

# MoveUP Labour Management Committee Meeting

April 21, 2017

**IN ATTENDANCE:** Employer - Ann Myers, Melissa Zimmerman, Greg Conner, Denise Aveyard (recorder)  
 MoveUP - Stephen Von Sychowski, Jennifer Adrienne, Bridget Lott, Sal Ruffolo, Bruce Hicking,  
 Alicia Gallo, Sarah Hall

**REGRETS:** Don Showers

FOLLOW-UP ON ACTIONS ITEMS FROM JANUARY 31 MEETING

Action	Status /Further Action
<p><b>WORK LEADERS</b></p> <ul style="list-style-type: none"> <li>Standing item at union's request</li> </ul>	<ul style="list-style-type: none"> <li>Union reminded that they still want to see work leaders in the Stockroom, Training and CRA areas</li> </ul>
<p><b>CASUAL EMPLOYEES</b></p> <ul style="list-style-type: none"> <li>Union and employer to look at what casuals are being used for and define what tasks are being done and at what levels</li> <li>Look into feasibility of a casual administrative relief pool. If not, review how regular staff access relief tasks where appropriate and review the backfill of regulars</li> <li>Consider adding eligibility list to postings</li> </ul>	<ul style="list-style-type: none"> <li>Union concerned that regular employee leave requests are being denied because there are no casuals to backfill.</li> <li>Employer advised that there was one request in April from a CRA to be absent the next morning's shift.</li> <li>Union also concerned that casuals continue to be used instead of providing opportunities to regular employees</li> <li>Employer confirmed that many of these are single-day, short notice assignments and that longer-term assigned are posted</li> <li>Employer presented stats reflecting 46.5 hours for same work assignments by one CRA arising from posting, and 37.5 hours of work assignments by another CRA, attributable to 107.5 hours of casual work assigned between February 1 to April 11, 2017.</li> </ul> <p><b>Action</b></p> <ul style="list-style-type: none"> <li>Union to forward EoI from Coast Mountain as information item on casual administrative relief pools.</li> </ul>
<p><b>JOB POSTINGS AND EMPLOYEE WORK LOAD COMPLAINTS</b>          (Standing item per LOA #15)</p> <ul style="list-style-type: none"> <li>CRA Internal Services job responsibilities</li> </ul>	<p><b>Action</b></p> <ul style="list-style-type: none"> <li>Ann and Stephen to discuss areas raised and determine if re-evaluation is needed</li> </ul>

<p><b>JOB EVALUATION COMMITTEE (JEC)</b></p> <ul style="list-style-type: none"> <li>• Ann to inform Stephen of date of retroactivity for Warehouse Person classification implementation</li> </ul>	<p><b>Complete</b> – Warehouse Person classification retroactive to June 27, 2016</p> <p><b>Action</b></p> <ul style="list-style-type: none"> <li>• Employer to schedule JEC meeting</li> </ul>
<p><b>NEW MEMBER ORIENTATION</b></p> <ul style="list-style-type: none"> <li>• Laura Reaney to send Sal and Kevin Rowe meeting invites for after new employee safety orientations</li> </ul>	<p><b>Complete</b></p>
<p><b>WORKSAFEBC TOP-UP</b></p> <ul style="list-style-type: none"> <li>• Clarification required regarding interpretation of the collective agreement (reference 21.04 (c), (d) and (e))</li> <li>• Union to provide employer with examples of members who have not received WorkSafeBC top-up</li> </ul>	<ul style="list-style-type: none"> <li>• Collective agreement says 100% pay less 10% (1/10<sup>th</sup>) of bi-weekly deductions</li> <li>• Employer confirmed the process is that the employee receives 90 per cent initially, then receives the employer supplement once the employer receives it from WorkSafeBC. Union indicated that this is not past practice.</li> <li>• Union may request a third party opinion</li> </ul>
<p><b>AV DIFFERENTIAL AND SICK DAYS</b></p> <ul style="list-style-type: none"> <li>• Employer to check with Payroll on issue of a member who did not receive sick pay</li> </ul>	<p><b>Complete</b></p>
<p><b>COMPRESSED WORK WEEK (CWW)</b></p> <ul style="list-style-type: none"> <li>• Discussion to be held with Stephen and an employer representative regarding CWW options (LoA #13)</li> </ul>	<ul style="list-style-type: none"> <li>• Agreed that those seeking a CWW must present a case to the employer including operational reasons and/or accommodation required</li> </ul>
<p><b>TRAVEL TIME</b></p> <ul style="list-style-type: none"> <li>• Employer to look into the application of travel time when traveling from depot to airport instead of home to airport (Article 17.03 vs 12.03) and clarify interpretation</li> <li>• Employer to look into consistency in including travel from airport to hotel (some paying mileage but not time)</li> <li>• Finance has a different interpretation when paying kilometers vs time</li> </ul>	<p><b>Action</b></p> <ul style="list-style-type: none"> <li>• Employer to work with Finance to clarify interpretation</li> </ul>

