



CUPE 4848 and NB EMS

Labour Management Minutes

Wednesday, July 4, 2012

In Attendance

CUPE	Ralph McBride	Mike Harris
	Bill Flewelling	Trent Piercy
	Judy Astle	Bernard Soucy
	Dale Landry	
	Steve Paisley	
NB EMS	John Dallaire	Yvon Bourque
	Edgar Goulette	JP Savoie
	Michelle Breen	Robin O'Hara
	Craig Pierre	Beth Simkins-Burrows

Absent

CUPE	Chris Kennedy	
NB EMS	Jacques Charest	
Invited Guest		
Recording Secretary	Beth Simkins-Burrows	

1. Meeting Called to Order

- a. John called the meeting to order at 9:40am.
- b. Introductions were done for new members to Labour Management.

2. Approval of Minutes from February's Meeting

- Minutes approved by Judy Astle, CUPE and John Dallaire, NB EMS.

3. Approval of Agenda

a. Outstanding Items

- i. No outstanding items from February 2012 minutes.



b. ANB Topics

i. Calculation of Travel Time when required to attend court due to work.

1. It was agreed by CUPE and NB EMS that the calculation would be from home station to the court location for those medics who are requested to attend.

Follow Up: John will discuss with RMs if we are going to require the medic to have a subpoena. We will advise CUPE of our decision.

ii. Amount of Sick Calls

1. John stated that the sick calls are increasing in particular the last month when the weather has been really nice on the weekends.
2. CUPE was wondering if NB EMS would be willing to pay for mileage if a medic would be willing to work in another admin area so that the truck does not go out of service. At this stage, NB EMS is not willing to do this.
3. John stated we are going to be examining closely the paramedics who are abusing sick time. We don't want to blanket all the medics but we need to deal with the abusers, especially those who are being denied for short term leave and then call in sick.

Follow Up: CUPE would like to know what our average "true" sick time is for medic with the long term WorkSafe claims, maternity leaves, etc... removed. John to provide.

iii. Themes from ANB Tour

1. John has received the themes from the town halls. There are 92 pages.

Follow Up: John will forward the themes to CUPE (Judy) later next week. John will also send a copy to Yvon to distribute to the Operations team.



c. CUPE Topics

i. JHSC

1. Judy stated that the members are not happy with the results from the JHSC committee. They feel the committee is at a stand still. Union is upset that they have to wear their uniforms at the JHSC meetings when it is supposed to be equal representation. The last meeting was deemed to be a work day in the West so it took away from being able to do overtime. Currently it is straight time for everyone who attends. Members feel they are missing out on overtime since this is deemed to be a regular work day. Things were going well before but now having to wear the uniform is causing problems. Procedure for Hazmat issues need to be outlined for everyone so they understand what they are to do (ie. who do they listen to, need a strict policy). Is there a health and safety manual at each station? – there should be. The last VOK that came out, that included the OHS policies – JHSC gave their opinion on how to launch the policies but their recommendations were not followed. John stated that what is decided at the JHSC meeting is not necessarily what will go forward. John stated the committee is doing their job, however, a better job needs to be done by NB EMS when it comes to dealing with the committee's recommendations. Some of the suggestions coming from the employees are being stopped by management representation on the JHSC. CUPE feels the JHSC should be treated the same as we do for training when it comes to compensation, etc....

CUPE asked if there was a process in place for staging a scene when it is a Hazmat situation. JP and Yvon confirmed there is a process but probably needs some improvement/reminder with the staff and MCMC. CUPE wants to ensure everyone clearly understands the protocols and communication.

Follow Up: Edgar, Marcus & John will meet as to how we address the issues from the JHSC committee meetings within the



next two weeks to come up with a plan. NB EMS will draw up a process on how to move forward.

JP and Craig will do a follow up on the documentation to make sure it is available for MCMC in regards to Hazmat and to see if the process can be improved in particular with the last situation.

ii. Co-ordinator Policy

1. CUPE understands if the Co-ordinator calls in sick, it is being backfilled by an acting Co-ordinator. NB EMS explained if an acting is available in the admin then that person would get bumped up and his/her spot would get backfilled, however, it is based on need and therefore not necessarily would it get backfilled with an acting coordinator. A neighboring station Co-ordinator may help out.

