

CUPE Local 5406 / Emcon Labour Management Meeting

Minutes

January 20, 2021

Roll Call: Joanne Ratthe – Emcon Division Manager

Don Wilson – President

Rob Collette – Recording Secretary

1. Call to Order 10:00am
2. Approval of Agenda
3. Approval of Previous Meetings Minutes
 - a. Rob noted that the finish time on the previous minutes was off. This was corrected
4. Matters arising from previous meetings minutes
 - a. Employer was to provide revised Job Postings for the CUPE Website, this is still ongoing
 - b. Union is to provide written OFI's for to the Employer in regards to the steamer set up to make it safer. This still needs to done.
5. New Business
 - a. Union raised a concern that certain jobs have traditionally been contracted out and there should be an open job posting for those jobs if we are going outside the bargaining unit to get them done. Joanne will get back to us on this issue as she needs some time to look at it.
 - b. There was a concern raised by the Union that some have been hired as Labourers and then got shuffled into apprenticeship roles without going through the job posting process. Joanne explained that when Labourers are hired in the shop it is with the understanding that they will possibly have enough interest in being a mechanic that they will want to become apprentices. Same policy goes for Labourers in the yards. They hire Labourers with the hope that they will become operators and drive snow plows. This has seen some success.
 - c. Union has asked for copies of payroll enquiries to help clarify issues being raised by members to them. Employer explained that Faith is under very tight timelines and and there is very little flexibility in her process. Employer also suggested that if a member

has an issue with a response to a Payroll Enquiry then the onus should fall onto the member to bring their concern to the Union.

6. Adjournment 11:00