

Representing the Paramedics of the United Counties of Leeds Grenville
LOCAL 4440

Minutes from Labour Management Meeting

June 28, 2011 @ 09:00 hrs

LGEMS HQ

Attendance

Lab/Mgmt. Com: Pete Joseph, Chris Lovell, Robin Cubitt

Regrets: Greg Davies

Management: Chief Chevrier, Deputy Chief Lloyd, Kristen Hobbs (HR), Karen Usher (HR)

▪ **Decontamination Procedures/Refusals**

- Currently under review, mgmt. has requested policies from surrounding regions to review.
- Both parties would like to see a policy in place.
- If uniform is soiled, removal of soiled uniform is recommended, and wearing a "Tyvex" suit or requesting scrubs from ER is appropriate until a replacement can be obtained. (ER's are not required to supply but have been cooperative in the past).
- Vehicles cannot be Code 9'd (meant for mechanical failures), but crews can be placed "unavailable" temporarily by Supervisors to allow for decontamination.
- P&P may change to indicate spare uniforms are to be kept in personal "kit" bags in the vehicles.
- LGEMS has an agreement with Frontenac Paramedic Service that when a Leeds vehicle/crew is contaminated and in Kingston, a Leeds Supervisor is to be contacted and arrangements through the Supervisor can/will be made to travel to an FPS base to clean up both the crew and vehicle.
- Paramedics are not expected to travel from any destination back to our service area or base in a dirty vehicle or uniform.
- With exception of a couple recent incidents, mgmt. is unaware this was becoming an issue.
- MGMT INVESTIGATES SURROUNDINGS INVOLVING ALL REFUSALS IF DOCUMENTED.

ANY AND ALL INCIDENTS WHERE CONTAMINATION OCCURS AND CREWS ARE NOT PERMITTED BY A SUPERVISOR TO CHANGE/DECONTAMINATE VEHICLE NEED TO BE DOCUMENTED AND INCIDENT REPORTS SUBMITTED; AS WELL EITHER CC OR EMAIL THE UNION SEPERATELY SO THESE ARE DOCUMENTED TO BACK OUR CLAIMS. INFORMING THE UNION VERBALLY/VIA TEXT MSG IS NOT SUFFICANT ENOUGH; WE NEED SPECIFICS (BREIF DETAILS, DATE, TIME, CALL #, MEMBERS/SUPS INVOLVED ETC.)

▪ **Supervisors Offloading/Doing Bargaining Work**

- Issue of increasing offload delays at BGH are to be discussed at the next meeting between mgmt. and BGH officials.
- If multiple crews are on offload delay, and a crews patient is NOT actively being treated (i.e. higher CTAS levels) and means are available, one crew may be asked to offload and transfer care to another so 1 crew can return to available status.

ANY AND ALL SITUATIONS WHERE A SUPERVISOR REQUESTS AND/OR TAKES PATIENT CARE FROM A CREW MUST BE DOCUMENTED WITH THE UNION VIA EMAIL.

▪ **Meal Breaks**

- The union feels there is a lack of effort on the part of the Supervisors to make “every effort” to provide a meal break to working crews.
- Mgmt. receives numerous meal claims and approves those that are valid after investigating why a meal break did not occur (emerge calls/standby’s etc.)

IF YOU DO NOT RECEIVE A MEAL BREAK BEFORE THE END OF THE 6TH HOUR OF YOUR SHIFT WAY FROM BASE SUBMIT AN INCIDENT REPORT WITH DETAILS AND A RECEIPT TO MGMT. AS YOU ARE ENTITLED TO A MEAL ALLOWANCE OF UP TO A \$10.

ANY AND ALL REQUESTS FOR MEAL BREAKS THAT ARE NOT GRANTED OR PERMITTED NEED TO BE DOCUMENTED VIA INCIDENT REPORT AND SUBMITTED TO MGMT. ALSO THE UNION NEEDS TO BE NOTIFIED VIA DIRECT EMAIL OR CC’d.

Reminder incident reports submitted to mgmt. are to be detailed with factual information, no personal attacks against another individual or personal opinions are necessary on the incident report.

▪ **Uniforms**

- 2011 new hires received their full allotment of uniforms, but there are reports of more senior employees still not having received their allotment.
- Chief Chevrier was under the understanding all current employees received a full allotment in 2010. He will discuss this issue with Commander Hendry and get back to the Union ASAP.
- Uniforms in question are the new style with hi-visibility striping.

▪ **Rain Coats**

- Both parties agree that the outer shells of our current 3 in 1 set are not practical to act as rain coats as they are too large once the fleece inner liner is removed.
- To the best of mgmt.’s knowledge all trucks were outfitted a few years ago with the long orange trench coat style rain coats to be used by all, but understand these were not the best solution either.
- Chief Chevrier will look into vendors for rain coats at this falls Chiefs conference and try to come back with a solution that is acceptable to both parties.
- It was agreed that there is no quick fix to this problem without sacrificing quality or satisfaction in whatever product was purchased.

▪ **Uniform/Equipment Committee**

- Chief Chevrier will discuss this with Commander Hendry and get her input.
- There were numerous problems in past attempts with getting Paramedics to commit time to this particular endeavor as it was and will be a volunteer position.
- Chief Chevrier feels that with new equipment standards coming down from MOH this fall that this may be an appropriate time to look at re-implementing this committee, IF the commitment is present from members interested.

- **CREMS (Community Referrals by EMS)**

- Currently implemented in Toronto EMS and Renfrew Paramedic Service
- Both parties agree that this is an excellent opportunity to be more active in the local communities and promote our profession by being more noticeable to the community.
- Chief Chevrier feels that if the Union is on board with this program he would like to “attack” it now, and not let the opportunity pass by. He will provide dates in an attempt to provide an afternoon in the near future for the executive to meet with mgmt. and individuals involved with CREMS from either TO or Renfrew to get the layout of the program as a whole. The Executive would then bring the ideas/program back to the members at a membership meeting and any interested members would then be invited to attend sessions to learn more.
- Strictly a volunteer program that crews/individuals could participate in while on duty. Chief Chevrier also sees this as an excellent opportunity for members on modified duties.

- **Rotation Changes by Full Time Employees**

- There have been requests by FT employees to switch rotations/stations while another employee is off for any given reason.
- Mgmt. has had issues in the past with approving such requests and then more senior employees questioning why they were not offered an opportunity to fill that particular vacancy.
- Mgmt. suggests if you are aware of members going off work for a given reason and length of time (mat leave etc.) then complete a shift exchange prior to the individual going off. These have been approved in the past and will continue to be if reasonable.
- Mgmt.'s position is that if the position is not posted with quarterly contracts then transfers into that position will not be approved.

END