<p><b>SCHEDULING COVERAGE/BACKFILL</b></p> <ul style="list-style-type: none"> <li>Employer to facilitate conversation with supervisor of Maintenance Schedulers, determine breakdown of work and ensure training plan is developed and scheduled</li> </ul>	<p><b>Complete</b></p>
<p><b>USE OF PERSONAL VEHICLES FOR WORK</b></p> <ul style="list-style-type: none"> <li>Sal to put request in writing to his supervisor regarding damage to personal vehicle while using for work purposes</li> <li>Employer to discuss with Risk Management</li> </ul>	<p><b>Action</b></p> <ul style="list-style-type: none"> <li>Employer to look into who pays deductible if an employee's personal vehicle is damaged while being used for work purposes (no pool cars available)</li> <li>Confirmation was provided that employer will pay for extra insurance required if an employee uses their personal vehicle for work purposes (Difference to be expensed with proof of expense)</li> </ul>
<p><b>COIN ROOM REQUEST FOR PROPOSAL (RFP)</b></p> <ul style="list-style-type: none"> <li>Employer to look into whether the RFP has been awarded</li> </ul>	<p><b>Complete</b> – RFP has been awarded</p>

CURRENT/NEW ITEMS

Item	Action
<p><b>BUS STOP COORDINATOR</b></p> <ul style="list-style-type: none"> <li>Union questioned what brought this position from a level 7 to a level 6</li> </ul>	<ul style="list-style-type: none"> <li>Stephen deferred to Bridget to follow up on</li> </ul>
<p><b>TEMPORARY PROMOTIONS/LENGTH OF SERVICE WHEN ACTING IN EXEMPT ROLES</b></p> <ul style="list-style-type: none"> <li>Issue of length of service dates being impacted when MoveUP employees go into temporary exempt roles</li> </ul>	<ul style="list-style-type: none"> <li>Issue was addressed and corrected. Length of service dates won't be impacted</li> </ul>
<p><b>OVERTIME (OT) DISTRIBUTION</b></p> <ul style="list-style-type: none"> <li>Confirmation of collective agreement language needed with respect to OT distribution in an equitable manner</li> </ul>	<ul style="list-style-type: none"> <li>Sal to talk to Randie Johal re OT being applied equitably. A list of employees to be prepared and posted.</li> </ul>
<p><b>OTHER ITEMS</b></p> <ul style="list-style-type: none"> <li>LMM Minutes</li> <li>Grievance 17-0130 – Remove of LoE from employee file</li> </ul>	<ul style="list-style-type: none"> <li>Reminder that details of minutes need to be minimized before sending to members</li> <li>Union advancing to Stage 1</li> <li>Ann and Sal to meet</li> </ul>

NEXT MEETING: July 28 @ 10:00 a.m. – VTC Boardroom (Employer to prepare agenda)