situation(s) and issue(s) to be addressed.

6. Next Meeting:

The next meeting is scheduled for November 29, 2010.