CUPE Local 5406 / Emcon Labour Management Meeting

Meeting Minutes

Date: August 6, 2020

Present:

Joanne Ratthe – Emcon

Curtis Barker – Emcon

Peter Bertin – CUPE Local 5406

Rob Collette – CUPE Local 5406

Adam Coones (via teleconference) - CUPE National

Call To Order: 9:02

1. Review of Previous Meetings Minutes
	1. Discussion around which side would prepare minutes. It was decided that we would alternate with the other side providing notes
	2. Reviewed notes from June 30th meeting
	3. Benefits for Aged Out Employees
		1. Clarification was provided to state that once employees hit the age of 70 they are no longer eligible for benefits
		2. Employees who age out will be paid $1.50/hour worked in lieu of benefits as was with previous agreement. This will be retroactive to start of Collective Agreement and employees will see this as an adjustment on the pay stubs
		3. A newly emailed benefits booklet made reference to eligibility from age 0-99 in all categories. Joanne will see clarification on this. Rob to provide Joanne a copy of the newly emailed benefit package.
		4. Discussion was held on inconsistent repayment of claims. Both Curtis and Joanne have the same benefit package and don’t experience the same delays. The option of submitting to Scott St to go in weekly mailbag would most likely result in further delays as this only goes out once a week. Rob to create memo for members on the process to make claims
		5. At this time there is no plans to search for a new benefit provider.
	4. Seniority List
		1. The issue of Ray Elliot being on the wrong spot on Seniority List has been fixed
		2. List provided to union moving forward will show Full Time and Seasonal
		3. Full Time employees who wish to go to Seasonal will not be forced into 24 hour on call status
	5. Overtime
		1. The question was posed to Emcon as to why the 3 hours for being on call did not qualify as time worked and was excluded from Overtime. The sign up sheets that members signed stated that the three hours would be paid out at regular time.
		2. It was agreed to that Emcon would pay out overtime after 42 hours during the summer season rather than the 44 that has been the practice. There will be an adjustment on the next pay date. It was requested that a memo comes out to accompany the paystubs explaining the adjustments. This will help clarify the ambiguity with section 19.01 of the Collective Agreement
	6. JHSC
		1. The MOL has issued orders that the JHSC cannot have members who are WRF’s. The Unions position is that we, as a Union, decide who we put on the committee to represent the employees. WRF’s are union members and are therefore entitled to sit on the committee. Emcon has fought the MOL vigorously on this issue but MOL inspector won’t budge. Adam has stated that the Inspector should call the union to discuss. Joanne to provide a copy of the order to Adam for CUPE legal team to look at.
2. New Items
	1. Bifocal and prescription safety glasses
		1. The Union asked if it were possible to get bifocal/cheater safety glasses for those who need them. Emcon has agreed to do cost case for feasibility only.
		2. Emcon does provide safety glasses to the employees with clear, smoke(dark), yellow and over the glasses varieties. They also have side shields available for those who wish the go that route
		3. The benefits package takes care of prescription glasses and there is no plan to provide prescription safety glasses outside of this.
	2. Pre-Pay for routine drugs
		1. The option of CORE prepaying for regular expensive prescriptions for employees was discussed. Some members are unable to pay up front and wait for the money.
		2. Joanne will look into and provide an answer at next meeting
	3. Emcon provided a draft Overtime Refusal/Request letter for review
		1. Letter will be reviewed by Union and responded to a later time
	4. Winter Shift Schedule
		1. Emcon has presented an alternative shift pattern. Emcon has stressed that they need to make changes to meet contractual obligations
		2. Emcon has asked the Union to look at the new schedule and come back with questions or concerns via email by August 13
		3. The revised schedule will be need to voted on.
	5. Stat Holiday Pay
		1. There have been questions raised on how holiday pay is paid out on night shift. The issue will be revisited by membership at a future date
3. Next meeting date: TBD

Adjournment: 11:00