

CUPE Local 5406 / Emcon Labour Management Meeting

Minutes

June 1, 2021

Roll Call:

Robert Howsen - Acting President, Devon Buckler – Secretary Treasurer, Rob Collette – Recording

Secretary, Adam Coones – CUPE National Rep

Joanne Ratthe – Division Manager, Curtis Barker – Operations Manager

1. Approval of Agenda
2. Approval of Previous Meetings Minutes –
3. Matters arising from previous meetings minutes
 - a. Discussion on set up of steamers. There were new set ups in Dryden and Kenora and it was agreed that we would look at the those two units and use the new set ups to make things safer
 - b. The issue of contracting out grader work on Nungessor rd was discussed and in the absence of an open job posting it is in contravention of Article 16.01. It was agreed that a job posting would go out for a casual grader operator to fill this role
4. New Business
 - a. There was a large portion of members who signified that training as a high priority when completing the bargaining surveys. There was good discussion on Professional Development, training process and opportunities. There was talk about the difficulties in getting interested people actual seat time. It was agreed that in general it is a good sign when members are interested in doing their jobs better and learning how to do that.
 - b. The question was raised about what the compensation process is if somebody gets sent home due to COVID protocol. As of April 19 there is a government sposed program that allows for employees who miss time at work due to COVID to recuperate some of their lost wages. There are limits to this program and all available sick days must be exhausted before you can qualify. Union will put a link to the IDEL program on it's website. There was also a brief discussion about people failing the screening process and being sent home not being required to get tested for COVID. There is conflicting information to company policy on the NWHU website.
 - c. There was discussion about the previous season's 4/2 schedule and possibilities of different scenarios in order to have all trucks deployed when there is a winter event.

There were lots of ideas discussed and considered. The employer is not opposed to the 4/3/3/4 schedule but with a lack of staff it forces the discussion of alternatives. If we do manage to attract more staff we could in theory return to the 4/3/3/4 schedule. It was agreed this discussion would continue.

- d. There was a discussion on the possibility of forming an ad hoc Bargaining Committee with the employer to discuss some issue prior to bargaining. The consensus was that this was not required and we would continue to use the Labour Management meetings as an avenue to discuss any issues.
5. It was agreed that returning to monthly meetings is beneficial to everyone and the next meeting is June 30th.
6. Adjournment