MINUTES OF MEETING

CUPE 4848 and NB EMS
Labour Management Meeting
10:00am to 4:00pm
February 8, 2011

Present:
Denis Beaulieu, CUPE
Ralph McBride, CUPE
Guy Ward, CUPE
Mike Harris, CUPE
Mathieu Chayer, CUPE
Chris Kennedy, CUPE
Bill Flewelling, CUPE
Trent Piercy, CUPE
Judy Astle, CUPE

John Dallaire, NB EMS
Shirley Neville, NB EMS
Steve Hanley, NB EMS
Beth Simkins-Burrows, NB EMS

Absent: Dale Landry, CUPE

Recording Secretary: Beth Simkins-Burrows, NB EMS

1. LAST MEETINGS MINUTES
Minutes from last meeting are officially approved.

2. AGENDA

CUPE 4848 Topics
- 24 hour stations
- Deployment provincially – in particular Saint John
- Training days and SchedPro
- Discipline (progressive and turnaround interviews)
- Health and Safety Concerns – responses and complaints
- Offers on extra shifts – paramedics and coordinators
- Uniforms – providing winter gear and rain gear

ANB Topics
- Operations Managers riding as a third on ambulance
• Stat bank payout – scheduling of stats
• Labour Management Meetings – frequency/representation/terms of reference
• Use of ANB equipment for union business
• Requests to go remote for meals when posted to a station during storms.
• New stations and transfer of paramedics – Quispamsis & Riverview
• Cruise control on ambulance

**Items for Future Meetings:**

a. No items carried over to next meeting.

**The following items were added to the agenda:**

- MCMC Mail Breaks (CUPE)
- EI rebate (CUPE)
- Road report (CUPE)
- Electronic Postings (ANB)
- Electronic Pay Stubs (ANB)

a. Nothing to add to the agenda.

3. **FOLLOW UPS TO LAST MEETING**

a. **Education/Training Sessions – Dress Requirements**
   - John will have a discussion with Shirley and Steve to see if we can make a change to the dress code for the training session.
   - John to speak with Shirley & RMs in regards to the process of signing up for training.

b. **Assignment during meal breaks**
   - CUPE to provide examples to John to research.

c. **Emergency coverage past shift when resources are depleted**
   - RMs to bring this up at their next meeting. John will speak with Shirley.

d. **List of all current Committees within NBEMS/ANB**
   - Shirley to collect list.
4. AGENDA

a. 24 Hour Stations

- CUPE started a petition to gauge how their members felt. John stated he is not sure if all the info on the petition is accurate. NBEMS has seen the emails that have come directly to us, not sure if all the info is correct. CUPE indicated the overall feeling is that medics are not happy. CUPE would like to know if it is open for discussion.

- NBEMS still plans on going forward with the change. NBEMS has not seen any suggestions from CUPE as to what they would like to do. CUPE stated that NBEMS has not provided them with any documentation as to why the 24 hour stations are unsafe. CUPE stated we wanted to broaden the study so CUPE and NBEMS were to work together on this initiative but it didn’t work out this way. CUPE stated there are “bumping rights in the CA when you arbitrarily change someone’s position. These discussions were never held between CUPE and NBEMS. NBEMS did run this change by OHR and DH and said that in their opinion we would be able to make this change. NBEMS may provide CUPE with the supporting document.

- John has asked CUPE to provide what they would like to see and we can sit down and talk about it. CUPE would like to have a committee put together to look at this change and come together with a mutually agreed decision. NBEMS is going to take the proposal from CUPE as that “can we put together a Committee to discuss – three individuals from each side.” John will take this proposal to our Executive and see if we are willing to do this.

