



VANCOUVER POLICE DEPARTMENT



MINUTES

TEAMSTERS LABOUR/MANAGEMENT

Date & Time	Tuesday, January 19, 2016 at 1000 hrs
Location:	Human Resources Boardroom, 3585 Graveley St.

IN ATTENDANCE

TEAMSTERS: Ms. Karlene Bateman, Ms. Leslie Neill, Ms. Beth Grayson, and Ms. Patty Ashford

VPD: Ms. Christine McLean, Ms. Cathy MacPherson, Ms. Mary Sommerville, Ms. Lisa Tran and Ms. Mandy Chawla

➤ Approval of Agenda with the following additions: 2. Clarify Break Times – Ms. MacPherson 3. Safety at Cambie & Gravelly – Ms. Bateman
➤ Approval of November 26, 2015 minutes After reviewing all of the proposed changes made by both the Teamsters and VPD, it was decided that amendments would be made by Ms. Bateman. The minutes with these changes will then be forwarded to Ms. McLean.
➤ Meeting Chair/Minutes– Ms. Christine McLean/ Ms. Mandy Chawla

OLD BUSINESS**1. (A) VACANT/FROZEN POSITIONS****CHRISTINE MCLEAN**

Ms. McLean circulated a list of current vacant/frozen positions and noted:

- Digital Forensic Video Examiners – Tech Crime: Interviews have taken place and candidates selected however none of the candidates have been notified due to discussions with the Vancouver Police Union
- Fleet Attendants: on hold - currently being filled with casuals
- OCS Crime Analyst has been filled
- RFT Clerk IV, Criminal Records will be posted once the PCC has approved
- Document Services, Clerk II position will be moved to CASU as it is a held vacancy
- Document Services, Document Server: Ms. McLean has been speaking to Sgt. Humayun. He will be requesting to post the position soon
- Admin. Assistant – Executive Services – this position is Exempt
- Network Technician – Information & Communications Technology Unit – was posted in November 2015, competition in progress
- Clerk – Property & Stores should be moved to CASU as it was affected by RAR
- Many of the other positions on the list do not have funding. Funding for others is being utilized to fund other positions.

Update at next meeting

(B) RAR UPDATE

CHRISTINE MCLEAN

Ms. McLean advised that the only positions outstanding from the RAR are the Digital Forensic Examiners. Once they have been filled, the RAR is complete on the civilian side.

Update at next meeting

(C) COMPETITION PROCESS: SAME SENIORITY

UNION RESPONSE

Ms. Bateman advised that this issue had been reviewed and noted that at the time of the competition, the two employees had TFT status and were therefore not on the Seniority List. They were on the Length of Service List. As advised by Ms. Chawla, the applicant with more hours was given the opportunity to stay on their team and the decision was not grieved. Ms. Bateman advised that this was a matter that should be addressed in bargaining.

Ms. Bateman wanted to revisit the matter of IMS' 10% practice with respect to competitions and clarify the position of the Union in this regard. Apparently an employee was told in a recent debrief meeting that the Union agreed to the Employer's 10% spread which is used in IMS during the selection process (i.e.: if the difference in scores is less than 10%, then the position will be given to the senior applicant). The Union made it clear that it takes no position with the 10% spread as there are various factors involved in the competition process that may have an impact on the score that an applicant receives. If an employee grieves a competition, the Union will review the entire competition process, including the testing and interview questions, answers and scoring, and the percentage used to determine the successful applicant. Each matter will be dealt with on a case by case basis.

Removed

(D) RETENTION OF BIDDING RIGHTS AFTER RETIREMENT

UNION RESPONSE

It has been the past practice of the Employer for seniority to be honoured after an employee has retired and re-hired at the VPD shortly after retirement (within a 1 year time frame). Ms. Bateman advised that this matter had been reviewed and that the Employer should address it at bargaining

With respect to Ms. Tran's inquiry about initiation fees for retirees who return to work at the VPD, Ms. Bateman advised that retired employees do not have to re-pay the initiation fee when they retire and take a retirement card.

