

## Labour Management Meeting

Wednesday March 23, 2022 – 1615

### Roll Call:

Joanne Ratthe – Division Manager; Curtis Barker – Operations Manager; Mike Casavant – Kenora Superintendent.

Rob Collette – President; Jason Foster – Recording Secretary

1. Approval of Agenda – Employer asked that Flex Schedule be added
2. Approval of previous minutes – Rob read minutes and small revision was made
3. Matters arising from previous minutes
  - a. Rob had spoken to all the mechanics on the lead hand role, no one is now interested in pursuing this anymore, the matter is closed
  - b. EFAP – Joanne sent the information for the new EFAP to the Union, and it is posted on the union website but hasn't been sent to the Superintendents yet for distribution to all the yards. One of the posters sent to the union was the French version, Joanne will resend the English version
  - c. Sick Days – The employer would like to offer the ability to use partial sick days for appointments so a worker may return to work after their appointment rather than using an entire sick day. Union suggested taking one single sick day for Full-Time and the half day for Seasonal employees and dividing into quarter days. Employer will draft a proposal.
  - d. Harassment Complaint – Joanne was to talk to the complainant but hasn't done so at this time. She has the summary written and will make some time soon to meet with the complainant.
  - e. JHSC – Union is concerned there have been no minutes from the JHSC since June 2021. Union would like to take a more active role in the committee and moving forward the union would like to appoint the Recording-Secretary or other representative to take minutes and record the events of those meetings. It was pointed out that the employees on that committee are members of the union. It was also discussed that the meeting times are not very convenient for employees working shift work. Both sides agreed the JHSC is to benefit the employees and employee engagement has been lacking. It was noted that the JHSC rep in in Emo has only ever been to 1 meeting since joining the committee 2 or 3 years ago. More discussion to follow.
4. New Business
  - a. A member in a sub yard has claimed that a recent job posting was never posted in his yard, and he did not have an opportunity to bid on the job before it went external. There was an email chain provided to the union that showed that at the very least a WRF was instructed by his Superintendent to post the job in the sub-yard. At this point there is no way to confirm if this happened or not. Mike spoke to the process used in Kenora to ensure job postings are available to all employees in all yards. As this season is nearing an end and as we transition in Spring activities, the member in question will be allowed to start at the main yard on days there is no operations.

- b. A member who was employed prior to ratification but not classed as an operator and has since gotten their licence has asked if the retention bonus would be available to them. It was noted that this operator did not return from driving school until February and would not receive the bonus as the language is clear as to who is eligible. Union will discuss with member
  - c. Grader Job – Two members applied for the latest posting while it was internal and when neither met the hiring criteria the job was posted externally. The employer has committed in writing to offer one of the unsuccessful internal applicants training on the grader. A member asked the question if he had been awarded a full-time SGO could he be bumped by a more senior member during the summer job bidding process. The answer is confirmed as NO.
  - d. Job Postings – The union has asked for a continued update of jobs that are posted and filled by the successful candidates so the CUPE website can be updated on a regular basis. Joanne has agreed they will get back in the routine of putting out Job Award announcements.
  - e. Flex Schedule – There was an issue in one of the yards where the WRF was storm planning and “flexed” five employees within the parameters of the Collective Agreement. At the time 2 of the employees said to the WRF that they would be calling in sick. This has been found unacceptable by Emcon and may result in disciplinary action to those involved.
  - f. Future Labour Management meetings – moving forward both Emcon and the Union would like to try a set schedule for the meetings and have them hosted in other yards to give the Superintendents an opportunity to attend in person. Union suggested the last Wednesday of the month. It was acknowledged that scheduling in summer and winter are very different. Tabled to next meeting.
- 5. Next Meeting – April 26, 2022, in Dryden @10:00am
  - 6. Adjournment 1809