



VPD MEETING - Tuesday, August 29, 2017 – 4:30 pm

MINUTES

1. On-site meeting update

- On-site meetings have been reinstated at Graveley and Cambie
 - A memo was sent out on Friday via email with the details
 - the date was wrong for the Graveley meeting and the memo was resent on Monday
- Portal information – on cards or get from a Shop Steward or Business Representative
- Still discussing the reinstatement of Shop Steward meetings with management

2. Labour Management Meeting Update

- Last met on August 23 – short meeting; no new business
- Received draft minutes from June 14 - Union side is reviewing and will send to Employer for review and confirmation
- I am meeting with Lisa Tran to review all outstanding minutes
- Next meeting – October 4

3. Grievances

- 6 grievances – relating to positions that have been filled on a regular and ongoing basis for various periods (over 6 months) and are expected to continue; should be posted as per the Collective Agreement – the Employer has denied grievance – Union reviewing next steps:
 - 2 in Health and Safety (have been made into 1 TFT position)
 - 1 in Document Services
 - BET
 - Athletic Physiotherapist
 - Fitness coordinator
- Grievances that are being dealt with in bargaining - on-loan grievance; posting/vacancy grievance; kennel grievance

- RWP grievances – in process
- Karen White - termination grievance – proceeding to arbitration – setting dates
- Reviewing duties and case law with respect to 2 HR positions that were made exempt
- Policy grievance re: Inventory Planner/Buyer position and Fleet Supervisor position

4. Reclassifications

- Dispute meeting with Metro and Payroll took place July 25th
 - Denied - proceeding with this matter
 - There are other applications in process
- Union Reclassification contacts:
 - Olivia Kajander
 - Leslie Neill
 - Maria-Lise Dhami – also a newly appointed Shop Steward

*feel free to contact them or your Business Representative with any questions

5. Digital Forensic Examiner / Forensic Digital Analyst

- VPU – wanted to address some “errors” in our submission; sur-reply
- Had a C/C with Vice Chair – setting a date for oral submissions

6. Operations Review

- Union Representatives met with Sgt. Phil Heard - he updated us on where they are in the process and the areas that may be seeking additional positions
- Next steps:
 - September 14 – present to the VPB
 - September 18 – present to City Council
 - Early October – finalize report
- Will check with Sgt. Heard about when staff will be updated

7. Bargaining Update

- The Union filed an application for the appointment of a mediation officer with the Labour Relations Board - Mediator was appointed July 10th
- Meeting with the Employer representatives on August 30 and 31 at the LRB
- The Employer is not available in September, but we have 3 days secured for October and looking for more

8. Other news / Updates

- The Employer is amending/updating the civilian dress code policy
 - Includes a section on the wearing of medals and commendations

- Update on VPD Civilian CISM Team
 - Jessica Johnson (one of the two Coordinators for the Team) advises that the Coordinators have one Blackberry and pass it off to one another
 - They have made a presentation at SMT and provided information to all managers to fan out to Employees; Chief also sent out an email
 - Currently working on a brochure and plan to give presentations to civilians in the Fall
 - Can find information on the HR / Wellness site – lists Civilian CISM Team Members

- Teamsters Canada is offering 4 scholarships in the amount of \$2,500 each to *members*
 - Deadline for applications is October 31, 2017
 - Application and information is on the portal and the Union's website

- Website – update
 - Please advise if any suggestions for the website

9. Q & A

10. Draw

Future meeting dates (subject to change):

- Graveley – Thursday, September 28, 2017 – 12:05 pm
- Cambie – Wednesday, October 11, 2017 – 12:05 pm