



VPD-TEAMSTERS LABOUR MANAGEMENT MEETING MINUTES

October 9, 2019

10:00 hours

3585 Graveley Street – HR Boardroom

Present for the Teamsters: Karlene Bateman, Beth Grayson, Patty Ashford

Present for the VPD: Supt. Martin Bruce, S/Sgt. Jim Kenney, Jaclyn Addison, Christine McLean, Lisa Tran, Sandy Lidder, Mandy Chawla, Coco Jeangrand.

Meeting Chair: Christine McLean

Minutes: Coco Jeangrand

I) Approval of the Agenda- Approved

II) Approval of Minutes

- The Union has requested the minutes be sent out sooner after the meetings so that everyone can remember what was said and could have them ready for the meeting.
- The Employer is planning to remedy this by having a new administrative assistant in HR so that Coco will have more time to get the minutes out faster.
- In the past the recordings were not able to be sent via e-mail and now they can be sent through "Move it". Beth Grayson can help with the set up.
- More time has been requested for the approval of the Minutes from the meetings on April 23rd and July 2nd, 2019.

III) Old Business:

a) Item: Scribe training

Karlene Bateman

Discussion:

- The Employer had a meeting on Sept 18 with Betty Froese, Manager of the Learning and Development Unit (LDU) and Insp. Randy Bell, Training & Recruiting Section.
- Betty said we can do it in-house. The LDU is collecting information on all Scribe training courses presently available and will then put together an in-house course.
- Training is overloaded presently with the new cannabis legislation and other new court processes as well as having some staffing issues. Betty would like to start developing the Scribe Training in January 2020.

Action:

- On-going

b) Item: Overtime for employees on a compressed work week Karlene Bateman

Action: Tabled for next meeting.

c) Item: Vacancy List Christine McLean

Action: The Employer will send out a copy after the next Position Control Committee meeting which will be next Tuesday, October 15th. The Employer will put together a list of RFT Vacancies and send out the list.

d) Operations Review Re- Teamster Positions Supt. Martin Bruce

Discussion:

- Supt. Bruce sent out the e-mail this morning. The list of beneficiaries is: Diversity (Victim Services Worker), FSS (Forensic Video Analyst), Stores Worker, Education and Development Unit (Legal Trainer), HR (Safety and Health Coordinator), Facilities worker, IMS (Audio Transcription Clerk, Archives Clerk, Cad Hazard- .5), ICT (Technical Specialist).
- This list is in addition to the other positions that have already been created this year due to operational requirements. Previously created positions include, a Digital Forensics Analyst, a PRIME Trainer for IMS and a Paralegal for PSS.
- Some positions have already been posted: Archives Clerk and Audio-Transcription Clerk. The Employer will be re-posting the Archives position as all of the candidates are no longer available.
- The managers are aware and ready for these position approvals so these positions should be posted quickly.
- Invest got two new positions: Forensic Video Analyst and Digital Forensic Analyst.
- This will all happen in the last quarter of 2020 when the COV gives us the funding.

Action:

- On-going

e) Investigational Assistants- Stand-by Pay

Discussion:

- This was an Employer action item to talk to some of the supervisors / managers within sections where there are IA's to let them know that Teamsters are entitled to standby pay, so if they are on standby, they have to be paid. They can't ask to be available by phone and have people limiting their life in order to be called in, but not get paid for that. The Employer mentioned at SMT, managers were spoken to and via an e-mail to the inspectors. Everyone is now informed that there are entitlements under the collective agreement for standby and callout.
- If there are any concerns, let the Employer know.
- The Union pointed out that historically, the sergeants who need to know have not necessarily received the information and it's the sergeants who deny.
- The Union would like to have the sergeants informed better and regularly and suggested putting into a bulletin.

Action:

- The Employer feels an e-mail distribution list to S/sergeants and sergeants who approve time would be the best way to relay the information and will first talk to the inspectors and let them know that HR will be e-mailing the staff sergeants and sergeants directly.
- Due to promotions and transfers, HR will send out an e-mail bi-annually.
- Remove

f) Parking

Discussion:

- The Employer advised that this is an on-going issue and will get steadily worse with time due to increase number of positions and reduced area for parking as development of the area continues. Snow will also be an issue.
- Parking discussions are taking place presently with the VPU in bargaining.
- This is a city issue – not 100% in the VPD's control which complicates matters. People will have to park elsewhere.
- Bill Ng did message all the members about the patrol cars in visitors parking but the problem is patrol needs to park somewhere when they are here.
- Visitors parking is scarce as well. Same issues at Cambie. The city is going towards a greener policy and pushing people to take transit rather than cars.
- If there are repeat offenders of Teamsters who have not paid for parking and are parking in the visitors' parking lot, the Employer will inform the Union and the Union will speak to the offender, as is done with the VPU.

