

# **PLEASE POST**

## **MINUTES BCGEU/LDB**

**Collective Agreement Implementation and Consolidation Committee  
(CAIACC)**

**BCGEU Headquarters  
March 1, 2004**

In Attendance:

BCGEU: Jaynie Clark, Robin Rutherford, Colleen Jones

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

### **Minutes**

The minutes of the February 23, 2004 meeting were approved. The LDB will distribute the minutes to stores and warehouses. The BCGEU expressed concern that the meeting minutes are not being posted in each store. The LDB will address this issue with Store Managers.

### **ERIP/VDP Update**

The LDB stated 47 employees out of 74 applicants have committed to VDP, and 120 out of 177 have committed to ERIP. A number of staff withdrew their VDP applications or were eligible for ERIP which changed the overall number of applicants. The next step is for the LDB to review the list of applicants for the purpose of final approval of the applications.

### **Part Time Employees**

The LDB provided information confirming the 6 employees that appeared to be in job share agreements were classified as regular part time employees effective May 10, 2003.

### **Competition Process for Supervisors**

The LDB became aware that some questions from the Wonderlic test were posted on a website. The LDB expressed concern that some employees had access to this website and as a result, had an unfair advantage in writing the test. All applicants for the Grid 14, 16 & 18 competitions will be re-tested using an equivalent Wonderlic test. Employees will be notified of the test locations and all tests will be marked at the LDB Head Office. A discussion was held regarding additional points being awarded to certain age categories. The BCGEU is concerned that systemic barriers exist for applicants writing the test whose second language is English and applicants with disabilities. The Union stated that this testing method is not used in other areas of Government. The LDB expressed its intent to follow a fair expedited process to fill the supervisory vacancies, in order to move forward with other initiatives such as the transition to smaller recall areas.

### **Recall Units**

The BCGEU has not yet reviewed the transition to smaller recall units package presented by the LDB. A discussion was held regarding a meeting held with auxiliaries in Recall 30. The meeting was not called by the LDB nor the union, but was initiated by the employees. It

appears there was confusion regarding what was to be discussed at the meeting; some were expecting to receive information regarding the transition to smaller recall areas. The employees were seeking information on many of the topics being discussed at CAIACC. The Union stated that auxiliaries who do not work on a regular basis do not have the opportunity to read the CAIACC meeting minutes, and that the CAIACC minutes are not being posted in all stores. The LDB will follow up with Store Managers to ensure meeting minutes are posted.

### **Stores Work Schedule Templates**

The LDB presented proposed work schedule templates for 48 stores. The information presented contained:

- a summary which grouped stores into 7 shopping hour categories
- stores are categorized by sales volume and shopping hours
- current store work schedules
- proposed store work schedule templates

The LDB explained that it is necessary to implement the proposed schedules in order to achieve the savings mandated by Government in the last round of negotiations. By implementing the proposed work schedules the LDB would save between 3.8 and 5.5 million dollars per year. A discussion was held regarding the proposed schedules. LDB used a formula of 1 regular per million dollars in annual sales less one (i.e. a store with \$12 million in annual sales would have 11 regular positions) depending on seasonality. The BCGEU requested additional information on current shopping hours, current regular staff complements and stores proposed for expanded hours. The LDB responded that expanded hours would be done on a case by case basis based on operational efficiencies. The Union asked if the overall effect of the proposed work schedules and expanded hours would result in a net increase/decrease in the regular staff complement.

The LDB stated there would be a net decrease in the number of regular staff used. The LDB stated that if all VDP/ERIP applications were processed the cost would be approximately 6 million dollars. The LDB said that if all VDP/ERIP applications were processed, it would offset the net decrease in regular staff. The Union said that cost would be offset by hiring auxiliaries at the new lower rate of pay. The Union raised the issues of the inconsistency in schedules, Managers not working evenings and Saturdays and employee substitution during these times. The LDB responded that the schedules were based on a one week snapshot (1<sup>st</sup> week in February), and that Managers are expected to work weekends on a regular basis. The BCGEU also noted a schedule where employees are required to substitute on a regular basis to provide the required supervisory coverage. The LDB said that the proposed work schedules should address this issue.

### **Conversions**

The LDB wants to wait and see how ERIP/VDP affects the situation. They are not optimistic and are notionally moving away from conversions. The BCGEU requested auxiliary seniority lists by recall area with total number of hours worked.

### **Next Meeting**

Thursday March 4, 2004 at LDB Head Office; starting at 11:00 AM