

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

Minutes from March 1, 2011 Executive Meeting

Call to Order @ 20:15 hrs

Attendance:

Pete Joseph, Chris Lovell, Robin Cubitt, Marc Charbonneau, Scott Robinson, Greg Davies, Paul Edwards
(National Rep)

- Discussion regarding nominations for Chief Steward
 - Greg Davies was nominated by P. Joseph and respectfully declined
 - Further discussion/nominations were deferred until the March 16, 2011 membership meeting.

- Labor Management Committee
 - Chris Lovell nominated and accepted seat
 - Greg Davies nominated and accepted seat
 - Pete Joseph and Robin Cubitt will also sit on committee as has been past practice.

- Discussion on possibly forming/integrating additional committees. Suggestions for equipment committee, uniform committees etc were made.
Concerns were raised as to their success due to membership's lack of interest in participating in meetings. Suggestion of holding quarterly meetings when/if committees were formed to attempt to influence greater participation due to minimal time commitment.
Issue would be taken to a future labour management meeting and discussed with management as both sides would need representation for such committees.

- Scott Robinson requested assistance from CUPE National Rep with gaining access to CUPE 4440 website. Paul was to look into the matter.
Website access necessary to start making use of the site by posting notices, minutes, correspondence etc for all 4440 members to have access to at all times.

- Discussion on future changes to the local's By-Law's with regards to future nominations.
Nominations/acclimations could be held at the January membership meeting followed by election ballots going out by registered mail to all members (need for all membership addresses, which the Collective Agreement states the employer is to provide to the Local (Article 6.01 Paragraph 3)) thus allowing voting by proxy and greater membership contribution.

- Grievance Committee
 - Decision to leave committee as is (Steward involved/VP/Pres??) as we have so few grievance issues that go beyond Step 3 to arbitration
 - All issues brought forward by employees are to be brought to the base steward at which the full time employee is stationed at the time the issue arose. Part time use discretion. P. Joseph

- and/or C. Lovell should NOT be the first line of contact except in very serious or sensitive (confidential) matters in which the employee is uncomfortable going to a base steward.
- It was agreed that Policy grievance issues would be made known to all executive members via email correspondence and to the local via updates at the monthly meetings and/or correspondence via email from the executive.
 - Agreed that sensitive/confidential issues would ONLY be brought to the executive members and the local after receiving the griever's permission to do so.
 - "MAJOR" issues would only be the knowledge of the President and/or Vice President and a steward if the griever had involved one.
 - **1ST POINT OF CONTACT FOR ALL EMPLOYEES PRIOR TO FILING A GREIVENCE MUST BE THEIR IMMEDIATE SUPERVISOR AS PER COLLECTIVE AGREEMENT ARTICLE 8.02. The Chief and/or Deputy Chief are not be contacted directly by the employee.**
- Need to nominate and elect trustees (3)
 - Notice for nominations/elections of Trustees (3) to be sent out to the membership.
 - P. Joseph raised the issue of potentially becoming affiliated with CUPE Ontario (CACO). This is something that could be done by a vote at a regular meeting in the future.
 - Gives 4440 input/feedback into Provincial ambulance issues
 - Cheaper registration costs to participate in CUPE schools/coursesP. Joseph would look into having a representative from CUPE Ontario come to a future membership meeting to discuss becoming affiliated.
 - Upcoming membership meetings are going to be rotated around the county to try to accommodate all members better. Attendance will be monitored and a decision will be made in the summer if that process attracts a greater turn out or if we return to the recent format. Recommendations were Gananoque base, Spencerville and Brockville and/or surrounding area (Lyn).
 - C. Lovell would like to see a newsletter from the executive sent out to the membership on a regular basis (monthly/quarterly?) updating them on current issues and what their executive has been doing. Also could be posted on website once it is up and running again. The content of the newsletter will be discussed at the next executive meeting.

Adjourned @ 21:50