



**CUPE 4848 and NB EMS
Wednesday, May 6, 2015
10:00am – 3:00pm**

In Attendance

CUPE	Judy Astle	Denny Cogswell
	Bernard Soucy	Bryan Harris
	Trent Piercy	Ralph McBride
	Greg McConaghy	Chris Kennedy
	Mike Harris	
NB EMS	Beth Simkins-Burrows	Craig Pierre
	Michelle Breen	JP Savoie
	Paul Boudreau	Jacques Charest
	Robin O’Hara	
	Michel Gravel	

Absent

CUPE		
NB EMS	Caroline Lumsden	
	Bill Cameron	
Invited Guest		
Recording Secretary	Angela Jones	

1. Meeting Called to Order
Beth Simkins-Burrows called the meeting to order at 10:03 am

2. Approval of Minutes from March’s Meeting

3. Approval of Agenda
 - a. Follow Ups from March’s Meeting
 - **Pennfield Roadside Post**
Paul Boudreau spoke with Darren at the DSL. He would be interested for us to move in, more updates later, waiting on a few issues to be resolved. Paul has set up a meeting, tabled to next meeting.
Follow Up: Discuss at next LM.



- **Floater Agreement – NB EMS**
Completed. Beth provided a copy to Judy.
Follow Up: CUPE to review and sign off.
- **4 Week Block**
Tabled
- **Telestaff Call Back Time**
It has been changed to 6 minutes, we have heard no negative comments yet, other than the language is very confusing, it is a mix between French and English. We need a system where you push 1 and 2 for English and French. Telestaff seems to be just calling 1 number, not the 2nd number (why)
Follow Up: NB EMS (Michelle) will follow up with Mike Simpson
- **Critical Confrontation Course – NB EMS & CUPE**
Related to the Kingston Issue, will discuss with Judy off line.
Follow Up: Judy to let Beth know when she is able to discuss
- **Realignment of Bases – NB EMS**
Began April 23rd. CUPE questioned casual hours, how will staff get their hours. Casuals are assigned to a home base. We will watch casual hours for a bit.
Follow Up: Off line discussion with Judy and Beth.
- **Job Postings – NB EMS**
Job postings will not be awarded after 3rd posting anymore, will continue to be temp until a qualified staff member fills the position
- **LM Meetings –CUPE**
Had discussion with CUPE, would like quarterly meetings with the large group and smaller group meetings scheduled monthly, this would be inner executive and others as needed
Follow Up: Beth take to Senior Management to approve time frame of meetings.



b. CUPE Topics

- **Lay Offs**

CUPE feels blindsided, they had no input, feels NB EMS does not trust CUPE, CUPE feels they offered the Chipman truck up to service the ACP's.

90% of the time Chipman truck is covering elsewhere.

8:30 truck – CUPE wants all true information on this truck, mileage, calls etc.

CUPE is concerned of the unit hours being lost, they are needed elsewhere.

CUPE feels two trucks at night in Fredericton are dangerous especially with the off load delays hospitals are experiencing.

NB EMS cannot speak to this as they were blindsided as well and the ACP announcement was government.

CUPE feels there is a deployment issue, pulling from rural areas to cover urban, there is going to be issues.

CUPE states maybe we need a better SSP for rural areas, they cannot be left uncovered to cover the urban area, and deployment needs to be looked at

CUPE states some moving is acceptable but excessive is not.

CUPE asks if there is a plan when that Chipman truck is gone on June 17th.

CUPE states staff is complaining that they are not being released from other regions when doing transfers, they end up staying for hours; so therefore; there Region is going uncovered, CUPE states this is unacceptable

CUPE asks was this a joint decision between ANB and Government? NB EMS stated that it was.

NB EMS stated unit hours were added to Saint John and Moncton by government last year.

CUPE asked if they would lose unit hours on weekends due to decrease of transfers and if these hours would be added to night hours through the week.



NB EMS stated that discussions would have to be had with them and Senior Management; they don't have the answer for that at this table.

NB EMS states hospitals need to better co-ordinate their transfers, this would help deployment and off load delays. Group feels more discussion needed with hospitals to help better organize transfers and overcrowding

CUPE feels frontline medics, CUPE, ANB and NB EMS need to meet and discuss with government to explain how this affects ambulance services.

- **Vacations**

CUPE has a couple of issues with partner switches, vacations have already been booked/scheduled, these staff members need to be accommodated as to what they asked for in their old rotations because of time lines.

Follow Up: Craig will look into this with OM Flynn, he will take care of this. Needs to be done before vacation selection.

SB12's are assigned and not staff choice, should not be part of the 3/8 rule per 24 hours for granting vacation. SB12 are not staggered. NB EMS knows there is an issue. They look at vacancies in the station, if no one is in a slot it is vacant then it is counted.

