



CUPE 4848 and MHSNB
 September 17, 2020
 1:00 pm – 4:00 pm



In Attendance

CUPE	Andrew McLean	Denis Brun
	Joe Cormier	Denny Cogswell
	Yanick Mongeau	Bryan Harris
	Scott Gavel	Chris Wall
	Bobby Kemp	
MHSNB	Beth Simkins-Burrows	JP Savoie
	Robin O'Hara	Craig Pierre
	Jacques Charest	Michel Gravel
	Paul Boudreau	
	Daniel Bourque	Caroline Lumsden

Absent

	Phil Noel	
Invited Guest		
Recording Secretary	Caroline Lumsden	

1. Meeting Called to Order at 1:00pm.
2. Introduction of New Members.
3. Approval of Minutes from June's Meeting.
4. Approval of Agenda
 - a. Follow Ups from November's Meeting

i. Roadside Post – MHSNB

Craig shared the recent reports on the provincial chute times. Every morning the OMs receive a report for their region of the chute times. OMs are having conversations with the staff about this. The report that Craig is showing CUPE has the medics names removed, however, the OMs receive the names so they can address any issues with the individual. This is a very detailed daily report and would not be feasible to send to CUPE daily. Craig may be able to do a monthly average by station but this may not be an accurate picture because it depends on the number of calls, also the average would include coverage units responding to calls in the stations call area. Unfortunately, we may not be able to do what we had hoped to be able to do.

CUPE states the issue came up because Chute times were stated to be an issue and has attributed to roadside posts in the past. This was an attempt to bring awareness and promote self-improvement and a little friendly competition between bases. The report also lets us deal with individuals rather than making blanket statements.



On the blown chute times, does it take into account the new pandemic card that dispatchers have to read? MHSNB states this is taken into account.

ii. Uniforms – MHSNB

The issue was moved forward with Procurement. Hopefully the jackets will be the same as the boots and be available every couple of years. Final approval was sent to JP. In the process but it will just take a bit of time to get actioned with Uniform Works.

Follow up: Paul to follow up and provide an update by October 2, 2020.

iii. 15 minute breaks – MHSNB

MHSNB's intention is to provide employees with their breaks. The commitment is to provide them with their breaks. With changes in technology we will do a better job of providing breaks.

CUPE agrees this is what we want but in the event that we cannot grant them a break the employees should be compensated. It was in regards to the PTUs not the 911 systems. The PTU really didn't have their breaks as they are consistently moving patients. MHSNB states with the new CAD the PTU's meal breaks will be assigned. The breaks will not be scheduled in.

MHSNB is stating that everyone should have their breaks. If this is not happening that's a discussion that needs to be had with MCMC. Everyone deserves their breaks.

CUPE states there is currently no code to put in for a missed break. MHSNB states we can build a code but everyone should have their break. CUPE states this is just in the event a break isn't possible.

CUPE would like to point out Article 22.06, if the employees can't get their break then they need to be compensation. They would like Mike Simpson to build this in Telestaff. If it never gets used great but the potential is there

Follow up: JP, Michel and Beth to have a discussion within the next two weeks.

iv. Internet Coverage – MHSNB

There have been contractors that were delayed due to Covid that have now started going around to the stations to enhance the internet coverage. Once all the items are installed we can follow up. Corporate and personal internet usage is to be separate. This is slated to be completed by mid-October.

Follow up: Craig to provide an email update in October.

v. Meals for in-services – MHSNB

The MOU is complete and has been sent to Treasury Board for review. Once Beth receives it back, she will share with Andrew.

Follow Up: Beth will follow up with TB next Wednesday.



vi. **Telephony – MSHNB**

The process that is being used in Saint John district was put out to a survey to get the medics feedback. The survey was sent and was out for eight days. Out of 50 +/- staff using telephony only 10 completed the survey. It was mixed reviews, some said it was easy to use and others thought it was cumbersome. Paul will review the results and share with CUPE.

Sign up sheets were still used as well.

CUPE is wondering if less shifts are picked up using Telephony. Paul states this and the use of sign up sheets both help. The sign ups take a long time to complete.

Follow up: Paul to share results at the next labour management.

vii. **Frequency of Labour Management Meetings – MHSNB**

Beth booked all labour management meetings going forward.

viii. **Medications – MHSNB**

JP reached out to Danny. The heaters are built a certain way that heat and cool air comes out a certain way. If something falls on the heater it could overheat or cause a fire.

Danny has reached out to Malley Industries and they are looking into a solution. It may be a grate over the heater.

CUPE states we have had these ambulances and we do not have a solution. Ambulances are not going to be ready for winter. The medication has to be kept between 15-20 degrees.

Danny was trialling different heaters to use in the back of the ambulance. It is only for those times the truck is outside and parked.

CUPE asked if MHSNB can talk to government about expediting the process of purchasing new trucks. Giving patients this medication is a liability issue.

