

**PLEASE POST**  
**MINUTES**  
**BCGEU/LDB**  
**Collective Agreement Implementation and Consolidation**  
**Committee**  
**(CAIACC)**  
**BCGEU HEADQUARTERS**  
**AUGUST 18, 2004**

In Attendance:

BCGEU: Jeff Fox, Robin Rutherford, Colleen Jones

LDB: Gord Zelenika, Gerry Lidin, Al Isbister (teleconference)

**Store Signs**

The BCGEU said that some of the new shopping hour store signs that were sent to the stores were incorrect. The LDB will review all store signs and send revised copies as required.

**Store Schedule Templates**

A discussion was held regarding requests to change the approved store schedules for supervisory shifts. The parties agree that stores need to work within the templates that were approved by CAIACC and/or the Arbitrator, Judy Korbin. They must also work within the parameters of the approved store schedule.

The store manager and the supervisors have the ability to exercise the option not to work the supervisory shift rotation as scheduled, provided all supervisors agree. If any of the supervisors do not agree with the option, the shift rotation agreed to by CAIACC will be implemented.

The parties also discussed lunch closures in small stores. The BCGEU asked that the LDB keep small stores open during lunch. The LDB stated that a business analysis was conducted for all of the small stores. The results indicated that sales during the lunch period did not warrant the employment expense of keeping the store open during that period.

### **Store Schedule Templates Cont'd**

The BCGEU asked if the LDB would consider seasonal openings during the lunch hour in small stores. The LDB said that the store manager could submit a business case to stay open for lunch (on a seasonal basis) to the Area Manager. The business case would be reviewed with the Director of Store Operations. The LDB emphasized the need for store employees to understand the balance of providing customer service while maximizing operating efficiencies as it relates to the public/private sector retailing model.

### **Vacation Scheduling**

The BCGEU expressed concerns about the impact to member's vacation and leave balances as a result of the new store schedules. The LDB said that it will review pre-scheduled vacation leave hours (for the remainder of 2004) as to how they will be recorded. The parties will review the issue and determine the scope of the problem.

### **Statutory Holiday Shortfall**

The BCGEU said that with implementation of the new store templates, the method of recording shortfall recovery was not well defined. The LDB will issue a memo to stores and the distribution centres to clarify shortfall recovery and to ensure consistency throughout the LDB system.

### **Scheduling Variable Recall Shifts**

A discussion was held regarding how auxiliary employee shifts and shift rotations are processed as a result of the implementation of the new store schedules. The BCGEU is concerned about the potential impact to auxiliary employee's shift lengths and shift rotations when store managers request auxiliary shifts. The BCGEU stated that auxiliary employees are concerned they are losing shifts because of the new store schedules. The LDB said the manager has discretion of what length of shift to call in. If a store is replacing an employee scheduled to work five x 7.5 hour shifts, the LDB recommends that store managers request an auxiliary replacement for five x 7 hour shifts. If a known block of work is available, (i.e. a three week block), the manager may at their discretion replace the block of work consistent with the shift pattern.

### **Scheduling Variable Recall Shifts Cont'd**

If a shift is requested due to 'volume' (un-scheduled), the manager will determine the shift length i.e. 4 to 10 hours. The LDB said that during the training for Transition to Smaller Recall Areas they will allow time for questions regarding auxiliary work schedules.

### **VDC Seasonal Employees**

A discussion was held regarding the maximum number of hours (weekly) seasonal employees had been working at VDC. The LDB confirmed that currently seasonal employees at VDC are working a maximum of 35 hours per week. The parties agreed to table this topic for the September CAIACC meeting.

### **Transition to Smaller Recall Areas**

The LDB provided a number of documents related to the Transition to Smaller Recall Areas. These documents incorporated previous changes as suggested by the BCGEU. The LDB said the target date for implementation is the end of October 2004. The BCGEU questions whether the promotional competitions will be resolved by then. The LDB will provide an update on the promotional process at the next CAIACC meeting.

### **Store Closures**

The BCGEU expressed concerns regarding the Clearbrook store closure, and the impact to auxiliary hours. The LDB clarified that the new landlord gave notice to the LDB to vacate the premises, which were subsequently leased to a private liquor store operator. The LDB said they are reviewing store leases to determine if there are other similar situations which need to be monitored. Longer term leases for larger stores are being negotiated whenever possible. The BCGEU asked if the Employer would consider offering ERIP/VDP to this region. The LDB said a new destination store is being considered for Clearbrook, and as such, doesn't anticipate the need to offer ERIP/VDP at this time. The BCGEU advised the LDB of its plans to investigate successorship rights in situations where private operators take over existing liquor store premises.

**Next Meeting - September 24, 2004 at 9:30 a.m.**

