

MINUTES OF MEETING

CUPE 4848 and NB EMS
 Labour Management Meeting
 9:30 am – 4:00 pm
 May 11, 2010

Present:

- | | |
|-----------------------|---|
| Denis Beaulieu, CUPE | Yvon Bourque, NB EMS |
| Ralph McBride, CUPE | John Dallaire, NB EMS |
| Guy Ward, CUPE | JP Savoie, NB EMS/Jean-Marc Dugas, NB EMS |
| Mike Harris, CUPE | Michelle Breen, NB EMS |
| Mathieu Chayer, CUPE | Jacques Charest, NB EMS |
| Evan Tozer, CUPE | Beth Simkins-Burrows, NB EMS |
| Dale Landry, CUPE | Robin O'Hara, NB EMS |
| Bill Flewelling, CUPE | |
| Stephen Baird, CUPE | |

- Guests:** Mike Simpson, NB EMS
 Alan Stephen, NB EMS

Recording Secretary: Beth Simkins-Burrows, NB EMS

	ACTIONS
<p>1 REVIEW OF MINUTES AND AGENDA Minutes from last meeting were reviewed and approved.</p> <p>The following items were added to the agenda:</p> <ul style="list-style-type: none"> • SchedPro – Add time off between shifts (Denis Beaulieu) • Deployment (Denis Beaulieu) • Temporary Ops Manager (Denis Beaulieu) • SSP (Denis Beaulieu) • Transfer Unit (Denis Beaulieu) • Rural Paramedicine (Denis Beaulieu) • ACP (Denis Beaulieu) 	
<p>2 STATION UPDATES – CONDITIONS AND CLEANING Procurement talked to all cleaners. Apparently the cleaners were not going in, but NBEMS was under the impression they were. There are two areas – Bathurst and Peninsula – that NBEMS is still trying to find someone but looks good that a contract will be signed soon.</p>	

John has a schedule of cleaning for all stations and has provided this to CUPE. CUPE stated that this has not been provided.

Action Item: No action items.

3 HEALTH AND SAFETY

3.1 Seating in trucks – NBEMS has provided DH in April 2010 with an update on this with recommendations (in particular the lumber support). They have not heard back from DH. The report was done up by Danny Bulmer and it is also on the concerns of the Standard Committee.

John will ask Marcus for a further update on this.

3.2 Issues going to Management – Marcus is now going to OHS Committee meeting with outstanding issues and coming back with resolutions and responses on a monthly basis. This is a recurring meeting.

3.3 Infectious control reporting to field Medics – There is a policy in place. ANB believes that this policy is being followed. There was some discrepancy that perhaps some reports were only filled out if there was a confirmed case of infectious situation. The report needs to be filled out if there is a possibility of an infectious situation. There is an issue with the RHAs to get info back from results of tests, etc. MCMC does have a policy in place that they will notify Fire Departments and Paramedics when they become aware of a determined infectious control. The issue is with the time lagged from hearing back from the RHAs with the results.

RMs to bring this issue up with the RHAs when they have their meetings with them.

3.4 Unit weight issue – who is responsible? – ANB has a concern with the weight as well. It is now with the Standard Committee and looking at things they may be able to remove. There needs to be something in place to reduce the number of passengers in the ambulance. ANB has given the paramedics the ability to ask passengers to leave the vehicle if the paramedics have a concern. Standard Committee is currently working with Malley's to see where the weight could be reduced. Ralph is concerned that this may get tied down with DH.

John will touch base with Danny Bulmer to see what the status is on removing some of the items that could be removed to reduce the weight of the ambulance.

3.5 Responses – Denis mentioned that the follow up has not been that great as far as getting info back from OHS Committee. This would assist CUPE in knowing the status of several items and why some items are pended. John stated that Marcus has reworked the Committee with CUPE by adding Judy Astle on so this issue should improve.

CUPE to provide Robin with a list of the items that could be taken to the Standard Committee.

3.6 Blue Latex Gloves

Ralph brought up that when the stock was gone on the blue gloves that NB EMS had agreed to change to purple gloves. This was agreed to on the document that was distributed by Alan after the road show.

4 MEALS – MOU UNDERSTANDING THE LANGUAGE

There is a change in the dollar amounts effective June 1, 2010 for within province and out of province rates.

Ralph stated that some Ops Managers are not allowing staff to take meal breaks because they are paid for lunch. Ralph stated the intent when the original MOU was done was that staff should be able to take meal breaks with the exception of a 911 call interruption. The interruptions have seen to grow outside of 911 calls. Ralph stated that medics need to have their 45 minutes break. Ralph doesn't see that it is possible to schedule them for 45 minutes and doesn't feel this would work in our system; however, we need to work on a process that will allow the paramedics to get their 45 minute breaks. Ralph stated that most medics won't take the full 45 minutes.

