



VPD-TEAMSTERS LABOUR MANAGEMENT MEETING MINUTES

July 2nd, 2019

1300 Hours

3585 Graveley Street – HR Boardroom

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

Present for the VPD: Supt. Martin Bruce, A/Insp Jim Kenney, S/Sgt Michelle Torvik, Cathy McPherson, Christine McLean, Mary Sommerville, Sandy Lidder, Mandy Chawla, Lisa Tran,

Meeting Chair: Karlene Bateman

Minutes: Recorded and later written by Coco Jeangrand

I) Approval of the July 2nd Agenda- Revised Version - Attachment 1

- Remove D
- Added Parking - to be left on as a permanent item.

II) Approval of Minutes

- No minutes yet for March 5, 2019
- Employer is reviewing April 23rd Minutes and will send to Union
- Employer and Union are working on other outstanding minutes

III) Old Business:

a) Item: Scribe training

Karlene Bateman

Discussion:

- The Employer will be meeting with the new Training and Education Unit inspector, Inspector Randy Bell and Betty Froese, on July 17th or 18th, to discuss Scribe training.
- Have had previous discussions about having Investigative Assistants (IA's) attend to talk about the Scribe training requirements so as to ensure the training will meet the department's needs.
- This training is in its preliminary stages. Betty wants to look at whether it will be a cost recovery or built in-house.
- Patty Ashford was asked to attend to assist in setting out what is required and confirmed she will be there.
- The Employer invited the Union to make additional recommendations and suggested Heather Wilson and Cathy Hall.

Action:

- Employer to send out meeting request for July 17 or 18. This matter is tabled until the next meeting.

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

Discussion: None

Action

- Tabled for next meeting.

- c) Item: Application of the expectation to report/ call and speak to a supervisor when sick Karlene Bateman

Discussion:

- This topic came up initially due to inconsistencies in IMS with regards to procedure when calling in sick and the expectations of management. The Union's understanding of the policy under CAPSU was to call the sick line and then supervisor. Heard Supervisors would tell some employees to call sick line, and didn't have to call them, but could call a co-worker. Issue is inconsistency. Recall at last meeting that IMS Leadership stated there was a supervisor's meeting and the information was disseminated. In discussing with another employer, found out that they had not received that messaging. At a previous meeting, Union asked for the document so that it could be posted on the Intranet.
- The IMS Leadership team had a meeting to address this issue. Everyone has been informed to call the sick line and a second designated number. On weekends and statutory holidays, employees from Transcription and CPIC Support Unit, Quality Control Unit, and Crown Liaison Unit, which are on a 4 on, 4 off schedule, are required to call a third line, a Transcription CPIC Support Line as there is one Supervisor that manages these areas. Public Service Unit has their own supervisor and does not require a separate line. On the IMS M-drive, all units are listed with the sick line number, the mandatory line, and 3rd column and number (3060) for the 4 on 4 off units.
- All IMS employees and new arrivals are informed of the procedure and are given the link to the numbers on the "m" drive.
- All Supervisors were tasked to speak to and e-mail their staff to ask them if they understand the sick leave process and let Cathy know when that had all been done. All supervisors have now reported back that they have.
- The Employer would like to know who the people were that did not know who to call when sick.
- When new staff is hired, this information is part of the orientation and supervisors are supposed to have them sign-off once the new employee confirms they have understood.
- The Union asked why not post this information on the intranet? The Employer responded that the information is readily available on the m drive and all IMS employees have been and will be informed. This process is also documented.
- The Union's concern was inconsistency and now it appears to have been dealt with.

Action: Remove

d) Vacancy List

Discussion:

- Union sent Employer a request for RFT and TFT vacancies (including TPT). Employer would like to know which positions the Union is interested in and described the following:
 1. RFT is a Vacancy- when someone leaves
 2. RFT is a Vacancy- on a TFT basis i.e. if someone goes off on a mat leave or LWOP
 3. TFT positions are technically not vacancies since they are additional positions and when the position ends the position no longer exists unless it is a revenue generating position (ie – IMS where it is an ongoing position)
- “TPT”- not really a vacancy
- The Union advised that the list in the past included frozen and funded and the Union was not interested in those
- The Union would like the list for RFT Vacancies only. Salary information is not required.

