

## **Representing the Paramedics of the United Counties of Leeds Grenville**

**LOCAL 4440** - <http://4440.cupe.ca/>

### **Minutes from Membership Meeting held March 21, 2012, Gananoque Base**

#### **Call to Order: 20:11 hours**

*Attendance:* Pete Joseph, Chris Lovell, Robin Cubitt, Peter Rowlands, Mary Portwine, Scott Robinson, Amber Horsefield, Graeme Marchand, Cody Hodges, Cassie Cross, Paul White, Melina Chestley, Stephanie Wright, Gordon Johnston, Joe Matthews, John Duncan

*Skype:* Greg Davies

*Regrets:* Dale Jones, Marc Charbonneau, Natalie Darroch, Robin Davidson

- Minutes from Membership Meeting January 18, 2012 read.  
Motion to accept as read: R. Cubitt; 2<sup>nd</sup> A. Horsefield. **Carried Unanimously**

#### **Issues arising from January minutes:**

**Motion** to amend Section 8 (a) "The President shall".

*ADD:* Have first preference as a delegate to the CUPE ON Conference.

C. Lovell; 2<sup>nd</sup> C. Cross. **Carried Unanimously**

**Motion** to amend Section 10 "Fees, Dues and Assessments"

*ADD:* (d) In order to strengthen the labour movement and work toward common goals and objectives; local 4440 should be affiliated with and pay per capita dues to the following organizations: (1) CUPE ON Division

G. Marchand; 2<sup>nd</sup> J. Duncan. **Carried Unanimously**

The 2006-2011 audits are complete. Drafts have been distributed to the trustees for final approval before the final copy is drawn up.

Financial documents from 2001-2006 are being translated from paper documents to electronic form for better record keeping purposes.

- **Treasurers' Report:**

Savings	77,895.58
<u>Chequing</u>	<u>32,015.05</u> (less outstanding cheques)
Balance	108,460.55

Motion to accept report as read: P. Rowlands; 2<sup>nd</sup> G. Marchand. **Carried Unanimously**

- Minutes from Executive Meeting on February 15, 2012 read.  
Motion to accept as read: R. Cubitt, 2<sup>nd</sup> J. Duncan. **Carried Unanimously**

#### **Joint Health and safety Committee Report**

- Base inspections were completed in early March, resulting in minimal concerns, most of which were dealt with quickly.

*All bases:* Fire extinguishers are not being checked and signed off on monthly; each base has a H&S representative that should be completing this task on behalf of the members at that base (except Stn. 1 & 2 – BFD is responsible)

*Stn 3:* Manual garage door opening is still being looked into by the employer and the landlord.  
*Stn 6:* Air exchange is poor within the building and is being investigated for improving such.

- Next meeting they will be discussing the process for tagging/documenting broken/damaged equipment that has been removed from service to prevent other crews from using the piece of equipment accidentally.

“Near Miss” forms: their intent is not to be punitive. They are to be anonymous and highlight areas in our daily routines (backing areas, poor floor surfaces, hazards commonly encountered etc.) that can be reviewed and corrected.

- Suggestions made to rename the form and re-draft its policy for use to ensure it cannot be tracked back to an individual(s) or a Paramedic crew; allow JHSC to bring forth all incidents to mgmt at JHSC meetings rather than Paramedics submitting to mgmt.

Motion to accept JHSC report: J. Duncan, 2<sup>nd</sup> Cody Hodges. **Carried Unanimously**

Meeting chair turned over to VP Chris Lovell

#### ▪ **New Business**

**Motion** to send Grievance # P01-2012 ACR Policy Grievance; ACR Grievance #'s 02-2012, 03-2012, 04-2012, 06-2012, 07-2012, 08-2012, 09-2012, 10-2012 and any other Incomplete ACR Grievances that are filed to Arbitration

P. Joseph, 2<sup>nd</sup> G. Marchand. **Carried Unanimously**

- The employer has agreed to allow all ACR Grievances to be heard as a set as opposed to doing each individually.

#### ▪ **Schools and Education**

Once again the issue surrounding the amount of money being spent by the Union on education and workshops was discussed at length. More good discussions were heard, and will be talked about further at the next Executive Meeting (date/time yet to be determined).

**Motion:** To send D. Jones to “Intro to Pensions” course in Niagara on April 20-22

P. Joseph, 2<sup>nd</sup> C. Hodges. **Defeated Unanimously**

**Motion:** To send D. Jones to “Intro to Stewarding” course in Kingston April 28-29

P. Joseph, 2<sup>nd</sup> C. Cross. **Carried 16-1**

**Motion:** To send D. Jones to “Note Taking” course in Kingston May 31

P. Joseph, 2<sup>nd</sup> A. Horsefield. **Carried 13-4**

**Motion:** To send S. Robinson to “Steward Learning Series” free workshop(s) from April – June.

P. Joseph; 2<sup>nd</sup> J. Duncan

**Amend Motion:** Send all interested members to the free “Steward Learning Series” workshops in Kingston from April – June with the understanding that ONLY mileage will be reimbursed to those members attending.

P. Joseph, 2<sup>nd</sup> J. Duncan

**Amend Motion:** All interested members must advise President Pete Joseph in writing no later than 2 weeks prior to the date of the workshop of their need for time off work, or the registration will be withdrawn.

P. Joseph, 2<sup>nd</sup> S. Robinson. **Carried Unanimously**

**Amend Motion:** To allow booking off of interested members for a 1/2 shift if necessary to allow them to attend the workshops.

G. Marchand, 2<sup>nd</sup> S. Robinson. **Carried 12-5**

**Motion:** To send P. Joseph to CUPE ON Conference in Windsor May 23-26

R. Cubitt, 2<sup>nd</sup> G. Marchand. **Carried 15-2**

**PLEASE PROVIDE PETE JOSEPH WITH NOTICE, IN WRITING, IF YOU NEED TIME OFF TO ATTEND ONE OF THE ABOVE SCHOOLS ASAP SO HE CAN ARRANGE IT WITH MGMT.**

- **Bargaining/Negotiations** (Helen Gibb-Gavel – Nat Rep)  
The negotiating team was met with “rigid inaction” by the employer. The employer also had no desire to sign off on already agreed to items individually; instead they will wait and sign off on the whole completed/ratified agreement when that time comes  
The negotiating team had filed for conciliation. Our case has now been assigned a conciliator and is scheduled for April 17, 2012.  
We can/will still proceed to interest arbitration if ratification does not occur through conciliation.

**Outstanding Items**

**Employer:** Clothing/Equipment Allotment  
Language for shift overruns  
Language for decertification  
Sick time – approvals/requests for notes

**Union:** Seniority/Temporary Assignments  
Personal leave time / Banked time  
Sick leave time  
Return to work process  
Time off between shifts  
Shift premiums  
Stats – payments for  
Vacation usage  
Dental/Vision improvements  
Meal allowance/ Meal Breaks  
Legal liability language  
Wages  
Usage of EAP

**Adjourned: 22:25**