

MoveUP & Avis Labour Management Meeting

September 19, 2019 – 1:30 P.M

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

Wasim Khan
Victor Zhang
Cameron Wallace

1. Document Signing Requests

Shawn said it would help with efficiency if any documents that need to be signed by employees could be sent to the Union first. Assuming there are no issues with the document then the Job Stewards can reassure people that there aren't any issues with signing. Cameron said going forward documents will be sent to the Union first. In this instance the document was just reissue of a previous document and signing it was just a way of confirming that it had been read. The document was reissued in response to a Vancouver Police investigation that exposed concerns with the security of the fleet.

2. Avis Purchase of Budget BC

Shawn said there had been some hearings at the Labour Relations Board related to the Teamsters organizing the Budget utility workers. Cameron confirmed that the work of Avis and Budget utility workers will be merged in the next few weeks. The back-end work is being merged and Avis is moving forward with the planned integration of Avis and Budget. Accordingly, 3820 and 3840 Macdonald Road are to be considered as one lot. Sylvia asked if cars at the 3840 lot could be moved by Avis workers and Cameron said yes.

3. QTA Vending Machine

This was a follow up issue to a previous request concerning the items available through the QTA vending machine. Cameron said the issue was still being looked at and he pointed out that the Administration vending machine was dependent on usage.

4. Shuttler Call In Procedure

Jason said he had received a call but not a message. Sylvia said she hears regularly from shuttlers that they did not receive messages. Cameron said management has received mix messages. Some prefer not to have voice messages left and some would like to only receive text messages. Sylvia said voice messages are not being left and Cameron said he would follow up. Jason asked if it would be possible to remind everyone to update their contact information. Cameron said people should be regularly updating their

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contact information, but that people could be reminded to do so. Cameron emphasized that management wants to ensure that call ins are done correctly.

5. Managers and Employee ID Usage

Jason said he had heard that managers may be using employee ID's to rent cars. Cameron asked that the matter be tabled until the next meeting so that specifics could be provided. Victor said this issue could be addressed when it arises as it is important as it creates an accountability issue. The parties agreed to have further discussions at the next Lab/Man meeting.

6. Layoff Update

Cameron said if layoffs were required they would be minimal.

7. Any other business.

A) Vacation Weeks

Shawn said an updated vacation list would assist in order to ensure vacations are being scheduled by seniority. A discussion was held concerning the issue of swapping vacation weeks. Victor pointed out that swaps do not work. Both parties agreed that swapping could not be done in a way that would still respect seniority. Jason pointed out that swapping is not fair to anyone caught in the middle.

B) Shift Bid Update

Cameron said the shift bid would likely take place in the next few weeks and that downtown would happen sooner than the airport.

C) Leaving Early

Jason asked about the possibility of people leaving early when the counter is slow. Cameron said this would be beneficial to Avis but that it would violate the Collective Agreement. He also said it could be addressed at collective bargaining.

D) Dispatcher Job Description

Sylvia said an update description had been discussed in the past and that the role seems to shift when a new manager comes in. Cameron quoted the description in LOU #15 paragraph 2 of the CA and said it would be difficult to be more specific than what is already in the LOU.

E) Shuttler Weekend Staffing

Sylvia said there is a shortage of shuttlers on the weekend. Cameron said Avis was trying to hire shuttlers right up until July and that an attempt would be made to get ahead for next year.

F) Cover for Dispatcher

While two dispatchers are scheduled each shift, sometimes only one is present due to vacation, illness, etc. Sylvia suggested there might be a need for two dispatchers in order to ensure there is coverage throughout the day. Cameron said there definitely was not a need during the slow season, but the issue could be revisited when the busy season arrives.

8. Next Meeting Date

The next meeting was set for Tuesday December 3rd 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.