Need to look at the distance the paramedics can roam but need definitions of what the medics can and cannot do within this roaming distance.

Any abuse of stat transfers is being reported by MCMC to our Medical Directory for further investigation. ANB is working this issue with the RHAs.

5 POLICIES

5.1 Update on roll out and booklet – JP gave an update on the release on the policies. They are being released 10 at a time to the RMs and Ops each week. There is a conference call each Friday to review the policies in order to get a final copy. The last policies will be released by the first week of June 2010. They are not being released to the ANB staff until August. Our Web Administrator is working on a process to have the policies on line for the ANB staff to access them. John stated that many policies had very little changes made to them. It was more of a clean up, (i.e. similar formatting, encompassing all staff within ANB). As soon as Web Administrator has process in place and verifies that it is working then the policies will be sent out to ANB staff, 10 policies in a time. John stated that the policies will go out to the CUPE as a local before the policies will be sent out to the ANB staff. CUPE states they were to approve them. John said no that was not the agreement. John reminded CUPE that they were invited to take part on the Policy Committee but declined. CUPE is in agreement with the assessment tool that ANB is

John to follow up.

Ralph to send electronic copy of memo to John.

John will send a memo to all ANB staff and applicable NBEMS staff.

John will take this to SMT to see if there is something that can be done. He will get back to CUPE before next Labour Management.

RMs support this.

John will send the approx. 10 by the first of next week that has been reviewed by RMs and Ops to date to CUPE Executive.

Mike Simpson will add a bit of extension to the project timeline to allow for CUPE to review them.

going to use on the web to assess the employees' knowledge and understanding of the policies.

Ralph and several Executives mentioned that they are unable to get into the ANB site when they are working on their home PC. Ralph spoke with IT and IT has said it is an issue with the medics home PC so he cannot help them. Denis can access the site at the station but is unable to access the site with him home PC.

There will be a hard copy of the policies in the station. If the employees have any issues they will be able to ask their Ops Manager for clarification as the Ops Managers are currently being trained.

5.2 Mobile in urban areas vs posting for coverage

Discussion covered under #4 Meals.

5.3 Speed policy - incident report - issues

John has explained that when medics have gone above the speed limitation, the employer would like them to fill out an incident report to be used as an educational tool. The form has the questions that the employer would like a response to. John stated some medics had been using the old incident report so there is some frustration when we go back and ask for more questions because the medics are not using the newest version of the form. Ralph would like to see a hard copy of what the new incident report looks like. Robin provided Ralph with a copy of the new form. John stated the form will be attached with the policy on speed.

John stated that if someone is going over the speed limitation intentionally or continuously the employer will deal with those ones individually. NB EMS is trying to educate that speed in some instances does not change patient outcome.

5.4 Deployment - Ralph has some concerns with the unit hours that got removed initially. Alan is hoping that some of these hours will be put back into the system eventually.

6 DISPATCHER WORKLOAD ISSUES

Dale stated the workload has increased significantly within MCMC. Is there anything available to determine if the tasks have reached their limitation for the Dispatchers. Examples are they are swamped and can't keep track of everything. CUPE is wondering if there is any type of tool that could be used to access workload capacity analysis. Dale pointed out that the Ops Managers are being tasked with other items that are taking them off the floor and therefore taking the Dispatcher Coordinator off the phones. Ralph believes this is going to cause some stress and burn out issues.

This is a joint responsibility between Dispatch and the Field. ANB suggests that they provide the paramedics with certain questions that

Beth to speak with Derek on the issue.

Beth to follow up with OHR and to investigate the possibility of doing a workload capacity analysis.

RMs to look at implementing this

they will need to provide MCMC with if they are on the move.

process.

7 WORKING ENVIRONMENT (MICRO MANAGEMENT)

Ralph stated that the work environment is an issue because medics are upset with the micro management of the company. The medics are not helping each other out because of the current working environment. Ralph stated that we need to figure out how we get the cooperation and buy in of the staff. Lack of communication is causing a lot of issues in the field.

More communications is required between Employees and Management.

8 IMPLEMENTATION OF CASUAL EMPLOYEES

Ralph said that we need to sit down and have an agreement on the casuals and what is going to happen.

HR will schedule a meeting with CUPE and RMs to discuss the Casuals having rights once HR meets with OHR on May 20.

9 SCHED PRO

The issue is that a medic is signing up for PT spots at a station outside his home station and not putting his name on the home station casual shift list. Ralph wants him to pick up his casual shifts in his home station first before going outside his home station to look for casual shifts. Ralph says NBEMS has to watch because some will take advantage of these types of situations. Ralph wants to know if there is a safeguard that this will not happen.