Action: Employer will look into with PCC and get back to the Union shortly.

e) Operations review re-Teamster positions

Superintendent Bruce

Discussion:

- Employer had hoped that this process for 2019 would already have started by now. By September 5th there will be definitive news, as there will be many new positions posted.

Action: Update at next meeting in September.

f) Investigational Assistants- Standby pay

Karlene Bateman

Discussion:

- Employer and Union have exchanged e-mails. No specific names to provide. Union requests that an e-mail be sent to all supervisors in units of IAs explaining that there is a clause in the collective agreement stating IAs do receive standby pay.
- The Employer brought this matter up at a recent SMT meeting and informed all those present that VPD must adhere to the Teamsters Collective Agreement with regards to standby pay and overtime and offered HR's assistance for those with questions about the application of the collective agreement with regards to IAs. Could look at an email as a reminder.
- Deana Hobbs may have a procedure already in place for IAs for Major Crime. Only inspectors can authorize standby pay.

Action:

- Employer to investigate to see how Deana Hobbs in Major Crime is

- managing overtime and standby pay and ensure she is in the loop.
- Employer to send an e-mail to all Inspectors and supervisors of units with IAs to inform and remind them of the Teamsters' agreement and procedure.

g) Parking:

Discussion:

- Parking situation will continue to deteriorate over time with the hiring of both sworn and civilian members. Impacts everyone. Parking is a limited resource.
- The Union pointed out that some EOPS fleet cars are in the general parking lot of Kootenay (marked and unmarked). Private vehicles of members are also in the visitor's parking lot. Employees have been told to park there when they can't find parking in the Kootenay lot.

Action:

- Employer will talk to EOPS about unmarked cars parked in the Kootenay parking lot.
- An announcement in General Announcements will be posted requesting that personal vehicles not be parked in the visitor's parking.

IV) New Business:

a) Item: VESP

Christine Mclean

Discussion:

- Union and Employer at a meeting last week. The VESP is an old plan put together in the 1950s. The trustees of the plan are looking at dissolving the current plan which will require a vote from everyone who is involved including, all Teamsters, exempts, Langara College, COV, VPD, museum employees, teachers – anyone involved - about 5700 members contribute. The management of VESP wants to create more flexibility in the plan and the ability to invest in different types of funds.

Right now everything you take out is taxable. The new plan will include RRSPs and TFSAs, global equities, etc. To do this, it has to go to everyone. At this time, the Trustees are putting in an application to the courts to see how this vote should take place and is looking to the courts for direction on what constitutes a majority and what is the majority of the majority for the actual vote itself. This part was missing in the contract from the 1950s.

Once they get that from the courts, then they will be asking the Employers and the Unions to participate in communications out to all the employees. The Employer needs to enquire about the legality of giving out the names and addresses of our current employees involved in VESP. This information has been given to BEN FLEX, the current administrator of VESP in the past. The Employer will have to find out if these two pieces of information can be shared with Simply Voting, and if it can be, they will send out a password and pin number so that they can vote on whether they want to go with this new plan.

If VESP goes to a new plan, members will be able to invest in registered plans and have an on-line banking portal. This will also facilitate transfers, taking out money and investing.

The downside of the change in plan is the dissolving of the plan and that all profits will be subject to capital gains tax in this fiscal year (except \$250). Have to leave \$250 in the account and that is for administration fees for the new fund and will be paid back once everything is settled.

The upside is that fees will be less and the new group is larger, so more choice in where to put your money and higher returns. On-line tools also allow for saving plans and flexible and personalized investment. The trustees are wanting this to happen by January 1st for tax reasons.

Packages will be sent to all VESP participants to inform them of the changes.

Employers need to confirm participation in this change or take no position. VPD is in the process of signing documents to be on board with these new changes.

There will be an enrolment period once the new system is in place. Payroll and IT will be affected and instrumental in the change.

If you don't want to get into equities, will automatically go into TFSA.

For Teamsters, VPD matches 1.5%. COV and Exempts do not have a matching contribution.

Action: Standing Item

Next meeting:

Date: September 5, 2019
Time: 13:00 hrs
Location: HR Boardroom, 2 Fl., Graveley Building

Meeting adjourned at 1:46