- Shirley stated there is no plan to bring the ambulances from the rural areas into the urban centres – we will keep the dynamic deployment plan. CUPE(Ralph) stated that all 24 hour stations should be treated the same as it is not safer for the Islands(as stated by ANB), so CUPE stated to change the three islands to 12 hour stations and to include them in the process.
b. Ops Managers riding as a third on the ambulance (including NBEMS staff that are non-Ops Managers)

- With the new legislation regarding casuals, NB EMS indicated that both sides would prefer if NBEMS employees not become casual employees. NBEMS are requesting cooperation from CUPE to allow the Ops Managers to ride as a third in order to maintain PANB registration.

- CUPE staff would still be the primary care giver. CUPE does not feel comfortable with allowing them to ride as a third. The other option is for them to become casuasls in the union.

- OHR says CUPE cannot stop Ops Managers from becoming Casuasls in the union. CUPE stated they will direct their members to perform a work refusal if an NB EMS manager is scheduled to ride as a third member.

- NBEMS stated the refusal on what grounds and that if CUPE disagrees they can submit a grievance to allow adjudicator make a decision. NBEMS will put them on as a third. CUPE will file a grievance. (NB EMS Employees will be riding as a third on the ambulance.)

- Discussion ended with Steve developing a document on how riding third will work.

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Steve to prepare a document within two weeks to be shared with Ralph, Denis & Judy. This will be a possible suggestion that would allow (NBEMS and Casuals) riding as a third.

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c. Uniforms

- NBEMS has not disciplined anyone for not following the uniform policy. CUPE wonders why in particular we will not have a discussion about the color of the shirt worn under the white dress shirt. NBEMS stated the uniform policy is created to provide a uniform dress code and thus all members are required to follow this policy. CUPE would have liked to see a discussion take place in respect
to allowing more individual uniform options. NBEMS stated that at present the medics don’t even wear what we provide them, i.e. the reflective gear which is a safety issue. NBEMS needs medics wearing the safety issued clothing. Maybe on the next batch of uniforms, we can put some reflective stripping on the sweaters/shirts.

➢ CUPE stated that members have been told they will be disciplined if they are not wearing the appropriate gear. CUPE will refuse to go on a call if they don’t have the right gear. NB EMS stated that if you mix ANB gear with “civilian” gear you may not have the appropriate visibility on the gear. NB EMS is not sure if the visibility is on the remote rescue kit gear. NB EMS is looking at wind pants but they don’t currently have the reflective stripes on them.

➢ CUPE wants to know if the employer is willing to look at each situation separately and base the decision as to what clothes/equipment is worn on the actual situation.

➢ CUPE would like to see winter pants, rain pants, better helmets that have neck coverage and eye coverage.

➢ NB EMS stated that there is a committee that looks at the uniform issue, in particular the visibility issues.

➢ CUPE is asking that medics are able to use their judgment on the weather situation, and therefore be able to wear their own winter pants/wind pants, until NBEMS is able to provide this gear.

d. Deployment Provincially – in particular Saint John

➢ CUPE would like to work with us through a committee as they state there is an issue with the deployment model in Saint John. CUPE stated there is a study that shows we are three trucks short in Saint John through the day and now have stretched the resources from the other areas to cover. CUPE stated we are continuously below ECO. CUPE says they have not been informed or kept up to date on where we are going with this. NBEMS is

John to discuss the use of personal warmer wind pants with Shirley until a decision is made corporately.

John will bring this to SMT to see if everyone is fine with creating a committee. John will respond within the week.
analyzing the data and running the data from the study through the DarkHorse software and will make any changes to deployment in the next fiscal year. NB EMS is willing to work with the union executive to help them understand the process better.

e. Stat Bank Payout – Scheduling of Stats

➢ NBEMS has reminded CUPE that we agreed to load the stat bank at the start of the year, now paramedics are asking to have their stat banks paid out. CA says that we didn’t have to do this but it also states that if we don’t use it within 30 days we need to pay it out at overtime rate. The intention of loading it in advance was to allow medics to plan taking their stat days. It was not to pay it out at OT. We would like to clarify the intent and that we mutual agreement that if the paramedics request to have it paid out, it is paid out at straight time.

