

ARTICLE 29 COMMITTEE MEETING – MINUTES

January 31st, 2017 1:00 pm – 4:00 pm @ BCGEU

BCGEU Aaron Donovan, Kimberlee MacGregor, Debra Yearley, Ana Treijs, Keith Stone, Stacey Graham, Maria Middlemiss

LDB Rita Ferrara, Jennifer Nuttall, Todd Cooper, Ken McDonnell, Sairose Fisher, Roger Bissoondatt, Don Farley, Mike Procopio

Regrets: Eileen Egilson

1. Standing Agenda Items

a) Corporate Update (Retail)

- Mike provided update on overall sales, financial overview (doing well) and on conference
- Kimberlee gave feedback on anti-shoplifting measures pilot

b) Corporate Update (Wholesale)

- Todd provided Wholesale update, business was good overall

c) Corporate Update (Distribution)

- Ken provided financial update, hirings in spring
- Keith raised issues on training and balance of staffing

Action	Who	Time Frame
Follow up with Mark, Branden and Dan Miles on training plan	Ken	Report back next meeting (Jan 31, 2017)

d) Corporate Update (Head Office)

- Don gave update on the presentation for IS (organization change, shift work and positions FTE). 16 net new bargaining unit positions.
- Roger presented on Finance

Action	Who	Time Frame
Send a copy of the IT presentation chart to all Art 29 committee	Rita	By end of week (Jan 31, 2017)

e) Vacancies and Temporary Assignments

- Rita distributed assignment lists and contractor list and will send out a soft copy to Union

f) Contractors

- Rita distributed assignment lists and contractor list and will send out a soft copy to Union

g) Workload

- Will be kept on the agenda as standing agenda item
- Debra raised more concerns on workload increases

Action	Who	Time Frame
Kimberlee, Ana & Debra to follow up with Eileen on specific workload scenarios	Kimberlee, Ana, Debra & Eileen	(Oct 24, 2016)

2. Old Business/ Outstanding from Previous Meeting

a) Cold Zone & Renovations

- Update from Eileen forthcoming

b) New Distribution Centre Approval Process

- Todd provided an update, the NOI period has expired, in the hands of government
- Move into standing agenda item, rename as: New Distribution Centre

c) Distribution Centre Supervisor Meeting & Productivity

- No update yet, meeting scheduled for Friday Feb 3, 2017

Action	Who	Time Frame
Update to happen at next meeting	Ken	Next Art 29 mtg (Jan 31, 2017)

d) WES Employee Engagement

Action	Who	Time Frame
Keith & Mark to have a discussion with Todd about the WES Committee vs Union issues	Keith, Mark & Todd	Next Art 29 mtg (Oct 24, 2016)

e) Uniforms

- LDB update:
 - Mike: Golf shirts are the favoured piece of clothing; delivery method – something like Amazon perhaps? Price is main concern
- Union concern:
 - Ana: black shirts hard to keep clean
 - Kimberlee: reimbursed for personal shirts worn?

Action	Who	Time Frame
Committee to meet after the RFP; Mike to follow up on when the meeting will take place	Mike	A week (Jan 31, 2017)

f) Clarity on Footwear Expectations

- Kimberlee raised issue on managers to wear appropriate footwear, steel toed boots. Notice to go out on safety

g) Paid Holiday Process

- Kimberlee gave feedback on lieu days and holiday shifts

Action	Who	Time Frame
Include in dialogue with retail operations (Mike and Eileen)	Kimberlee	Two weeks (Oct 24, 2016)

h) Solo/SFU Staffing

- Jen gave update, asked for specific issues

Action	Who	Time Frame
Include in dialogue with retail operations (Mike and Eileen)	Jen	(Oct 24, 2016)

i) Format of Agenda & Minutes

- Add additional original date to action in brackets under Time Frame box

Action	Who	Time Frame
Add date to Action section on minutes	Stacey	Today's mtg

j) Branch Wide Relief Eligibility List/ CA05 11.1

- Jen gave update, reviewing process

k) Staffing at the End of Shifts

Action	Who	Time Frame
Include in dialogue with retail operations (Mike and Eileen)	Kimberlee	(Oct 24, 2016)

3. New Business

a) Finance Update & Reorganization

- Covered in standing items – Corporate Update (Head Office)

b) IS Update & Reorganization

- Covered in standing items – Corporate Update (Head Office)

c) Relief Opportunities and Vacancies: Stores

- Keith and Kimberlee discussed regulars are willing and able to do relief

Action	Who	Time Frame
Include in dialogue with retail operations (Mike and Eileen)	Kimberlee	(Jan 31, 2017)

d) Area Managers: Inconsistency & Updated List

- Kimberlee concerned on the inconsistencies of area managers, especially in her region

Action	Who	Time Frame
Include in dialogue with retail operations (Mike and Eileen)	Kimberlee	(Jan 31, 2017)

e) Update on Christmas from Employer

- Financial update covered in Standing Items
- Staffing to be discussed with Eileen

Action	Who	Time Frame
Follow up with Eileen	Kimberlee	(Jan 31, 2017)

f) Lieu Days

- Kimberlee raised issue of Lieu days carried over or banked at end of the year

Action	Who	Time Frame
Rita to follow up on the carryover of lieu days	Rita	(Jan 31, 2017)

g) RAPP Update

- No update at this time, keep on agenda

h) Head Office Parking Policy

- Debra raised issue of the underground parking policy and if it is being followed.
- Rita asked for specifics to be sent to her

Action	Who	Time Frame
Debra will contact Rita	Debra	Within a few weeks (Jan 31, 2017)

i) Conversions at HQ

- Covered in the meeting under the reorganizations 3. a & b

j) Union Leave

- Kimberlee raised concern on denied Union leaves
- LDB: should be escalated and dealt with right away to Regional

k) Respect Matters Training

- LDB: Revamped 1 day- wholesale, corporate and retail pilot. Sustainability. Webinar and annual refreshers.

Next meeting: *Union to provide 3 dates to LDB by end of week*