



VANCOUVER POLICE DEPARTMENT

**MINUTES****TEAMSTERS LABOUR/MANAGEMENT**

Date & Time	Thursday, June 9, 2016 at 1000 hrs
Location:	Room 206, 3585 Graveley St.

IN ATTENDANCE

TEAMSTERS: Ms. Karlene Bateman, Ms. Leslie Neill, Ms. Beth Grayson, Ms. Deanna Ruschke, and Ms. Oliva Kajander

VPD: Ms. Christine McLean, Ms. Cathy MacPherson, Ms. Mary Sommerville, Ms. Lisa Tran, Ms. Dawna Marshall-Cope, and Superintendent Howard Chow (by phone)

➤ Approval of Agenda with the following additions: 12. EPS notifications – Beth Grayson 13. Special Municipal Constables now under the Police Act
➤ Approval of November 26, 2015 minutes It was agreed that the outstanding minutes would be reviewed with the intention of approval and/or discussion at the next meeting. It was also agreed that at the next meeting there would be an item added regarding the timeline for completing minutes and the format.
➤ Meeting Chair/Minutes– Ms. Christine McLean / Ms. Lisa Tran

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

Ms. McLean stated that there is not a current report to circulate as the report is run for the purposes of the PCC meeting, which was rescheduled for June 23, 2016.

Update at next meeting

(B) RAR UPDATE**CHRISTINE MCLEAN**

Ms. McLean advised that the last outstanding positions from the RAR are the Forensic Digital Analysts. The positions were posted as Teamsters positions, but the competitions have been cancelled as they may become civilian VPU positions. The previous applicant have not been notified of this, but are aware that the positions are on hold.

Update at next meeting

(C) FORENSIC DIGITAL EXAMINERS

CHRISTINE MCLEAN

See (B) above

Combine with (B) RAR Update at next meeting

(D) SAFETY AT CAMBIE AND GRAVELEY BUILDINGS

DAWNA MARSHALL-COPE

Ms. Marshall-Cope discussed a previous report on security at the various facilities. She advised that the Department Security Office (DSO) and Facilities have completed assessments of 2120 Cambie and will be completing assessments of the other facilities. The assessment of Cambie is resulting in a new glass wall that will separate the elevators from the public, with a prox key access fob on the outside, but not the inside. This new glass wall will protect employees coming down the elevator if there are issues in area where the public are. The VPD is also considering having the recently installed panic button connect directly to ECOMM whereby ECOMM could monitor the area if an incident is taking place. She also discussed monitors for the supervisors, strobe light and signage on the 5th floor along with the split screen TV.

Ms. Marshall-Cope stated that Sgt. Dave Van Patten from the DSO conducted briefings after the recent incidents, and reinforced that if an employee feels in danger that pressing the button is appropriate. Ms. Marshall-Cope also stated that if 911 is called that Car 10 would manage the incident. Supt. Chow confirmed that Car 10 would manage the incident.

Ms. Bateman raised that the employees felt that they were being disciplined for pressing the button after the first briefing, and that there is a heightened sense of awareness given the recent bombings in Europe.

Ms. Marshall-Cope said that there were no issues from the second briefing. Ms. Bateman agreed.

Removed

(E) ACKNOWLEDGEMENT OF RECEIPT FROM HR WHEN APPLICATIONS ARE RECEIVED LISA TRAN

Ms. McLean stated that the issue arose following IT archiving old emails, whereby one employee got an email saying that her email (application for a job) was deleted without being read.

Ms. Tran looked into getting an auto-response, but it is set up to reply only to the first email. It is looking into a resolution.

Update at next meeting

(F) SECONDMENT AGREEMENTS/MOU'S

SUPT. CHOW

Supt. Chow stated that the MOUs are in discussion with the RCMP.

Update at next meeting

NEW BUSINESS

1. FLEET PARKING

DAWNA MARSHALL-COPE

Ms. Marshall-Cope stated that she looked into a LOU exempting Fleet staff from paying for parking, but no LOU was found in any of the VPD records, including HR. Ms. Marshall-Cope stated that there is no reason for the staff not to pay for parking and that as of July 1, 2016 they will have to start paying.

Ms. Bateman said that she will look into the Teamsters records.

Ms. Marshall-Cope also raised an issue relating to a Teamster member not paying for parking tickets six times. Ms. Marshall-Cope stated that the VPD doesn't run the plates but Easy Park does, and that we are not fining or towing yet. At this time the VPU is notified when there is an issue with VPU members' parking and resolves it. Ms. Bateman is open to being contacted if there is an issue with Teamster members' parking.

Removed

2. UNION MEETINGS

CHRISTINE MCLEAN

Ms. McLean stated that there have been times where Shop Stewards have not informed their supervisor of meetings they are requested to be at which resulted in operational issues. Ms. McLean said that Stewards should try to meet on their own time for employee meetings unless it is called by their manager or HR, and that they need to notify their supervisor when a meeting is on work time.

Removed

3. LISTING OF CIVILIAN RETIREMENTS/RESIGNATIONS

KARLENE BATEMAN

The Union stated that there have been issues with notifications not being sent out as people rely on them for adding and cancelling access. Ms. Tran stated that IT was looking into an automated system, but it did not make the Top 10 priorities for IT and has been deferred. Ms. Sommerville added that all the notifications are done manually and that she hasn't done them due to time restraints, but will continue to do them.

Removed

4. SWORN MEMBERS PERFORMING TEAMSTERS WORK

KARLENE BATEMAN

Defer to Part II LMM

5. CHANGE IN WEIGHTING OF TEST/INTERVIEW SCORES

KARLENE BATEMAN

Defer to next LMM

6. BRINGING NOTES TO INTERVIEWS

KARLENE BATEMAN

Ms. Bateman raised an issue with employees not being allowed to bring notes to interviews. Ms. Mclean said that bringing notes is allowed.

Removed

7. SECURITY (RECENT USE OF PANIC BUTTON AT CAMBIE)

KARLENE BATEMAN

Defer to Part II LMM

8. COMPRESSED WORK WEEK SCHEDULES

KARLENE BATEMAN

Defer to Part II LMM

9. PCC MEETING DATES

KARLENE BATEMAN

Ms. Bateman asked if the PCC meetings are posted anywhere. Ms. McLean advised that the committee meets on average once a month, but the dates regularly change so the dates aren't posted.

Removed

10. SCRIBES

KARLENE BATEMAN

Defer to Part II LMM

11. VISITOR TAGS AT GRAVELEY

KARLENE BATEMAN

Ms. Bateman asked if the visitor tags could be changed to the same tags at Cambie. Ms. MacPherson said she would look into it.

Update at next meeting

12. EPS NOTIFICATIONS

KARLENE BATEMAN

Ms. Grayson asked if the civilian notifications could be done through EPS. Ms. McLean stated that the EPS is for sworn movements only and that the civilian movements are done through eSAFS, which are tied to the City of Vancouver system.

Removed

13. SPECIAL MUNICIPAL CONSTABLES NOW UNDER POLICE ACT

CATHY MACPHERSON

Ms. MacPherson advised that effective August 1, 2016 Special Municipal Constables will fall under the Police Act (Part 11), and that Inspector Purdy will be hosting information sessions for Crown Liaison. The sessions are as follows:

June 24, 2016 1130 hrs (EVEN Team) – Classroom 2nd floor Cordova

June 29, 2016 1400 hrs (ODD Team) - Classroom 2nd floor Cordova

Removed

Meeting Adjourned: 15:05 hrs.

Next Meeting: Ms. McLean to find a time that Supt. Chow is available.

