

# CONTRACT INTERPRETATION MANUAL

## Article 8 UNION / MANAGEMENT COMMITTEE

### Interpretation Guidelines

The requirement to set up a joint Union/Management Committee (U/M) is based on Section 53 of The Labour Relations Code. The purpose of the Committee as set out in Section 53 is to "... promote cooperative resolution of workplace issues, to respond and adapt to changes in the economy, to foster the development of work related skills and to promote workplace productivity".

The PCA provision is more specific to the concerns of nurses by including in the purpose the requirement to discuss matters "... pertaining to the improvement of quality health care and safe nursing practice". The committee meets to discuss any matters pertaining to BCNU members at the worksite (except grievances). For example, the committee can investigate workload problems, concerns over policies, morale, staffing and the need for inservices.

The U/M Committee is another avenue, along with the Professional Responsibility Committee (Appendix KK) and OH&S Committee (Article 32) to discuss workload issues (no longer part of the PR process as of 2019) and other issues, such as improvement of practice environments and education, related to safe nursing practice and the provision of quality health care.

Agreements reached as a result of discussions in these meetings are not binding on either party.

LROs do not normally attend U/M Committee meetings as a regular expectation of their duties. Your Regional Executive can be contacted for additional assistance.

The intent is that the Union representatives on this committee be limited to the worksite Stewards as it provides a mechanism for the local Stewards and the Employer to work together in resolving problems before they become grievances.

Stewards are to be provided with time on duty for attendance at U/M Committee meetings. Stewards attending U/M Committee meetings on their days off are paid at straight time rates of pay. In addition, Stewards can also request reasonable time while on duty to prepare for the meeting (Article 6).

Most bargaining units set up a yearly schedule of monthly meetings. Additional meetings may be necessary to address urgent issues.

It is recommended that other meetings with management and activities associated with the duties and responsibilities of Stewards in Article 6.04 be scheduled on the same day to facilitate provision of backfill. In some areas they hold the U/M Committee meetings of several worksites on the same day at a central worksite and the Stewards from all the worksites attend together. The Employer pays for travel time and reimburses the Stewards for associated travel costs such as mileage.

Where the Employer requires the Stewards to travel to another worksite for U/M meetings, the Employer is required to reimburse for all associated travel costs and pay including the time spent in transit (Article 6).

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The Union takes the position that the Employer bears the responsibility to provide backfill for the time Stewards spend attending U/M meetings while on duty, particularly if the meetings are at a different worksite from where they work.

## Meeting Tips:

1. Ask your Employer to assign a recorder, who is not a committee member, to record and circulate minutes in a timely fashion. This increases accuracy and frees committee members to focus on their responsibilities.
2. Rotate the chair between the Employer and Union.
3. Pre-circulate minutes, agenda, and any materials necessary to understand an Employer presentation.
4. Follow meeting guidelines to increase efficiency (rules of conduct).
5. Have a Union caucus before each meeting with the Employer.
6. Have minutes reflect who is responsible for action issues discussed.
7. Check at the beginning of the meeting for acceptance of the agenda.
8. Stick to the agenda.
9. Speak to other BCNU Stewards who are experienced in various committees for advice and suggestions.
10. See Steward Resources Toolkit for information on meetings.

## Additional Resources

### Legislation

1. Labour Relations Code, Section 53 – Joint Consultation.

## Footnotes

Article	8
Sub-Article	8.01, 8.02, 8.03, 8.04, 8.05, 8.06
Last Update	31-03-21
Related Articles	6, 32, Appendix KK