



VPD MEETING - Thursday, July 11, 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 meeting about on-site meetings and a RWP complaint issue.

b) On-site meeting update

- Union met with Employer representatives on May 9 to discuss why on-site meetings were not permitted and reinstating meetings; agreed to meet again in a month
- Employer declined to meet as the Union had tabled a proposal about on-site meetings in bargaining. Chief Palmer was contacted (as above) and advised; Union contacted by Supt. Chow to discuss. Meeting set to discuss on July 19, 2017.

c) Future dates & times for off-site meetings

- next off-site meeting set for July 25, then August 15 and 29; will review meeting dates if on-site meetings not reinstated
- discussed timing for offsite meetings – if any other suggestions for off-site meetings, please provide
- portal information is on small cards – will put minutes on portal
- will look into the possibility of utilizing webinars or telephones

2. Labour Management Meeting Update

- read draft minutes of meeting for April 5, 2017 – will put on portal when they have been reviewed by Union side attendees (currently out for review)
- read notes of meeting for June 14, 2017 – waiting for draft minutes from Employer to review – will put on portal one they have been reviewed by Union side attendees

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
 - 2 in Health and Safety
 - 1 in Document Services
 - BET
 - Athletic Physiotherapist
 - Fitness coordinator
- discussion about positions and current work details
- 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 information with respect to 2 HR positions that were made exempt

4. Reclassifications

- There has been a lot of activity with 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)
 - There is currently one denial in progress – dispute meeting set (Payroll)
 - 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 Business Representative with any questions

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 – reviewed the meeting
- update on portal

7. Benefits

- RFP was sent out to carriers; the Union met with COV to review top 5 carriers to listen to presentations 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

8. Website – update

- Local is looking to revamp our website
- Have suggested that the website include individual ID and passwords
- Please advise if any suggestions for the website

9. Bargaining Update

- Bargaining Committee – Charlene McLeod, Leslie Neill, Deanna Ruschke and Karlene Bateman
- 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 yesterday – we are waiting to hear from him

10. Other news

- Discussion of CISM – issue with contact information – will look into
- HR Co-ordinator competition – not filled – will look into
- new Senior Director of Information Services – Jason Rude

- Teamsters Women's Conference 2017 – San Antonio, Texas
 - Beth Grayson has been selected as a delegate for Local 31

11. Q & A

12. Draw

- Winners – Stan Karlica & Donna Haining-Sasi

Meeting concluded at approximately 6:50 pm

Future meeting dates (subject to change):

- Tuesday, July 25, 2017
- Tuesday, August 15, 2017

*parking in rear of 490 East Broadway