Removed

(E) DIGITAL VIDEO EXAMINER POSITIONS**CHRISTINE MCLEAN**

The competition has been concluded and successful candidates have been selected, however applicants have not been notified of the outcome as the Vancouver Police Union is still in discussions regarding the positions. Applicants are aware of the delay.

Update at next meeting.

(F) NOTIFICATION OF BREAK TIMES**CHRISTINE MCLEAN**

Ms. Chawla has created a link on the HR site and HR will be drafting a general announcement and uploading on to the new CAPSU website.

Update at next meeting

(G) FIRE DRILLS**CHRISTINE MCLEAN**

Ms. McLean had asked Tracy Matthew to put an item in the General Announcements about the fire drill page on the Occupational Health & Safety intranet page. Ms. McLean will confirm that it was done.

Update at next meeting

(H) STRIKE FORCE POSITION**CHRISTINE MCLEAN**

This position is now RFT. It will be posted if approved by the PCC. It will have to serve the 6 week waiting period (from January 1, 2016) and will be filled by mid-February, unless the Inspector requests a shorter period.

Removed

NEW BUSINESS**1. RFT EMPLOYEE IN A JOB SHARE - DEFER A/L HOURS****MANDY CHAWLA**

A question was raised regarding deferring annual leave hours for a RFT employee in a job share agreement. As the RFT employee, their annual leave entitlement is prorated. This employee has 24+ years of service.

If they were not in a job share agreement, they are entitled to 6 weeks (210 hours) and allowed to defer 3 weeks (105 hours). The maximum entitlement hours for the deferred bank are 140.

This employee currently has no hours in their deferred bank and receives 3 weeks (105 hours) of annual each year due to their job share status. The question was raised: How many hours is this employee allowed to defer each year? The collective agreement does not speak to employees in a job share agreement.

Ms. Chawla will send Ms. Bateman the specifics to review.

Update at next meeting

2. CLARIFICATION OF BREAK TIMES

CATHY MACPHERSON

Ms. MacPherson advised that a few employees within her work group have been combining their breaks (paid and unpaid meal breaks) together and taking them at the beginning and/or at the end of their work day. Management was not aware that this was occurring.

Ms. McLean advised that breaks need to be taken apart unless there is a special circumstance. Ms. MacPherson will be holding meetings to reiterate that breaks are not to be taken at the start or the end of the shifts and there will be no changes without prior approval from a supervisor or manager. The standard break times notification will be posted: *Breaks are meant to be taken during your work day and not all together at the beginning or end of the work day unless there is a special circumstance in which case prior approval is obtained through the supervisor/manager.*

Ms. MacPherson advised that she was going to have meetings next week and would have a Shop Steward present at both meetings. Ms. MacPherson asked the Union to support her position regarding breaks. Ms. Bateman responded that Ms. MacPherson should have her meetings as planned and the Union would deal with any issues arising accordingly.

In addition, Ms. Bateman stated that special circumstances or accommodations may be a reason for individuals needing to take breaks at certain times, although she was unaware of any specific cases. It was noted that special circumstances and accommodations still need to be reviewed and approved by Management.

Update at next meeting

3. SAFETY AT CAMBIE & GRAVELEY BUILDINGS

KARLENE BATEMAN

Safety concerns had been brought to Ms. Bateman's attention recently by some members. Ms. Bateman would like to know if there are any types of detection devices such as metal detectors at Cambie and Graveley for members of the public who come in to the lobby. She also inquired about safety in regards to the parking lots.

Ms. MacPherson advised that a safety report was done for 2120. The Public Service Unit is working with the Department Security Office regarding members from the public coming in and out of the buildings. Ms. MacPherson is not familiar with the parking concerns however she will bring it forward to Ms. Dawna Marshall-Cope. A similar safety report is being written for all the VPD buildings.

Ms. MacPherson will send an e-mail with the safety updates.

Update at next meeting

Meeting Adjourned: 11:15 hrs.

Next Meeting: Tuesday, March 15, 2016 @ 10:00hrs – HR Boardroom