

Ask Jay

Q 1

June 4, 2012

Will there be any buyouts if and when the distribution center does get sold?

Ask Jay

Q. 2

June 18, 2012

I find it odd that on June 4th you sent out an e-mail with the askjay@bclddb.com request in it. Now 10 days later you announce your resignation? Very strange.

The fact that you would want to leave during such an important development in LDB history is amazing. I can only hope that your resignation causes more upheaval in the RFP process. I hope you are not being pushed out of your position as i do not believe you are leaving voluntarily.

I sincerely hope that the RFP does not go through as ^{s.22} . In your June 4th e-mail you said that you know that uncertainty is stressful, with all the developments surrounding this RFP (including your resignation) the stress levels are through the roof.

I hope Roger is as effective a communicator as yourself and i wish you the best in your future endeavors.

July 3, 2012

Message from Roger

As Jay Chambers has communicated to you in previous e-mails, June 29, 2012, was the due date for submissions to the Request for Proposals (RFP) for the privatization of the LDB's warehousing and distribution services. Six companies submitted proposals. They are:

- ContainerWorld
- Excel
- Hillebrand Westlink Inc.
- Kuehne + Nagel
- Metro Supply Chain Group
- Schenker of Canada Limited

The next stage in the process is for the RFP evaluation team to review these proposals and to create a shortlist of up to three of the most qualified companies by July 20, 2012. These shortlisted companies will then have an opportunity to refine their proposals based on discussions with the government evaluation team. The RFP evaluation team will determine which of these refined proposals best meets government's objectives and will announce the successful company by October 2012. A services agreement will be negotiated with the successful company by March 2013.

In a previous e-mail from Jay Chambers, he offered to provide answers to any questions employees might have about the distribution privatization process. I would like to continue this offer. Please send any questions you may have to askRoger@bcldb.com (*will be activated July 4*) and I will endeavour to provide answers in my regular updates. Jay's response to questions that have been received to date are shown below.

Thank you for your patience and professionalism as we continue to move through this process.

Roger Bissoondatt
Acting General Manager

On June 4th you sent out an e-mail with the askjay@bcldb.com request in it ... 10 days later you announce your resignation ... I hope you are not being pushed out of your position as I do not believe you are leaving voluntarily.

I can assure you my decision to leave the LDB, although difficult, was made because an opportunity presented itself to lead the Motor Vehicle Sales Authority of BC. I can appreciate that the timing of this opportunity may lead some to think it is related to the Provincial Government's privatization process, but that is just not the case.

You were an effective communicator - will LDB employees continue to receive regular information from the General Manager's office?

Thank you. During my 18 years with the LDB, I have learned that a leader can only be successful when he is surrounded by a great team. The people on this team have helped me to become an effective communicator.

I know that Roger Bissoondatt, Acting General Manager, plans to continue to share information with LDB employees on a regular basis.

Does the LDB anticipate any plans for employee buyouts if and when the Wholesale and Distribution centres are privatized?

The Memorandum of Agreement (MOA) that was signed between government and the BCGEU provides for various options for impacted employees.

These options include accepting positions with the new employer with the same benefits contained in the existing collective agreement. The agreement also provides for an Early Retirement Incentive Plan and a Voluntary Departure Program for employees that choose not to accept a position with the new employer. As the distribution privatization initiative progresses, the Human Resources Department will be providing detailed information to impacted employees regarding their options.