

**MINUTES**  
**BCGEU/LDB**  
**Collective Agreement Implementation and Consolidation Committee**  
**(CAIACC)**  
**LDB HEAD OFFICE, ROCKY MOUNTAIN ROOM**  
**January 8, 2004**  
**11:00 a.m.**

In Attendance:

BCGEU: Jaynie Clark, Robin Rutherford, Colleen Jones, Ross Stacey  
LDB: Greg Wood, Al Isbister, Gord Zelenika, Brian Tuckey

**1. Minutes**

The draft minutes will be produced by the LDB and forwarded to the BCGEU. Once agreed to the BCGEU will circulate them by e-mail to the RS&W Component Executive and the LDB will forward them to the stores and warehouses, in hard copy, to be posted.

**2. Reclassification of Warehouse Worker Two (WW2) Positions to Warehouse Worker Three (WW3)**

LDB proposed 36 WW2 positions be reclassified to WW3; 33 in VDC and 3 in KDC. These positions are based on the number of WW3 needed for the month of February. Subsequent discussion determined that some WW2 did not receive the same amount of relief hours as other WW2 due to various leaves. BCGEU requested and received the following documentation:

- seniority lists for VDC and KDC
- a list of all WW2 and their WW3 relief hours from March 30, 2003 to January 3, 2004
- a list of all WW2 regular hours worked and leaves taken from March 30, 2003 to January 3, 2004

BCGEU requested the number of WW3 needed on each shift. Reclassification of WW2 to WW3 will be discussed at the next meeting.

**3. Additional Excluded Managers (Stores) Effective Date**

Discussions took place regarding the effective date for an additional 12 excluded store manager positions. LDB proposed an effective date of January 12, 2004 and the BCGEU proposed the effective date to coincide with the transition of the recall areas. Agreement was reached to offer the incumbents the opportunity for exclusion effective January 19, 2004.

The stores affected are:

#025 Ladner	#032 Nelson	#048 Salmon Arm
#052 Terrace	#098 Tsawwassen	#125 Langford
#170 Chilliwack	#176 Blundell	#181 Broadmead
#240 Guildford	#244 Seafair	#302 Whistler

Incumbents who wish to remain in the bargaining unit will be green-circled at the grid 20 level.

**4. Hours of Work**

LDB served notice to change the hours of work at the Vancouver Distribution Centre (VDC) from 4 x 8.75 hours to 5 x 7 hours for the afternoon shift. The LDB's proposal indicates a \$611,000 cost savings by changing the hours of work. The times for the shift schedules were provided:

Dayshift:	7:00 am to 2:30 pm
Afternoons	3:00 pm to 10:30 pm
Nights	11:00 pm to 6:30 am

Current language in the Component Agreement states that the night shift must start at 11:30 pm Sunday. BCGEU advised that the LDB is not in compliance with the current language whereby VDC must work 6 days, from Sunday night through and including Saturday. BCGEU does not agree with the employer proposed change to the work schedule of the afternoon shift for VDC and this issue will be discussed further.

BCGEU and LDB agreed to hold a one-day training session on negotiating hours of work. The one-day session is scheduled for January 30, 2004, at BCGEU Headquarters on Canada Way in Burnaby.

**5. Entitlement to Substitution Pay**

BCGEU advised LDB that it is not adhering to substitution pay in accordance with the store clerk job description. The main concern is that store clerks are asked to take responsibility for the store on a regular basis for periods of 3 hours or more but less than a full shift. Some store clerks are required to close the store during these periods. LDB maintained its position that substitution pay is only warranted for store clerks when the substitution is for an entire shift or more. The BCGEU challenged the LDB's position. This issue will be further reviewed.

**6. Distribution Centres – Deletion of Ablution (clean up)**

The Article concerning ablution was deleted from the Component Agreement during the recent round of bargaining. Effective Monday, January 26, 2004, Distribution employees in the RS&W will no longer be provided with 10 minutes clean up prior to the end of their shift.

**7. Application of New Article 8**

Discussion was held regarding Article 8 and how it will be applied to existing part-time employees. A list of all part-time employees will be compiled. LDB will inform store managers of the new language in Article 8. This issue will be discussed further at the next meeting.

**8. ERIP/VDP Update**

LDB provided BCGEU with update on current information. Approximately 200 employees from the stores and distribution centres have expressed an interest in the early retirement and voluntary departure packages.

**9. Other Business**

BCGEU discussed their understanding of the letter from Solicitor General Rich Coleman to George Heyman. BCGEU asked LDB what the plans were for expanding the hours of operation in the stores, Sunday openings, refrigeration and being competitive with the private sector. BCGEU would like to know when the LDB would be implementing the issues as outlined in the Solicitor General's letter. LDB stated that it is looking at a couple of new opportunities including opening a new store location and the relocation of an existing store into a larger location.

A flyer from a company called the Liquor Depot, canvassing private retailers in B.C. to form partnerships, was brought forward by BCGEU.

BCGEU advised that some new Seasonal Employees worked past December 31, 2003, contrary to the new Agreement. These employees will be paid at the auxiliary rate for the days worked in January. It was suggested that there may have been confusion at the store level with regards to the last day for seasonal employees.

The BCGEU advised that some store clerks are not being paid substitution pay when acting as Product Consultants. The LDB said that they would be paid at the grid 11 rate not the old grid 13 rate.

There was agreement that current Warehouse Worker 2 positions would be "grand-parented" when relieving in Warehouse Worker 3 positions (i.e. they will be paid at the Pay Grid 11 rate).

It was agreed that a seventh Shop Steward position would be added at VDC for the night shift.

**10. Next Meeting**

Friday, February 6, 2004  
11:00 AM  
BCGEU Headquarters  
4911 Canada Way  
Burnaby, B. C.