

## CUPE Local 5406 / Emcon Labour Management Meeting

### Meeting Minutes

Date: November 5, 2020

#### Present:

Joanne Ratthe – Emcon

Curtis Barker – Emcon

Peter Bertin – CUPE Local 5406

Rob Collette – CUPE Local 5406

Call To Order: 10:09

#### 1. Review of Previous Meetings Minutes

- a. Union Information now included with new and returning hires. Website announcement was sent out to all employees. Discussion around process of notifying union of new hires. Once Union Cards are completed by new hire it will be submitted to Ali who will then forward to Union
- b. Employees who are still looking for Pension monies need to fill out application which is found on website and contact Manulife
- c. Old CLAC Collective Agreement has been removed from Emcon website now.

#### 2. New Items

- a. Clarification was sought regarding when Pension will start being paid to new hires. Union feels the wording in articles in article 6.05 allows for pension benefits from day one. Employer feels article 6.02 references a waiting period and therefore it would mean after probation. A formal written response will be forthcoming.
- b. Upcoming vote on Schedule change
  - i. Discussion was held on different schedule scenarios and the option of working 7-3:24 with an expectation of availability of 6-6. This has been done in one area with success. The LOU does not define the core shift nor the expected availability window.
  - ii. Most of the concerns from operators with new schedule is the 8 o'clock finish time. There were concerns raised about the safety of driving to 8 in the morning.
  - iii. For this to succeed there needs to be buy-in from operators. Some employees have been refusing to come in as requested and there have been Records of Discussion issued already.
  - iv. Employer will have an answer to shift times by Tuesday
- c. Winter Staffing
  - i. The issue was raised by Employer. They are terribly short in several areas. Kenora and Nickle lake continue to struggle recruiting employees.
  - ii. The new schedule has helped but they remain desperately short
  - iii. Employer looking to do a MOU for contract staffing. Currently looking to recruit out of province staff and provide a live out allowance. It was discussed if the

same would be available for Ear Falls but as those in Ear Falls go home on days off where the out of province people would be here for the duration of winter it would not extend to those living in Ear Falls house.

- iv. These employees would still follow the same schedule.
  - v. Employer looking to Union for assistance in recruiting staff. Wanted to know if there is list of laid off members looking for work such as Municipal workers
- d. Meetings after disciplinary meetings
- i. It was brought up that after a recent disciplinary meeting there was an exchange between the Superintendent and the recently disciplined employee. There were differing versions of events as is often the case. It was agreed that having a disciplinary discussions in the presence of others is always the preferred to avoid this.
3. Next meeting date to be set later.

Adjournment: 11:40