

## **CAIACC Minutes September 20, 2005**

### **VANCOUVER WAREHOUSE**

The Union informed the Employer there appears to be one outstanding warehouse grievance at CAIACC regarding stickperson duties. Both sides agreed to review the file and to determine whether the issue remains unresolved.

### **BREAKUP OF THE RECALL AREAS**

The Union informed the Employer that individual members, stewards and groups of negatively affected auxiliaries have provided significant information to the Union detailing the impact of personal financial suffering as a result of choices made during the breakup of the recall process.

There are two groups of members who have been adversely affected. The first group is comprised of individual members who for a variety of reasons made a “wrong” selection and have suffered a demonstrable negative financial consequence since the breakup of the recall areas.

The second group is comprised of auxiliary members who were negatively affected by unanticipated (by the members and Union) store closures that occurred within a short period of time after the breakup of the recall area. The Union provided details to the Employer about members having asked questions about future plans for this store at the time of the recall meetings and either having been provided inadequate information or wrong information. Auxiliaries in the affected area feel that the process was unfair because they made their selection based on unreliable information. In the recall areas where stores have closed, auxiliaries have suffered financial losses during what should have been the busy summer season and their future work prospects remain bleak. These losses were connected to the transfer of regulars and less auxiliary work due to the closure of the store.

The Union and the Employer met separately to discuss these issues. After a considerable period of time, the parties decided the issues required further discussion within each caucus to identify possible proposals. The parties agreed that these outstanding issues will be reviewed at the next CAIACC meeting. Both sides agreed there is urgency to move on these issues as soon as possible.

The discussion concluded with a commitment on both sides to discuss the issues further at the next CAIACC meeting.

### **AVAILABILITY REQUEST SHEET**

The Union brought forward concerns about the requirement that members must be available for all shifts during the week before a stat holiday. The Union expressed concern that this requirement imposed obligations on members beyond those required in the Collective Agreement. Members may feel pressured to waive their rights in order to get their availability request approved.

The Employer agreed to review this issue, to determine if the form is generally used throughout the province and whether these restrictions are being placed on members. The Union reminded the Employer the Collective Agreement requires an auxiliary to be generally available during the week of the stat not the week before the stat.

The Union will request an update on this issue at the next CAIACC meeting.

## **2-ID POLICY**

The Union advised the Employer a grievance has been filed by a manager who was issued a letter of expectation for an alleged violation of the policy. At the time of the alleged violation, the manager was not on shift. The Employer agreed to investigate the circumstances of the grievance. Managers have responsibility to regularly review the policy with staff, to be constantly monitoring and ensuring compliance with the policy.

The Union confirmed that it supports the Employer's compliance goals. There is a legal requirement on the LDB and our members to comply with the ID policy.

The Union brought forward concerns from members about the signage and customers challenging them about the requirement for 2 pieces of ID in circumstances where a customer is over 25 years of age. The Employer confirmed that even in circumstances where a customer produces one piece of ID confirming that they are older than 25 years, the expectation is that the clerk would still ask for 2 pieces of ID.

The Employer takes seriously its responsibility to ensure 100% compliance with the policy. The Employer put the Union on notice that breaches of the policy will be considered disciplinary offences. The Union expressed concern about Employer documents detailed pre-determined penalties that will be applied to breaches of the policy. The Employer made clear that the penalty will be determined at the time of the offence.

## **ERIP/VDP**

The Employer advised that there are no current plans for a further offering of ERIP/VDP within the LDB. The Union urged the LDB not to rule out a future offering.

## **PART-TIME REGULAR POSITIONS**

The Union requested clarification on the issue of part-time positions. The Employer stated there are no present plans to create any additional part-time positions.

## **HOURS OF WORK PROPOSALS**

The parties have agreed that the existing hours of work proposals that have been forwarded to CAIACC will be set down before Korbin for hearing. Advocacy will assume conduct of the files.

The Union expresses concern about the approval process and why changes in the schedules can't be approved at the local level. The Employer stated that all changes in work schedules require the approval of the Area Manager.

The parties agreed to ask Korbin for guidance to establish ground rules for the processing of these requests in the future.

## **SCHEDULING ISSUES**

The Union brought forward an example of a store work schedule where auxiliaries were pre-scheduled for nine straight shifts. The Employer agreed to review the schedules. The Employer confirmed that an auxiliary should not be pre-scheduled for nine straight shifts.

The parties agreed to schedule another meeting as soon as possible to address the outstanding recall area issues.

In Attendance: Jeff Fox, Catherine Sullivan, Colleen Jones, Robin Rutherford, Gord Zelenika, Nigel Levitt, Al Isbister, Don Wilcox