

CUPE Local 5406 / Emcon Labour Management Meeting

Meeting Minutes

Date: August 31, 2020

Present:

Joanne Ratthe - Emcon

Curtis Barker - Emcon

Peter Bertin - CUPE Local 5406

Rob Collette - CUPE Local 5406

Call To Order: 9:02

1. Review of Previous Meetings Minutes

- a. Joanne still waiting for clarification on the wording about coverage from 0-99 years on benefit package booklet emailed out last month
- b. Members with issue paying up front for drugs should call CoRe directly and speak with Corrine or Karien to see if something can be arranged for a one time start up payment. Rob will speak to member with specific concern. Will be looked at on case by case basis
- c. Memo about Benefit claim process still to be done.
- d. JHSC issue still ongoing, Joanne will scan and email Adam the orders from MOL. That specific MOL inspector has not been around lately.
- e. Bifocal "cheater" safety glasses now available by request to your Superintendents. 1.5/2.0/2.5 power is available
- f. Overtime request/denial letter will go out with recall letters, along with COVID19 information and reminder returning employees will need previous 14 days log books.

2. New Items

- a. Ear Falls company house.
 - i. Request was made for furnishings. Night stands, lamps, dressers and small TV's for the rooms
 - ii. Have been advised that there is a new cleaner that will come on Friday's to clean and sanitize common areas. Employees staying at the house will still need to keep the house tidy throughout their rotations.
 - iii. There will be 2 spare sets of bedding stored at the house just in case we need to use the house and there is no bedding available.
- b. Proposed Winter Schedule
 - i. Regular Ops schedule will be so that every week one of the three shifts will only get 4 days that week resulting in a pay period of 75.6 hours. It is expected that the other 8.4 hours will be made up over the two week pay period. However if this does not happen the employee is still guaranteed their 84 hours despite not working it. Superintendents and WRF's will be expected to manage this.

- ii. Shift would be 8-4:24 for operators with an expectation of working until 8 when required
- iii. WRF's shifts will remain 6-6 and 4/3/3/4 rotation
- iv. To be voted on. Suggested tentative dates Sep 9/Emo-Kenora Sep 10 Dryden
- c. Clarification on Discipline Letter process. Will get sent to union once other yards send it in to Scott St

Adjournment: 10:30