

CUPE Local 5406 / Emcon Labour Management Meeting

Meeting Minutes

Date: December 11, 2020

Present:

Joanne Ratthe – Emcon

Curtis Barker – Emcon

Don Wilson – CUPE Local 5406

Rob Collette – CUPE Local 5406

1. Call To Order: 11:10
2. Agenda Item added – Public Holidays

3. Matters Arising from Previous Minutes
 - a. The vote on the LOU was completed in November. There were 38 ballots cast, 22 in favor and an approval of 58%. The Letter of Understanding – Definition of Employee Article 6, Overtime Article 19 & Hours Of Work Article 18 was signed on November 25, 2020
 - b. A DRAFT was provided to the Union on Article 25 Living Out Expenses for review. The Company has advised the staff shortages are still affecting certain areas. One option is to hire form outside of province, the employee hired would be required to live in “camp” (bunkhouse) for the entire season. The Union does not accept the LOU as written, and are seeking employees on marshalled in Ear Falls receive the same. The Company has rescinded the proposal at this time. The Union has been asked if they are able to assist in the recruitment of additional staff.
 - c. Public Holidays – The Company has expressed the interest to continue to pay the holidays as historically has been done. The day listed on your card is the day you are paid the full shift for. The Union Executive is to return with response within one week.

4. New Items
 - a. COVID-19 issue in Nestor Falls – an issue is presented that staff in this yard feel they are not being treated like other yards in staying home more shifts. They are reporting to shift for each shift. The Company has advised that short staffing in the Kenora Work area in general has all staff reporting to shift to risk manage the weather as there are only a total of 6 staff on one shift for the three yards in total. All protocols are in place and expected to be followed and the lesser staff allows for social distancing . Operations are still required in these areas.
 - b. COVID- pay as time worked. In conjunction with an LOU review the issue was discussed . The Union members are in the belief that being available as per COvid letter entitles to

the hours worked whether on shift or at home. The Company intent is that is an employee is told prior to shift (with advance notice) that the shift start is the time requested. Ie: If you are told the day before not to start shift until midnight the considered start time is midnight. This item has been deferred for review and a response will be provided to the Union.

- c. Safety Issue – Steamer Units in Emo and Dryden. The members have brought forward an issue of access od valves etc. on the units. They have said it's a simple plumbing issue and can be rectified. The members have been asked to provide their ideas and drawings. The explanation of OFI's was presented. Staff are able to provide information or ideas for improvement to process or product for review.
- d. Job advertisements – Joanne will provide Rob with revised job postings that stat Northwest Region rather than Kenora.

Miscellaneous

- 5. Grievance Committee added as a Labor/Mngnt Item
It is agreed to keep the grievance committee separate from the management meetings. As grievances should involve the Superintendent of the area as well as the Steward.

Adjournment: 11:20 am

Next Meeting: January 15, 2021 10:00 am