

**MINUTES**  
**BCGEU/LDB**  
**Collective Agreement Implementation and Consolidation Committee**  
**(CAIACC)**  
**BCGEU Head Office**  
**February 6, 2004 – 11:00 a.m.**

In Attendance:

BCGEU: Jaynie Clark, Robin Rutherford, Colleen Jones, Larry Dumma, Craig Mackay, Jason Daniel

LDB: Greg Wood, Al Isbister, Conny Nordin, Gord Zelenika, Brian Tuckey

**Minutes**

The 'draft' minutes of this meeting will be produced by LDB and forwarded to BCGEU for review. The BCGEU will advise the LDB of any changes by February 16, 2004. The LDB will forward the minutes to stores and warehouses in hard copy, to be posted. The BCGEU expressed concern with the length of time taken to prepare the minutes from the January 8, 2004 meeting. Both parties agreed the timeline for circulation of the minutes should be expedited.

**Change of Hours of Work (Article 14 – Stores and KDC)**

The BCGEU confirmed that the status quo continues until either an agreement is reached or a decision is issued by the arbitrator.

LDB served notices to change the hours of work in the stores and the Kamloops Distribution Centre. The LDB proposed to change the shift schedule at KDC to a 5:2 weekly shift pattern comprised of 5 x 7 hour shifts per week. Each shift would begin at 7:30 a.m. and end at 3:00 p.m., Monday to Friday. The parties agreed to meet at the BCGEU headquarters to negotiate the proposed schedule change for KDC.

LDB has developed six templates for use in negotiating hours of work in stores. The templates will be presented to the BCGEU at the next meeting, February 16, 2004. The BCGEU will respond at the February 23, 2004 meeting. Templates will be sent to stores. Templates are to be used to negotiate work schedules in the individual stores and returned to CAIACC by March 12, 2004. If there is no resolution at the local level or at CAIACC the issue will be taken to Don Munroe for resolution. The parties agreed to draft the terms of reference for Don Munroe to include Article 14.2(e) (2-4), (f) (1-3), (g) and (i) and that Don Munroe's decision is final and binding.

**Conversions**

The BCGEU provided a list of outstanding conversion grievances from the Lower Mainland Area Office. A case management meeting was scheduled to address these grievances on February 19, 2004. Both parties acknowledge that further discussion may be necessary on the topic of conversions.

## **ERIP/VDP Results**

The LDB stated that of the 99 employees that expressed interest in VDP, 17 have confirmed acceptance. Employees have until February 14, 2004 to confirm acceptance.

Of the 165 employees that expressed interest in ERIP, 68 have confirmed acceptance. Employees have until February 21, 2004 to confirm acceptance.

## **Reclassifications of Warehouse Worker Two (WW2) to Warehouse Worker Three (WW3)**

The LDB proposed 33 reclassifications at VDC and 3 at KDC. The BCGEU agreed with the proposed number at KDC but argued that more reclassifications should be made at VDC. The BCGEU stated that 44 positions should be reclassified now and more in the future as employees opt for ERIP/VDP. Discussions took place regarding the proposed number of reclassifications. The LDB will review the information presented and discuss at the next meeting.

## **Supervisory Positions Posted**

The LDB confirmed that vacant positions have been posted from the Area Manager level to Grid 14 level. Approximately 900 applications have been received to date. Area Manager, Dave Caldwell is in charge of drafting an expedited panel process, the goal is to complete the competition process by March 31, 2004. The BCGEU requested the information on the expedited panel process. Gord Zelenika will provide Jaynie Clark with the information.

The LDB did not post any grid 11 supervisors because they are unsure of how the hours of work negotiation or changes in hours of operation may impact the number of positions they will need. The LDB appointed Managers in the following five stores: 105 – Massett; 216 – Ucluelet; 56 - Tahsis; 55 – Gold River and 128 – Port Alice.

## **Seasonal Employees**

The BCGEU stated that the grievance regarding the warehouse workers rate of pay for those employees hired prior to the ratification vote was resolved. The BCGEU questioned why the employees in question are not showing on the auxiliary seniority list. The Employers position is that if the employee accrues more than 210 hours they are still considered a seasonal employee (though paid at the auxiliary rate for the term prior to ratification) and terminated at the end of the term. The BCGEU's position is that the employees who reached 210 hours should be included on the auxiliary seniority list. Brian Tuckey will provide Jaynie Clark with the hours worked for these employees.

## **Substitution Pay**

The BCGEU and the Employer agreed to deal with the substitution pay grievances at the next Case Management meeting scheduled at the Lower Mainland Area Office on February 19, 2004. Al Isbister will prepare the information on the grievances.

## **Extended Hours in Stores**

The LDB advised the BCGEU that they will review each store's business needs, stating that LDB must have efficient stores that provide an optimal level of service

to customers. The LDB advised that a new 11,000 square foot destination store will be opened at Middlegate. The LDB is looking for a location for a third store in the Whistler area. The BCGEU asked if the LDB was still negotiating with Safeway for a store on Robson Street in Vancouver. LDB stated that this location was tied in with other negotiations.

### **Recall Units**

Elaine Watts was invited to attend the meeting to present a proposed process for transition to smaller recall areas for stores. Key areas of the proposal include:

- Provide relevant information to employees in advance of selection times so employees become familiar with process
- Auxiliary employees choose desired recall area in seniority order
- To ensure a timely transition, meetings in large recall areas would be held in groups of approximately 20 employees. Approximately 2-3 meetings would be held daily
- Smaller recall areas could be done in one meeting with auxiliaries
- Recall Manager will contact employees on leave prior to meetings to make selection choices
- Auxiliaries will be provided with the selection choice of those above them on the seniority list

The BCGEU's expectation is that all conversions will be completed before the new recall area implementation. The BCGEU asked if regular employees would be given the opportunity to request transfers to stores in the recall area. The BCGEU stated that geographical proximity may be an issue for regular employees when recall areas are changed. A discussion was held and it was agreed that LDB would notify regular employees that they have the option to request a transfer within the existing recall areas. Requests for transfers from regular employees will not be considered during the auxiliary selection period. The BCGEU expressed concern regarding the proposed implementation date. The LDB will provide the BCGEU with a current auxiliary seniority list for stores. The BCGEU will review the proposal and discuss at the next meeting.

### **Part Time Employees**

The LDB will provide the BCGEU with a list of part time employees by the next meeting.

### **Auxiliary Quarterly Option for Sunday Unavailability**

The LDB stated the Memorandum of Understanding #2 (pilot project for Sunday openings) was deleted in the new Agreement, and the LDB would no longer process 'Auxiliary Sunday Unavailability Request' forms (quarterly option election sheets). Requests to restrict availability on Sundays should be made using the 'Application for Shift Availability' form. Applications for availability restrictions will be approved or denied based on operational requirements. Gord Zelenika will issue notice to employees.

### **Next meeting**

Monday February 16, 2004 at 11:00 a.m. at LDB Head Office.