

Labour management
April 2, 2008

Meeting took place in Moncton at the public library, and started approximately at 10h15 AM.

Present at the meeting:

NB EMS

Rock Marrois
John Dallaire
Steve Hanley
Beth Simmikins Borrows
Jean-Marc Dugas Regional Manager East
Robin O'Hare Regional Manager West
Preston Holmes Regional Manager South
Yvon Bourque Regional Manager North
Dale Bartlett (came later on during the meeting)

CUPE

Gerard McKen President
Ralph McBride Coordinator
Rene Benoit recording secretary
Brian (MCMC) Shop Stewart MCMC
Denis Beaulieu Vice-President

Meeting was started by Mr. Dallaire, discussion was exchanged on the meetings prior and for future on communication. On how we should proceed and do for meetings minutes. We came to an agreement on reviewing the meeting minutes prior each Labour Management meeting and prior to release them.

The minutes are done in the same order that we proceed to them.

Safety

Speeding and Seat Belt

This issue was brought up by NB EMS; Mr. Marrois officially started the meeting on a subject who regarded the safety of paramedics. NB EMS is concern due to excessive speeding that has been done by paramedics. NB EMS has been monitoring driving done by paramedics, and in only 20 ambulances they discovered excessive amount of speeding and seat belt not being place, and even way to by-pass the seat belt so they look like they are being used. And the main reason of these issues is that the ambulance that the speeding are from was not going to "HOT" calls.

Mr. Dallaire explains that they have to meet with some paramedics, to educate them due to the speeding and seat belt issues.

Mr. McKen asks why they don't lock the speed of the units if the speeding is that big of an issue.

Mr. Holmes replies and explains that they don't have to lock ambulance, because paramedics should know better.

Mr. Marrois explain a few methods that they are thinking and might put in place to notify the paramedics when they are going over speed. Like notifying OP manager by pager, by using MCMC to tell paramedic via radio.

Mr. Benoit ask why they don't bring little speaker, like EMC in Nova-Scotia, and then it would notify paramedic about there speeding.

The answer was that it is coming, but we don't know when.

Mr. Dallaire also explains that there will be a directive send out to paramedics on Speeding and Safety belts.

Vehicle Cleaning

Mr. McBride ask a question due to a memos out on ambulances being dirty, and also ask what would happen if a crew receive the ambulance form the previous crew.

Mr. Bourque and Mr. Holmes replied to the question, they explain that there is a procedure to follow and there is form to file if such incidents happen.

Mr. Beaulieu explain that some that some product used for cleaning and ambulance are dangerous for paramedics, and that it did happen in the pass that product were classified to give cancer.

We have been informed that there are information forms available in each bases on product being use and that they have been tested. The regional managers will make sure that every base is equipped with such forms.

Mr. Beaulieu also brought to there attention that some hospital don't have cleaning product, so they can't put a truck back in service at the hospital.

We have been informed that some hospital refuse for NB EMS to place any product in there garage, and the issue his being dealt with.

Mr. Beaulieu brought up a 3e issue on equipment being dirty, and asks if they could make an arrangement with hospital so they could disinfect our equipment in proper measures.

Discussion was raised and many points were brought up from both parties, NB EMS will look at the issue closely and will discus with Health Authority's to see if it be possible.

Vacation / Holidays

Vacation or time off request

Agreement was set that vacations or time off request will be granted with in the bases by seniority. 50% of the staff will be allowed of in a base (ex: if 2 truck with in a base there will be 2 staff allowed off). If someone asks for vacation and later transfer to another base, those individual could see is vacation request being denied in the other base due to seniority.

Holidays – Start times as per the agreement

Mr. McBride asks how holiday gets paid and when they start and if every thing was consistent. An explain that issue has happen that medics did not get paid any holiday that they have work and the following crew got there holiday pay.

Mr. Dallaire explain that they tried to base them self on RHA and during there investigation notice that every RHA had different way of working with holiday pay. Mr. Dallaire also explains they are consistent and pay the staff on the day that you start on the holiday.

Health and Safety

H/S Comities provincially

Mr. McBride asks on how they would like to proceed on H/S.

Mr. Dallaire answers by explaining that they would like to see representation in every base and comities in each region.

Discussions were raise and conclusion on how both sides would like to see H/S:

- 1 rep. per admin union & employer
- 2 rep. provincially, per region (total of 8) + MCMC & Air Care

Overtime

OT distribution

Mr. McBride explains that paramedic would like to work overtime in other admin area.

Topic on overtime distribution was raised and many issues were explains. Many solutions were brought up. And we made it clear that we need a consistent program.

Splitting OT shift in 24 hrs base

Mr. McBride explains that paramedic showed interest in having 24 hours shift split in 12 hrs.

Discussions were raised and management would have meeting among them to see if it would be possible. A follow up would be done at the next L/M meeting.

Bank Time

Question on Bank time was raise and if there was a cap on bank hours. The answer his NO there his no MAX on bank time.

