

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

Minutes from Executive Meeting June 8, 2011; Brockville Station 2

Call to Order: 20:11 hours

Attendance: Pete Joseph, Chris Lovell, Robin Cubitt, Peter Rowlands, Graeme Marchand, Scott Robinson, Scott Tedford, Marc Charbonneau

Regrets: Mary Casselman, Greg Davies

- Regular/Casual Part Time
 - Current equal distribution will remain in place.
 - If a part timer feels shifts are not being distributed appropriately they can contact a STEWARD and it can be looked into.
 - **REMINDER: PART TIME WILL NOT RECEIVE SHIFTS IF THEY HAVE NOT SUBMITTED AVAILABILITY.**
- Overtime/Bank Time Payout
 - Will be discussing with HR being able to payout overtime/banked time at employees request anytime throughout the year. Currently these hours can only be used for time off work, or be paid out at the end of the year.
- License Suspensions
 - Services have started monitoring employees personnel files for driver's license expiry periods to ensure employees are renewing on time to remain qualified to work.
 - Be sure employees are updating/renewing their driver's license on time to avoid any potential problems.
- Decontamination Procedures
 - Increasing incidents of crews not being permitted to cleanup and/or /change uniforms after becoming soiled on calls.
 - There is currently no Policy and Procedure for this situation.
 - Matter has been brought to attention of the Joint Health and Safety Committee. Failing a resolution through JHSC, the union will then get involved.
- Supervisors Offloading Patients
 - There have been incidents of Supervisors offering to offload patients in ER's so that crews can clear to respond to additional calls.
 - Union's view is that these offers should be kindly declined as it is allowing them to do work of the bargaining unit.

- Grievance Committee/Chief Steward
 - Issue was addressed numerous times through previous executive and membership meetings. No members were interested in either position.
 - These positions are typical of larger bargaining units that deal with numerous grievances at the same time. We will continue to operate as we currently are: I.E. After addressing issue with immediate Supervisor unsuccessfully, please contact base STEWARD who will start the Grievance process.
- Part Time Pay Stubs
 - Some part time employees will notice new pay codes on upcoming pay stubs to ensure payment of benefits etc are being paid appropriately.
 - It is the Unions understanding, those affected should be receiving emails from HR on the issue prior to the codes appearing on stubs.

Adjourned: 22:13 Hours

GENERAL REMINDER:

ALL NECESSARY ISSUES (i.e. Sups Offloading, Missed Meal Breaks, Refusals to Decontaminate, Denied OT (to finish ACR's) etc. etc.) NEED TO BE BROUGHT TO UNIONS ATTENTION ON PAPER.

WHEN ISSUES ARE ENCOUNTERED AND/OR WHEN EMAILING SUPERVISORS ABOUT ISSUES PLEASE REMEMBER TO EMAIL OR CC PETE JOSEPH AND CHRIS LOVELL. WE CAN NOT TAKE ISSUES TO LABOUR MANAGEMENT MEETINGS WITHOUT EVIDENCE THAT A PARTICULAR ISSUE EXISTS AND IS DOCUMENTED.