

## **CUPE Local 5406 / Emcon Labour Management Meeting**

### Meeting Minutes

Date: October 6, 2020

#### Present:

Joanne Ratthe - Emcon

Curtis Barker - Emcon

Peter Bertin - CUPE Local 5406

Rob Collette - CUPE Local 5406

#### Call To Order: 9:08

##### 1. Review of Previous Meetings Minutes

##### 2. New Items

###### **A. Overtime**

42/44 Overtime was adjusted as of May 25, 2020. Mechanics have expressed unhappiness with the dates and believe it should be to start of contract. The compromise date reviewed and agreed to between the Company and the Union was May 25, 2020, based on Article 6.02 graph.

###### **B. New Hires**

The Union requested the Company place a notice of the new website in a future payroll run, this will be accommodated. Staff can now access information via the website 5406, cupe.ca. This will include upcoming events, information, job postings etc. A Union introduction page is asked to be added to the Emcon hiring package, this will be done going forward.

The Union will receive new job postings from the Company to post on the website as they become available.

###### **C. Manulife Forms**

Has the pension forms been sent to those employees who are no longer working? Joanne will follow up on this, the process to use. The forms have been provided to the Union for members to access via the website.

###### **D. Winter Shift Schedule/Vote**

The original vote held September 9, 10 has been put in place. A second vote is to be cast based on agreement that the winter seasonal staff should have the opportunity to cast their vote. The Letter of Understanding will be placed in a future payroll run to all staff once seasonal have returned. The second vote is to be held November 16, 2020.

###### **E. Safety Infraction 9/28/2020**

A severe safety infraction was observed and reported to the Company in which two operators placed themselves in direct risk of serious injury or loss of life to themselves and others on the Highway. The Company wants the Union Memberships to be aware that any infractions that are considered of a serious nature the operator or operators will be sent home immediately while the investigations are conducted.

**F. COVID Phase 2**

Operators have been placed on Phase 2 status temporarily, this required they do not report for work until called, they will be called for operations outside of winter operations. The purpose is to allow for less exposure and social distancing opportunity while he continues to provide our contractual obligations to the client.

Adjournment: 10:30 am.

Next Meeting: TBD