

PLEASE POST

**MINUTES
BCGEU/LDB
Collective Agreement Implementation and Consolidation
Committee
(CAIACC)
LDB Head Office
June 23, 2004**

In Attendance:

BCGEU: Jeff Fox, Catherine Sullivan, Robin Rutherford

LDB: Greg Wood, Al Isbister, Conny Nordin, Gord Zelenika, Mike Procopio

Regular Conversion Dates – VDC

A discussion was held to determine the conversion dates for the 39 Warehouse Worker 2's that will be converted to regular status. The parties agreed to establish January 01, 2002 as the initial seniority date for the conversions and to set a two week date separation between each of the 39 employees. The Employer and Union agreed that these conversions are made on a without-prejudice basis

Stores Hours of Work Schedules

The CAIACC will continue to finalize agreements on the balance of the outstanding store schedules. Any store schedules that are not finalized by June 30, 2004, will be presented to Judi Korbin, the agreed to CAIACC Arbitrator. The BCGEU and the Employer will each submit proposed store schedules to the Arbitrator for rulings. An arbitration date has been set for July 7, 2004. A discussion was held regarding the various shift patterns and rotations. The Employer stated that in order to achieve the necessary cost savings and to provide optimum coverage, store schedules (shift patterns, shift duration and rotations) must not be changed from the approved schedule except as provided for under the CAIACC terms of reference. The BCGEU asked if Excluded Store Managers were required to work the store shift rotation for supervisory staff. The LDB indicated that Excluded Managers were expected to assume the shift rotation, though exceptions may be made on a case by case basis for operational reasons.

The BCGEU asked if there would be seasonal adjustments to store hours. The LDB indicated that seasonal adjustments would be considered with respect to hours of operation on a store by store basis.

Competition Process for Supervisors – Stores

The LDB issued offer letters to successful candidates for the ML2 positions. The LDB explained that the ML2 positions had to be finalized before the Grid 14, 16 and 18 positions. The BCGEU stated that they are expecting their members to request reviews of the competitions under the Staffing Review Process. A discussion was held regarding the screening and evaluation tools used in the competition process. The BCGEU said that an orientation session would be valuable to clarify the testing, evaluation and screening methods used to select the successful candidates. The LDB will arrange an orientation session for the BCGEU.

ERIP/VDP Update

The LDB advised that 22 of the 120 approved ERIP applications have been processed and have departure dates determined. 31 of the 49 approved VDP applications have been processed. The LDB expects that the process will be completed by July 31, 2004.

Conversions – Stores

A discussion was held regarding store employee conversions. The BCGEU asked about the timeframes for store conversions. The LDB said that before conversions could be reviewed, the promotional process for store supervisory positions must be completed. The BCGEU asked about a sequence for conversions. The Employer said that the sequence of conversion would be within existing recall areas. The parties discussed the use of auxiliary and part time regular employees.

Recall Areas

The LDB suggested that the BCGEU review the last update to the Transition to Smaller Recall Areas document presented in February 2004. The BCGEU agreed to review the package.

2-ID Policy

The parties discussed the importance of compliance with this policy. The BCGEU expressed concern that the thermal receipt may contain personal information. The BCGEU suggested the LDB inform employees that the thermal receipts should be treated as a confidential document. The LDB will review the information contained on the thermal receipt.

BCGEU Initiative

The BCGEU informed the LDB that they are creating leaflets and a petition for the expansion of liquor store hours. This was initiated by the Bargaining unit and local merchants in communities who want to see an expansion in operating hours not a reduction. The BCGEU said the merchants have expressed concerns regarding the impact reduced liquor store hours would have on their business. The BCGEU is aware that the petition is not permitted in the liquor stores, and will inform its members. The LDB said that store employees must understand the importance of increased efficiencies as it relates to the public/private sector retailing model.