Follow Up: Seems to be an issue in St. Stephen that the Coordinator always gets backfilled with an acting coordinator. Michelle to investigate. RMs to remind their OMs of the above process.

iii. 24 Hour Stations

1. CUPE stated that even though the adjudication has been withdrawn without prejudice, CUPE feel that NB EMS could take it on their own to reinstate some of the 24 hour stations. CUPE stated there is case law in Ontario where the adjudicator has said there is no difference in a 12 hour or 24 hour stations. At CUPE's EMS National convention, they heard there are other provinces who still have 24 hour stations. CUPE stated if the 24 hours are not safe for the mainland then the 24 hour stations are not safe for the three Islands (Campobello, Deer and Grand Manan) either. CUPE finds that the call volume for the 24 hour stations has gone down now that they are 12 hour stations (ie. St. Martins in particular). CUPE would like the Executive to meet with Alan, John & Yvon regarding the topic. John stated where should the line be drawn, there will always be someone who is not happy. CUPE



stated we should look at the sick calls and overtime before and after the removal of the 24 hour stations – probably higher now. John said we are having issues staffing the trucks now even with NB EMS allowing a greater amount of short notice requests. Ralph believes that the moral in the old 24 hour stations is low due to the fact they changed to 12 hour stations. John stated that he may be willing to have an open discussion but he will want a guarantee that we will not be going to adjudication.

Follow Up: John will have a discussion with Alan and the Regional Managers on the topic.

iv. CISM

1. CUPE feels that there are some really bad calls and medics need immediate defusing. CUPE feels most of the medics decline CISM but actually need it. CUPE feels that they should not have to take vacation days to go for CISM training. NB EMS reminded that it is a voluntary program and when you actually get called for a CISM call you get paid. We do pay for meals, mileage, etc....

Follow Up: NB EMS to send a reminder email with the process for CISM to all ANB staff. NB EMS will have Natasha call Bernard Soucy to design a communication plan (perhaps a brochure) that we can do jointly between CUPE and ANB to promote mental health well being.

v. Uniforms

1. CUPE has concerns about the yellow vest on calls. The complaint is that medics are taking the sleeves off the vest and they are not allowed to do this. Concern is that this was not communicated to the medics. So why is there snaps on the vests? Yvon stated that they are looking at having the sleeves sewn on instead of snaps. Trent stated the white shirts are not the best option for the profession as well as other items and should try to improve one item a time. CUPE would like to see employees have some options – maybe a high visibility shirt. John stated that this came up at the



tour where Alan mentioned that discussions on clothing need to be held. JP is going to look at different options for MCMC and will seek the employees input.

No uniform is to be worn when an employee goes to court if you are called as a witness.

Follow Up: John to speak with Alan on this topic.

vi. Discipline

1. CUPE stated that temporary OM's are not to discipline ANB staff, however, CUPE feels they should not be part of any meetings that could lead to discipline for the employee. CUPE would like to see a permanent OM do any fact finding or anything else that leads. Employees can see their files at anytime but the HR file will not be mailed to employees, it will be viewed in person. HR will either hand deliver it to the employee or the employee can make an appointment to see their HR Consultant in Moncton.

vii. Training

1. CUPE stated that training should not be a form of evaluation, it should be more hands on. It should be seen as remediation to help them improve where they can do things better, etc... not an evaluation format. CUPE would like to know the plan for the eSkills know that with the exception of magill forceps are part of their licensure. Edgar stated they are looking at incorporating the old eSkills into scenarios to give them some practice instead of doing evaluations, this will help the medics get the practice they need. NB EMS said we are moving away from a testing process (ie. the checklist) and it will be more of a hands on to give the medics more experience since we do not have to present the provincial medical director with any sign offs. If there is an incident, we would do remediation on a skill they are having problems with. If after the remediation they cannot do the skill NB EMS would have to report it to PANB and then PANB will make the decision as to whether to restrict the medic. First of all, NB EMS will do



remediation same as always. Yvon also stated that it is important for medics to identify themselves if they are having problems, so we can help them out. Edgar said TQA is working on a plan to do more simulations for the medics – how do we do this to get more participation from the medics.

