

RECOMMENDATIONS REGARDING REVISIONS TO UBC POLICY 64

TITLE: NON-PERFORMANCE OF WORK DURING A LEGAL STRIKE

The Association of Administrative and Professional Staff of the University of British Columbia (AAPS) is gravely concerned about the proposed revisions to UBC Policy 64.

The proposed revisions create a “free-for-all” scenario where AAPS members may be required by the University to cross picket lines and perform duties that they are not trained to carry-out. This lack of training will create an unsafe work environment that may cause physical harm to employees.

The implications of the policy revisions cause us concern for the health, safety, and wellbeing of the over 4,000 AAPS members who are management and professional staff at UBC.

We are disappointed that the University chose to release this revised policy without explicit consultation with AAPS.

We are also concerned that the proposed language in UBC Policy 64 is inconsistent with the Collective Agreement between AAPS and the University as well as the labour code.

Finally, we are frustrated that M&P employees have been singled out in this revised policy. There are many professionally represented and not professionally represented employee groups on campus. Why does the University single out M&P employees? What about clinical faculty members and non-union research technicians? This policy is yet another example of the University’s attempts to take advantage of dedicated staff members.

The University of British Columbia Board of Governors should send UBC Policy 64: Non-Performance of Work during a Legal Strike back to University Counsel for revisions and consultation with employee labour relations groups, specifically the Association of Administrative and Professional Staff of The University of British Columbia.

ADDITIONAL SPECIFIC RECOMMENDED CHANGES

1. Remove 4.3.2.2 that states “where M&P employees are required to perform essential services as described in Section 4.3.1 of this Policy, the University may instruct other M&P Employees to backfill the work carried out by the M&P Employees who are occupied providing essential services.”
 - This section of the policy creates a loophole whereby AAPS members can be instructed by the University to perform jobs that are not needed to maintain

core/basic/essential/minimal services. Backfilling any/all tasks and duties is not in the spirit of this policy and will easily be abused.

2. Clarify language in the policy revisions, for example: “basic student services,” “core services,” “essential services,” “adequate essential services,” and “minimal services”. Such vague and inconsistent language as presented in the proposed revisions will lead to unnecessary confusion, overreaching, and threats to health and safety.
3. Ensure that language in proposed policy is consistent with language in the AAPS Collective Agreement.
 - Article 14.7 was agreed to in 1995. The language in the Collective Agreement shall prevail if it differs from the revised policy language.
 - Language in the revised policy should remind the reader of the University’s obligation to consult with AAPS regarding the scope of “adequate essential services.”
4. Insert language that emphasizes the importance of health, safety, ability, and qualifications to do the job /duties the University may ask an AAPS member to perform during the event of a legal strike. Language should emphasize an employee’s right to say no and protection against future repercussions for saying no.
5. Include a reference to professional employee associations in the Background & Purposes section of the proposed revision. This language should be included to clarify for readers that while there are unionized and non-unionized employees on campus, there are also employees represented by a professional association. For example:

“In addition, the University employs many non-unionized employees as well as those represented by a professional employee association.”

6. Clarify in the policy how members who work at locations where non-UBC employees could legally strike are supposed to act.

About the Association of Administrative and Professional Staff of The University of British Columbia

The Association of Administrative and Professional Staff of The University of British Columbia (AAPS) is the professional association for the Management and Professional Staff group at UBC.

Management and Professional Staff (M&P Staff) play critical roles in every function of the University. Their leadership and professional expertise are essential to a world-class institution of learning, research, innovation, and community engagement.


AAPS members are highly qualified professionals overseeing information technology; conducting and facilitating research; directing academic and community programs; managing facilities and infrastructure; guiding and supporting students as academic advisors, counsellors, coaches, program administrators, career and co-op advisors, and travel abroad program coordinators. AAPS members lead industry initiatives and seek partnerships with the broader community for economic development, education, and communication.

AAPS is the legal bargaining agent for the M&P Staff group and represents its over 4,000 members in collective bargaining and dispute resolution with the University.

AAPS supports members in resolving workplace issues and strives to improve their work experience at UBC. The Association also creates a connected community of members through networking and professional development opportunities.

AAPS is registered under the B.C. Societies Act.



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