Follow up: JP to follow up on how to keep the medication at the proper temperature. JP to follow up with Danny again next week and provide an update to CUPE by the end of next week.

ix. **In-services for 2020 (CPR) – MHSNB**

As it stands now the fall in-service is a go because COVID is at a yellow stage. Max of 12 people per class and 2 FTPs. We may have to find new venues to accommodate the 2 meter distancing. If COVID is worse and we are in the orange phase then it will move to a half day with smaller classes, one group in the morning and one group in the afternoon. If we have to do small class than the in-service will only be on CPR and e-skills refreshers. If we enter the red phase than there would be no in-service. Masks will be required for CPR training. If 2 meters is maintained no mask is needed.



x. Roof Rakes – MHSNB

Message is translation and will go out soon. Good to go!
Marcus will release the safe work procedure closer to winter.

b. CUPE Topics

i. Postings

Email notification of postings. There was an issue with the North postings. The last posting the three other regions were notified however the north was missed. There was an IT issue, however, we still do not know what caused the problem. MHSNB is looking into no longer sending out a message to staff. Staff have a schedule of the postings and the dates don't change. CUPE would like the notifications to continue to give all members a chance to apply. This will help the company as well with more applicants. MHSNB states these are all internal applicants so it is just staff moving around. CUPE states that EMP is notified. MHSNB states we have to follow the collective agreements. MHSNB may look into changing it for EMP as well.

ii. Sick Notes

CUPE is wondering if the OMs will be collecting doctor's notes. There seems to be inconsistency. At one point they were not collecting it. MHSNB states that during the pandemic it was decided that doctor's notes wouldn't be collected. This was changed back in June however Beth forgot to notify Operations until August. Therefore OMs will collect notes as of October 1. This was just decided so the OMs may not have been notified yet. CUPE states any letters will be removed that were given prior to October 1. MHSNB states the letters will be redacted. CUPE wonders if a memo will go out to the staff. MSHNB no a memo will not be going out as no other Part III sent out any memo. We have to be consistent with the others.

iii. Childcare

Now that school is started, the department of education has their plan how they will deal with a COVID outbreak with the help of Department of Health. In the memo if a child shows signs of COVID the parent has 1 hour to pick up the child and stay home for 24 hours after symptoms have subsided. MHSNB states that the school could call parents to pick up their child for other reason (ie. pink eye). The medics should have a back up in place to pick up their child in case they cannot pick them up. There are articles in the collective agreement that can help. Beth believes once a decision is made by GNB a memo will go out to staff.



iv. Bariatric Units

CUPE would like to know if there is any update on this project.

MHSNB states that an expression of interest went out to medics to be part of a focus group. They would like feedback on the unit we are currently using, identify strengths and weaknesses. Approval and funding was received by the department of health. Looking at five bariatric units for the provinces. Also to be used for multiple care providers. The first project group meeting will be next Friday and we will be meeting every two weeks. JP thinks it will be 12-18 months before the units are in the province. Nothing is decided but JP believes it will be a type 3 modular ambulance. A survey of other providers in Canada was completed. A lot of work needs to be done.

v. RRUs

CUPE states that the pilot project is ending in November.

JP states that the data has been reviewed and have key indicators. A final report and recommendations is going to the ANB board. Once they have reviewed we will have an update on the future of the project. May have to extend current employees in those positions.

Follow up: Beth and JP to update Andrew.

vi. 15 minute breaks (PTU)

Covered above.

vii. Time off for Executive Members

MHSNB would like to confirm who the Executive members are. CUPE confirms it is the 9 individuals on labour management.

MHSNB agreed to do a call out right away (above other requests), however a truck would not go out of service.

CUPE states that 8 of 9 have no issue, however, there are still issues with BY getting the time off. Dan Bourque states that he doesn't believe he has been denied recently. However, Dan states that if he is short several people then BY cannot be approved for leave. BY states he has a big role to play at the Convention. Dan states he does his best to let BY go by looking at the schedule. Dan states it is difficult when Phil and BY both need to be off.



c. **MHSNB Topics**

i. **Vacant District Health & Safety Representative**

MHSNB states we are really struggling filling the vacant spots. It is legislation. If no one volunteers we have a right to select members.

CUPE states that an expression of interest went out and closed on September 13 and were sent to Marcus on September 14. Only one vacant spot, in Hillsborough. Someone outside the district is interested.

5. **New Items**

i. **New hires uniform allotment**

CUPE seems to be a discrepancy on boots and the MOU. It is CUPE's understanding that boots are part of the allotment.

There are a few new members who were told by their OM to use their boots from school. They are also told to wait for their jackets and they don't have them in time for the winter.

MHSNB states we haven't heard any issues or concerns. It doesn't seem to be a consistent process across the province.

CUPE believes new hires should get their full allotment upon hire.

Follow up: Paul to look into this further with procurement.

ii. **Bathroom in Bathurst**

Staff no longer able to use bathroom at Bathurst hospital. A porta-potty is set up outside.

MHSNB It is because staff were not wearing masks is why the hospital is no longer allowing the use of the washroom.

The hospital committed to getting rid of the porta-potty and to build us a bathroom. They are currently building it and construction has started as of yesterday.

6. **Next Meeting**

- a. November 19, 2020

Respectfully submitted:

A handwritten signature in blue ink that reads "Andrew McLean".

Andrew McLean
CUPE 1252, Local 4848

A handwritten signature in blue ink that reads "Beth Simkins-Burrows".

Beth Simkins-Burrows
MHSNB