

## Labor Management Meeting

October 29, 2008 @ 1000hrs

Place: 210 John Street, Moncton, NB

### Present For Meeting:

1. Ralph McBride – CUPE 4848
2. Denis Beaulieu –CUPE 4848
3. Guy Ward – CUPE 4848
4. Paul Kowalski – CUPE 4848
5. Evan Tozer – CUPE 4848
6. Tiffany Good- MCMC CUPE 4848
7. Preston Holmes – ANB
8. John Dallaire – ANB
9. Steve Hanley ANB
10. Yvon Bourque ANB
11. Robin O'Hara ANB
12. Michelle Breen ANB
13. Jean Marc Dugas –ANB
14. Beth Simmons Burrow- ANB
15. J.P. Savoie – ANB

### Topics:

1. Casual Positions -150hrs. MCMC and EMS
2. Managers doing bargaining unit work but Dispatcher not allowed to do shifts
3. Update CPR Training
4. Training at 1.5x – no meal or mileage
5. Drivers(last resort)
6. Single medic (super) using Jeep to answer call until truck arrives
7. Stand By –breaks for meals /washroom
8. Clothing
9. MRX-retraining from CQI
10. Supervisor Roles and Responsibilities
11. MCMC- job postings, meal breaks/breaks
12. Communication Problems, stations with no base radio
13. Leveling days-Dec 16-20, 2007
14. Job Posting Information
15. Christmas/New Years Scheduling
16. Press release on October 28, 2008
17. Article 6.02
18. Base in Campobello

Discussion:

1. Drake Family Fund
2. Change of 8 hr shifts to 12hr
3. Grievance Process
4. Turn-around Interviews
5. Job Offers
6. Driver Training

#### 1. Casual Positions

Total 150 hours, four week block starting tomorrow, new pay period starts tomorrow.

Tiffany—Casuals Taking shifts at MCMC

Ralph—all bases casuals being put in on 194 hours and giving hours out equally. MCMC changing shifts tomorrow also.

Preston—Computer program that is coming online will fix the problems with hours.

Ralph—150 hour can be 152, 160 hours as long as it is close to 150.

John— Why 150? From the CUPE agreement.

Ralph—150 max in four weeks, but may be maxed in 2-3 weeks

Michelle—Casuals start getting hours in temp job after six months but go back to casual when job is done.

#### 11. MCMC Meals and Jobs

Steve—MCMC has 6 staff and needs 9 to operate in order to do meal breaks correctly, will have a decision in a couple of weeks.

J.P.—Casuals can apply for upcoming jobs, some need to be call takers and some need to be dispatcher.

Tiffany--Some staff wants the dispatcher training that doing have it now.

Ralph—over six months and a day the temp is now a full time Employee.

John—Need balance of call takers and dispatchers.

Preston— Training Standards for MCMC.

Ralph—2 month training as per agreement can't change that, watch time limits for training, union can extend the period more than two months if needed.

Steve—we want all people to become dispatcher, it is expensive to train them and we want to keep them.

John—Progress report of employees to see if they can make it.

Tiffany—Meal Breaks,12 hour Paramedics get paid for lunch, MCMC 12 hours not paid lunch, why.

John—Paramedics never off duty, always have radio, pager with them, MCMC can leave station to get away. We want MCMC to leave to take breaks.

Ralph – No break will have to pay OT for 45 minutes.

John/Steve—Medics don't have the same options as MCMC.

J.P.—hiring now, new upcoming course starting in November and another one starting in the spring.

Steve—the process was set up for two paramedics and not for MCMC, but will work with them to help resolve the problem.

J.P.—MCMC staff will get meal voucher if it is outside the meal times.

Ralph—45 minutes time with meal voucher if they don't get the break.

#### 14. Job Postings

Beth—said that postings are posted to all areas and stations for all jobs.

Ralph—Six months and 1 day are full time job and keep all seniority hours.

