



CUPE 4848 and MHSNB

June 22, 2020
1:00 pm – 4:00 pm



In Attendance

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

Absent

	Michel Gravel	Phil Noel
	Bryan Harris	Bobby Kemp
Invited Guest		
Recording Secretary	Caroline Lumsden	

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

i. Roadside Post – MHSNB

Craig had worked with IT and they got a daily chute time report. The OMs follow up with the employees who are on the list. The report gives the chute times which are beyond the acceptable guidelines.

Follow up: JP doesn't have an issue sharing a regional report to CUPE. Craig to send report to JP to see what we could send to CUPE on a quarterly basis.

ii. Uniforms – MHSNB

No work was done on this.

Follow up: Paul to look into offering jackets the same as the boots, every few years. Will need to update current MOU on Uniforms.



iii. 15 minute breaks – MHSNB

No work was done on this.

CUPE knows that are some units that are busy, in the event that they can't take a break they should be compensated. This was agreed by both sides at the last meeting, believe it was a coding issue in Telestaff.

Follow up: Paul to follow up with Mike regarding coding in Telestaff.

iv. Internet Coverage – MHSNB

Follow up: Craig to follow up with IT.

v. Meals for in-services – MHSNB

Follow up: MOU needs to be reviewed and will be sent to CUPE within the next two weeks by Beth.

vi. Adverse Weather – MHSNB

The generators are all implemented. The safe work procedures are completed. Towing companies will be used to move the generators.

vii. Snowbrushes – MHSNB

All the snowbrushes were purchased and sent to the stations. Marcus completed the safe work procedures. They are currently in translation and will be sent out shortly.

viii. Operations adding to MCMC dispatchers – MHSNB

Not sure if it is still an issue but OMs were advised to remind their PCs. If it happens again please bring it forward.

ix. Facilities Maintenance – MHSNB

JP spoke to Paul Cormier. Sometimes the delays are due to landlords. JP will spend time with the facilities department to see how issues are logged.

x. Telephony – MSHNB

Follow up: Paul to plan a meeting to discuss.

xi. Bariatric Equipment - MHSNB

ANB Board meeting to occur this week. JP will find out if it is approved yet. However, we are not waiting for the approval to begin the process. We will have a small focus group formed to review CSA standards. The bariatric units could also be used for patients who need multiple providers in the back of the ambulance. Also looking for equipment to lift patients similar to what Saint John Fire uses. Expression of interest for focus group will be sent out soon.

Also looking at a focus group to help design new ambulance (type 3 ambulance) pending government approval.



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

For the rest of 2020 we plan on doing labour management meetings virtually. We suggest having Labour Management in September and November with Inner Executive meetings in October and December.

Follow Up: Beth to suggest dates to Andrew.

xiii. **Medications – MHSNB**

This is one of the items we hope to fix with the next trucks. Fleet has been looking at different equipment to keep medication cool.

The new ambulances with black heaters have no cover for the heat so that is a concern. There is no way to protect the heaters from debris.

Follow up: JP to follow up with Danny to see if a solution has been found.

b. CUPE Topics

i. **RRU Job Descriptions**

CUPE states that swabbing has been added to the job description. The pilot was for two years.

JP states it is a topic on the agenda for the Board meeting. He'll have an update after the meeting occurs.

CUPE asks if we can look at the job specifications if it gets extended. There is no official job specification, it is a job description. CUPE would just like to see the role.

CUPE would ask that when the scope is updated that CUPE be provided with the changes. MHSNB says it is no issue to share this information with CUPE.

MHSNB agrees that the job posting probably needs to be updated to include new tasks.

ii. **LM – MCMC**

Beth and Bryan have been in touch and agreed there was no outstanding items currently and could hold off while we deal with COVID-19 Issues. MHSNB asked that CUPE advise when they want a meeting. CUPE would prefer to have the first meeting in person.

iii. **In-services for 2020 (CPR)**

CPR training was due in May.

MHSNB is looking at different options for the in services, could be virtual or small groups (meeting social distancing requirements). MHSNB has been in contact with PANB and gotten an extension from PANB until the fall for CPR.

