

ARTICLE 29 COMMITTEE MEETING – MINUTES

November 29th, 2017 1:00 pm – 4:00 pm @ BCGEU LMAO

BCGEU Katie Riecken, Kimberlee MacGregor, Debra Yearley, Ana Treijs, Keith Stone, Mark Guolo, Stacey Graham

LDB Rita Ferrara, Jennifer Nuttall, Ken McDonnell, Sairose Fisher, Tony Main

1. Standing Agenda Items

a) Corporate Update (Retail)

- Tony gave update:
 - All regions up on counter sales
 - Transactions increase, 6 regions up and 3 regions down
 - Labour hours up
 - Spirit release last week was successful
 - Holiday preparation at stores
 - Printer contract has been signed
 - Signed new lease agreement for Cloverdale
 - Safety reminder to go out to stores re: shoplifters

Action	Who	Time Frame

b) Corporate Update (Wholesale)

- Sairose gave update:
 - Cascade raised lots of calls, work- team worked well in resolving
 - Upgraded phones

Action	Who	Time Frame

c) Corporate Update (Distribution)

- Ken gave update:
 - Shipped 12% more than last year
 - December is a 5 week period this year
 - Space is an issue
- Keith brought up Sunday deliveries if possible, Ken stated most stores not set up for it

Action	Who	Time Frame

d) Corporate Update (Head Office)

- Cascade update is done, working on fixes
- Rita gave update:
 - Update on vision, mission and values. Handout supplied.
- Kimberlee gave feedback on Blaine's video

Action	Who	Time Frame

e) Vacancies and Temporary Assignments

- Keith referred to PSA Art 12.1
- Rita - under 7's are posted
- Discussion on org charts, Debra still receives them

Action	Who	Time Frame
Rita to set up meeting off line, Kimberlee to supply Rita with invitees and dates	Rita, Kimberlee & Debra	January

f) Contractors

- Discussion on list of contractors that was provided at last meeting
- Rita does not have list at this time

Action	Who	Time Frame
Debra to schedule meeting with Rita to discuss specific details so Rita can look into	Debra Yearley	
Rita to send out list of contractors	Rita	

g) Workload

- Follow up from last meeting- Tony: reminder email sent out to contractors, they were not aware of any safety issues
- Keith discussed exclusions, stores, volume and staffing numbers from the PSA quarterly reports

Action	Who	Time Frame
Look into sharing the stats from the union with the LDB	Kimberlee	

h) New Distribution Centre

- Ken gave update:

- Not much change except for new March date
- Racking should be arriving in mid-December

Action	Who	Time Frame

2. Old Business/ Outstanding from Previous Meeting

a) *Lateral Transfer Policy for Finance*

- Jennifer gave update, it is a pilot only policy
- Debra spoke about lateral transfers based on classification or wage grid
- Discussion on LDB not consulting with the union

Action	Who	Time Frame
Send email to Rita to establish a follow up discussion on the topics of lateral transfer/ re-org (supply names and dates)	Debra & Kimberlee	

b) *Paid Holiday Process*

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Action	Who	Time Frame
Jennifer to follow up with specific store	Jennifer	
Kimberlee to send Jen specifics on areas/ stores that have changed December schedules	Kimberlee	1 week, Dec 8

c) *Branch Wide Relief*

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Action	Who	Time Frame
RESOLVED		

d) *Distribution Centre Supervisor Meeting & Productivity*

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Action	Who	Time Frame
RESOLVED		

e) Staffing at the End of Shifts

- Discussion on scheduling changes at end of shift and closing of store

Action	Who	Time Frame
RESOLVED		

f) Over Short Warehouse Procedures

Action	Who	Time Frame
RESOLVED		

g) Conversions- Stores and Seasonals

- Kimberlee appreciated the work done on this
- Conversions are not consistent

Action	Who	Time Frame

h) Languages Spoken in the Workplace

- No official policy, raise issues with regional managers

Action	Who	Time Frame
RESOLVED		

i) Refrigeration Update

Action	Who	Time Frame
Send list to Kimberlee	Tony	

j) Loss Prevention Detention JAI

Action	Who	Time Frame
Follow up on discussion with Brendan Alexander	Tony	

k) Change Champions in Retail and Warehouse

- Change champions were apart of the roll out and are now finished
- No concerns on the specific employee/store

Action	Who	Time Frame
RESOLVED		

l) Staff Meetings in the Warehouse

Action	Who	Time Frame
RESOLVED		

m) Hiring Process- including retention and paneling

- Mark discussed feedback from store visits
- Retention is a big issue

Action	Who	Time Frame

n) Change to Great West Life Issues

- Issues still happening such as no cards and paying double deductables, changes to benefits plan coverage
- Rita asked if issues have been raised with PSA
- Brought up at PS bargaining committee meeting

Action	Who	Time Frame
Follow up with Kim/ Connie Der, and John at PSA	Rita	

3. New Business

a) Customer Centric

- Kimberlee brought up how can the LDB do this with out adequate staff

Action	Who	Time Frame

b) Vacancies of Warehouse Worker 2s

- Keith brought up shift changes and vacancies
- Ken explained process for shift changes, always after 3s
- Refer to Memorandum 6

Action	Who	Time Frame

c) Movement between Shifts

- See b) above

Action	Who	Time Frame

d) Memorandum of Understanding 6

- See b) above

Action	Who	Time Frame

e) Surveillance During Union Visits

- Mark explained M2M going well. Dealt with confrontational and frustrating experiences at a couple of stores

Action	Who	Time Frame
Will follow up	Tony	

f) High Product Stacking in Store Warehouses Due to Space

- Mark gave examples of product stacking up and that it is a safety issue

Action	Who	Time Frame
Will follow up	Tony	

g) OT Procedures at VDC

- Mark discussed

Action	Who	Time Frame

h) Family Illness Form at VDC

- Mark unsure why the form is being used again

Action	Who	Time Frame
Send Rita and Jennifer a copy of the form	Mark	

i) Store Managers Asking for Work Schedules and Class Schedules

- Mark explained store managers are asking for T4s, and other personal information

Action	Who	Time Frame

j) Uniforms

- Kimberlee wondering where the Park Royal uniforms came from? Made in Vietnam

Action	Who	Time Frame

k) Park Royal

- Kimberlee gave feedback regarding Park Royal store visit- amazing store!

Action	Who	Time Frame

Next meeting: *Union proposed January 29 – February 2nd*

Location: *LDB*