

Labour Management Meeting
December 12, 2018 12:30
Coast Room, 6th floor Gateway

In attendance for CMBC: Jocelyn Labrecque, Cheryl Shizgal, Tracy Ramlu
For MoveUP: Parm Sandhar, Scott Arnold, Brendan Faustin, Alvin Prasad, Elena Klein
Minutes: Elena Klein

Introductions

Agreement made for MoveUP to send agenda items to management in a timely manner to assist with booking appropriate managers to future Labour Management Meetings (LMM).

2 items added to the agenda (11 & 12 below).

Parm spoke on the Union's intentions of these meetings: a venue for both parties to speak on upcoming issues, current issues and solve issues prior to them becoming grievances. It is the union's intention that future LMM will have a rotation of all Job Stewards.

1) Vacancy list for all departments

- MoveUP has concerns about vacant positions not being filled and would like a report on the number of MoveUP positions that are vacant.
- The Company can decide whether to fill vacancies but acknowledged when a vacancy is going to be filled, it should be posted. Concerns about finding particular information Union is looking for; CMBC would prefer that this is addressed at local LMM's.
- Labour Relations will assist with organizing these meetings.
- Parm requested clarification on which LR Advisor is point person for each department. CMBC provided that point persons are flexible and requests should go to LR Confidential Assistant Susan Tran who will forward to appropriate LR point person.

2) Overtime tracking for all departments

3) Use of casuals & temporary staff report

4) Use of contractor's reports

5) Interdepartmental & out of department coverage report

These four items discussed together and tie into item 1 – address individual situations at local LMM.

6) In departments that have coverage by casual, temporary, or contracting employees, how does the employer justify using 'operational requirements' when there is coverage available through that means?

MoveUP provides the Job Steward meeting list for all of the coming year. Acting Instructors can be booked to the training department on those dates to allow a minimum of two Job Stewards to attend each Union meeting. Tracy will discuss with Training Manager Russell Nikiforuk.

Article 7.03 of the Collective Agreement was examined by all parties. It was agreed that this article indicates that CMBC is required to provide vacancy, contractor and EOI reports. CMBC also agreed to provide an updated seniority list.

7) Expression of Interest (EOI) posts: why are there not more in departments that require coverage and don't have the means of coverage through casuals, temps, or contractors? This is an opportunity to promote our members from within and should be utilized more effectively.

CMBC explains that EOIs were created to help employees transition through and within departments. Also, they solved the problem that, sometimes, temporary positions were over by the time selections were made through the posting process. The EOI process is used differently by various departments but can be adjusted – another item that can be covered in local LMM.

CMBC will discuss an EOI for the Acting Chief Instructor position in the Training department.

8) Depot Coordinators coverage during breaks

- MoveUP clarification on the issue: during breaks management is covering for depot coordinators, this work should be done by casual depot coordinators.
- CMBC response is that management is not qualified to do this work, coverage should occur by phones being forwarded to VTC depot.
- Parm requested that this information be sent to him via an email, CMBC agreed to do so.

9) Item removed, duplication

10) Topic to be discussed offline

11) New agenda item: Minimum Staffing Levels for Transit Security

- MoveUP expressed concerns with staffing minimums. On some dates, there have been as few as 3 Transit Security personnel covering the whole of the Lower Mainland. Occasionally, during departmental meetings, no TS staff has been on the road.
- However, TS staff are refused days off because of 'departmental requirements' when available staff far exceed 3 members.
- Agreement was made to have this discussion at a local LMM.

12) New agenda item: Job Steward availability

- On occasion job stewards are needed for time-sensitive issues and none are found. In order for a Job Steward to be released from a department, to attend another location, permission must be obtained from the Job Steward's manager. It is often difficult to find an available Job Steward.
- The Company and Union canvassed a number of suggestions.
- Agreement: Parm to approach TransLink Job Stewards about being available for time-sensitive meetings at CMBC.