

PLEASE POST

**MINUTES
BCGEU/LDB
Collective Agreement Implementation and Consolidation
Committee
(CAIACC)
BCGEU Headquarters
March 12, 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, Al Groff

Minutes

The minutes of the March 4, 2004 meeting were approved. The LDB will distribute the minutes to stores and warehouses for posting. The BCGEU questioned the grid 6 position listed under ERIP and VDP and was told it was a Kiosk Clerk.

ERIP/VDP Update

The Employer stated that employees are asking if they can still apply for VDP/ERIP. The LDB suggested that another ERIP/VDP window could be re-opened once the hours of work issue is settled. The BCGEU is in favour of offering the departure programs again. The Union requested a list of the employees who have committed to VDP/ERIP, including their work locations. The LDB will provide this information.

The LDB stated it is hard to approve an 8.5 million-dollar cost for VDP/ERIP when the hours of work issue has not been settled. The Union said that the cost will be offset by the wage rate for new hires. The LDB responded that the dollars savings associated with the new wage rate offsets a portion of the cost of the departure programs. The Union disputed the 45 million-dollar cost savings estimate that the LDB is using as their cost saving estimate. The BCGEU stated the LDB said in bargaining that they needed to save 1% of operating expenses. This would be an estimated cost savings of 2.2 to 2.5 million-dollars. The LDB said its estimate was planned on a 5 year term, not 2 years, which should send a positive message to employees.

The Union asked for the documentation from the Minister stating the LDB must save 45 million dollars over 5 years.

Competition Process for Supervisors

The LDB is re-testing applicants on the new Wonderlic test. Human Resources staff is handling the testing process to ensure strict control of the testing process. Employees writing the test are asked to produce photo identification. The tests are being marked while the Union observers are present. The BCGEU asked when the testing would be finished. The LDB expects testing to be completed by the end of next week.

Expanded Hours

A date has not been set for the meeting between George Heyman and Minister Coleman.

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

A discussion was held regarding the 39 WW2's who are to be reclassified to the WW3 level. The parties agreed to reclassification dates that will be staggered from November 24, 2003 to retain the relative order of seniority. The BCGEU waived their claim to retroactive pay for the reclassifications. The LDB stated that each employee will have to sign a 'willingness statement' and employees are subject to a 6-month probationary term. The Union advised that reclassifications are not subject to probationary periods. The Employer agreed to remove the probationary term from the 'willingness statement'. The parties agree that an employee has the right to decline the reclassification and remain at the WW2 level. The Union and Employer agree that one additional WW2 will be reclassified to WW3 when ERIP is approved for a current WW2 who is being reclassified to a WW3, and another if a current WW3 is successful in a competition.

Substitution Pay

The fact sheet that was to be sent by PSA following the Case Management meeting on these grievances had arrived on schedule and was forwarded to the wrong person.

VDC Hours of Work

The LDB will provide an accurate seniority list of auxiliary employees including seniority hours on March 15, 2004. The parties agreed to Judi Korbin as the hours of work umpire. The VDC hours of work case will be presented at 9:30 a.m. on March 22, 2004 at the LDB Head office. The Employer and BCGEU will meet prior to March 22, 2004 to exchange information and discuss the structure and process for the hearing. The parties agree that the Umpire will be given a warehouse tour as part of the process. The Union stated they have not received the preliminary information regarding the change to hours of work at KDC. The LDB will provide the information on March 15, 2004.

Stores Work Schedule Templates

The LDB advised that the proposed store templates for all stores are complete. The LDB will supply copies of the proposed store schedules and proposed meeting times to the Union on March 15, 2004. The LDB will focus on negotiating schedules in stores where there is no change to the current hours of operation. Once a decision has been reached on whether or not to change the current hours of operation, the LDB will proceed with the process to negotiate new work schedules for those stores.

The process for hours of work negotiations is as follows:

- The BCGEU will send a fax notice on March 12, 2004, to stores regarding the process for hours of work negotiations.
- The LDB (Area Managers) will email each Store Manager an hours of work letter, current store schedule for the week of February 1, 2004, and an Employer proposed schedule for the same week.
- Each Store Manager will review the schedule and make any necessary adjustments.
- The Excluded Manager or Area Manager will meet with the Union representative at the local level to negotiate an hours of work agreement for each store.
- The parties will complete these negotiations within a two week period.
- If agreement is reached at the local level the store will send the schedule to the CAIACC.
- Employees will be given appropriate notice of change in work schedules once agreement is reached.
- If no agreement is reached on the schedule, the matter will be referred back to the CAIACC. The CAIACC will attempt to settle outstanding schedules, taking into account other store's schedules where agreements have been reached. In cases where stores sizes, staff complement, shopping hours and sales volumes are similar, previously agreed upon schedules may be implemented, or CAIACC will attempt to negotiate another schedule for the store. Store Managers and Stewards will have input at CAIACC.
- If agreement cannot be reached on store schedules the matter will be presented to the Hours of Work Umpire.

The Union expressed concern that some Stores are already being contacted by Area Managers to set up meetings to negotiate store schedules. The LDB is aware of the situation, it was a result of miscommunication.

Black Press Email

Jay Chambers met with the CAIACC Union representatives to explain the Black Press agreement. The Union expressed concern that there was no prior communication from the LDB about this initiative, or of its announcement. The Union's understanding is that there will be no impact to its members.

RS&W Component Agreement

The Union will complete its review of the new component agreement, and send it to the PSA within the week. The parties agreed that the wage schedule would be at the back of the component handbook, and that it will be called an Information Appendix. The parties recognize that wages are not negotiated in the Component Agreements i.e. wages are a Master Agreement matter. Once printing is complete the agreement will be sent to Union members and the Employer.

Next Meeting date for the CAIACC is April 1, 2004, at BCGEU Headquarters.

SC/CAIACC Mtg Minutes Mar 12
opeiu 378