

CUPE Local 5406 – Emcon Labour Mgt Meeting

February 23, 2022

Roll Call: Joanne Rathe Emcon Services, Rob Collette President, Jason Foster Recording Sec

1. Approval of Agenda
2. Approval of previous minutes
3. Matter arising from previous minutes
 - a. Mechanical staff in Dryden , Kenora, Emo
Joanne asked what are the Mechanics in Emo and Kenora are doing more than the Dryden guys, Some discussion of the lead hand, Rob is going to ask the mechanics if they are still wanting to pursue the lead hand roll.
4. New Business
 - a. Outstanding Grievance to be closed off
 - b. Clarification was asked about a member status if on-call or not
 - c. Labourer operating the grader instead of the assigned SGO operators- During that event the SGO operators were in Combos and the Labourer is experienced in a grader.
 - d. WRF responsibilities as Supervisors, there was talk that some of the WRFs are not meeting expectations in regard to advising Superintendents when operators are not meeting expectations. The outcome could result in corrective actions such as discipline the union suggested further training could benefit as there are many new WRF's since the big training session happened. It was noted that this specific area was covered at the current years training session.
 - e. Seasonal Layoffs – The issue was brought up that some operators with banked time are thinking that they will be able to take time off at the end of the season using banked time. Not all vacation requests can be granted, and it may come down to first come, first served basis. The question was asked if members can bank more time to reflect the allotted vacation time allowed instead of just 2 weeks. More discussion needed.
 - f. Sick Days – Partial days – There was some discussion about the use of partial sick days instead of whole days. The union asked for a written proposal to consider.
 - g. Seniority List – Joanne will have an updated one in March.
 - h. EFAP – Joanne to send out a copy via email (website posters to be put up in yards.)
 - i. JHSC – Anessa Huckell appointed new rep in Dryden, Devon appointed new rep in Ear Falls via union General Meeting. The selection/election process was discussed. Union wants a more active role in the selection process.
 - j. Complaints in the Dryden yard, ex: snow removal on office stairs and too many articles being stored in front of electrical panel.
 - k. A member had two outstanding payroll inquiries; more review needed. Joanne will talk to payroll to rectify. Rob will speak to the member about the payroll enquiry process and misunderstanding of OT calculations.
 - l. A member felt they had filed an official harassment complaint in the fall and was awaiting the result of the investigation. Joanne said when they talked to the member at

the time, she asked them specifically what they wanted to do, and the member was not sure. No follow up happened. Joanne will reach out to the member to discuss.

5. Next Meeting is to be on March 23rd, at 16:00 pm in Ear Falls

6. Adjournment at 18:15 Pm