



CUPE 4848 and NB EMS

Thursday, November 26, 2015
10:00am – 3:00pm

In Attendance

CUPE	Judy Astle	Denny Cogswell
	Yannick Mongeau	Bryan Harris
	Trent Piercy	Ralph McBride
	Greg McConaghy	Chris Kennedy
	Pat Hepditch	Bill Cameron
NB EMS	Beth Simkins-Burrows	Craig Pierre
	Robin O'Hara	Gwynn Boye
	Michel Gravel	
	Jacques Charest	

Absent

CUPE		
NB EMS	Paul Boudreau	
	JP Savoie	
Invited Guest		
Recording Secretary	Caroline Lumsden	

1. Meeting Called to Order at 10:06 am.
2. Introduction of New Members
3. Approval of Minutes from September's Meeting
4. Approval of Agenda

A. Follow Ups from September's Meeting

i. Floater Agreement – NB EMS

Updated copy was forwarded to CUPE on Nov 11/15.
Follow up: CUPE to review and provide input.

ii. Critical Confrontation Course – CUPE

CUPE looking to have it offered to 2 members in Kingston. Since this issue only affects a few staff this issue will be taken offline and will be removed from the follow ups.

iii. Realignment of Bases – CUPE

This topic can be taken off as the issue has been resolved.

iv. LM Future Meetings – CUPE

Future meetings will be held on the third Wednesday of the month; February, May, September and December.

v. Meal Periods – NB EMS

This is in relations to the off load delays. NB EMS is in talks with RHAs to help decrease the off load delays. NB EMS is unable to put a policy in place. NB EMS's Risk Manager will be speaking with the Risk Managers at the RHAs. It's an issue that requires more than just ANB's involvement. CUPE asked if other crews could come in to cover off for offload delays, ie. another truck in the area. The MOU on meal period has to be made a priority, regardless if the offload delays can be resolved with the RHAs. CUPE suggested contacting other services to see what they do as it is a Canada wide issue. Staff are not being let go to have a break following a several hour off load delay.

Follow up: NB EMS (Paul) to relook at the issue and see if anything can be done.

vi. Linguistic Profile Scheduling – NB EMS

Meeting was held between NB EMS and CUPE on November 9. NB EMS states that phase 2 involves short term leave requests - not for annual vacation or shift switches. We will attempt to replace these leaves based on language (2+ level). This will go based on the scheduling document rules. If no one meeting the language level can be found then go back to the normal process. NB EMS is willing to incur overtime if necessary. CUPE states if a part timer is unilingual a part timer who is bilingual may get their 150 hours but a unilingual will not. In some areas it won't make a difference and it'll just upset the members. CUPE wants a fair process for its members. It seems ludicrous and doesn't make sense for the government to increase its overtime cost. Short time leaves have been denied in the past because it would go into overtime. CUPE sees there is an issue and another sit down is needed. NB EMS states that we have to at least attempt to fill the shift with a bilingual person if needed. We look at the unit being bilingual not the person needing to be replaced. It will be based on the profile of the truck. This affects all ANB employees (paramedics, PCs). CUPE states that the Language Commissioner only makes recommendations and that it is up to NB EMS how we manage this process. NB EMS states that we have a board that has approved the language plan and this was part of the plan.

Follow up: NB EMS (Beth) to confirm if the no list will be used before the normal process is followed. Another meeting to be held with CUPE and NB EMS.

vii. ACPs – NB EMS

CUPEs concerns were brought back to SMT and they understood. No more news in regards to the introduction of ACPs.

viii. Telestaff – NB EMS

NB EMS would like to create a smaller group to look at scheduling. The language issues can't be fixed in Telestaff. We have asked the company to fix it but it's not possible. This has nothing to do with cost NB EMS has increased the call back time from 5 minutes to 6 minutes. CUPE said this hasn't happened consistently.

Follow up: NB EMS (Beth) to look at the call back time in Telestaff.

ix. WSNB Hearing/Fatigue Policy – NB EMS

NB EMS stated that Matt has confirmed that the creation of a fatigue policy is on his to do list. CUPE wants this done immediately and Matt needs to understand the urgency. A policy is needed for the membership and they are open to helping create it. CUPE is willing to take further action if needed. CUPE would like to see a timeline by end of year.

Follow up: NB EMS (Beth) will follow up to confirm a deadline.

x. Awarded Position – NB EMS

CUPE asked if NB EMS is following the contract. The language plan can't go against the collective agreement. NB EMS stated we have and positions were filled with 8 week temps if no permanent successful applicant could be found. CUPE would like NB EMS to consider bringing back the process of posting and if an applicant can't be found that meets language to award permanently to senior candidate on third time it has been posted.

