

CUPE Local 4848 and NBEMS Labour-Management Meeting May13, 2008

Stat Time

Discussion was held on the stat time and how it is being implemented. For employees working 12, 24 and 48 hours stations, your stat time is calculated as per appendix "F" article 25.01- every 3 stat holiday is equal to 2 days off with pay. ANB/NBEMS is using the stat day in the rotation to have a consistent schedule so that medics have schedule time off in each cycle; this also helps to be able to schedule the PT medic.

The 8-hour truck is to follow the CA under Article 25 in the front part of the agreement.

We have asked to have stat time (your time) be loaded at the front end of the year so that you can access your bank quicker and the time that is used in the schedule will be earned at a later date. NBEMS is to bring this back to us at the next meeting.

Leveling

The first four days is still an outstanding issue, they brought back a proposal for us that was not agreeable. The payroll/scheduling person was there from NS and we explained to them again that if we are leveling then everyone regardless of working or not would have to be paid on a pro-rata basis for those days.

Sick/Vacation Time

Your sick time calculations will appear on your pay stub every 2nd pay
Your vacation calculation will appear on your pay stub every pay
NBEMS has been following up with private sector employer for the sick time that was not forwarded on at the go live date, once received it will be added to your bank.

Health/Safety

NBEMS has hired Marcus MacDonald as the H/S officer. He has sent a draft copy of the representation structure to the union. We will be reviewing that document in June so that we can get these committees functional by mid-July.

Vacation

NBEMS will consider loading time for June even though the schedule begins in July. Vacation is by station seniority and the number of medics to be out at anyone time is determined by the number of units in the station.

Cleaning of Equipment

CSR will not be cleaning any equipment. The employer is currently working with the ER departments to be able to place carts full of cleaning supplies to enable the medics to do general cleaning before the next call. Extremely soiled items are to be bagged and sent to fleet center.

Inventory Control

There is a concern about whose responsibility it is to take inventory control and we have stated that it's not the responsibility of the medics to do this and is not part of the job description. We are going to monitor this situation.

OT Distribution

ANB/NBEMS have proposed a change to the tracking of OT shifts. We are to review this process at our L/M meeting.

All leveling days are to be distributed out to medics/dispatchers as extra shifts, not given back to the employee who owns the shift first unless it is their turn in the rotation list.

Banked Time

ANB/NBEMS have proposed a cap on banked time but this would be changing the CA and will need to be discussed at the table.

Changing Shifts

We have asked to have the shift exchange process extended to 4 week, NBEMS has told us they will need to address with payroll. Will give us an answer next L/M.

Holidays

Holidays will begin at the beginning of the first full shift on the holiday.

Example: July 1st holiday would begin at the first shift of the day (6:00 am) and continue for the full 24-hour period (6:00 am on July 2).

Forced OT

Medics need to continue to notify MCMC about the extended shift issues and ask for more seat to seat / handoffs when doing long haul transfers. As for end of shift, medics should only be staying a minimum (30 minutes) beyond the shift when being required to do stand-by. If the stand-by is to be longer than 30

minutes, medics should be requesting to go back to the station and exchange with the crew waiting.

Training on New Equipment

We have identified the need for more training on new equipment before that equipment is introduced, NBEMS have stated that the OP / Regional managers should provide extra instruction if needed. Also, there are now field trainers in the system to give general instruction.

Vehicle Safety Person

ANB/NBEMS has now hired a vehicle safety person. What role they are going to play? We will need to wait and see.

LTD

All medics could join LTD plan now under the current L1252 plan that NBEMS have implemented for the current RHA. Speak with Beth about this.

CPR Training

Currently a conflict with the requirement for certification between PANB and the Ambulance Act. If required by PANB every 2 years then ANB should meet the same requirements not every year. We are going to discuss this further at the next meeting.

Laptops

Laptops can be used for personal use but NBEMS does not want to allow any type of Internet connections within the station. We will continue to question this logic.

Next meeting will be July 2, 2008

Contract negotiations – we have reached a tentative agreement.

In Solidarity,

Local 4848 Executive