➢ CUPE says it would not be an issue if the OMs would approved the day off for stats that they request, NBEMS says they are leaving the requests to the last minute (usually the day before) and this is why they are not approving it.

Decision: Paramedics/Dispatchers to schedule their stat days in advance so that it does not put ANB in an overtime position. If they want it paid out, it will be paid out at straight time.

f. Training Days and Scheduling

➢ ANB is paying time and half on their days off but some medics just don’t want to train on their day off. There doesn’t seem to be enough days scheduled for training and some would like to see training done in the evenings. CUPE would also like to see a regional training schedule versus an administrative area schedule. NBEMS stated we do about 100-110 classroom sessions per educational program very tight schedule, hard to fit more sessions in. CUPE states that they don’t have the dates for the other training sessions in the other regions and would like a calendar so that if their members were unable to attend a session at or close to their home station, the member could ask to be scheduled in at a nearby session CUPE states they won’t charge mileage or meals or expenses if they choose not to go in their

Steve to prepare a document to outline the training process.
own area. If it is their day off they will still get paid at overtime. CUPE also asked to have an evening training session scheduled, and NB EMS will look into this. Follow up document will also include what happens if they report back to work when the training is over.

➢ Because of the numerous shifts and schedule it is impossible to provide training on everyone’s off day, therefore, we will schedule the training in accordance to available trainers. Medics can still sign up for training on their off days, however, if there is training available in their area and they choose to travel to another area, mileage will not be paid.

➢ Dress Code Policy during training – because some training requires you be on the floor and work with equipment, and you are paid for being there, uniforms are required when attending training.

g. Labour Management Meetings
(Frequency/Representation/Terms of Reference)

➢ Representation – CUPE explained their structure which includes the executive (4) and the regional presidents (5), and regional coordinator. They are all invited as CUPE would like to have them here to provide a more global picture of what is happening across the province. CUPE stated that we are missing the overall picture now that our RMs are not attending Labour Management. NB EMS would like to see just the Executive at LM (ie. President, Treasurer & VP). CUPE stated we are not there yet to do this. CUPE stated we don’t seem to be making any progress with Labour Management. Perhaps the right individuals are not at the table. CUPE will go forward with this representation until they decide to change it, NBEMS will go forward with our existing representation with the ability to add members when needed.

➢ Frequency – NBEMS would like to have less frequent meetings. We would suggest Fall, Winter & Spring meetings. CUPE would like to continue our regular schedule of nine meetings per year (except December, July & August). CUPE will eventually look at changing the frequency in the future when we are more of a mature service. Meetings will be the second Wednesday of each
month and the frequency will be revisited in the Fall.

➢ Terms of Reference – there is no terms of reference for any local under CUPE. Basically the terms are outlined in the CA. The committee is to discuss interruption of the CA and look at resolving provincial issues or information on business plans in the future.

h. Discipline (Progressive and Turnaround Interviews)
➢ CUPE asked if we are still following our turnaround interview process. NBEMS states we are and will proceed to progressive discipline when the turnaround interview does not work. CUPE hopes the OMs have the latitude to deal with issues in the station. NBEMS still want OMs to use the turnaround interview, some individuals just don’t respond to this method so they choose to go down the discipline route.

i. Use of ANB Equipment for Union Business
➢ NBEMS generally doesn’t have a problem letting members use our equipment if asked and if it is used constructively. But if our equipment is used to slander the company, then NBEMS does have an issue. CUPE understands our point.

j. Health & Safety Concerns (Responses and Complaints)
➢ This is in regards to the letter on the tones in the ambulance. CUPE states they sent Matt Crossman a letter on the Tones in the ambulance from the RSI and are looking for follow-up. CUPE would like to have a sit down chat with the Executive and Marcus to ensure that everyone is on the same terms along with the provincial OHS committee. By Article 14, the committee is CUPE’s with the assistance of NBEMS.

k. Request to go Remote for Meals When Posted to a Station During Storms
➢ During snowstorms, we do tell the crew that they are not doing route side posts, transfers, etc. that they will stay in the station unless there is an emergency. We have put them back in the station for their own safety, the crews are then asking to go mobile for food or coffee. CUPE would like the crews to be able to be given a heads up

John to discuss this with Marcus to arrange the meeting.

