



CUPE 4848 and MHSNB

November 19, 2020
1:00 pm – 3:00 pm



In Attendance

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

Absent

	Bobby Kemp	
Invited Guest		
Recording Secretary	Caroline Lumsden	

1. Meeting Called to Order at 1:08pm.
2. Introduction of New Members.
3. Approval of Minutes from September's Meeting.
4. Approval of Agenda
 - a. Follow Ups from September's Meeting
 - i. **Uniforms – MHSNB**
ANB communication went out about jackets being added. Also boot allowance was added for new hires.
 - ii. **15 minute breaks – MHSNB**
A Memorandum of Understanding (MOU) has been created and is with Treasury Board for review. We are hoping to hear back in a few days. Communication will go out on November 23, 2020 to staff. Collective agreement article and Appendix E reference will be added to the memo so that it is clear for everyone in regards to both the 8 hour shifts and the 12 hour shifts. Telestaff has been updated with a code for the 15 minute breaks. MHSNB is hopeful that scheduling the 45 minutes meal breaks for the transfer system units will help with those units getting their 15 minute breaks as well. The new software program gives a clear view of PTUs and the schedule. It is difficult to schedule the 15 minutes.
Everyone agrees that staff need their 15 minutes. CUPE believed that the new system (Logis) in MCMC would have helped with the 15 minute breaks.



The MOU on 15 minutes breaks states that it has been noted in special situations that staff cannot get their break they will be able to input their missed break into Telestaff to be compensated.

MHSNB can provide a demo of Logis to CUPE if they like.

iii. Internet Coverage – MHSNB

Nothing new. Focus was that internet update be done in the bases. There have been some outages in the province which they are dealing with. No news on the increased performance issue. Installation is complete in all stations.

iv. Meals for in-services – MHSNB

MOU has gone to Treasury Board for review. Should hear within a couple days.

v. Telephony – MSHNB

Presentation/survey results were emailed to CUPE.

The survey went to staff currently in pilot phase in Saint John district. There are about 60 medics and only ten people responded. They rated the ease of using the outbounding scheduler and 3 out of 10 thought it was difficult to use. The rest thought it was easy or moderate to use. 4 out of 10 had issues that were not resolved and 6 out of 10 had issues that were resolved. One paramedic thought there was static on the line, got calls during rest days, that it hangs up on them, second changes does not always work, long voice message, and cannot delete old messages. Paul talked to Mike and he didn't hear about a lot of these issues. 4 out of 10 said it was user friendly, only two said it was easy to accept shifts. One suggested because it was easy to use and that they knew their schedule in advance. Some items were requested to be changed: some said the messages were too long, some do not like that they cannot see who the shift is with, better options with texting (talked to Mike about this and it is doable and we will move forward with it in the future), some said that their voice message filled up too much. Option to select English (press 1) or French (press 2), if nothing is selected default is English. CUPE states that they are getting prompts in both English and French (bilingual). Telestaff is written bilingually so it is almost like it is text to talk.

Follow up: Paul will follow up with Mike regarding language.

vi. Medications – MHSNB

JP had a meeting to discuss keeping the medications at the proper temperature. Everyone is aware that we are having issues in the back of the ambulance in particular in winter. Due to the voltage, we were testing different heaters but had to remove them. Now we are back to the drawing board and doing more research. Looking at possibly having different cabinets. Also looking at idling of units to keep medication warm. Also looking at a device to put in equipment bag to determine if items were frozen or over heated. Also a consideration when developing the bariatric units. Difficult to retrofit existing ambulance.



CUPE would like to know what we should do until the issue is fixed. MHSNB states a memo will go out to staff with the expectations, regarding temperature, idling and bringing bags inside.

Follow up: JP to provide update when new recommendations are received.

vii. **RRUs - MHSNB**

Reached out to those in the RRU positions and if they are ok extending their term. If they were not willing to stay in the RRU position they could return to their previous position. Could not post the vacancies because they are less than six month terms. All in the East, West and South remained in the RRUs and one in the North returned to their previous position.

CUPE would like to know if there will be another expression of interest for casual RRUs. Might be a good idea to have more people trained.

Follow up: MHSNB to discuss posting for casual RRUs.

viii. **New hires uniform allotment – MHSNB**

See above.

b. CUPE Topics

i. **SSP South**

SSP coverage for St. Stephen and Blacks Harbour is an issue. Ryan is meeting with Paul to review data and call volume. Looking into how often we are down to two units in the areas. SSP was working ok when we had the staff to fill them but with vacancies it has become an issue. Also see an increase in off load delays in areas like Moncton and Saint John.

CUPE states the SSP is not working for rural areas. Coverage is sporadic. Should look at changing PTU in Saint John back to a 911 truck.

If there is a delta or echo call and PTU is closest they should go on the call. CUPE states this is not being done properly. If the incident was written up MHSNB can look into it.

Paul and JP are looking at options. CUPE states a solution needs to be found quickly.

MHSNB states we are working on hiring more medics and hopefully they will fill some of the vacancies.

CUPE stated some transfers are still being done by the 911 trucks. MHSNB is hoping this new software will help with triaging these calls. If we could take pressure off of the 911 calls this would help. MHSNB states we need to meet our response times.

Follow up: MHSNB to provide an update to CUPE.



- c. MHSNB Topics
 - i. No topics.

5. New Items

- i. No new items.

6. Next Meeting

- a. Inter executive on December 10, 2020.
- b. Labour management on January 20, 2020 at 1pm.

Respectfully submitted:

Andrew McLean
Andrew McLean
CUPE 1252, Local 4848

Beth Simkins-Burrows
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MHSNB