



VANCOUVER POLICE DEPARTMENT

**MINUTES – Draft****TEAMSTERS LABOUR/MANAGEMENT**

Date & Time	Wednesday, June 14, 2017 at 1030 Hrs
Location:	Room 358, 3585 Graveley St.

IN ATTENDANCE FOR JUNE 14, 2017

TEAMSTERS: Ms. Karlene Bateman, Ms. Beth Grayson, Ms. Marie-Lise Dhami, Ms. Leslie Neill, Ms. Charlene McLeod, Ms. Ruby Rivas.

VPD: Ms. Christine McLean, Ms. Lisa Tran, Ms. Sandy Lidder, Ms. Mary Sommerville, Ms. Cathy MacPherson, Supt. Howard Chow

➤ Discussion of Agenda for the following items: Update a) Vacant/Frozen Positions –Christine McLean b) Secondment Agreements/MOU c) Sworn members Performing Teamsters Duties d) Compressed Work Schedules e) Students doing Teamsters work-Karlene Bateman 1. Requirements and Preferred experience and skills, knowledge, abilities on Job Postings-Karlene Bateman 2. Civilian CISM –Christine McLean 3. Testing –ie the need to redo for every competition –Mary Sommerville 4. Parking-Karlene Bateman 5. Respectful Workplace Policy – Karlene Bateman 6. Resources for Testing/Studying purposes- Karlene Bateman 7. Temporary Crime Analyst Position –Christine McLean 8. Labour Management Meeting Professionalism –Christine McLean 9. DCC Lemcke –Christine McLean
➤ Meeting Chair – Ms. Christine McLean ➤ Minutes– Ms. Jacqueline Kelly

UPDATES**A. VACANT / FROZEN POSITION LIST****CHRISTINE MCLEAN**

➤ The Position Control Committee

Position Control Committee has not met in three months. PCC unable to provide update. Ms. Bateman advises that she has no access to Org Chart & it would be good to know what is open/available/vacant. Ms. McLean advised that by the time they get them they may be stale. Teamsters to review. ~~if required.~~

Update at next Meeting –If applicable

B. SECONDMENT AGREEMENT / MOU**CHRISTINE MCLEAN**

No update, all through RCMP in Ottawa.

Update at next Meeting –If applicable

C. SWORN MEMBERS PERFORMING TEAMSTERS DUTIES**CHRISTINE MCLEAN**

Will re-examine if it comes back up.

REMOVED

D. COMPRESSED WORK SCHEDULES**CHRISTINE MCLEAN**

Update at next meeting re: issues with coverage on the 5th day

Update at next meeting

E. STUDENTS DOING TEAMSTERS WORK**KARLENE BATEMAN**

REMOVED

TABLED AT LAST MEETING**1. REQUIREMENTS VS. PREFERRED EXPERIENCE & SKILLS, KNOWLEDGE & ABILITIES****KARLENE BATEMAN**

Required Vs. Preferred; Concerns are that people with same skill set competing for a position will be beaten out if one has “preferred”. Ms. McLean advises that preferred just clarifies the job description, does not factor into whether or not someone will be chosen for the position. The skills, knowledge and abilities as listed in the “requirements” are what are tested on. Will likely rely on both if external.

2. CIVILIAN CISM**CHRISTINE MCLEAN**

Ms. McLean advises that the program has been well received. Three calls had been made before the information was even posted. Sue Baker and Jessica Johnson are the coordinators. There is a second part to training taking place in the Fall. VPD is the first organization with a civilian CISM team. We are helping other agencies to develop Civilian CISM. Cost recovery from other agencies. Now that the program is created, HR is no longer involved the CISM team will do their own selection of team members now.

NEW BUSINESS**3. TESTING****MARY SOMMERVILLE**

Ms. Sommerville advises that testing will be redone if 1 year has passed since last test has been completed. Testing may change as well so must be redone after 1 year. Ms. McLean advised that this was for all civilian positions, not just IMS.

4. PARKING**KARLENE BATEMAN**

Ms. Bateman's concerned regarding parking enforcement/lack thereof. Superintendent Chow advises that we want people to pay and be compliant. Parking is enforced by Easy Park and report goes to Bill Ng. Superintendent Chow advises we are trying to keep it honest; members will be contacted to remind them they need to pay. Ms. McLean advises that for civilians, Ms. Bateman will contact them.

Cathy MacPherson to follow up with Bill Ng

5. RESPECTFUL WORKPLACE POLICY: PROCESS AND FOLLOW-UP**KARLENE BATEMAN**

Ms. Bateman advises that there are concerns regarding the length of time it is taking to complete an investigation, both for the respondent and complainant. She also advises that it would be beneficial to keep people up to date throughout the process. Not expecting time limits just want to ensure there is timeliness and communication.

Ms. McLean advises that in 2016 there were 34 respectful workplace complaints. We have brought in legal as well as Jock Wadley to assist. If people have inquiries, please contact us so we can provide information.

Supt. Chow states that of the files she is aware of, typical reasoning for slower processes is lack of witnesses/not able to get a hold of respondent or complainant and sometimes it is just the timing of the legal process. Ms. Bateman inquires if employees are informed of this at the beginning of the process; Ms. McLean advises that they are & that as details come out more information can be provided to the respondent and complainant.

Ms. Bateman inquired about shop stewards and whether or not they should still be involved in process/email communication/meetings. Ms. Tran advised ~~s~~ that she responds to the employee directly and if the shop steward is not CC'd in the initial email, Ms. Tran would not CC them.

6. RESOURCES FOR TESTING / STUDY PURPOSES**KARLENE BATEMAN**

Ms. Bateman advises that she has received reports from employees who feel as though there is not enough information provided for them to review/prepare. HR advised that depending on the unit, many resources can be found online (Study packages, mandate, etc..) and that there may be information that may be tested even if it is not provided.. Additionally, Ms. Sommerville advises where to find the information when she contacts applicants.

7. TEMPORARY CRIME ANALYST POSITION

CHRISTINE MCLEAN

Ms. McLean advises that the Employer is ~~we are~~ having issues finding people who are qualified to fill this position. The designate would still need to meet Degree requirements, will no longer need certificate but will need to show at least two courses from certification and if they are enrolled and taking courses. If there are no fully qualified internal applicants, then TFT. RFT requires the full qualifications.

8. PROFESSIONALISM AT LABOUR MANAGEMENT MEETINGS

CHRISTINE MCLEAN

Reminder to keep everything professional and respectful. Also a reminder to keep everything on task to ensure we can get through all agenda items.

9. DCC LEMCKE

SUPT. CHOW

DCC Lemcke announced his retirement for September 30, 2017. There will be a DCC Competition & Superintendent competition. Also Senior Director Marshall-Cope's position will be in completion stages soon. Sheryl Beach, a long term civilian has put in for her retirement as well.

Discussion:

Ms. McLean inquires if LMM should be put on hold while bargaining. Ms. Bateman advises that unless those dates can be used for bargaining, we should keep dates for LMM.

Bargaining items will not be discussed in LMM.

MEETING ADJOURNED: 1128 HRS

NEXT MEETING – AUGUST 23, 2017 @ 1030 HOURS, ROOM 358
