

Labour Management Meeting
May 13, 2008

Present at the meeting

From NBEMS:

- John Dallaire
- Michel Gravel (Replacing JP)
- Jean Breau
- Bud Sandford
- Robin O'hare
- Yvon Bourque
- Michelle Breen
- Roch Marrois
- Jean-Marc Dugas

From CUPE:

- Ralph McBride
- Gerard McKen
- René Benoit
- Denis Beaulieu

Meeting took place on 210 John St. starting approximately 10h00 AM.

Meeting started with Mr. Dallaire talking about letters and meeting minutes

We the moved on to Scheduling

-Bud discuss on the scheduling and explain

-Mr McBride brought up concern regarding scheduling, many discussion and explanation from both side. Problem where explain regarding 24hrs and 4 on 4 off.

-Management will be doing paper work to explain in detail the scheduling, levelling and STAT.

-Second topic on scheduling was that some members who did not work the first 4 days did not get payed and now owe hrs.

-Been explain that the levelling started on Dec 21

- This problem will be look at and will be back on next L/M from Management.

Health and Safety Committee.

Draft been done by NBEMS and send out to the provincial Health and Safety. CUPE as to revise.

Vacations

There is no change, just clarifications

- Members will be allowed time off, by seniority within there own base
- Members are allowed to take vacation by years of service, if no hours in vacation bank are available to the member, he has to use his own money. (ex: 16 years but less than seventeen shall be entitled to vacation of 21 days.)

Cleaning equipment CSR

A request was made at last L/M to have the equipment, clean and de-infecte. NBEMS replied saying that de-infection of equipment is not mandatory because the back of an ambulance is not a sterile environment, and that anything related to the interior of an ambulance are not sterile. Extreme durty equipement shall be send to fleet, other should be taken back to base to be clean.

Toilette and base cleaning, should be taking care by paramedics to clean there own messes. CUPE ask again for general cleaning being done profesonaly, NBEMS are still looking in the bases leases to see witch one would be include.

OT Distribution

Mr. Holmes explain that there is a new system being test in several parts of the province. The system is on computer and working perfectly, equitable. Presentation of the system will be done at the next L/M

Mr. McKen explain 2 scenario happening due to OT distribution for levelling days. Some shift on your levelling were offered to the personne, in witch it was there levelling, before doing the list. The other problem was that some members were taking totally off the list if it was there levelling day. NBEMS will be taking a look at the problem.

Bank Time – Maximum Allowed

There is no maximum to bank. NBEMS would like to put a cap on the amount of hours, to be carried the next fiscal year, 112 hours would be cap and the rest would be payed in November.

*** Mr. McBride ask if the rest of the hours could be transfer into RSP's, NBEMS will review the idea and may come back later.*** (** THIS PART WOULD NOT BE PRESENTED ON THE OFFICIAL MINUTES TO BE DISTRIBUTED***)

Changing Shift

CUPE is asking to be able to switch shift in different pay period. NBEMS will be looking into it and will come back later.

Holiday Start Time

Holiday start time will be the start of a full shift on the day of the holiday (ex: November 11, if you start in the morning you get pay the full shift, if you start a night shift on November 11 you get pay the full shift. If you start night shift on November 10, you get regular pay.)

Force OT

Mr. McBride explain that some area in the province, force OT is still a frequent problem. Other issue were brought up in futhur discussion. NBEMS are trying to resolve the problem, some area still need improvement and did get better.

Laptops

NBEMS brought up that there is a problem who occurred recently that the RCMP was involve, with laptop. NBEMS can't risk the company name. CUPE will look into the problem and come back at the next L/M.

Training

NBEMS brought to our attention that there was problem occurring into Salsbury due to some training. They wanted to inform us on the problem, and notify us that it could be brought up to our attention.

We raise the question regarding a test at the end of training on protocol and procidures, we wanted to know if it was a past or fail. Been explain that it was more to focus on the area of the training.

Policies

There will be a new process for policies, and Mr. McBride will have a chance to review them prior to release.

New Items

“Vehicles Safety Program” Coordinator

A coordinator has been hired for training and safety. Mr. McBride explained that a problem could occur with 2 partners, due to the driving. With some senior partner, it's hard for a junior paramedic to correct their senior partner.

“Long term disability”

Beth is looking for something, she did send some request for a quote and is still waiting for more.

PCP – EMT

Brought up to our attention by NBEMS. The problem that occurs is that some paramedics are working with the title of EMT-2 & can't perform the skills, if they don't upgrade they could see their salary being lowered.

Mr. McKen asked the question regarding CPR recertification from last L/M. Mr. Holmes is looking into it and will come back at the next L/M.

Meals

Mr. McBride and Mr. Dallaire will be looking for an agreement in the next few weeks.

Meeting adjourned approximately at 14h30.

