

TELEPHONE CONVERSATION RECORDED MAY 1, 2002 – APPROX 12:00 NOON**BETWEEN****JAYNIE CLARK, COORDINATOR, ADVOCACY,
B.C. GOVERNMENT AND SERVICE EMPLOYEES' UNION (BCGEU)****AND****LUCIANO ANJOS, MANAGEMENT CONSULTANT**

Dial Tone

This is Jaynie Clark. I'm giving my permission to have this conversation recorded and it's May 1st, 2002.

Dialing

Luciano answers.

Hi Luciano – it's Janie.

Luciano – hey, how are you doing?

Jaynie – good, how are you?

Luciano – good.

Jaynie – good, listen I talked to - oops sorry

Luciano – no, no problem. I'm in the car you know.

Jaynie – oh you're driving.

Luciano – yeah. Go ahead.

Jaynie – I talked to the President this morning and there's some more information he wants to know. You know we've got a lot at stake and

Luciano – understood

Jaynie – our name will be mud if this, if we go down this road and we want to make sure it doesn't backfire

Luciano – yept

Jaynie – so we don't want to end up with you know, 10 or 20 members at \$9 bucks an hour so we need some sort of information or assurances before we can give you a definitive answer

Luciano – okay

Jaynie – okay, so like I know you're not at liberty to say what company you're representing, but are we talking about one company and one hospital or is it bigger than that?

Luciano – its bigger than that.

Jaynie – okay

Luciano – okay, right now, it is that. Not one hospital but its one company and it's a, its the Fraser Valley Health Authority is putting out a RFP for, for their, for the services for Chilliwack and Mission, the Hope one and ah, its all, its all the ones in the eastern valley – right.

Jaynie – okay

Luciano – So they've got an RFP out for those services but what this company wants to do is once, because the expectation is that the other health authorities will do the same

Jaynie – yes

Luciano – in the same areas, they would want to expand it out

Jaynie – uh ha

Luciano – and so, uh, the, the idea would be if we've got GEU then when we take over those other services we would look to speaking with the GEU, and I'm probably talking out of turn here, but just so you know okay

Jaynie – yep

Luciano – we would look to speak with the GEU to expand the bargaining unit to encompass those other employees so that again we don't run into uh trouble with the, with people trying to certify those other operations

Jaynie – so it would be just sort of varying the cert to expand it

Luciano – that's right

Jaynie – to expand it

Luciano – right, to expand it out

Jaynie – yeah

Luciano – so it would be bigger and ah over, I suspect over the next year, year and a half, depending on how the RFPs come out, it could run into probably into the couple of hundred type members thing

Jaynie – oh yeah

Luciano – but at first you're probably looking in the 25 to 30 range

Jaynie – okay

Luciano – to start with, okay

Jaynie – yeah and the RFPs, so the process for that, now the Fraser Valley one is out and it closes on May 9th

Luciano – that's right

Jaynie – and then, so the other ones haven't come out yet

Luciano – they haven't come out yet

Jaynie – okay, but they're anticipated in the next

Luciano – they're anticipated in the next 6 months

Jaynie – oh, in the next 6 months

Luciano – yeah, but that's, that's you know, purely hearsay, so

Jaynie – yeah, and how many companies are involved all together, like how many companies are we talking about that, that are bidding

Luciano – in this RFP

Jaynie – yeah

Luciano – 3 are bidding on this RFP

Jaynie – 3, and is that likely to be the same in the others or in

Luciano – uh probably, there's sort of the major players that are there so I suspect, more than likely, once the Vancouver Health Region comes on, maybe there'll be other folks because the, the amounts are greater

Jaynie – yeah it gets bigger hey

Luciano – yeah it gets bigger so uh at that point maybe some other players might try to get in but what these folks want to do, they folks are out of province as well so that you know they're Canadian but out of province

Jaynie – okay

Luciano – Uh

Jaynie – the company you're dealing with

Luciano – yeah

Jaynie - yeah

Luciano – and uh so they're looking to get a, get their foot in

Jaynie – I imagine there's uh some big American firms dealing with this to

Luciano – well, well probably yeah

Jaynie – yeah, that a - what was the name of the company

Luciano – the Marriott one

Jaynie – yeah, they're American aren't they

Luciano – I think so yeah

Jaynie – yeah, I think so. Um, so

Luciano – Did you, did you have a chance to ask is there a collective agreement there or is that just discussion

Jaynie – No I think there is a tentative agreement

Luciano – is there

Jaynie - yeah, I think so, I think you're right about that but I, no I didn't ask, I didn't check but it seems to me that there is one

Luciano – would there be any chance of getting a copy of that do you think

Jaynie – sure

Luciano – yeah

Jaynie – yeah if, if its in any sort of form now

Luciano – okay that'd be great

Jaynie – yeah

Luciano – if, if you don't mind checking into that

Jaynie – yeah, I will, I'll check in later today, I'll go talk to the bargaining department because I think they do that locally but um, so, so the RFPs then are by health authority, its not a government wide thing and its not by individual hospitals then

