



VPD MEETING - Tuesday, July 25, 2017 – 4:30 pm

MINUTES

1. Meetings

a) Meeting with Chief Palmer - April 24, 2017 – discussion included:

- Employee morale
- Brown bag meetings and whether he was intending to have more
- Employee and Union relations with HR
- Respectful Workplace Policy complaints and issues
- Operational Review
- Scribe course and training
- Senior Director competition
- Cancellation of on-site Union meetings

DCC Rai and Supt. Chow were also in attendance.

Reached out to Chief Palmer again in June 2017 regarding the meeting concerning on-site meetings and a RWP complaint issue.

b) On-site meeting update

- The Union met with Employer representatives on May 9 to discuss on-site meetings; agreed to meet again in a month.
- When the Union contacted the Employer to set up a meeting, they declined to meet as the Union had tabled a proposal about on-site meetings in bargaining.
- The parties ultimately met on July 19, 2017 to discuss the possibility of reinstating meetings - still in discussions.

c) Future dates & times for off-site meetings

- next off-site meetings set for August 15 and 29
- portal information is on small cards – will put minutes on portal
- looking into alternative possibilities as well (ie- webinars).

2. Labour Management Meeting Update

- draft minutes of meeting for April 5, 2017 – revised minutes have been sent to Management – will put on portal.
- meeting for June 14, 2017 – waiting for draft minutes from Employer for our review – will put on portal once they have been reviewed
- next meeting – August 23, 2017

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 CA – proceeding to next step of grievance procedure – waiting for meeting date.
 - 2 in Health and Safety
 - 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
- Tina Chalmers - grievance – resolved
- Karen White - termination grievance – proceeding to arbitration
- Reviewing duties and case law with respect to 2 HR positions that were made exempt

4. Reclassifications

- Reclassifications
- Crown Liaison – reclassified from Clerk III to Crown Liaison Clerks, PG 19
 - grievance resolved
- GIS Coordinator → Senior GIS Coordinator – PG 31
- Block Watch Coordinator → PG 21
- Lead Property Custodian → PG 19
- Lead User Support Specialist → PG 25
- Clerk III to Clerk IV (Force Options)
- Clerk III to Clerk IV (IT)
- Vacant Stores Worker reclassified to Inventory Buyer Planner (PG22)
 - Posting recently pulled – reviewing the qualifications
- Education & Training
 - Clerk III to Clerk IV - PG 17 to 19
 - PG21 to PG 19 (HR Services Coordinator to Clerk IV)
- Dispute meeting with Metro and Payroll took place July 25th
- 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
- If you feel that your position should be reclassified, please contact one of the Union contacts or Gail August to discuss.
- The Class Specification is the document that is utilized for reclassification purposes - the Union has copies of the Class Specifications that we can provide to you – please contact your Business Representative.
- Will also look into having the Class Specifications put on the portal.

5. Digital Forensic Examiner / Forensic Digital Analyst

- Submissions filed with the Labour Relations Board to determine which bargaining unit these positions should fall under – Teamsters or VPU

6. Operations Review

- Union met with Sgt Heard and Cst. Sideroff on May 10 to discuss the Review and the Phases
- update on portal

7. Bargaining Update

- update on portal – June 7
- discussed process thus far and future bargaining dates
- the Union has filed an application for the appointment of a mediation officer with the Labour Relations Board - Mediator was appointed July 10th
- spoke with Mediator and provided him with a list of our availability for bargaining
- Employer side was on holidays and then the Mediator was on holidays – waiting to hear back from him

8. Benefits Carrier

- RFP was sent out to carriers; the Union met with COV to listen to presentations from the top 5 carriers on service/user experience
- heard from PBC, Great West Life, Green Shield, Sun Life, PBC and Manulife
- Bid Committee will meet in September; if there are any changes to the extended health and dental plans, the chosen proposal will go to council in October; signing in December; transition in April 2018

9. Other news / updates

- Update on VPD Civilian CISM Team
 - Spoke with Jessica Johnson – one of the two Coordinators – they have one Blackberry and pass it off to one another
 - they presented at SMT and provided information to all managers to fan out to Employees; Chief also sent out an email
 - 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
 - They have had deployment requests since the program began in April
- 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
- A Teamster position in HR was posted and then competition cancelled
 - Was advised that the Teamster duties with respect to PA's were given to another Teamster

10. Q & A

11. Draw

Future meeting dates (subject to change):

- Tuesday, August 15, 2017 - 4:30 pm

***parking in rear of 490 East Broadway** – park in rear and walk around to front of Building to enter auditorium