#### 2. Managers doing shifts on trucks.

Paramedics and Dispatchers switching shifts, as long as training is up to par (same).

John—which one do you want to do which job? Paramedic or Dispatcher.

Preston—Paramedics can be trained every 60 days if needed. Training for staff will be sent to MCMC also to inform them of it.

John—Tiffany needs to inform J.P. and Edgar that training is needed and inform to be on the list for it.

Beth—People need to check their emails often to be informed, going to check with ITT to get passwords working for people that don't have them.

Ralph—Suzanne Dugas doing shifts on trucks to keep up skills needed for job is OK. Ronnie?

John Marc— Last resort only for managers on trucks. They are there as a paramedic not as a manager.

Ralph— managers can go on trucks as a 3<sup>rd</sup> to keep up skills if needed.

J.P.—sent emails and trying to work with staff.

John—Job classification MCMC one pay band dispatcher, needs to be reclassified.

### 3. CPR Training

John—CPR training provided with little charge, FTP to do training cost of the training paid by NBEMS and the cost to the paramedic is \$10.00 processing fee.

Preston—FTP will schedule training depending on time for training.

John—Emails will be sent out to everyone when things are about to expire for a reminder, i.e. CPR, Drivers licence, that is what we are working toward.

Ralph— why can't NBEMS develop a program for CPR?

Preston— to expensive. Put CPR Training in place by Jan 09.

### 4. Training at 1.5x- no mileage, no meal

Mileage will be paid if approved by Regional Manager. Being paid by the hour, for time there, i.e. 7.5 there paid 7.5, 8.5 and so on.

### 5. Drivers (last resort)

Ralph—Paramedics need to be used instead of drivers.

John—Two Paramedics per truck is what they want, drivers only last resort.

Michelle— Offered a medic 2 hours pay for a shift change, she said it was fine, and she complained.

Ralph—Drivers in the South complaining a lot that they are not getting shifts, make them know that they are a last resort.

#### 6. Single medic (super) using Jeep to answer calls

John— not reducing times

Ralph— is that stopping the clock?

Preston— yes it is.

Ralph—replacing work.

Preston—Operations managers, Supervisors and senior paramedics will be staffing the trucks.

Ralph—Provide two paramedics at all time is what we want going to calls.

Preston—Never the Jeep with no Ambulance, never happens, never replace an ambulance

Yvon—Jeep is not a transport vehicle.

Michelle— gives an extra unit on the road.

Yvon -- The units will be put in the cities.

John/Michelle—Thursday night will help when resources are low.

Yvon—if the unit is being used a lot sometimes warrants another truck in the area, the jeep will control the scene until help and units arrive.

Preston—we will get the press release one hour before the release.

Denis—we need more time to prepare, keeps the lines of communication open, before the press release.

Casual rates are in the agreement.

Ralph— how does holiday screw up leveling, switching shifts are easier.

#### 7. Stand By-breaks for meals and washrooms

Stand By is to be three hours then a break, just call MCMC and they will let the paramedics have a break.

#### 8. Clothing

John—new winter hats, new jackets, sweaters, vests and gloves, switching these as time goes on.

Steve—Sweaters have been purchased by MCMC and want to keep it fair for everyone.

John—Uniform will be the same with time.

Preston— some people are wearing different uniforms now, but is alright with that for now.

Denis-- The uniform needs to be supplied by NBEMS.

Ralph—nobody buys uniforms!

Preston—Relook at sweaters, within three weeks answers, winter hats and gloves will be issued.

Jean Marc—some paramedics will not be happy if they don't get the same as MCMC.

Steve—there is a new uniform sheet and not using the one we had.

John—we will make it fair for everyone, answer in three weeks, winter hats and gloves already picked.

#### 9. MRX training

John—trying to get caught up

Ralph—some paramedics are going on 3 ½ months without skills.

Yvon—Training time is crazy.

Ralph—still need more training.

#### 10. Supervisors Roles and Responsibilities

Call in for staff, roles explained in job class.