Action:

- Jim will ask Bill to post bi-annually a notice in the bulletins regarding patrol cars in the visitors parking. The Employer and Union agreed to remove this item until problems arise again.
- Remove

g) VESP

Christine McLean

Discussion:

- Everyone who is part of VESP was notified that the vote to transition to the new VESP Plan passed.
- \$500 must remain in the VESP account. All other funds will be transferred over and put into IA. Benflex will move the money over to the TFSA which is the default. VESP members can choose their investment strategy from there.
- Rate remains the same: 1.5% by employee which is matched by the Employer. For exempts, can put in, but there is no match by the Employer.
- There will be an on- line enrolment process for each member. We are working with Yolanda and her team to get everything up and running because of the new administrative process.
- January will be when the move from the old plan to the new plan takes place, but you can withdraw from the VESP earlier.
- Leave on Agenda as there will be more information to come.

Action:

- Update for next meeting.

IV) **New Business:**

a) Shop Stewards- approval and time coding for meetings

Christine McLean

Discussion:

- The Employer wanted to give a reminder about shop stewards attending meetings that are called by HR and not solely employee / shop steward set-up meetings.
- Some meetings between some of the shop stewards and employees are happening outside of break times and without the managers / supervisors of the employee and shop steward knowing that they have left to do that (sometimes of both the steward and employee)
- This has been happening primarily in IMS.
- The hope is that the shop steward will tell the employee that they need to get permission to have a meeting with a shop steward. The concern is these meetings can take from a few minutes to hours.

Action:

- Karlene will convey this message to the shop stewards as well.
- Remove

b) Item: Posting Information on the Intranet

Karlene Bateman

Discussion:

- There are areas on the Intranet (other than the Teamster and VPU pages) like the bulletins and announcements where information from other organizations like the VPU, PMBA about elections, open houses, meetings, etc. are posted.
- The Union is requesting to have the same ability to post their meetings, events or information on General Announcements and/or on the Union Website on VPD's intranet.

Action:

- The Employer will help with this process.
- The Union can e-mail any postings to Christine in the format and she will get them approved and send them to the publisher for posting in the bulletins.
- Beth will forward the guidelines to Karlene on how to post bulletins for General Announcements.
- The Union's intranet site is maintained and can be updated by Deanna Ruschke (primary) and Beth Grayson (backup) and is maintained by them.
- Remove

c) Item: Civilian Annual Psychological Debrief (HSD)

Karlene Bateman

Discussion:

- The Union has brought this up for discussion before and has grown due to the impact of work on some Teamsters. The Union would like to know who is on the recipient list and why OCS IA's are not on the list. The Employer said it was unsure and will look into it and will revisit the list. There are criteria, in terms of being subject to images or files and thought most invest units were included. On explanation is that it could be because OCS deals mainly with drug related cases. Not everyone in OCS

may be exposed to traumatizing work. Patty Ashford will look into this more.

- The Employer recommends people to use their benefits first. Before we put a whole section on a list, we need to see what they are facing. GCU is now on the list as they are first on the scene.
- Sgt. Kelly Risebrough is taking control of this and sent out e-mails to all the managers. The HR Admin Assistant is monitoring and keeps track of the invoices. HSD has been extended to new units and increased in others (ie- Victim Services on call staff) and the program is now well tracked. However, this program is not funded and comes out of regular operating costs despite the importance of it.
- The Union suggested that when an incident happens, the CISM team could be brought in to support the unit and not just the individual. This may decrease overall costs.
- The CISM and Peer Support Team for civilians has been up and running for two years now and there are opportunities to recruit for the team and new training is required.
- Peer Support and Sgt. Dave Moe also help support civilians who need support and are embedded in units with mainly sworn members.
- It is slow moving but the Employee Wellness Unit is growing and expanding. This unit is on site and confidential.

The Union inquired as to whether or not we have statistics as to how CISM/ Peer Support is being utilized for civilians? The Employer responded that for the first year we have really good statistics, but not the best for the second year. Most calls were for peer support and not CISM. There is a workload issue as this program is running off the sides of desks and some people were called more than others. We also need to improve reporting. PCC was asked for funding to have a peer support coordinator for civilians but we do not have the statistics to fund such a position even on a part time basis. The next step is getting funding and then a recruitment drive for more team members. These steps are in the works.

- There is room for Sgt Dave Moe to help guide the development of a new peer support unit for civilians.
- HR was there at the beginning for the set up, but this is no longer under HR's umbrella and have to maintain distance.

Action:

- Remove

Next Meeting:

Date: November 26th, 2019
Time: 13:00 hrs
Location: HR Boardroom, 2 Fl., Graveley Building

Meeting adjourned at 10:43 am