

MoveUp & Avis Labour Management Meeting

July 18, 2019 – 1:30 P.M

Participants: Sylvia Smoliga
Jason Lal
Shawn Lakusta
Shon Nandan
Dave Raj (observer)

Neil Mcintosh
Victor Zhang
Cameron Wallace
Angie Smycz

1. Shift Bids

Cameron said all three shift bids were being worked on and he anticipated that all three would be in place the following week. Neil is working through the shuttler bid. Neil said it would be posted on Tuesday at the latest. Cameron said two members from the Union would need to be appointed to look it over. Victor said the RSA and CSA bids would be done the following week as well. The results will take effect on August 2nd.

2. Avis Purchase of Budget BC

In response to a question from the Union, Cameron said bargaining is ongoing, but he obviously could not get into details. Sylvia asked if there were any further procedural changes. A discussion regarding processes followed. Cameron confirmed that all cars are part of the Budget/Avis fleet. He advised that the North Van agency is now a dual brand agency.

3. Call In/Out Shift Change

Sylvia gave an example of a worker who was asked to come in early and how she understood the collective agreement language should apply. Cameron said the language is meant to prevent the situation where someone is asked to come in early and then told to only work the regular eight hours. This would constitute a shift change under the cba. Being asked to come in an hour early and then working the full eight hours is a standard overtime call. Neil said he would investigate the details of the specific incidents being referenced.

4. QTA Vending Machine

Shawn asked if it would be possible to have an updated vending machine at QTA such as the one at the service centre. Neil will work with Jennifer to investigate options with other vendors.

5. RRSP and DPSP Update

Cameron said the implementation process has been completed and part of the delay was due to some confusion on the company match portion. The money had been put into a nonregistered savings plan (nrsp). This allows for more flexibility and should be a benefit to the members. Sylvia said that some people are still having difficulty signing in and Cameron said Donna could assist anyone who was still having problems.

6. Delays (punch exception forms and shift trade requests)

Sylvia said delays with these forms were persisting. Neil said he is working on the process but one thing that would assist would be if everyone could ensure that the forms are placed in the correct boxes. Cameron said he estimated that the processes would be updated within a week but that it would be okay to follow up if that is not the case.

7. Communications Between Dispatchers and Managers

Shawn said it was important to ensure effective communication methods and Cameron said he agreed. He said it was important to ensure that panic was not part of the operations process. Sylvia said that QTA dispatchers are of course aware that pressing issues can arise, but it would be helpful if they could be informed when updated priorities arise.

8. Misuse of Casuals

Shon said this concern was related to shuttler staff and rental agents. It is common ground that casuals do not have seniority, but some feel shifts are being assigned due to favoritism. Neil said this has not been brought to his attention and he will need to look into it. Shon said he heard there is a Whatsapp group being used for the RSA's. Cameron said there is no specific method to how shifts are assigned as casuals do not have seniority. The main process is to exhaust everyone's opportunity to get another day. He reminded everyone that Neil is new to the situation. Jason said one casual may be in position to become fulltime and that casuals should not be accumulating overtime. Cameron said management would look into it, but one problem is that some people have quit without giving notice. It is important that new people feel supported by their coworkers as this will encourage them to stay. People leaving is what creates the need for casuals. Angie said sometimes a casual is the only person willing to stay to work overtime.

9. Overtime

Jason asked if there was a log kept when people are called for overtime. Angie said all calls are tracked. Sylvia said it is good to leave a courtesy message if the person does not answer.

10. Double Standard for Employees

Shon said some employees get away with things. After a brief caucus Shawn said the Union would address and specific issues as they arise.

11. Management Doing Bargaining Unit Work

Jason said managers have been cleaning and flipping cars in the lane. Cameron said specifics would be required and Jason said the activities have involved vacuuming, garbage removal, and tagging. Shon said it was understandable if there is a managerial function related to the work but not if it is just a case of managers just performing bargaining unit work. Cameron said managers have their own work to do and Sylvia said managers should delegate the work. Cameron agreed that this is what should be done. He also said that in most instances' managers are just trying to alleviate the stress at the counter.

12. Foreign Temporary Workers

Shon asked if there was a policy to hire foreign temporary workers. He also noted that most of them do not have an intention to stay with Avis. Cameron said there was not a policy to only hire temporary foreign workers.

13. Hiring Update

Victor said hiring is an ongoing process and that it never takes a pause. Three people have been added to the counter, one person is in training, and one has been added downtown.

14. Any other business.

A) Food Truck

Cameron said the food truck has been scheduled for 11:00-3:00pm on July 24th. It is open to anyone and Avis is paying the bill. It will be located in the Budget parking lot because that is where there is space.

B) Speeding

Victor said that shuttlers need to adhere to the speed limit and that he was offering a gentle reminder for safety and legal reasons. Cameron said there was some talk that YVR may install speed cameras.

9) Next Meeting Date

The next meeting was set for Thursday September 19th at 1:30pm. If you have any issues that you would like added to the agenda for the next meeting, then please advise your Job Steward.

Following the meeting grievances were discussed. Due to the confidential nature of the grievances the issues discussed are not included in the minutes. If you have any questions about a specific grievance that affects you, please speak to your Job Steward.