



CUPE 4848 and NB EMS
 Tuesday, June 14, 2016 in Moncton
 10:30am – 3:00pm



In Attendance

CUPE	Kim Cail	Greg McConaghy
	Yanick Mongeau	Judy Astle
	Bill Cameron	Pat Hepditch
	(BY) Brian Harris	Chris Kennedy
NB EMS	Beth Simkins-Burrows	Jacques Charest
	Robin O'Hara	Yvon Bourque
	Yves Richard	Caroline Lumsden
	Paul Boudreau	

Absent

CUPE		
NB EMS	JP Savoie	
Invited Guest		
Recording Secretary	Caroline Lumsden	

1. Meeting Called to Order at 10:33 am
2. Introduction of New Members
3. Approval of Minutes from March's Meeting
4. Approval of Agenda
 - a. Follow Ups from March's Meeting
 - i. **Floater Agreement – NB EMS**
 NB EMS provided replies to the comments from CUPE on the draft document. Further discussion between Inner Executive and NB EMS needed on the agreement.
 - ii. **Call back time in Telestaff - CUPE**
 CUPE did not hear back from members on the issue.
 - iii. **Fatigue Management Policy – NB EMS**
 CUPE states they were to receive a copy of the policy by April 8, however, they have not received anything to date. Yvon confirmed that the policy is drafted. CUPE was under the impression they would have input on the policy. Yvon will forward the policy to the union once it has been reviewed by SMT. Hours of work were reviewed as well as shift overruns. If anything over 16 hours medics

will be sent back to the station and marked out of service. CUPE states it sounds positive.

iv. 8 week temps – NB EMS

The last round of postings there were 45 employees holding 8 week temps. Meeting to review schedule will be booked soon.

v. Island Staff to switch with Others Outside of Island Stations – NB EMS

This topic has been removed and moved to the small group who is also reviewing the schedule.

vi. Shift exchanges – four week block vs. two consecutive pay period

This topic will be tabled as NB EMS and CUPE are not able to reach an agreement.

vii. OT pay for PT/Casuals - NB EMS

NB EMS provided CUPE with the requested information.

xvi. Posting Issues – NB EMS

The timeline is not working for PCs and admin assistants to fill open shifts. NB EMS will still be posting every 8 weeks but revised the schedule by reducing HR's allotment timeline.

Follow up: Beth to forward new schedule to Judy and Kim once it has been finalized.

viii. Cancelling Shifts – NB EMS

If a shift(s) has not been filled Operations would allow the employee to cancel their yearly vacation.

ix. Scheduling – NB EMS

A small group comprised of NB EMS and CUPE reps will review this topic. Representatives from the union will be Bill Judy and Kim. NB EMS reps will be Tara, Jacques, Yves, Beth. A Doodle request will be sent this week to schedule a meeting.

x. Terminations – NB EMS

PANB deductions by payroll are done twice a year; once in July and once in November. Payments cannot be done sooner.

The registration date has been changed to December 1, 2016. The process is currently open.

Follow up: Yvon to follow up with PANB on new registration date as NB EMS was unaware of the change.

xi. VPs signing grievances – CUPE

To be discussed below.

b. CUPE Topics

i. Vacations

CUPE believes that members deserve the vacation they request. CUPE states the 3/8th rule is for vacation and should not be based on speculation. Past history shows that the vacancies have been filled/covered so staff should have their vacation approved. Morale throughout the province is very low according to CUPE and it is not getting better. With vacations being denied morale gets worse. The problem has been caused by the province, ANB and the language issue according to CUPE.

NB EMS states it is more than language; it is a recruitment issue. CUPE states it is also a retention issue which is not the members' problem and they should be granted vacation. The history should be reviewed. The positions are being filled temporarily. The vacancies have been filled and ambulances out of service have been minimal according to CUPE.

NB EMS would like to know CUPE's recommended solution to this? CUPE's solution is not to count the vacant positions in the 3/8th rule. NB EMS stated if we did that and then the positions are not filled, we take the risk of putting an ambulance of service.

CUPE states yearly vacations should be approved now and be called out now to cover the shifts. They do not feel it is fair to only find out about vacation approval at the last minute.

NB EMS agrees with CUPE in the fact all employees deserves their annual vacation, however, it is very challenging to accomplish this with the number of vacancies that currently exist, the fact that many individuals ask for the same dates off within the same station, and the fact we cannot predict future staffing. Our role is to provide patient care across the province, NB EMS feels it is too big of risk to approve vacations now for spots which are currently empty on the hope they will be filled by the time the employee has requested their vacation.

CUPE states the yearly vacation issue has been going on for seven years. There needs to be a bigger risk taken on the employer's side when granting yearly vacation.

CUPE states the language issue and 8 weeks temps has caused a lot of morale issues and now with vacation not being granted has increased members unhappiness with CUPE and with the Employer. A solution needs to be found. There is language in the CUPE 1252 Collective Agreement Article 23.13 which would allow the Employer to call members back in from vacation if need be. CUPE stated there will not be a lot of grievances if NB EMS were to do this. However, NB EMS feels it is still too big of risk in hoping that an employee on their annual vacation would be willing and available to come back in to cover their shift. NB EMS also does not believe that the vacation denial issue is as large across the province as CUPE is leading everyone to believe.

At this stage of the meeting, both parties, CUPE and NB EMS, could not reach an agreement on how to improve the vacation situation so the meeting finished at CUPE's request and no further topics were discussed.

- ii. Telestaff
- iii. New Grievance Process
- iv. Call in List Station Expectations
- v. Station Language Profile
- vi. Mileage and Training

c. NB EMS Topics

- i. Follow Ups to Meeting with Executive

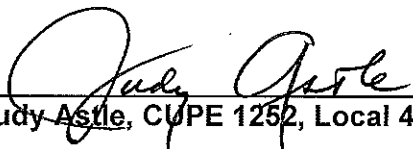
c. New Items

- i.

d. **Next Meeting:** None scheduled.

Meeting finished at 11:45am.

Respectfully submitted and approved by:



Judy Asle, CUPE 1252, Local 4848



Beth Simkins-Burrows, NB EMS