

## Cupe Local 5406-Emcon Labour Management Meeting

July 27, 2022

**Roll Call** – Scott Oldford **Emo Superintendent**, Alex Moore **Dryden Superintendent**, Mike Casavant **Kenora Superintendent**, Joanne Ratthe **Division Manager**, Curtis Barker **Operations Manager**, Rob Collette **Cupe President**, Jason Foster **Recording Secretary**, Devon Buckler **Treasurer**

Call to order 8:13am

1. **Approval of Agenda**
2. **Approval of previous minutes**
3. **Matters arising from previous minutes-** Joanne inquired about the EFAP programs, she asked if the information was getting out to the members, how we can get more exposure, suggested to put something in our Big Curl newsletter.
  - a. **Sick Days- Partial Sick Days.** Joanne provided a Draft of a letter of understanding in reference to Article 17.03 of the collective agreement. In the Draft it lays out the parameters for Seasonal and Full-time employees on what is proposed for taking partial sick days.
  - b. **Harassment Complaint-** Still moving forward
  - c. **JHSC Minutes- Moving** forward a copy of the minutes will be drafted along side the general minutes for record keeping and awareness once the draft is approved then post on the Cupe 5406 website. The union asked how the travelling crews can collect a copy of the JHSC minutes, the minutes shall be posted on the boards in every shop.
4. **New Business-**
  - a. **Traffic control signs** have been brought to Managements attention the condition, lack of, and general quality of the inventory. Moving forward each yard is to take stock and inventory of what is required, and new signs will be ordered.
  - b. **Trappers at beaver Dams-** A concern was brought up a task was performed to bust up a beaver dam that had traps set. Alex replied that he has a list of the areas in which traps are set, also will provide the information on the white board, also a toolbox talk with the information will be done as its updated throughout the season.
  - c. **Golf membership-** It was asked if the employees receive a golf membership. Joanne replied that the Office staff have pooled together the fee for the purchase of a membership and is for exclusion staff only. Joanne suggested the Union get a corporate membership
  - d. **On Call Expectations-** The Employer feels that each member shall be on call for 1 week during the summer season. The Union feels that a member cannot be forced into being on call. Most of the yards do not have any issues with the policy, but there are a few employees that refuse the status, this may turn into discipline action if it continues. Lots of discussion between the Union and the Employer, both parties acknowledge the need for a person to be on-call however there is no consensus on mandatory on-call. More discussion will be done at bargaining.
  - e. **Hours of Service Violations-** The Union expressed concerns and challenges that have been taking place in all the emergency work tasks lately, some of the members have been over hours when these situations are being dealt with. Moving forward the Union would like to investigate the Emergency Declaration and have information that allows the work to be preformed and or finished once the hours of service has been lapsed.

5. **Next Meeting-** Left open for some time in August.
6. Adjournment 10:01