Michelle—Make sure all work is done before sleeping.

Ralph—Job Specs- not for inspections and cleaning

Michelle—something done in the past.

Ralph—Supervisors writing up paramedics, role going over bounds.

John—Supervisors don't discipline, that is not their role.

Preston/John—Need to talk to supervisors on roles.

11. MCMC—Jobs Postings, meal breaks  
See page 1

12. Communication Problem-stations will NO base radio

Yvon—Bathurst has one now and Caraquet is next on the list, old ambulance radios are being converted to base radios.

13. Leveling days- Dec 16-20, 2007

Ralph—some paramedics owe money for the day's right after the switch.

John—Repayment for six months, until pay back.

Under pay out as per CUPE 4848.

14. Job Posting Information

Denis— what is it? full, part, and casuals, the union still not getting posting for filled positions.

Beth—Understand, will send my email

John-- 14 days to appoint the positions a little slow to the over load of positions, trying to work on it.

Beth—Start and end time of posted positions.

John—Drake family fund, need to get it in to account, Thank You for ANB support.

Changing 8 hour shifts to 12 hour shifts in seven stations.

Grievance Process, new form from CUPE 4848, better way to track them.

Turnaround interviews, six days of training for operations manager, to deal with staff. The process is to correct minor problems before they turn into major problems. Looking for the support of CUPE 4848. Once issues are corrected the past issues will not be brought up again. The web site is [www.turnaroundinterview.com](http://www.turnaroundinterview.com). Operations managers want to work with the paramedics to resolve conflict without the use of the shop stewards. The OP manager will stop the interview if it goes in the wrong direction.

Denis/Ralph— should tell the paramedics and MCMC about the idea and how it works.

John—Driver training is going well.

Ralph—Base issue in Campobello, no chairs, beds, no changes, only one exit out, talk to Sandra, Paul Cormier.

Physical Assessment

Ralph— Safe guards, complaint with medics to get back at them.

John-- Need to communicate, and need to work as a team. Live up to the code of ethics for paramedics, proper assessment same as APA and the same in the field.

Ralph—Need the number of casuals and the number of hours worked in the past three months, also the same for MCMC.

Ralph—Stand By/ Work Safe NB officer checked truck on standby, trucks need to be closer to stations and volunteer fire stations, there is a deployment issue.

John— this is the same system used all over the US and Canada, ANB wants to question the officer and the paramedics. Paramedics are able to go for breaks just have to call MCMC, they are allowed to go. The practice that is in place in the cities is three hours now (changed yesterday).

Denis—this is still not comfortable for the back, neck and not good positions sitting in the trucks for medic in rural areas sitting for long periods of time.

Steve—working to improve in all areas.

John—Working with ANB OHS officer looking at all angles.

Yvon—this depends on staffing issues, for the trucks.

Ralph—WCB issue will go up.

John—Resources to staff trucks affects all areas.

Ralph—more unit hours will help.

Yvon – Hospital Stat transfers not helping on truck storage.

John—Issues? Dealing with them.

Guy—Fuel in rural area fuel stations closing early, not open 24 hours.

Ralph—Backup button, get Work Safe NB officer to look at it.

John—Matt Questions.

Ralph—could we agree on it.

John—Update next meeting.

Denis—Need more uniforms.

Preston—Order them if needed.

John—Working on the problem, it takes time to get them. Everyone gets five shirts and four pairs of pants.

Ralph—Trucks ending at 0600 hrs extended to 0700 hrs at the hospital, trucks being deferred to different posts when they are off.

Preston/John/Yvon— working to get the trucks and staff back for shift change.

Denis—CPR is good for three years, \$10 is too much for us to pay, and can you include it in the MRX training.

Preston—the system is full for training now, we have to train staff at least 20-25 hours a year and hard to staff.

John—still wants the \$10 fee for CPR for processing fee.

End of meeting

Next meeting December 1, 2008