Follow up: NB EMS (Beth) to have a meeting and follow up with CUPE before the end of the year with a decision.

xi. Shift Trades – NB EMS

December 3 shift trades will be opened up to the regions. A message will be sent out to ANB. CUPE asked if a request comes in prior to the date could it be allowed as a one off basis. The Islands will be able to switch shifts as long as they are with 12 hours shifts. Staff can switch a 24 hour shift with two different 12 hour staff or take two 12 hours shifts from one staff. However, they cannot switch with 8 hour shift staff. CUPE wants to confirm there is no time limit for switches for full time staff. NB EMS states it is currently within two consecutive pays.

Follow up: NB EMS (Paul) to confirm that there are no Island staff to switch with other regions in Telestaff.

xii. Vacation, Short and Long term – NB EMS

NB EMS understands CUPE has issues with the 3/8th rule. NB EMS would like to add this to the meeting on scheduling. NB EMS asks that Judy identify three or four people who would be a part of the meeting. This would include talking about different schedule then 4 on 4 off. CUPE has an issue that the current schedule document is not being followed. NB EMS states we don't look into individual cases at labour management they should be brought to the regional manager.

Follow up: NB EMS (Craig) to follow up with the concern brought up by Pat Hepditch that the 3/8th rule isn't being followed in Miramichi. Judy to advise who the three or four CUPE members will be as part on the scheduling meeting. Bryan would like to ensure someone from MCMC is part of the meeting.

xiii. Uniforms – CUPE

NB EMS is looking at other options as our contract with Uniform Works is coming to an end. An RFP has gone out for Medavie EMS as a whole. In the meantime, procurement is working with staff to find uniforms that fit.

xiv. Shift Extensions – NB EMS

CUPE states the MOU is clear what the staff is entitled to. If NB EMS wants to consider it a new shift they staff should get a 4 hour minimum. It should be a shift overrun and paid the \$19.50. Although this was brought forward because of a few concerns in the North, CUPE doesn't want this practice to spread provincially. NB EMS states it was a specific situation where the employee didn't have to stay but the employee wanted to stay and the MOU was followed based on the interpretation that has always been followed.

Follow up: NB EMS (RMs) to ensure that all regions are follow the process consistently and then to follow up CUPE.

xv. Shift Exchanges – NB EMS

NB EMS would like to move to a four week block rather than two consecutive pays. It causes issues with part timers and casuals and increased overtime. CUPE would like to keep it as is, because it may cause problems for staff to switch within the last week. NB EMS said either way it may cause problems. NB EMS is proposing to open up switching shifts provincially as long as it is within a four week block. This doesn't affect MCMC it is too restrictive to limit shift switches within the four week block.

Follow up: NB EMS to have another discussion to see if something can be done to meet in the middle and it works for both sides. CUPE to discuss proposal and get back to NB EMS before end of the year.

xvi. Telestaff (Rest Days) – NB EMS

Unfortunately there is no way in Telestaff for employees to block themselves off for a more than one day. They have to submit each day.

B. CUPE Topics

i. Designations for Bargaining

NB EMS states EMS is essential and all ANB positions are all 100% designated.

Follow up: NB EMS (Beth) to forward designation copy to Judy.

ii. Premier Shuttle

CUPE opposes the Premier Shuttle Company. It is a taxi service that has made comments they would do non-medical transfers. CUPE believes the work should remain with the union. NB EMS is against the premier shuttle as well. NB EMS and CUPE agree that an ANB transfer shuttle would be good.

iii. Trial Program in Peninsula

CUPE is upset they didn't get notice about the extramural trial program occurring in the Peninsula. NB EMS apologized again. The staff in that areas

got online training. CUPE would like to view the training and the guidelines of the program. CUPE states it would have been nice for the staff in the region to see the training as well so they were aware if they got questions. NB EMS agrees that they should have been told about it. NB EMS states we do not have much feedback yet. The understanding is that it was a pilot project that was until 2016 and then would go provincial. CUPE states that the VON was just closed. If ANB is looking to broaden their community based paramedicine, CUPE wants a commitment that they will be consulted. CUPE wants to be involved if there are any talks with extramural.

Follow up: NB EMS (Beth) to forward the guidelines to Judy.

iv. Training Expenses

CUPE would like to remind the employer that if training is 60km from their home station they will be compensated accordingly. NB EMS states that we have an SOP that ensures all the managers know how to manage this. If an employee is off (i.e. vacation) and couldn't take the training at his home base will he still be compensated? NB EMS said the employee will not be penalized.

