

# PLEASE POST

**MINUTES  
BCGEU/LDB  
Collective Agreement Implementation and Consolidation Committee  
(CAIACC)  
BCGEU Headquarters  
March 4, 2004**

In Attendance:

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

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

## **Minutes**

The minutes of the March 1, 2004 meeting were approved. A discussion was held regarding the posting of the minutes. After the February 23, 2004 meeting, the BCGEU and LDB contacted stores to ask if the CAIACC meeting minutes were posted. It appears some stores are not posting the minutes. The LDB sent a paper copy of the February 23, 2004 minutes to stores and warehouses and an email copy to Store Managers and each Stores generic mailbox.

## **ERIP/VDP Update**

The LDB provided a breakdown by grid level of the 167 ERIP/VDP applicants:

1 - Grid 6  
103 - Grid 9  
15 - Grid 11  
7 - Grid 13  
19 - Grid 14  
9 - Grid 16  
13 - Grid 18

The Employer stated the cost of accepting all VDP/ERIP applications is estimated at 8.5 million dollars, not the 6 million dollars previously quoted. The LDB must pay a surcharge to the Pension Corporation of approximately \$22,000 for each ERIP employee that does not meet the 85 rule. A discussion was held about employees who applied for departure programs and who are now requesting departure dates. The Employer stated that the LDB needs to offset these costs by savings and cannot approve the VDP/ERIP applications or provide departure dates until the hours of work issues are settled.

The parties agree that items will be dealt with in the following order:

1. Hours of Work
2. ERIP/VDP
3. Ongoing Competition Process for Supervisors
4. Conversions
5. Recall Areas

The Employer said they may have left the impression of no conversions that is not the case. The BCGEU stated that conversions must be addressed before Recall Areas and the Employer agreed. The Employer said they will review conversions once the vacancies are filled. The Employer is not saying they would not convert, they are saying they will if they can.

### **Competition Process for Supervisors**

The LDB stated that they are in the process of having employees re-write the Wonderlic test. The BCGEU asked how long it would take to notify employees of test results. The LDB advised that employees (successful and unsuccessful) would be notified in writing of test results within a couple of weeks of writing the test. The LDB is considering previous issues raised by the Union when arranging the sessions.

### **Substitution Pay Grievances**

The BCGEU was expecting a letter from the Employer regarding the grievances dealt with at the Case Management meeting. Al Isbister said he had sent it out to Nancy Gillis. The letter will be sent out again to Nancy Gillis and Jaynie Clark.

### **Expanded Hours**

The Union advised that George Heyman, President of the BCGEU will be requesting a meeting with Minister Coleman to discuss the assurances given to them during bargaining.

### **VDC Work Schedule Change**

The Employer and Union representatives met again to negotiate the proposed work schedule change at VDC. Other schedule options were presented and reviewed. The parties are at an impasse and the matter was referred to this committee. The Employer stated the 5 x 7 hour shift is the most viable schedule to achieve the necessary cost savings. A discussion was held regarding the proposed work schedule. The BCGEU asked why the overpayment of stat holiday pay was included in the potential savings and stated that it is a separate issue therefore the amount should not be included in the savings estimate. The employer stated this matter was discussed at the last negotiations meeting and concurred. The Union disputed the proposed cost savings associated with shortfall, shift overlap, staff training, the reduction in

the number of FTE's and the calculation of benefits. The BCGEU proposed options such as a 9 day fort night schedule for the Afternoon Shift and exploring ways to eliminate shift overlap options as cost savings measures. The Employer stated that full disclosure of information is required by both parties before the matter is taken to an Hours of Work Umpire.

The Employer stated interest in arranging a meeting to discuss the proposed work schedule change at KDC. The Union understood that negotiation of the proposed hours of work schedule at KDC would commence after agreement is reached on the VDC work schedule. The Union said it might be worthwhile to exchange information.

### **Seniority Lists**

The LDB provided the BCGEU with auxiliary seniority lists for store clerks by Recall Area. They also provided the seniority hours for the warehouse employees.

### **Reclassification of Warehouse Worker 2 (WW2) to Warehouse Worker 3 (WW3)**

The BCGEU requested a list of the employees being reclassified and proposed dates of the reclassifications. The parties agreed to discuss the matter at the next meeting. The Union indicated that reclassifications should be done in seniority order and that retroactive pay may be expected, as a result of a classification appeal filed February 12, 2002. Effective dates should be staggered to maintain the relative order of seniority.

### **Stores Work Schedule Templates**

The LDB provided an additional 11 store templates. A discussion was held regarding the store work schedule templates. The BCGEU expressed concern that the LDB is only proposing to use 2 of the 6 shift options available in the Component Agreement. The Union disputed the accuracy of the current work schedules sent in by Store Managers and the potential cost savings of the proposed schedules. The Union asked if LDB had looked for potential cost savings in other areas such as Head Office. The LDB stated that people were laid off from Head Office when the privatization announcement was made. Those positions have not been re-established. The positions at Head Office that are currently posted are a result of employees who left to pursue other interests, not positions vacated by employees who took departure packages. The Employer stated that the LDB must save \$9 million dollars per year over the next 5 years for a total of \$45 million dollars. The LDB stated that Government is auditing the cost savings measures and for every week after April 1, 2004 that the negotiated terms of the RS&W component are not implemented it costs government approximately \$170,000. The Union stated that they were not the cause of the delay, that they were still waiting for the

LDB's proposals that were to be presented on February 16, 2004. The LDB said that once the 220 proposed store schedules are produced, they will be sent to each Store Manager. Timelines for negotiating the work schedules with the local Union representatives will be discussed at the next CAIACC meeting. The LDB will provide the Union with a draft copy of the cover letter that will be sent to stores. The BCGEU suggested LDB write to employees and ask them to provide ideas on ways to achieve cost savings without cutting positions.

**Next Meeting**

Friday March 12, 2004 at BCGEU Headquarters, at 11:00 am.