

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

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

### **Membership Meeting Minutes**

**November 21, 2012, Brockville Station 2**

**Call to Order: 20:04 hours**

*Attendance:* Pete Joseph, Chris Lovell, Robin Cubitt, Peter Rowlands, Marc Charbonneau, Scott Robinson, Dale Jones, Josh Raikes, Melina Chestley, Graeme Marchand, Lynda Coates, Stephanie Wright, Amber Horsefield, Michelle Brown, Natalie Darroch, Paolo Bottiglia, Robin Davidson, Paul White, Jennifer Candow. *Via Skype:* John Duncan, Chris Davidson

*Regrets:* Mary Portwine

- Minutes from Membership Meeting September 19, 2012 read.  
Motion to accept as read: R. Cubitt; 2<sup>nd</sup> S. Robinson. **Carried Unanimously**
  
- **Carry Over Bargaining Committee**
  - Pete advised a notice of motion to bargain was served to the employer on October 1. A member asked if we will be sitting down to bargain by the end of 2012. Pete explained that due to scheduling and the holidays they do not foresee that occurring. The Union would like to start the process of preparing to bargain prior to the expiration of the current CA. The Union is trying to get ahead of the “game” rather than always trying to catch up. Pete clarified that it is not mandated anywhere that Bargaining Committee has to be done with elections, can be voted on at anytime. Pete illustrated that there are potential tactics/advantages to bargaining early (i.e. being able to use a lack of retro pay as a bargaining tool etc.)

**Motion:** to carry over the current bargaining committee for the upcoming negotiations prior to the termination of the current Collective Agreement (Dec. 2012). **Carried Unanimously**
  
- **Changes to By-Laws**
  - **Section 7:** Executive Board  
Changes as previously distributed and read.  
**Carried Unanimously**
  
  - **Section 8:** Duties of Officers  
Changes as previously distributed and read  
Changes being made to streamline and clean up outdated language.  
**Carried Unanimously**
  
- **Treasurers' Report:**

Savings:	\$21,891.52
Chequing:	<u>\$53,087.77</u> (less outstanding)
	\$74,979.29

Wages/Benefits paid to UCLG for Union business as per CA:

2009 – \$15,367.11  
2010 – \$5,596.68  
2011 – \$14,910.13

Jan-June 30, 2012 – \$9,646.24

Motion to accept report as read: P Rowlands, 2<sup>nd</sup> D. Jones. **Carried Unanimously**

- Peter explained there is a verbal agreement currently in place for quarterly billing moving forward. We will try to put language into upcoming CA bargaining.

- **Section 13: Delegates to Conferences, Conventions and Educationals**

Changes as previously distributed and read

Changes made in an attempt to better control expenses and increase fiscal responsibility.

**Carried Unanimously**

▪ **New Business**

**Flares** – have been removed from the vehicles. This move was mandated by the Ministry of Health and the upcoming Section 21 Standards.

JHSC explained Paramedics are not trained for traffic control and should not be doing such. There has been some discussion of a CME topic regarding controlling scene safety on road ways.

Mgmt. has ordered orange pop-up cones to carry for BREAK DOWNS ONLY. The vehicles emergency warning lights are to be used otherwise when on scene.

**CME Hours** – As discussed at Labour Management, mgmt. has had concerns from members regarding the format for scheduling CME's. Consensus amongst the Union is things are working well as is and we will not be recommending changes.

**Staffing for Paid Volunteer Events** – As discussed at Labour Management, complaints have been made regarding process of selecting full time staff for volunteer paid events (i.e. new hire testing days). Consensus is that the full time would like to try a rotating distribution to allow everyone the opportunity to attend these events and not just the most senior members.

**Pre-Shift Overrun** – As discussed at Labour Management, mgmt. is open to providing OT pay for calls done prior to our actual shift start times (as has been done in numerous services recently). The Union agrees some language will need to be clarified prior to implementation. Issue will be left up for negotiations/bargaining.

▪ **Conference Reports**

P. Joseph; CACO

D. Jones; Healthcare Workers Conference

G. Marchand; Labour Law

**Motion:** to send J. Raikes to the weeklong Stewarding Series course in Niagara Falls in April at the Dave Saunders Memorial.

Motion withdrawn as course is offered numerous times throughout the year and closer to home.

**Motion:** to send G. Marchand to the Labour Law course at the Dave Saunders Memorial Week Long in Niagara Falls in April.

P. Joseph; 2<sup>nd</sup> S. Robinson

- Discussion on costs; will be a couple thousand dollars for all expenses. Some members voiced concern over expenses when we have no education budget set yet. Once budget is set try to get Graeme into the fall session.

**Motion Defeated Unanimously**

**Adjourned: 21:58**