

B.C. GOVERNMENT AND SERVICE EMPLOYEES' UNION
Component 5 Executive Meeting
MINUTES
BCGEU Headquarters – TKEC-C
June 11 - 12, 2018

File no. 1005-002

Present: Kusam Doal (Vice-President), Ana Treijs, Christina Younie(Recording Secretary), David Herman, David Kirkwood, Erica Cardarelli, Ellen Nicholson, Jennifer Newman, Jonah DUSDAL, Jonathan Boulton, Joshua Lasta, Keith Stone, Kelly Smith, Margie Edmondson (Treasurer), Matt Robinson, Paul Brown, Shannon Dudley, Shawn Bell, Tanya Fralick

Staff: Sheila Puga, Director, Ken Mooney, Advocacy, Katie Rieken, RIS, Richard Tones, Bargaining Representative

MONDAY, JUNE 11, 2017

1. CALL TO ORDER

- The meeting was called to order at 9:00 a.m.

2. INTRODUCTIONS

- None
- Adoption of Ground Rules for Meetings. – MSC

3. ADDITIONS TO AGENDA

- Social Media

ADOPTION OF AGENDA WITH ADDITIONS – MSC

4. PREVIOUS MINUTES

ADOPTION OF MINUTES WITH REVISIONS – MSC

5. BUSINESS ARISING FROM MINUTES

- None.

6. NEW BUSINESS

- a) Advocacy
 - Ken Mooney, June 11.
- b) Campaign Update
 - Katie Rieken, June 11.
- c) Bargaining Update

- Richard Tones, June 11.
- d) Local Email Accounts
 - Colin Loewenthal, June 11.
- e) Bargaining
 - More info coming.
- f) M2M
- g) See insert
- h) Panel Process
 - Would like to eliminate this process in the Warehouse for Grade 3 positions to a seniority based system.
- i) Transfer vs paneling for Cannabis jobs
 - Info coming.
- j) Hep B shots for First Aid attendants recommended – will find out how to streamline process for reimbursement of costs.
- k) Conversions
 - Not happening. Employer is slow to convert, aux employees should file grievance.
- l) Staff Meetings
 - New template, new process which is being done piecemeal in a confusing, ongoing basis that is added to the morning shift starter. This results in inconsistent messages.
- m) Relief Supervising

11am – Ken Mooney – Advocacy

Conversion Update

- Part time hours factor into conversion.
- Employees that file conversion grievances should keep track of hours worked.
- November is the next date set for conversion grievance hearing.
- Continuous service is the test (not a vacancy) for a conversion to occur.

12:47pm – Katie Rieken

Campaigns Update

m) Relief Supervising continued

- Junior Aux. lock-ins over senior aux for relief should be monitored and grieved if contract is violated.
- Training is done by favoritism

n) Auxiliary Schedules

- No clarity in posted Auxiliary schedule. Will bring to Article 29. Please provide copies of schedules.

1:30pm – Richard Tones

Bargaining Update

o) Uniforms

- Only shirts-pants are optional. Cardigans.

p) Refusing Service

- Need Policy clarification.

q) Retail Theft

- Policy contradictions ie: "Offering a basket to thieves" vs. "know your space, stay 10 ft away".
- Flagged for Article 29.

3:00PM – Colin Lowenthal

Local Email Accounts

r) Social Media

- Vloggers are filming LDB staff and posting to social media.

s) Holiday

- July 1st falling on a Monday.

t) Liquor Heist

- Probably a good idea to remind staff not to speak about it at all to the public.

• **ADJOURNMENT**

- 4:30 p.m.

TUESDAY, JUNE 12, 2017

9am – Hard Rock Casino – United Boulevard

CALL TO ORDER

- The meeting was called to order at 10:41 a.m.

- f) M2M
 - Planned this session's Member to Member activities.

- e) Bargaining Update
 - No details noted. Waiting for public news release.

7. COMPONENT VP REPORT

8. REPORTS OF OFFICERS & COMMITTEES

- d) Finance
 - All good in Finance.

 - **Motion:** from April for Kusam to purchase a new laptop via email – MSC
 - **Motion:** to donate Kimberlee's computer to her – MSC
 - **Chair:** please use Employer paid leave 5 days or 105 hours prior to 12 Member to Member days per local for store visits.
 - International Solidarity Committee was attended by Ana last fall.
 - No other committees met.
 - Accept reports – MSC

9. LOCAL CHAIR REPORTS

- **Matt 501** (see insert)
 - Haven't met yet, just learning, getting feel of things.
 - Same issues: conversions, aux hours.

- **Jennifer 502**
 - Bullying by management, staff afraid.

- **Keith Stone 503** (please see written report)
 - New Staff Rep for Warehouse.

- **Jonathan 504** (please see written)

- Members have been asking questions about stat July 1st, aux hour questions, OHS queries, planning Member to Member.
 - Dealt with a bullying situation successfully.
 - Getting speaker about WCB claims
 - Cloverdale setting to get a bigger, better store to a 20 door cold zone and plenty of parking.
- **David Herman 505** (please see submission)
 - Will get OHS reps during M2M visits.
 - **Ellen 506/510/511** (please see written)

Full Executive elected

- **Margie** – No problems
- **Tanya**
 - 4 new aux lost 2 nice to have extra staff.
 - Steward training needed for new stewards.
- **Ana 509** (please see written)
 - Local Executive positions being slowly filled.
 - New coolers in Trail-Castlegar hours not increased.
 - July 1st stat questions

MOTION TO ADOPT REPORTS – MSC

10. GOOD & WELFARE

11. NEXT MEETING – SEPT 17-18 LMAO

12. ADJOURNMENT

- 2:30 p.m. – **MSC**

Respectfully submitted by Christina Younie (Recording Secretary)

/mp
MoveUP