Follow up: Jacques to provide an update on the in-services. MHSNB to look into doing a memo to provide an update to staff.



iv. Vacations

Things have been interesting during COVID-19. CUPE would like to see as many people be approved for vacation while maintaining the system.

For the South, things look pretty good. Saint John has lots of vacancies so they have about 68% approval rate in Saint John at the moment, but not all stations have completed the process. Asked staff to resubmit their request under the short term leave requests process. CUPE states most are getting filled through sign ups. CUPE states they know that the positions in Saint John will be filled by casuals. Should not be denying people for Christmas if they are 3rd or 4th on the list. Paul states they are following the same process as every year. CUPE feels 68% is historically low for Saint John. Last year it was 73%. Paul understand the staffs' frustrations. CUPE asks that once the job postings are done, can the requests be reviewed and approved. MHSNB states we have to abide by the dates and timelines agreed to by CUPE 1252. Staff will have to put in short term leave requests.

For the West has 97% approval rate for 5 out of 6 areas.

For the North, not completely done but looks the same as last year. Not sure of the approval rates. Will provide when available.

For the East still waiting for 2 areas but have an approval of 91%.

For MCMC, the final numbers are not in yet but we do not feel many were denied.

MHSNB stated it is never going to be perfect across the board because of vacancies and staff movement.

CUPE states that some staff in the North are not able to get vacation because their partners are on Worksafe. CUPE doesn't believe in these cases that the 3/8th rule be applied.

MHSNB states it is difficult to fill summer vacation. Harder to fill shifts in the summer even at overtime, staff aren't as willing to come in.

There is another NEO in September with about 30 new staff.

v. Zone 5 ANB Initiatives

CUPE was looking what is being done by ANB in the area.

As a result of the outbreak and the ER closure, we have tried to up staff an ACP unit.

We also tried to up staff an ambulance (this hasn't been very successful) in the area.

HR has been working to staff the special care home where the outbreak occurred, more on the EMP side. We were also successful to get our ANB employees in for

rapid COVID testing as soon as the outbreak started. We appreciated Public Health's

assistance with this.

c. MHSNB Topics

- i. No topics from MHSNB.



5. New Items

i. RTP clarification (CUPE)

CUPE requested clarification on the return to practice (RTP) process. MHSNB clarified that one shift in 90 days is required to avoid a RTP. CUPE asked what is the policy related to one shift in 60 days. MHSNB clarified those are two separate processes. The one shift in 60 days is related that a casual employee in ANB, a casual employee must work one shift in 60 days. This is an operational policy. No employee needs a RTP unless they have not worked in 90 days.

ii. Clarification of deacon of ambulance (CUPE)

Since COVID-19, some of the ambulances have been flogged. Is there a way to track which trucks have been done?

MHSNB stated that if a truck is contaminated yellow tape is supposed to be put on the mirror. Once it is cleaned the tape is removed from the mirror.

There was an error when as the fleet tech forgot to remove the tape as this is a new process for them.

iii. Extra-Mural issues (CUPE)

Is there a liaison between paramedics and EMP staff? MHSNB stated that any issues should be reported through the incident reporting process. Both ANB and EMP VPS receive a copy of the report. There was an issue in the north where an EMP nurse told the patient that she could come to their home or the patient could go to the hospital. The patient decided to go to the hospital. The nurse shouldn't have given the option to the patient to go to the hospital. There were already offload delays at the hospital. CUPE doesn't believe an incident report was put in for this. MHSNB would recommend the paramedic talk to their OM so issues can be resolved. MHSNB noted there was an issue with SharePoint and OMs weren't receiving the occurrence reports for a short period of time. That issue has since been corrected.

iv. Expression of interest (MHSNB)

We understand that not everyone is comfortable and willing to do swabbing. We would like to send out an expressions of interest for those that are interested. In the future rather than calling it out we would go to this group. CUPE agrees that an expression of interest would be better than making it mandatory for paramedics.

v. Transfer issues (CUPE)

CUPE states there are still some issues with the closest truck not being assigned. Dan said when this is brought to his attention it is dealt with.



6. Next Meeting

- a. Beth will provided dates to Andrew.

Respectfully submitted:

Andrew McLean

Andrew McLean
CUPE 1252, Local 4848

Beth Simkins-Burrows

Beth Simkins-Burrows
MHSNB