Shirley to follow up with MCMC to ensure the process is in place to give medics a heads up when they are sent back to the station due
that they are going to go remote so that they can grab something at the store to eat, etc. while on their way to the station.

I. Offers on Extra Shifts – Paramedics and Coordinators
   - John has spoken to Mike and he has confirmed that there are no games being played on SchedPro. Everything looks like it is being equitably offered.
   - Mike has no data to show that the super user is in an advantageous situation. Some PCs worked (10 days straight) and Superuser worked (15 days straight) – this does not make sense.
   - Shirley stated that we are not going to go to central scheduling at this time. Something to consider in the future.

m. New Stations & Transfer of Paramedics (Quispamsis & Riverview)
   - New stations have been opened in Quispamsis and Riverview. No new staff has been assigned. The positions are being filled by Moncton medics and Saint John medics. There are some concerns as why, when the station was split, people didn’t have a chance to apply for those positions in the new station. NBEMS are looking for suggestions from CUPE on how to handle the split and transfer of medics from the old station to the new station. CUPE stated that we should have had this discussion before the new stations were opened.
   - CUPE would like to see the positions posted/discussed internally in the “home” station and if no one is interested then NBEMS would have the right to assign someone there. Selection will be by seniority.
   - The backfill in the “home” station will be by the most senior person in the station internally only.
   - OM to have a discussion with both Moncton and Saint
John stations to see if anyone mutually agrees to move. If no one agrees to move then ANB will assign the existing truck medics over.

n. Cruise Control on Ambulance
   - ANB will be sending out some informational/educational issues on this subject. Use of cruise control in winter and raining conditions is dangerous and should be avoided.

o. MCMC Meal Breaks
   - CUPE has been receiving complaints that if they are short staffed they are not allowed to leave for lunch and not getting their lunch break.
   - If we are at ECO in MCMC we are bringing in lunch.
   - CUPE states that they should be allowed to take a break.
   - NBEMS stated that we have no casuals to fill in when dispatchers are sick. We have a training class that will be starting.

p. EI Rebate
   - Part of the Rebate is in the form of the EAP program, the dollars allocated to the staff's BBQ, Christmas dinner, our community development program.
   - CUPE stated that the members need to be advised what the EI rebate is being used for.
   - This will be discussed at the next Provincial Labour Management meeting.

q. Electronic Postings
   - CUPE has agreed to discuss this after the pilot is completed with Horizon.

r. Electronic Pay Stubs
   - NB EMS will be pushing the electronic pay stubs to get more staff enrolled.
   - NBEMS should look at a more user friendly sign on procedure as there are too many passwords.
s. Road Report
   ➢ CUPE would like us to see if this report can go electronic instead of paper.

t. Day Truck/Night Truck
   ➢ CUPE stated that the Saint John OM is advising that there is a move from ANB to get rid of the straight day truck/straight night truck and they are going in the 2 days 2 night rotation.
   ➢ NBEMS believes this is a misunderstanding and will have it cleared up.

5. NEXT MEETING
   The next meeting will tentatively take place on Wednesday, April 13, 2011 at 9:30am.

6. ADJOURNMENT
   Meeting was adjourned at 3:11pm.

Respectfully submitted and approved by:

Denis Beaulieu, CUPE

John Dallaire, NB EMS

the next meeting.

Shirley is to look into this.

NBEMS were incorrect with their response during the meeting. After further review, the permanent day and night trucks will be moved into the rotation. This was a decision at SMT. Information will be sent out to employees stating such.