

Labour Management Meeting
CUPE LOCAL 4848 & NBEMS
December 01, 2008

Meeting began at approximately 10h00 am

Present at the meeting:

From CUPE:

Denis Beaulieu
Paul Kowalski
Evan Tozer
Bill Flewelling
Guy Ward

From NBEMS:

Beth Borrow Simkins
John Dallaire
Robin O'Hara
Jean-Marc Dugas
Preston Holmes
Dale Bartlett
Steve Hanley
Michelle Breen
Jean Pierre Savoie

1. Schedule Pro.... Demo
2. New position in Sussex.
3. Base conditions- cleaning the Bases, cleaning of vehicles and Inventory.
4. St-John Bases.
5. Clothing.
6. APA training medics.
7. List of Casual and positions and number of Hrs in the last 3 month
8. Article 29.04 Injuries on Duty.
9. Seniority
10. Approving Loa's
11. CPR training.
12. Grievances Mediation.
13. Accommodations/ 24 hrs meals
14. Joint health and safety comity (JHSC).

15. Electronic Pay statements.
16. 4 days levelling
17. Hammering of the uniform.
18. Disciplinary measures.
19. Copy of the policy's to the CUPE Local
20. The level of care.
21. Provincial Posting.
22. Meals brake on the road.

-The minute of the last Meeting (October 2008) was circulated and approved.

1. A presentation of schedule pro was given. Some little problem where identified, but in general it will be good for the staffing.

- Shift Posting: We agreed to change the 5 days posting policies to 7 days because some stations have rotation of more than 4 days off and Medics doesn't have chance to apply for extra shift.

2. In Sussex they want to add 4 new positions it will be a night shift.

3. Base cleaning; we are all responsible to clean after us.

-Every month some one will do a deep clean.

-Emergency light are being installed.

Inventory: have to be done twice a month, still looking for an easy way to do it. (Still not in the job description of Paramedic/Dispatcher)

- Cleaning of vehicles; the vehicles are dirty. We have to clean them. The driver's trainers are doing inspection of your ambulance when they are downloading the black box, they are not suppose to do any discipline, but will ask medics to clean the ambulance.

- The question of wearing shoulder stripe (flap) when they are working for Ambulance NB was address.

We suggest that we should have an extra set of strap for the stretcher. Straps need to be clean each week or as needed and we don't always have extra clean straps available.

4. St-John bases: They will do sub station one in Rothesay and one in Quispamsis and later one in Whitebone. Medic will move with the ambulance.

5. Clothing: Gloves in December 15, Sweaters still looking at it. They agreed that members can buy their own sweater in any store as long that they are black or navy blue without any print until they decide to give us sweaters. For now, we can all have up to 4 pants, 5 shirts (to be replaced as needed). We suggest that all members should get extra set every year (2 or 3 set). They are looking at it.

6. Training when you come back after being out for more than 60 days, sometimes it's take to long before Medics can be tested and being able to go back on the truck with full

skills. They are looking in to it: if you don't have been tested yet, you can work as a driver until you get tested.

7. The list of casuals was sent to the Local.

8. Article 29.04 injury on duty (old collective agreement): We need to have a discussion with the province to be able to be accommodated.

Article 29.04 (new contract) Jury duty : If asked to go in court as a witness in relation with the job, you will be paid.

9. The seniority for posting: we will go at the last paid period at the time the posting come down.

10. LOA: Can be approved if enough staff is there to cover.

11. CPR: They have said that it is your responsibility and they are not going to start the 10.00\$ option until we tell them to start. We believe it should be paid from ANB not us.

12. Grievance mediation January 14, 2009

13. 24 hrs Meals: We need to have a discussion with the province.

14. Joint health and safety comity (JHSC). We are ready to go, we are missing one member.

15. Electronic pay statement: It will be easier as long that all members have access to the computer and that they can print the statement.

16. The 4 days levelling (December 16 to 19 2007 adjustment): Will be paid in January 15, 2009.

-The retro: December 16, 2008

17. Hammering of the uniform: Bring a receipt with detailed to Ops and we will be reimbursed.

18. Disciplinary measure: A copy will be forward to the Local.

19. Copy of the policies will be forward to the Local.

20. The level of care. Will stay the same for the next year.

21. Provincial Posting. Question on lateral transfer. If you take a position they want you to stay in that position for 9 month.

- The local is saying that if the hours of works are different or you applied in an other station, you can transfer. This is not a Lateral Transfer as per article 31.06.

22. Meal brake on the road. If you get interrupted MCMC not allowed to give the medic an other meal break. Looking at it.

Done By Denis Beaulieu