



VANCOUVER POLICE DEPARTMENT



MINUTES

TEAMSTERS LABOUR/MANAGEMENT

Date & Time	Thursday, June 22, 2016 at 1000 hrs
Location:	Room 714, 3585 Graveley St.

IN ATTENDANCE FOR JUNE 22, 2016

TEAMSTERS: Ms. Karlene Bateman, Ms. Deanna Ruschke, Ms. Olivia Kajander, Ms. Leslie Neill, Ms. Ruby Rivas, and Ms. Patty Ashford

VPD: Ms. Christine McLean, Inspector Larry Cope, and Superintendent Howard Chow

➤ Approval of Agenda (continue discussion from June 9) for the following items: 4. Sworn members doing Teamsters work – Karlene Bateman 7. Security (Use of panic button at PSU-Cambie) - Karlene Bateman 8. Compressed work week schedules - Karlene Bateman 10. Scribes - Karlene Bateman
➤ Meeting Chair and Minutes– Ms. Christine McLean

4. SWORN MEMBERS DOING TEAMSTERS WORK**KARLENE BATEMAN**

Ms. McLean acknowledged that this has occurred in the past in areas such as the kennels, where some sworn members or CUPE would perform duties where it was taking a long time to fill a position.

Another area where this occurred was in BET. Ruby Rivas explained that the issue was actually related to a practicum student and a member who was on light duties performing Teamster duties after her time at BET was reduced to two (2) days per week. Prior to that there had been an issue with sworn members doing Teamster work on the days when Ms. Rivas was not at BET. Ms. Rivas stated that when there was an issue with the locker log she spoke with the practicum student who said that she was directed to do the lockers. Supt. Chow stated that he told the Staff Sgt. that the student was not to do any Teamster work, and that the Staff Sgt. said it was Ms. Rivas that told the student to do the work. Ms. Rivas denied this was the case and cited a situation with locker assignments where the practicum student told her that she was directed to do the lockers. Supt. Chow stated that he would follow up.

Ms. Bateman reiterated that this is an issue at this time because there is no one at BET. Ms. McLean advised that there is a full time temporary in D4 and there should be coverage for BET. Supt. Chow stated that Staff Sgt. Athens was satisfied with two (2) days a week coverage and that there will be coverage once traffic relocates in the fall and can pick up the slack. He stated that it was a tough situation when they reduced the number of District

Assistants from five (5) to three (3). There was some further discussion about possibly having to add a day at BET and that it would have to go to the PCC for approval.

Ms. McLean reviewed the plan for increasing back to four (4) RFT District Assistants, although there was no guarantee. She also discussed the issue of coverage among the District Assistants and the need to address that as well as the expectation of knowing that as a District Assistant, you may be required to move and provide coverage. Supt. Chow also stated that the sworn members also have to learn that a DA may not be there and may have to call the D2 Assistant or figure it out themselves.

Insp. Cope stated that HR doesn't want practicum students doing Teamster work and will send out a clear direction outlining what they are to do. Ms. McLean is to remind Lisa Tran and Managers of sections where practicum students are assigned, that the students are not to do Teamsters work.

Update at next meeting

7. SECURITY (USE OF PANIC BUTTON AT PSU-CAMBIE)

KARLENE BATEMAN

Supt. Chow provided a summary of the discussion from the June 9, 2016, Labour Management Meeting and reiterated that there is no bad decision regarding the use of the panic button, and that if a situation warrants a call to 911, then that is what should be done.

The Union stated the issue was that the employees felt chastised at the Debriefs, and that the communication was heavy handed. The Union also stated that the staff at the counter is proud to be the face of the department and feel they are the front line for the building, officers and the public.

Supt. Chow stated that he is proud that the staff felt responsible for the department, but ultimately responsibility will be Car 10.

Insp. Cope advised that he, Ms. Marshall-Cope and Sgt. Van Patten met with maintenance and looked into installing a hidden button and camera, live streaming to E-COMM and activating the warble tone. Supt. Chow stated that this would be a better security process than those at the banks as there would be a direct security feed.

Removed

8. COMPRESSED WORK WEEK SCHEDULE

KARLENE BATEMAN

Ms. Bateman reviewed the history of the compressed work week schedule in Document Services and the particular positions therein including the fact that the positions at issue were a compressed work week and then changed by Sgt. Callendar in 2014. When it was brought up after Sgt. Callendar left Document Services, HR advised that Sgt. Humayun (replaced Sgt. Callender) should have time to assess and could then make a decision; subsequently the request was denied. The Union provided information that they feel would support a compressed workweek and the parties discussed the Collective Agreement and how to move forward with this matter.

It was agreed that Ms. Bateman would send an email concerning this matter to Ms. McLean and Ms. McLean would set up a meeting with Ms. Bateman and Inspector De Haas so that the rationale could be provided and discussed.

Update at next meeting

10. SCRIBE WORK

KARLENE BATEMAN

The parties had a discussion about the history of scribing and the types of scribe work currently being done by civilians; Critical Incident, Public Order, and Investigational. In the discussion it was noted that both Teamsters and exempt staff have done scribe work, but the Teamsters did the major case management scribe work exclusively.

The Union stated that another issue was that there were Teamsters willing to be trained and certified and were not afforded the opportunity, but some exempts were.

It was agreed that there could be a pool for Public Order scribes, and that HR would look into how Ms. Hawker created the call out for the Critical Incident Command scribes. Ms. McLean will follow up with Insp. Jim McCardell and Supt. Chow will talk to Steve Eely.

Update at next meeting

Next Meeting: Tuesday, July 19, 2016 @ 10:00hrs – HR Boardroom