



VPD-TEAMSTERS LABOUR MANAGEMENT MEETING MINUTES

Tuesday, December 6, 2018
10:00 hours
3585 Graveley Street – Room 206

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

Present for the VPD: Superintendent Bruce, Mandy Chawla, Sandy Lidder, Lisa Hoogstins, Mary Sommerville, Staff Sgt. Andrew Chan, and Christine McLean

Meeting Chair: Karlene Bateman

I) Approval of the Agenda

II) Approval of November 6, 2018, Minutes

- Employer provided that the draft minutes have not been finished, but will send them out after this meeting.

III) Old Business:

a) Item: Scribe training

Karlene Bateman

Discussion:

- Christine was to discuss moving this item to Training with Superintendent Bruce to see if this is something can be take on by Training, but did not have the opportunity to. However, Superintendent Bruce advised that the Mandatory Training Budget for 2019 has been completed.

Action: Table to next meeting

IV) New Business:

a) Item: Parking Enforcement

Karlene Bateman

Discussion:

- The Union raised the ongoing issue with parking enforcement stating that people continue to get tickets with no consequences, and those that do pay are not able to get parking spots, which is frustrating and not fair to those that have monthly passes or purchase tickets.

- Both the Union and the Employer provided examples of parking issues ranging from double parking, oversized vehicles, blocking spots by parking where there is no actual spot, to parking in the Visitor parking.
- The Union asked if there was a way to assign spots and/or enforce proper paid parking. The parties discussed the possibilities and issues surrounding them. The Union mentioned a previous enforcement practice where the Business Representative was provided the name of an offender and spoke with the employee about it, and asked if that practice could be reinstated.
- The Employer provided that there have also been issues with VPU members and that the VPU was notified of the repeat offenders so they could talk to them. The Employer provided that when this practice was implemented it was predicated on the Department's position that they did not want to hand out fines.
- It was agreed to restart the practice of notifying the Union Business Representatives of the repeat offenders so the members can be spoken to.

Action: Supt. Bruce to talk to the VPU and Christine and Staff Sgt. Chan to talk to Facilities to get the list of offenders.

b) Item: Reinstatement of on-site union meetings

Karlene Bateman

Discussion:

- The Union stated that it has been about six months since the meetings have occurred and want to start dialogue of reinstating them in the New Year, for both the monthly meetings and Shop Steward meetings.
- The Union further explained that there was a period of time that the meetings were not happening, but they were reinstated after the concerns of the Employer were addressed by putting in some parameters at the request of the Employer. The concerns were the length of the meetings, management being aware of the meetings, and having a set time, date, and agenda for the meetings. The Union believed they were reinstated around September or October of 2017.
- The Union went on to state that the meetings were then cancelled following bargaining due to issues that arose during and following bargaining; and, because of recent requests from employees to Shop Stewards and the Union, that the Union wanted to ask that the meetings on site be reconsidered with the same parameters as before.
- The Union said that they feel it is a valuable tool to be able to meet with people and answers questions, and for the Stewards to have dialogue with the Business Representative about HR issues and membership issues and those sorts of things.
- As another point, the Union said it has always been that way (meetings on site) and that things had changed and feel as though the Union is being punished.
- The Employer stated that they did not believe that this is the forum to discuss this item, that the standard is the same as the VPU who do not have union meetings on site, and that the Employer do not have intentions of reinstating the union meetings on site at this point.

- The Employer stated that it worked well in the past, but due to a deteriorating relationships with Union and Management, during and following bargaining, the meetings were cancelled, and that until the VPD feels like there is an improvement the VPD will not be looking at reinstating them.
- The Employer agreed to a previous comment that the VPU has more members, and said that they don't have meetings on site and they seem to be managing fine.
- The Employer pointed out that when it was the VMREU that meetings were held off site and after work. The Union pointed out that it was a different structure under the VMREU and other units included (city staff).
- The Employer reiterated that both unions are being treated the same.

Action: Remove

c) Item: Wellness Committee Composition

Christine McLean

Discussion:

- The Employer advised that the Wellness Committee has quarterly meetings and that due to recent turnover on the Committee that they are looking for new members.
- As the composition of the Committee seems to be Support Services Division heavy they want better representation from other Divisions as well as have union representatives given that the Union has been an active participant in initiatives such as Yoga.
- The Employer wants to see if the Union would like for a Shop Steward to be a member; VPU as well.
- The Union said they have a cheque and want to get it through before the end of the year. The Employer advised that the Union contact A/Inspector Shelley Horne.
- The Union asked about the composition of the Wellness Committee. The Employer tried to recall a number of the members, provided that the Committee was originally started by one of HR's previous Inspectors, Larry Cope, and now Shelley Horne as the A/Inspector is the Chair, and are looking now to get a balance of Civilian and Sworn and SMCs as well.
- The Union said they can send it out to the Stewards to see if anyone is interested, and confirmed that the meeting is quarterly for one hour.
- The Union asked about the purpose of the Committee. The Employer explained that it is to bring forward initiatives and ideas forward, such as; lunch and learns, healthy heart event, sleep clinic, etc.
- The Employer also provided that there will be a Wellness Survey coming out in January, and is intended to get feedback to see how to better engage all staff, see if there are ideas that all staff want to put forward as ideas. It is also to review a number of the initiatives that have been done and to look at gaps or overlaps and to see what is still relevant. PR&A will be helping formulate the questions to ensure the feedback is useful.
- The Employer also thanked the Union for their support with Yoga, and asked for participation for the survey and to encourage people to take the survey.
- The next meeting isn't scheduled as of yet, but would be in the new year.

- The Union will look into having someone sit on the Committee for the Union and let the Employer know.

Action: Remove

Next Meeting:

- The Employer provided that the new HR Assistant will be starting on December 10, 2018, and that Christine will talk to her about taking over the LMM Agenda, Minutes, and scheduling of meetings and setting tentative dates for 2019 and getting those out.

Additional Item: Shop Stewards attending meetings

Charlaine McLeod

Discussion:

- The Union wanted to clarify what was discussed at the last meeting regarding protocol for Shop Stewards attending meetings. Three scenarios were raised by the Union, and the Employer confirmed the following:
 - I. If HR requests the meeting and Shop Steward requested by HR - the Shop Stewards can go as long as they are operationally approved to go.
 - II. If the meeting is between a Shop Steward and a Union member - the meeting is to be done on breaks, but can be on site (ie- lunchroom).
 - III. If a member has an issue and wants to discuss with HR and the Shop Steward – the meeting can be done on work time provided the employees are approved to do so by their Manager.
- The Employer also clarified that the issue is when HR is meeting with an employee for something where a Union rep would not normally be involved, and HR is unaware that a Union representative is coming. The particular case that was raised last time was for an interview debrief with an employee.

Action: None