A banking hours procedure was discuss during the meeting on whether they would pay it at the end of each year, the process will be manage by NB EMS and a follow up will be done at the next L/M meeting.

FORCE OVERTIME

We explain that force overtime was still a problem, especially for stand by at the end of shift.

Much discussion raised the problem his getting better, but we ask that the problem is monitored closely and improved. Problem will be look at the next L/M meeting.

Miscellaneous

Laptop forbidden

Mr. McBride asks on a rumor about a directive note on laptop or personal electronic ware being forbidden.

NB EMS explains that they don't want trouble due to paramedic being on forbidden sites or any compromising sites.

Discussion were raised, we explain that they can't stop anybody to have there own computer at the base. Management will look at the issue.

New equipment (training)

Mr. McKen ask the question, why we did not gat any training on any new equipment.

Mr. Dallaire explains that there are in the process of implementing a consistent program to educate paramedic on every equipment coming in the system. An also explain that there will be paramedics from across the province forming a comity to study every new equipment coming in the system and develop a training.

Mr. McBride asks for a list of all paramedic being on that comity.

Debriefing

Mr. McBride asks for a list of paramedic, for debriefing, to be place in each base so process could start faster.

Miss. Borrows Simmikins explain that they do have a list and that it is not finalized and have shortage in the north.

Sick Time from Private

Question was asked on, what would happen if a private sector employee would call sick.

The issue is being dealt with, one on one.

Communication – back up plan

Question Ask if there was any back up plan for remote areas.

Management explain that there his policies out and that paramedic has to follow there policies in case of failures.

Mr. McKen explains that some remote areas don't have any communication access with MCMC and would like to have 3 volt cell phone in ambulance.

NB EMS his looking closely at the problem and are working on a system to be implemented for the province to cover the entire radio communication.

Mr. Beaulieu asks if the 2e radio his being work on at the moment.

The answer his yes and they are being sorted out at this present time in Moncton.

Mr. McKen raises the question regarding an issue with a lady being pregnant and not being able to work due to complication. Question was if they could accommodate her. The question was also raise due to certain amount of paramedic on WCB and could perform light duty, with out any lifting.

NB EMS his looking to accommodate those individual in any sort of light duty. They have nothing full time at the moment.

Provincial Posting

We ask if the posting was bilingual jobs or any jobs.

Answer is that some area will need bilingual posting and it will be posted if bilingual paramedic is needed.

Another issue is that there is not enough information on postings that has been posted in the previous weeks. One problem is that, many bases as one posting for multiple jobs.

NB EMS does not want to open more posting and just fill the position with every position with all the paramedic who applied. For the first round of posting, and NB EMS ask if we could let this pass.

4848 did not want to answer this question at the present time and wanted to investigate and talk future into the subject.

Work Rotations

We had base asking us to change there rotation pattern, trial period for 24hrs shift.

The answer from NB EMS was yes, as long as it does not interfere.

We ask for explanation on the leveling, and we advise that if we don't get any news soon we will have to grieve the issue.

Mr. Dallaire explain that they had someone schedule to do it last L/M but it had to be cancel for uncontrolled reason. For this meeting it just went off hand and should be done at the next L/M meeting.

Meals/Travel

We talk about meals and the agreement with the MOU. We explain the issue was that many regions are different when it gets time to pay the meals and some get refuse and some has no problem to get paid.

NB EMS explains that many regions they have cough paramedic playing with the system and finding way to get pay for meals. They talk about the MOU and that they would follow the agreement, but has to be reasonable. And also showed that they have paid a great amount in meals.

Policy & Procedures

We ask for an explanation on how "policies & procedures" were developed. Mr. McBride explain and showed proof that some policies were sent out to paramedic with out verifying with the union and some would not be proper due to the contract.

Mr. Dallaire explained that it could be a mistake from him self and that every direction or policies has to go through him prior being release.

Mr. Beaulieu also explains that the policy for boots was a problem because it said, every 2 years and boots could get damage every day. And the policy is not clear and would like to clarify.

Mr. Dallaire explain that if boots gets damage during work that yes they would pay but have to show the proof that boots are damage.

We ask regarding CPR if they would pay for it.

Been explaining that it was a requirement from PANB and not from NB EMS, they said that they have research every operator in the past and not every one pay. NB EMS will look at the issue closely again and come back with an answer.

Deployment issues

Mr. McBride explains that rural area is depleted for none urgent transfer and it is a major problem.

NB EMS replied and said that they need more units but don't have staff to fill those trucks.

Mr. Hanley explain that it is hard and it is true that it is been push to the limit.

Mr. Brian (MCMC) explains that from there directive region are being push to limits for none urgent transfer and it would not happen in a past system. Also explain that MCMC environment of work his now worse then ever and paramedic will get burn out soon.

Mr. Benoit explains that stand by on the side and force OT are burning paramedic.

The answer from NB EMS the same they his no staff.

We then revise the notes and the most important points of the meeting, and made sure that both party will return with answers to next L/M.

Meeting Adjourned at 16:05 PM