CUPE feels staff should get their vacation when wanted. NB EMS states we cannot park a truck to grant vacations. CUPE state when this rule was set up part time staff was not included. NB EMS stated they are re visiting the stat weekends and all agree this does not work well; there are too many stating at the same time.

Short term leave request: Operations will no longer fill short notice leave requests at overtime - routinely. An attempt will be made to fill the request through the regular scheduling rules at regular rate. If not able to fill, staff will be encouraged to switch their shift. Operation Managers have the authority to fill a short notice leave request at the overtime rate at the request of the employee where circumstances warrant an exception to the rule.

Follow Up: NB EMS to relook at scheduling options.

- **Meal Claims**



Four hours into shift medics entitled to a 45 min meal break in a 3 hour window, some OM's are still denying. If they are not at their own base they get paid a meal period.

NB EMS states that if at the hospital is on an off load delay one medic can go and get something to eat, and take turns, and at some point they will get a 45 min break to relax.

CUPE states that the 45 min break starts at the time they get to base. NB EMS states their understanding is meal starts when asked for regardless if they have to go and get food or not.

Follow Up: Operations need to discuss meal periods again especially regarding off load delays.

- **Linguistic Profile Scheduling**

CUPE asked for clarification on how staffing will work.

Vacant positions will be backed filled based on language.

NB EMS still working on this issue.

We should hold another meeting with NB EMS and CUPE once more details are worked out; we will also invite Mike Simpson.

NB EMS states there are approximately 250 staff who meet bilingual requirement which is a 2+.

CUPE asks what happens if you can't get a bilingual staff to fill a seat? Are you going to shut the truck down or ask an English medic? NB EMS states we will attempt to fill the bilingual compliment.

CUPE states medics feel they will have an unfair advantage for being awarded shifts due to language; CUPE feels it is going to be very difficult to ever meet this language requirement.

Follow Up: NB EMS to set up a meeting with CUPE to discuss further when ready.

- **Light Duties**



CUPE is asking again for light duties for workers who cannot fulfill their job duties on a short term basis, why can't they do inventory, clean equipment at the hospital or paper work etc.

NB EMS states we have no light duties at ANB, periodically some projects but not often.

- **ACPs**

CUPE asks what the plan is for ACPs. The individuals at the LM table for NB EMS are not aware of what the plan or model will be as of yet.

CUPE asks could ACPs bump into spots if no vacant spots available

Follow Up: Beth to take to Senior Management, what to do with vacancies should we be posting or holding for ACPs or just fill on a temp basis.

- **Telestaff**

CUPE states still some glitches with awarding shifts 4 weeks in advance and the list not advancing to a new call out

Follow Up: NB EMS (Michelle) to talk to Mike Simpson or Karen Leonard

- **SSB Availability**

Staff is ready and willing to work at double time, but instead NB EMS is putting trucks out of service why?? NB EMS states it is at the discretion of the OM on duty.

- **Health and Safety Issue Hours on Duty**

CUPE would like to have a sit down and talk about how we are going to deal with medics who are in trucks on the road for sometimes 14, 15 hours at a time on duty doing a long distance transfer and then still have three hour drive back to their home station. CUPE says we need a policy on paper that staff should be put out of service and not doing calls, they need to get back to home base.

What happens now is they stay in service, but if their truck is closer to an incoming call they will take the call and a 2nd unit will be dispatched to take over for them to continue back home. CUPE states we have to have a solution.



CUPE wants them put out of service and sent home, but if they state they are too tired, put them up in a motel. NB EMS asks CUPE what do you want that time to be how many hours?

Follow Up: Beth to take to Senior Management and get back to CUPE.

- **Privacy**

Name Tags – why does a medic have to provide their name to a family member? CUPE feels they should not have to give out their names. It is NB EMS's understanding that is required by PANB. It is an Ambulance Service Standard's requirement that paramedics carry their ID card with them.

- **Off Load Delays**

NB EMS has met with Health care facilities, DOH and medical director. There was a decrease for a while but has started back up again. Causing major issues ie: coverage, morale etc., CUPE asks can we give staff a heads up regarding delays? NB EMS, not really, if we don't know.

CUPE Perspective – feels it is due to cut backs; lack of beds, sick calls, and more long term care patients, there is not enough acute care bed.

c. NB EMS Topics

- **SSP Provincial Tour**

Some feedback from Matt Crossman's tour was that the staff still does not understand the SSP.

MCMC is going to do a Provincial tour to try and explain the SSP and how it works.

CUPE states that the Field Operations feel they have no input. MCMC stated that they will listen to what the staff has to say.

CUPE states that the travelling time in a 12 hour some of them are doing is ridiculous and very tiring. We will run into problems, some areas are being left uncovered. CUPE feels SSP does not meet the needs of rural NB, it is meant for bigger cities.



A notice of the tour schedule will go out to all staff in the next couple of weeks

Next Meeting: September 29, 2015 at 10:00am Moncton.