

MCMASTER UNIVERSITY AND CAW LABOUR MANAGEMENT COMMITTEE

Monday, November 29, 2010

Present for CAW: M. Root, E. Heikoop, A. Bijak

For the University: L. Newton, G. Tierney, T. Carr

MINUTES

Meeting started at: 1:10pm – Chair: Matt Root

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

Minutes reviewed and approved. To be posted by the University on the workingatmcmaster.ca website.

The University provided the following response to the past agenda item of: Alternate Email Address for Employee on Layoff. As the proposed solution was turned down by the Union at the previous LMC, the University spoke with University Technology Services (UTS) for another solution and no other secure solution exists. M. Root noted that a member's mcmaster.ca email address is most likely their primary email address and required for communication purposes while on layoff.

T. Carr inquired if members would be agreeable to an appropriate out of office message if their account access was to be maintained. The Union was in agreement with this suggestion if it allowed the individual's email account to remain operational.

The University noted that the concern is from the department level at time of layoff. A separate conversation is required between parties as this may be dealt with on a case-by-case basis going forward. The University will investigate at both the department-level and with UTS for the most appropriate solution.

2. 903 Report Errors:

M. Root noted that the Union is still encountering similar errors with the reports as previously discussed. Employment statuses are not reflected properly on all reports when received.

L. Newton confirmed that the 903a report is run on Wednesday night by the HRIS system, while the remaining 903 reports are run manually by the Human Resources Services Centre the following day, therefore, any changes made to an employment status after the 903a report has run, will appear on the remainder of the reports run Thursday.

M. Root inquired if all reports can be run at the same time.

The University is to follow up with the Human Resources Services Centre and provide feedback prior to the next LMC (if available).

3. Priority Placement Paper Assessments:

The University held three training sessions for managers in the spring of this year. It was disclosed that 73 managers attended these training sessions. An additional session was run for those within the Faculty of Social Sciences, and additional one-on-one training has been provided to those who were unable to attend the sessions upon request.

The University is preparing a briefing note on the training that will be distributed to managers in the coming months.

4. Displacement and Obligation to Members:

G. Tierney spoke to previous discussions of this issue in regards to Article 17.07a of the CA, in conjunction with 17.06f. Should a member choose to accept or decline a Limited Term Appointment while on layoff, 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 understands the implications of this scenario and may be able to work further on this issue with the Union. Within the old collective agreement, a member maintained their rights to displacement if they declined a Limited Term Appointment. Both parties will discuss further and report back at the next LMC.

5. Other Business:

The University provided an update on the Pre-retirement Reduced Workload policy. It is now a University-wide initiative to review all policies, particularly those which fall to Human Resources Services. The above-noted policy is currently being revised and a preliminary review is to be completed by the end of March 2011. Policies which do not require additional revisions will be put through for approval. Those that require additional review are expected to be submitted for approval by the end of April 2011. The University will report back on the finalized plan by the next LMC.

A. Bijak inquired about the University's update on Long Term Disability (LTD). The University was unable to speak to this topic as examples were not provided by the Union as per the request at the previous LMC.

6. Next Meeting:

The next meeting is to be scheduled for February 2011.