

PLEASE POST

**MINUTES
BCGEU/LDB
Collective Agreement Implementation and Consolidation Committee
(CAIACC)
BCGEU Headquarters
APRIL 1, 2004**

In Attendance:

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

Minutes

The minutes of the March 12, 2004 meeting were approved. The LDB will distribute the minutes to stores and warehouses for posting.

ERIP/VDP Update

Gord Zelenika will provide Jaynie Clark with a list of the store employees who have committed to ERIP/VDP.

Competition Process for Supervisors

The Wonderlic tests have been marked. Letters notifying employees of their scores were mailed on Monday March 30, 2004. A notice was sent to all stores explaining how the age adjustment factor was applied to the Wonderlic scoring. The LDB said that the passing rate for the Wonderlic test was approximately 60%. The Behavioral Event Questionnaires (BEQ) were mailed to employee's home addresses on Tuesday, March 31, 2004. The due date to return BEQ packages is midnight April 8, 2004.

Expanded Hours

The BCGEU advised that George Heyman and Minister Coleman were scheduled to meet at 4 p.m. today.

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

The BCGEU requested the list of WW2 employees who will be reclassified to WW3 positions. The LDB has requested the WW2 employees who are being reclassified to complete the 'willingness statement'. The LDB agreed to proceed with the reclassification of positions, and delay the final assignment of work until the hours of work issue is resolved. The LDB will reclassify the positions effective November 24, 2003, while staggering the classification seniority dates.

Stores Work Schedule Templates

- The LDB presented finalized work schedules for Smithers, Houston, Kitimat, Terrace and Castlegar. The CAIACC approved the new work schedule agreements for Terrace and Castlegar.
- The Employer will proceed with implementation of the new work schedules; approve the ERIP/VDP applications and canvas for interest in ERIP/VDP a second time once all the hours of work negotiations have been completed and the first round of ERIP/VDP has been implemented.
- Terry Barley, Area Manager attended the meeting to discuss work schedule negotiations for the Smithers, Houston, Kitimat and Terrace stores.
- The LDB presented a number of finalized 'Confirmation of Work Schedule Discussions' letters. The BCGEU will review the documents and a discussion will be held at the next CAIACC meeting.

The parties discussed a number of concerns regarding the work schedule negotiations.

- The Director of Store Operations stated that he had received a proposed schedule from a local steward that had not been presented to the store manager. The BCGEU understood that the schedule was prepared for discussion with staff. The LDB is concerned that the steward is preparing the schedule without the input from staff.
- The BCGEU stated that some members are under the impression that once a work schedule is forwarded to CAIACC they will not have any further input. The Union's position is that store employees input regarding the proposed work schedules will be presented to the CAIACC.
- The BCGEU stated that in a few cases the cost savings calculated on the Employers proposal did not reflect the short shift change over built into the schedule. The LDB said Managers must review the templates provided and make any necessary adjustments to reflect the most cost efficient way of managing their store.

- The LDB clarified that any proposed store schedule must meet:
 - the projected cost savings for the store
 - provide the best staff coverage during peak times
 - provide the best customer service
- Store employees are not to put forward multiple proposed schedules. The best store schedule meeting the above guidelines should be submitted as the employee proposal.

Restricted Availability

The BCGEU requested information on the employees who have 'grandparented' restricted availability (granted prior to 1998). The Union said there are a few stores where there appears to be confusion on previously approved restricted availability. The LDB is aware of a limited number of people in this situation and is working to resolve the issue.

2-ID Policy

The Employer stated that one of the primary reasons the LDB continues to exist is that the employees of the LDB are seen to be the most responsible when it comes to retailing beverage alcohol in the province. The LDB explained that all store employees are required by law to ask for 2 pieces of identification from anyone looking under the age of 25. On March 31, 2004, Store Managers and Supervisors were instructed by memo to discuss the 2 ID regulation with all staff, including auxiliary employees working in their stores. Supervisors will ensure that all employees sign the memo indicating that they have read and understand the policy. The LDB said that non-compliance with the regulation would result in the imposition of severe levels of discipline such as a one day suspension for an employees first confirmed infraction and a second violation may result in the recommendation being made for the employee's dismissal. The BCGEU acknowledged the importance of the LDB being a socially responsible retailer. The BCGEU expressed concerns regarding the intended levels of discipline and stated that each breach of policy should be investigated on a situation by situation basis. The Union suggested that the LDB send a copy of the March 31, 2004 memo with pay stubs to ensure all store employees receive a copy of the memo. The LDB agree and will arrange to send the memo with the pay stubs.

Next Meeting

April 20, 2004 at LDB Head Office at 9:30 a.m.