

CUPE Local 5406 / Emcon Labour Management Meeting

Agenda

Date: July 12, 2021 12:08

Roll Call: Joanne Div Mgr, Alex Dryden Superintendent, Rob Cupe President, Jason Rec Secretary

1. Approval of Agenda (Yes)
2. Approval of Previous Meetings Minutes – (yes)
3. Matters arising from previous meetings minutes (No)

JHSC New changes to committee members,

We discussed that during summer start up, it was asked if anyone had interest in joining. Trey in Dryden volunteered.

Russ (Kenora) – Trey (Dryden)- Deb (Emo)- Rob (EarFalls RedLake)

Winter Schedule discussion

Brought forward the 2-2-3 schedule, more discussion on that 4-3 requires 144 commercial drivers, we have 74 to date.

4. New Business.

Ear Muffs instead of ear plugs.

A member inquired if ear muffs could be provided to them due to receiving ear aches from the plugs. Management responded to Yes, we just need to ask.

Flagging in collective agreement.

We discussed that a policy be put into place that defines how long we are asked to Flag and provide traffic control continuously with a relief and or break, Management responded that they would look into it and share feedback.

5. Bank time question.

A member asked if banked time cash value changes when the member changes job rolls from season to season. Management responded that they would talk to payroll. We can refer to -Article 19.04 of collective agreement

6. Job postings.

A member asked if the job postings stay open after the closing date has subsided and if the posting will go external if no interest is shown. Management responded that yes the posting will go external if not filled.

7. Call in process

We asked if seniority should be the first call for overtime.

8. Grader Postings

A member inquired why they have not had opportunity to learn how to operate the grader. Management responded that the next available time will include the interested member.

Full time vs. dual seasonal employees

We asked why members who have worked over 12 months are not considered full time.

Reference Articles.

"full-time" employee shall be deemed to be an employee who regularly works more than forty-two (42) hours per week for a twelve (12) month period as defined in the Collective Agreement. Full-time employees shall be entitled to full benefit plan.

A "seasonal" Employee shall be deemed to be an employee who regularly works forty-two (42) for the core winter period. Seasonal employees shall be entitled to full benefit plan and RRSP plan while actively working at work with prescribed waiting period. Ability to buy into benefits is available while on layoff.

9. Next meeting

-August 10, 2021 in Kenora

Adjournment -14:15pm