Luciano – that's right

Jaynie – okay

Luciano – so it's the health authority putting them out for the various hospitals under their umbrella

Jaynie – right, okay and this morning we talked about the laundry

Luciano – I can fax you a copy of the RFP if you want and

Jaynie – oh sure that'd be great

Luciano – that's not confidential

Jaynie – oh sure that'd be good

Luciano – okay

Jaynie – um, um

Luciano – give me your fax number

Jaynie – its 291-

Luciano – 291-

Jaynie – (says number)

Jaynie – so you're talking on the phone and taking notes while you're driving now

Luciano – no I stopped

Jaynie – oh good

Luciano/Jaynie – laughter

Jaynie – I'm just checking

Luciano/Jaynie - laughter

Jaynie – uh

Luciano – 7514

Jaynie – 7514 that's right

Luciano – good okay

Jaynie – okay and then this morning we talked about laundry and what about the housekeeping and food services

Luciano – they're not dealing with those ones

Jaynie – they're not hey

Luciano – these folks are purely on the, on the laundry

Jaynie – laundry – so, so the other company, so the other companies, so is there different RFPs for the housekeeping and food services that will go out

Luciano – I think so, I think so

Jaynie – yeah

Luciano – I can't speak uh, I can't speak with knowledge on that cause I don't know but I suspect, cause they're typically different types of companies that are operating in those areas

Jaynie – right

Luciano – so uh, so it makes sense that they would put them out in?

Jaynie – yeah that's true

Luciano – in

Jaynie – yeah that's true, okay so, so here's some of the nuts and bolts about what the President was asking. It's like, what sort of guarantee do we get that if we enter into an agreement at \$9 bucks an hour

Luciano – yeah

Jaynie – the other, uh you know if we don't get the other the other certs as they come up and someone else gets something at \$10 or \$12 bucks an hour, it makes us look weak so you know is there any sort of assurances that we can then get or that whatever we'll get is sort of the standard or

Luciano – the – no.

Jaynie – no assurances

Luciano – there isn't any sort of assurance on that. The uh I know you'll see when you get the RFP they've got actually their criteria for how they determine who the winning bid is

Jaynie – uh ha

Luciano – and you'll see the price is, is the largest one in terms of points that they, that they give and possible points

Jaynie – uh ha

Luciano – price is a huge one right

Jaynie – yeah

Luciano – and uh it's relatively labour intensive

Jaynie – yeah

Luciano – so that its going to be the, you know labour isn't 2% of the contract, labours going to be a large percentage of the contract

Jaynie – right

Luciano – so if you're paying greater wages than that then a , then the price is going to be impacted significantly

Jaynie – yeah, so you're not going to be successful

Luciano – yeah and margins are small

Jaynie – uh ha

Luciano – here to so people don't have a lot of flexibility on it so uh in terms of being able to price it out of there, and that, that seems to be the going rate to

Jaynie – is it

Luciano – that's what, that's what they've told me at any rate in, in industry,

Jaynie – yeah

Luciano – that's the sort of going rate

Jaynie – in the private sector you mean

Luciano – yeah

Jaynie – yeah

Luciano – yeah, they've got sort of two classifications but the large majority of people are in the, in the \$9 bracket

Jaynie – uh ha

Luciano – okay and they're also offering a full, full range of benefits

Jaynie – yeah

Luciano – which is actually, which is good you know given that the wage rate is where it is

Jaynie – so what would the classifications be like a laundry worker and what would the other one be

Luciano – there's yeah the second one is for because they deal with soiled laundry right

Jaynie – oh yeah

Luciano – so it's the person who does the sorting when it comes in

Jaynie – oh

Luciano – so you can imagine you get all the O/R stuff and all of that sort of stuff and

Jaynie – yeah

Luciano – so you got to pay them more for the, for the literally I guess the crap they have to

Luciano/Jaynie – laughter – exactly

Luciano – exactly

Jaynie – now the other concern that the President raised is you know Bill 29 took away our rights, successor rights and it also takes away anything to do with double breasting so you know the concern is if we get the, if we agree to this then we have one, one contract and then the company doesn't want to negotiate or something like that, that they just flip the company or they double breast and start a new company and there is dick we can do about it except reorganize – right

Luciano – yeah it's certainly not the intent

Jaynie – yeah

Luciano – uh these folks are very up front in terms of how they go. There's a large capital investment

Jaynie – yeah

Luciano – to, to be able to set up your own shop – okay

Jaynie – yeah

Luciano – and uh, so as a result of that, that tends to be, that would tend to be the, the thing that would hold that from happening

Jaynie – the anchor

Luciano – yeah – unlike a construction company where you know they pick up and they start working over on that site and they bring the workers with them, right

Jaynie – uh ha

Luciano – so they can double breast it out that way the, the capital investment because you've got physical plant that you have to deal with – right

Jaynie – right

Luciano – so it would be definitely these folks intent to build a plant here and uh and to uh go about it that way so that would be the anchor, would be the fact that they're, they're planning on doing that

Jaynie – uh ha – okay and

Luciano – hopefully that its not certainly the intent to do that to sort of flip it out and do that but I understand the concern. I hadn't, hadn't thought of that one.

