

**Union/Management Committee Minutes
April 9, 2009**

From the Law Society

Jeanette McPhee
Donna Embree
Adam Whitcombe

From the PEA

Carmel Wiseman
Jack Olsen
Frank Greenlay

1. Call to Order

The meeting was called to order at 9:30 a.m.

2. Approval of the Agenda

The agenda was approved as presented.

3. Approval of Minutes

The minutes as amended by Ms. McPhee in her email of April 6, 2009 were approved.

4. Administration of Overtime

The Law Society advised that it will communicate to its managers that arrangements to permit lawyers to take time off when they work in excess of 35 hours a week should be flexible and should take into account both the Law Society's operational requirements and the wishes of the lawyer in question.

5. Bargaining Unit Work: new excluded positions: follow up from March 3

The Law Society has sent job descriptions to the PEA, which will consider them and respond at a future date.

6. PLC staffing: follow up from March 3

The Law Society confirmed that Doug Graves has been hired to fill the one vacant position. Ms. McPhee will check with PLTC and advise the committee with respect to the planned posting of the other position which has become vacant.

7. Olympics – telecommuting: follow up from March 3

The Society is continuing to look at this issue as more information becomes available about whether employees can get to work in a reasonable time during the Olympics. The Law Society clarified that its position that employees will not be permitted to telecommute during the Olympics is not intended to affect existing telecommuting arrangements, and existing arrangements may continue during the Olympics, subject as always to operational needs.

8. Joint Job Evaluations: follow up from March 3

In response to the PEA's invitation to the Society to conduct a joint job evaluation in preparation for the next set of negotiations between the parties, the Law Society indicated it is not prepared to agree to such a process at this time. However, the Society is prepared to consider representations from the PEA about changes to the current classification system.

9. Telecommunications equipment: follow up from March 3

The minute recording this discussion is still under discussion.

10. Joint Safety Committee: follow up from March 3

The Law Society agreed to implement the legislative requirements for the Joint Safety Committee, with one member of the Committee appointed by the PEA.

11. Term Employees: follow up from March 3

The Law Society advised that it proposes to implement section 23.2 of the collective agreement by having term employees participate in the Society's RRSP benefits on the same terms as regular employees.

With respect to long term disability benefits, the Law Society said it is considering paying the difference between what a term employee pays for his or her own benefits and the amount he or she would pay to participate in the Law Society's plan. The Law Society is still considering this.

The Law Society is also considering how to deal with the entitlement to short term disability benefits and asked for PEA comments on this issue.

12. Dates for bargaining: follow up from March 3

The Law Society advised that it would not have representatives available for bargaining in June 2009, but expected to be able to commence bargaining in September 2009. It was agreed that both parties will try and set aside some dates for the fall of 2009 as soon as possible.