Ralph wanted to know if NBEMS is taking all the PT casual opportunities and putting them on the wall or are they doing sign-up sheets? Mike explained we will not know if it is an overtime shift until we know if a FT took the position. If a PT fills it or a Casual fills it, it is not an OT shift but a casual shift. John explained that ANB posts only the shifts that the employer cannot fill. The postings are to go four weeks ahead.

If Casuals request to have the sign up list sent to them via email, ANB will accommodate them for this. The onus is on the Casual to ensure that they check to see what the sign up list is available to sign up or to request to have it sent to them via email.

Union Executives will not drop off the list if they are on union business and receive a call to work a casual shift.

ANB confirmed that OMs are keeping the hard copies of the offers and will provide this to the employee or shop steward when requested for a pre-grievance.

Time off between shifts on the Islands – CUPE is looking at 8 hrs between shifts. John doesn't feel that 8 hours is not enough time for a safety perspective. ANB needs to discuss this off line to see what is the correct number of hours to use that will not impact safety. Ralph asked that NBEMS look at the Islands and the fact that after working (two) 24 hours as they are not busy on the Islands why do they have to wait to pick up another casual shift – why couldn't they do it right away.

John will have a discussion on these items with the RMs and Alan.

10 FORCED OT – STAND BY VS 911 CALLS

Denis stated no problem with forced OT if it is because of a 911 call. What is happening now is that MCMC is asking medics to stay beyond their hours because the other truck is not back to cover. Happening at shift change time and EOC cut off times. MCMC is trying to get them back if at all possible 30 minutes prior to shift exchanging time. A few SSPs in the North have been reviewed this week to change the EOC cut off time.

Jean-Marc to check on Saint John.

11 SENIORITY UPDATE

Danielle has met with Denis and Ralph to sign off on the seniority list. Danielle has corrected the seniority back to January 6, 2009. There were about three challenges. These will be resolved this week.

12 VACATION SCHEDULING PROCESS – DAYS VS WEEKS

Vacation doesn't seem to be an issue this year. Alan has asked RMs to make sure that all employees if possible get 2 weeks vacation this summer. John has not heard any comments about this. John has followed up with the RMs to ensure they will try their best to follow this process.

13 SWITCHING SHIFTS FOR THE ISLANDS AND PT TO MEET PATIENT CONTACT

Campobello and Deer Island have asked to switch out to St. Stephen to get their patient contact in place. Issue is that the Islands are a 24 hours station whereas St. Stephen is a 12 hour station.

John to follow up with Michelle.

14 24-HOUR STATIONS – MESSAGE

John stated there is a rumor going around that end of month 24 hours stations are moving to 12 hours. John restated that NBEMS will deal with this in approx. 6 months and nothing will change before then. NBEMS Database Analyst will be pulling data off the CAD to do the analysis. NBEMS will be looking at all 24 hour stations.

15 TRAINING DURING THE DAY AND WORKING THE EVENING

John stated that individuals are saying that if they train during the day they are expecting to get paid OT for working at night. The employer agreed to pay for training at OT but the shift at night is regular time.

To discuss further at next meeting as per Ralph and John.

CUPE asked could the employee get paid straight time for the training and take the night shift off. The individual coming in that night to cover him off would get paid at OT.

16 COMPUTER USAGE IN STATION

CUPE has said that they have heard that personal laptops are not allowed in stations and this is coming from ANB CEO.

17 TEMPORARY OPS MANAGER

CUPE has concerns about the way that the employees from ANB are coming over to NBEMS and how they are treating the staff. They are doing discipline and causing problems for the CUPE staff.

22 JOB POSTING UPDATE

HR has started awarding the positions from the last round of postings. They posted approx. 75 positions and had about 30 positions that had no one apply for them. They hope to have them awarded within the next two weeks. HR anticipates doing the next round of postings towards the last week of May/first week of June. CUPE is ok with us offering whatever positions are left over from the posting the first part of June can go to the students.

22 Stations – Door issue still exists in Boiestown Station.

John to follow up with Facilities on the extra door being put into the Boiestown Station.

23 SHIRTS UNDER UNIFORM SHIRTS

New policy just states white shirt under uniform doesn't look nice, they get dirtier, don't look professional. CUPE would like us to rethink this to allow dark shirts under white uniform shirt.

John will discuss with Shirley.

24 MCMC

Are MCMC employees allowed to have laptops and reading materials in the Centre.

Jean-Marc to follow up with Ops Managers.


25 NEXT MEETING


The next meeting will take place on June 22, 2010 at 9:30am.

26 ADJOURNMENT

Meeting was adjourned at 4:00 pm.

Respectfully submitted and approved by:



Denis Beaulieu, CUPE

John Dallaire, NB EMS