Jaynie – yeah

Lucianp – in terms of the, the downstream ramifications of Bill 29. I know that, you know the initial intent of Bill 29 was more you know the immediate impact

Jaynie – yeah

Luciano – that you couldn't argue that it was a successor and stuff like that and but yeah I can see where

Jaynie – see the keep HEU out clause

Luciano – yeah

Jaynie – yeah

Luciano – exactly, well that's it right

Jaynie – yeah

Luciano – I mean let's call it like it is exactly

Jaynie – yeah

Luciano – but that yeah down the road I can see where, where there would be a concern from, from the Union's perspective that, that now it gives the employer cart blanche to do as they please. It's certainly not the intent, the capital investment that's involved is significant. There's physical plant that's, and as well, its not, they're not looking to do it on-site like in some of these cases they do it on-site. They're looking to move it off-site so that there isn't that, that friction.

Jaynie – yeah, yeah – now um HEU of course won't take this well at all, and uh so we go down this road uh what do you anticipate HEU doing and do you have sort of plans to deal with it because uh we're going to wear it big time – right

Luciano – I know you guys are and that's you know I identified that that's going to be a big concern for you guys

Jaynie – yeah

Luciano – uh but I, you know there's, I guess there's hot edicts, I guess they could, there's a bunch of other stuff that they could do I suppose but I, it depends on right now for me the big thing is that these guys are the first ones off the block once the RFP gets a, gets awarded – right, and so I can see HEU being sort of political in their approach uh just that to sort of shame the government

Jaynie – uh ha

Luciano – and so being a bit more forceful than they would if it was 2 or 3 down the road

Jaynie – yeah

Luciano – so it might be a bit more up front that way. You know, I really don't know, I'd almost ask you uh in terms of your opinion what you think they might do as opposed to trying to, uh you know, project on my part. They're not going to be happy.

Jaynie – well I don't think they'll be consulting with us

Luciano – yeah well I know that, yeah but they're not, they're going to try to organize – right, obviously

Jaynie - yeah

Luciano – uh if they don't organize, initially uh you know you can see that you know initially it might be 3 or 4 people and then you know once the plant gets built it expands out to 24 or 25 or 30 people

Jaynie – uh ha

Luciano – and you know there might be an argument at that point that while you know there was insufficient people in the bargaining unit for the vote and they might go to the Board and try to get a new vote and that sort of stuff, they might be pissed, but that's far enough down the road that it may have petered out by then

Jaynie – well actually that raises an interesting thing because you know the company is looking for experienced laundry workers and they'll probably hire HEU members

Luciano – no they prefer not to I think

Jaynie – really

Luciano – yeah, I think there's enough concern, I mean understood

Jaynie – uh ha

Luciano – that you know the, well if the GEU were in place and we had that there and we had them signed up but if it was something that they were hiring off the street for

Jaynie – yeah

Luciano – they uh, they probably won't want to

Jaynie – wouldn't want to hire HEU members

Luciano – yeah because they know what's going to happen – right

Jaynie – but they'd vote the HEU back in

Luciano – Bingo, bango

Jaynie – Yeah

Luciano – so they, you know, this is intended to be sort of a pre-emptive strike - right

Jaynie – right

Luciano – to, to a, for stability and all of those sorts of things, so

Jaynie – okay

Luciano – so, uh

Jaynie – well that helpful Luciano

Luciano – if I think of anything else, let me see what else I've got here, um, no that's that's really about it, yeah

Jaynie – okay

Luciano – okay

Jaynie – well let me, let me talk to the

Luciano – if you have the appetite there but it's its just making that its done in a, so, I mean, the, the company is more than happy to have the discussions around you know the, how this have the process, how it happens, to minimize the impact for you and making sure as long as there, you know its sort of an interest based piece – right, to make sure that everybody's interests are addressed here

Jaynie – uh ha

Luciano – and uh you know the overriding issue for them is trying to make sure that they've got you know some stability and uh and that they can move forward and they got a Union that they can deal with – right

Jaynie – right, yeah. Okay, well let me talk to him again and I'll also check on that, where that agreement is at but if its just a tentative there's probably nothing uh done up yet

Luciano – okay

Jaynie – but I'll check, double check that to and if I can I'll get it over to you

Luciano – great

Jaynie – okay

Luciano – thanks a lot

Jaynie – okay, thanks Luciano

Luciano – bye bye now

Jaynie – bye

opeiu 378