

CUPE Local 5406- Emcon - Labour Management Meeting

August 11 2021

Attendance: Joanne Ratthe, Mike Cassavant, Adam Coones, Rob Collette, Jason Foster

No new items to add to agenda

Company asked to add the winter schedule 2 people per truck conversation to previous minutes

Approval of previous minutes

Old business

1. Calculation of Banked Time - The matter of the calculation of banked time when a employee changes job rates of pay was not resolved, the company payroll and payroll Corp are still working on it. The employer found that software that is being used is unable to take in account the issue. The Company will remain working on it.
2. Winter schedule - The union stated that coming up with a solution before the season starts is unlikely, and with not having the winter staff present and involved we are not comfortable to move forward with anything. The company mentioned that the 5-2 schedule may be used which is available to the Employer.
3. Flagging Policy - The possibility of a flagging policy was discussed with many different scenarios into play. It was acknowledged that it is not the intent of the Employer to have staff out flagging for long periods of time without breaks. The Employer spoke that flagging is apart of our job duties, the union stated that its not the flagging task at hand it's the concern of staff being stuck out there without a washroom and or breaks or lunch. The union also stated this is a health and safety concern. There have been instances in the past that staff has been flagging for 12 plus hours straight and were in too much pain to attend work the following day and needed medical attention. The Employer was not aware of this instance. The Employer will continue to work with their team to rectify and 3 staff needed to me in place as much as possible and as needed for lengthy jobs, and emergencies. The conversation was tabled until next meeting.

New Business

1. Adverse reports were not being sent to the union, the employer is looking to see if they were sent or not. Moving forward the adverse report will be sent to the union.
2. Day of truth and reconciliation federal holiday will be added to the other holidays list as per article 20 It was asked the rate in Article 21 would rise to 4.4% The employer will need to confirm HR and will respond in writing to the union.
3. It was noted that the mechanical staff not in the Scott St yard are acting on the responsibilities of being Lead hand. The employer noted that all mechanical staff order parts and organize workflow for apprentices and helpers and speak with the mechanical superintendent daily to add to the daily duties. The employer will talk with HR about the possibility of lead hand rates.
4. There aren't enough lockers for staff in the main yards. The employer mentioned that the lockers are very expensive to purchase new, also it's been suggested that the locker are being used to store garbage and food in some instances. The employer is supportive in purchasing used ones as they come up reasonably priced. Staff are to mention to their Supers if they come

across some for sale. It was noted that the seasonal staff will be required to empty their locker on the last day of work to help share the space available for all staff.

5. The Members inquired about a company sponsored AZ training program, it isn't possible to do in house training as the rules have changed and training schooling is required, The company has less need for AZ drivers as some equipment is being changed to house the DZ license.
6. The cleaners in the Kenora yard cleaned the bunkhouse and removed all the food from the room, the owner of this food has asked the employer to compensate 1 day of LOA to help replace the items. Employer agreed.