

MINUTES
BCGEU/LDB
Collective Agreement Implementation and Consolidation Committee
(CAIACC)
LDB Head Office
February 16, 2004

In Attendance:

BCGEU: Jaynie Clark, Robin Rutherford, Colleen Jones, Larry Dumma, Craig MacKay, Jason Daniel
LDB: Al Isbister, Conny Nordin, Gord Zelenika, Brian Tuckey, Al Groff

Minutes

The minutes of the February 6, 2004 meeting were approved. The LDB will distribute the minutes to stores and warehouses.

ERIP/VDP Update

The LDB stated 39 employees out of 99 applicants have committed to VDP plus an additional 12 applications are in progress and 86 out of 165 have committed to ERIP. The VDP window was closed and the ERIP window closes on February 21st.

Reclassification of Warehouse Worker Two (WW2) to Warehouse Worker Three (WW3)

The LDB presented additional data and proposed 34 reclassifications at VDC and 3 at KDC. The Union thought it was closer to 42 at VDC but agreed to 3 at KDC. The Parties agreed that reclassifications are based on classification seniority. Discussion was held about the number of reclassifications at VDC. The BCGEU requested and received the weekly schedules for each warehouse department for January and February 2004. The parties agree further discussion is required at the CAIACC meeting on February 23, 2004.

Part Time Employees

The LDB provided the list of part time employees. The BCGEU noted that 6 of the 14 employees on the list are in job share agreements in 3 stores. The BCGEU requested additional information on the employees in the job share agreements. The LDB will provide the information at the next meeting.

Recall Areas

The BCGEU proposed changes to the Transition to Smaller Recall Areas package presented by the LDB at the last meeting. The LDB agreed to review the proposed revisions to the documents and forward to the BCGEU, prior to the next meeting.

Change of Work Schedule

KDC – the Parties agreed to complete the hours of work negotiations at VDC prior to starting at KDC.

Stores - The LDB presented a current work schedule from a store and an example of a proposed work schedule for that store incorporating a 5 day work week. A brief discussion was held about the proposed work schedule example. The LDB will present the existing work schedule and a proposed work schedule for each of 39 sample stores at the next meeting.

Expedited Panel Process

Dave Caldwell, Area Manager, joined the meeting to explain the process that will be followed for filling the supervisory vacancies:

Stage 1 – Wonderlic Personnel test

Stage 2 – Behavioral Event Questionnaire

Stage 3 – Interview with behavioral event questions for both grid 16 & 18 positions. Grid 18 will also have to do a written test.

Stage 4 – Past work performance reference check including personnel and attendance records review

Stage 5 – apply seniority, if relatively equal marks in the above

The Union raised concerns about not being given advance notice of the process. The LDB had also heard several of the same complaints and said if a person had a bona fide excuse for not taking the test or where bona fide extenuating circumstances resulted in the employee not successfully completing it they would be given an opportunity to re-write the test. The Union stated that the short notice prevented them from providing Union Observers in most cases and appeals would likely be forthcoming.

More test sessions are being set up. The LDB anticipates stage 2 of the process will begin on March 1, 2004. The LDB expects eligibility lists to be established by March 31, 2004. The LDB stated that the pass rate was about 70 % so far, for the Wonderlic test which is 10% over the average. These tests are being marked and double checked by admin staff. Stage 2 questionnaires will be marked by a Panel and the Union informed the LDB that they want Union Observers there for the rest of the process.

The Union asked what scores were required and were told that a grid 11 position required a score of 22 (there were no grid 11 positions posted); for a grid 14 position A minimum score of 24 is required and for a grid 16 or 18 a minimum score of 27. The minimum test scores for stage 2 will likely be 60% although no final decision has been made on this yet.

Next Meeting

Monday February 23, 2004 at BCGEU Headquarters at 11:00 am.