Follow up: NB EMS (Gwynn) to follow up with OM Bryant regarding a situation in the South where the process wasn't follow.

v. New Employees – Hiring Practice

Paramedics being hired from Quebec do not have the training that the NB medics have and have been given restrictions from PANB. CUPE is concerned that these new employees are restricted. NB EMS can't comment on restrictions from PANB. Another problem that CUPE has is that they were given incentives. NB EMS said they were not given incentive just given some help for their travel to NB. NB EMS said we have some NB medics that have PANB restrictions. We have done massive amount of recruitment across Canada and only got three medics from outside NB. We have a Provincial Medical Director that advises us what restrictions to place on paramedic. CUPE states that they have offered to see what they could do to help with the staffing situation up North. CUPE states that we have staff that would be willing to help up north. NB EMS says that is only a short term fix as we still have 50 vacancies. CUPE commented that a new medic in the south with restrictions but they got a paramedic job without having the qualifications. CUPE said that new medics shouldn't be put in the north if they didn't want to. NB EMS said no one was forced to go anywhere; however, we place staff where the need is.

vi. Vacations

CUPE would like to know if an employee changes stations does their yearly vacation goes with them. NB EMS states that we will do our best to give them the yearly vacation; however, there is no guarantee. CUPE would like to know if NB EMS will go into overtime. NB EMS states the agreement has always been that if a person transfers we will do our best to accommodate their vacation.

vii. Sick Leave Program

NB EMS states the program is there to help and support staff who need it but it is also there to deal with culpable absences. CUPE states that the RHAs are not following it. CUPE wanted to clarify that the employee can bring a union rep to the stage 1 meeting. NB EMS states that we have no issue with the employee bringing a support person.

- viii. **Follow up answers**
Now that meetings will only be held four times per year, CUPE would like to have follow up answers quicker. NB EMS agrees and would like to add that we should try to also get the meeting minutes approved quicker.
- ix. **OT pay for PT/Casuals – paid within 2 week block instead of all OT to end of the 4 week block**
This may be a local issue rather than provincial. Judy has heard complaints that staff are only getting paid overtime at the end of the week four week block rather than when they worked it. CUPE states the four week block was only put there so we know when the employee reached their 150 hour max.
Follow up: NB EMS (Beth) to follow up with payroll.
- x. **Mock Disaster**
CUPE said that during the Point Lepreau mock disaster exercise paramedics were not involved. In the past, staff have always taken part in and it would be beneficial to have staff from that area involved. CUPE states that we should have up staffed in the area. CUPE would like to know if NB EMS was funded by the government. NB EMS states that we did not receive payment for this as it was a training/learning exercise. NB EMS states this was not a special event.
Follow up: NB EMS (Beth) to follow up with Troy and Yvon as to why ANB staff were not included in the mock disaster.
- xi. **Taking away awarded shifts**
CUPE states that if an employee puts in for yearly vacation and their vacation plans change they should be able to change their vacation request. NB EMS states that once an employee puts in their yearly vacation and someone has already been placed in those shifts, it cannot be taken back. CUPE states that in Miramichi, overtime shifts were taken away from full time staff and given to new employees. NB EMS states that they may have filled the vacant shifts (sign ups) too far in advance.
Follow up: NB EMS (Craig) to look into the Miramichi situation. NB EMS to relook at the master posting schedule.
- C. **NB EMS Topics**
- i. **Vacant Health & Safety Reps position**
We are still short health and safety reps. CUPE states that Bathurst is now filled; there are two in Miramichi, two in Port Elgin and one in Bouctouche which is vacant. CUPE states that notices were sent to staff in February and June.

ii.

New SSP

The new SSP will be effective December 3. The changes are what the members have asked for, i.e. a reduction in roadside posts. They are almost all gone. Chute times are going to be really important and we ask that the members please keep chute times where they are. CUPE states that they didn't want the roadsides posts eliminated but a location for them to go. CUPE states that shift change truck checks (SSP Deployment Best Practices, p. 5) should be done before they leave the station. It should be done by the crew finishing their shift not the oncoming crew. NB EMS states these are the best practices but we realize there are exceptions.

CUPE also has a problem with drive time being included in the meal break. NB EMS states this is the same for the dispatch staff. Once they leave the floor their break starts. CUPE states they have a concern about the Dodge Promaster not fitting into the older stations. NB EMS is aware of the problem and is looking into options. CUPE states that the Central NB nursing home can be removed as a flagged address. CUPE states that the recommended unit in the CAD is wrong at times. NB EMS realizes this but sometimes it is only a few seconds difference. Some of the road closures on the government website are not updated.

D. New Items

i. **Shift overruns in Telestaff – NB EMS**

The issue CUPE had with putting shift overruns in Telestaff at shift end has been fixed. IT is currently working on updating each employee's profile in Telestaff.

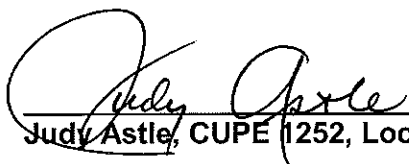
ii. **Jury Duty – CUPE**

CUPE would like NB EMS to join in lobby to get staff removed form jury duty. NB EMS has tried in the past to have the Act changed bur were unsuccessful. NB EMS is willing to support CUPE's effort to have the Act amended.

E. Next Meeting

Wednesday, February 24, 2016 at 10:00 am at CUPE office in Fredericton.

Respectfully submitted and approved by:


Judy Astle, CUPE 1252, Local 4848


Beth Simkins-Burrows, NB EMS