viii. Roadside

1. CUPE stated we have done a great job in reducing roadside post but some still exists where staff cannot get a break. CUPE feels that all roadside posts should have a place with a washroom, take a break in a clean place. We have some roadside posts which are motels for the Saint John area, however, it is this not feasible for other areas where it is an issue. CUPE stated three hours sitting in a cab in a truck is not feasible. John stated that they are rotated more frequently but the medics have to ask to be rotated out. CUPE would like to know if there is any funding available for this. CUPE said it is not comfortable in bad weather, severe heat. NB EMS stated we will never be able to get rid completely of roadside post. CUPE doesn't believe there should be any permanent roadside posts in urban areas.

Follow Up: NB EMS is to sit down and have a further discussion on this topic for the long term permanent roadside posting.

ix. Wi Fi

1. CUPE is wondering about the status on opening up the stations to allow Wi Fi. NB EMS is looking at the possibility of doing this. Edgar will take the lead on this one. It is a high priority from Alan's perspective from the Town Halls. There are benefits for the medics but for NB EMS as well when it comes to updating the tough books, etc....

Follow Up: Edgar to look into this.

d. New Items Added

i. Turnaround Interview (TI) process



1. CUPE stated that needs to be clearly outlined that the information for TI is not to be put into an employee's master file in HR. Beth confirmed that the TI information is not held in the master employee file.
2. CUPE stated that the role of the CUPE rep at meetings with members is to represent the members and they will assist the members. John does not want the CUPE rep to respond on behalf of the employee. If the employee allows the union member to do that, it is fine but the employee needs to know the responses will be recorded as what the rep said not what the employee said. NB EMS will record that info. NB EMS has no problem with a rep being at the meeting. CUPE would like to have further discussions on NB EMS's interpretation.

ii. Internal Shuffles

1. CUPE wanted to confirm that internal shuffles are done within the station (apples for apples) and will post whatever is left out. NB EMS highly suggests that the OMs do this.

Follow Up: RMs will speak with the OMs to remind them to do the internal shuffle first.

iii. Accommodations within ANB

1. CUPE would like to see us do more accommodations for pregnant medics so they don't have to go on EI earlier. As NB EMS has always done, we look at what the limitations are for pregnant medic and will accommodate if possible and if the work is available. Unfortunately they cannot go as a third.
2. For sick leave, the same process as above applies if it is short term in nature. If it is permanent then they would go on the accommodation list with the RHAs.

iv. Meal Breaks

1. It was clarified that the medics must ask MCMC to go back to their station for a meal break. NB EMS is seeing an increase in meal



vouchers come in because the medics are not asking MCMC to go back to their home station. If they don't request to go back to their home station they do not get a meal voucher.

v. Furniture in the Stations

1. CUPE was wondering if the stations all have the same specs for furniture. Yvon is currently working on this but there is a standard.

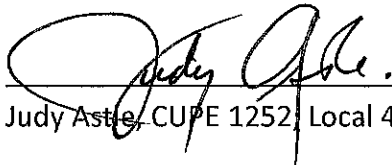
4. Next Meeting

- a. Next meeting will be scheduled for **Thursday, September 13, 2012.**

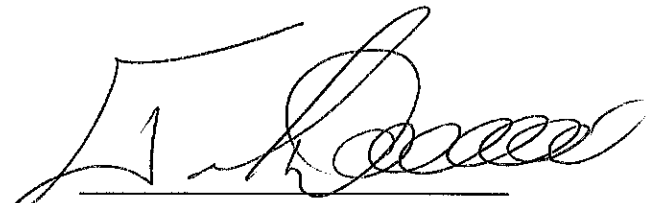
5. Adjournment

- a. Meeting was adjourned at 1:40pm.

Respectfully submitted and approved by:



Judy Astle, CUPE 1252, Local 4848



John Dallaire, NB EMS