

Representing the Paramedics of the United Counties of Leeds Grenville

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

Membership Meeting Minutes September 25, 2013; Lyn Fire Hall

Call to Order: 20:16 hours

Attendance: Pete Joseph, Robin Cubitt, Dale Jones, Mary Portwine, Josh Raikes, Chris Davidson, John Duncan (Skype)

Regrets: Chris Lovell, Natalie Darroch, Marc Charbonneau

- Minutes from Membership Meeting June 19th, 2013 read.
Motion to accept minutes as read: R. Cubitt; 2nd D. Jones. **Carried Unanimously**

- **Treasurer's Report**
 - Chequing Account: \$20,626.35
 - Savings Account: \$53,104.54
 - Total: (+/- Outstanding) \$78,680.59

- **Labour Management Minutes**

Meeting is scheduled for October 8, 2013, email requesting issues from members was sent out and we have received some. Unions' agenda is being provided to employer tomorrow.

- **Joint Health and Safety Committee Report: J. Duncan**
 - Committee will bring forth recommendation to move towards power stretchers
 - Main radio heads are being moved in ALL ambulances (except 4517); they are being placed above the center cowling (above toggle switches) in front of/below climate controls.
 - Committee will bring forth recommendation to purchase higher quality winter/all season windshield wiper blades for all ambulances.
 - Station 04 rear deck still needs to be removed
 - Station 05 bug infestation. Recommending pest control be contracted again to treat base again. Also grass surrounding base needs to be maintained more regularly during summer months to eliminate bugs.
 - Emergency alarms on portables are supposed to be silent to Paramedics/patients/bystanders. It was learned at CACO that it appears Kingston CACC may be the only provider in the Province that has audible portable emergency alarms when activated.

Station visits will occur around October 6-7th, 2013 with JH&SC meeting to follow in mid-October.

- **Nominations and Elections:** Steward positions and the Chief Steward position are currently vacant. S. Robinson has been filling in as Chief Steward in the interim.
Steward – Request for nominations; no nominations.
Chief Steward – Request for nominations; Mary Portwine is nominated; no other nominations.
 Mary declined standing for the position.
 Scott Robinson will continue to hold Chief Steward position moving forward.

- **Schools**
 - **Motion** to send Mary Portwine to the Steward Learning Series work shop in Kingston November 9th and 10th, 2013 with a registration fee of \$75.00.
 P. Joseph; 2nd J. Raikes. **Carried Unanimously**
 - **Motion** to send Josh Raikes to the Steward Learning Series work shop in Kingston November 9th and 10th, 2013 with a registration fee of \$75.00.
 P. Joseph; 2nd C. Davidson. **Carried Unanimously**

New Business

- **CACO Conference Report:** P. Joseph, S. Robinson
Paramedic Mental Health – Psychological Health Safety Standard can be found at csagroup.com
 CACO will be making a move to push for WSIB to start recognizing PTSD caused by accumulated stressors. Currently only a lone acute stressor is recognized.
CISM (critical incident stress management) actually has 18 different steps to certification. Most organizations put employees thru only 1 step. The goal moving forward if mgmt. is interested in sending members to CISM training would be to do it “right” and allow them to complete the entire process.
For members who are feeling the stress of the job, or are concerned about particular incidents but don’t want to discuss it with mgmt. or coworkers they can access a 100% confidential services from the *Tema Conter Hotline – 1-888-288-8036*.
Ombudsman report on PTSD re: OPP and their lack of support where PTSD is concerned.
Centralized bargaining – discussion about the possibility in the future where recommendations are made on larger issues that CUPE ON feels is important for all Paramedics locals to negotiate with their employer.
College of Paramedicine was discussed at great length (document from CACO to be provided via email).

- **CUPE 4440 Hosting CUPE Workshops:** M. Portwine
 There is a lack of courses offered that are Paramedic specific. In order to do specific courses, instructors need to be located and courses can be tailored to Paramedics.
 Mary is going to contact surrounding locals and well as our members to get an idea of the level of interest that is out there. If successful we are looking at the new year before an event could be hosted.

- **Leeds Grenville Hockey Jerseys:** C. Davidson
 As many have seen the emails being sent, Chris is currently seeking sponsorships towards the purchase of a team set of hockey jerseys. Each winter a group of medics (always looking for

more) get together and play regular games vs Lanark County medics. They also play in numerous charity/emergency service tournaments in eastern Ontario. The team always plays under the LGEMS name. As outlined in the emails, employees can buy a jersey with their chosen name and number on it to keep; they can also request a jersey with their name and number but will not be able to keep it unless paid in full, it will be kept with the team set. If the union contributed money it would go towards the purchase of numbered, blank jerseys that would be kept as a set for use by anyone playing. The jerseys would also be available if other members wanted them for other events being held i.e. other sporting team, Santa Claus parade etc.

Motion to donate \$200 to the purchase of jerseys for the Leeds Grenville hockey team for use in numerous recreational games and tournaments.

C. Davidson; 2nd S. Robinson.

Questions asked about how big the logo would be, where etc. Cupe logo could appear on all jerseys with the other sponsors, currently located on the "tail" of the jersey. Chris further explained LGEMS mgmt. has turned down his request to use the county/service logo. They also declined to provide sponsorship. Currently he has got pre-sponsorship agreements with Ferno and Interdev.

Motion to amend to read "up to \$500".

P. Rowlands; 2nd M. Portwine.

P. Joseph would like to ensure the CUPE logo is displayed prominently on the jerseys and that it appears on each jersey.

Read full motion: to donate up to \$500 to the purchase of jerseys for the Leeds Grenville hockey team for use in numerous recreational games and tournaments provided that CUPE 4440 appears on all jerseys. Carried Unanimously

Adjourned 22:00