

**Labor Mgt Meeting** July 28, 2025, 9:08am

In attendance-

Ian Christian – Division Manager,

Betty Weirda – HR Manager,

Joanne Ratthe – Past Division Manager

Rob Collette – Local 5406 President

Jason Foster – Local 5406 Recording Secretary, ,

Devin Klassen – CUPE National Rep

1. Ongoing payroll issues – union says things have improved but wants to be sure things stay on track. Responses to payroll enquiries have been slow and at times no answer has been given at all. Employer acknowledged the challenges and agreed payroll enquiries will be responded to within 3 days. There were no outstanding payroll enquiries that anyone knew of at this time
2. Drug Cards – Seasonal members still haven't received their cards. When they return in the fall they should be sent out. Follow up at next meeting. The employer says there are members who still haven't completed enrollment forms yet. The union has the forms on their website so members can access these easily.
3. CPI wage increase – Betty explained what the process would be and agreed to follow up with a written process.
4. Health & Safety – Union expressed concerns by a complete lack of health and safety culture. There have been major incidents that have appeared to have been swept under the rug. A member lost consciousness on the job and was taken to hospital via ambulance and MOL was never notified. Employer agreed that staff shortages have allowed this to fall by the wayside and committed to getting the process back on track.
5. Timebank issues – a member said that they had hours in the timebank disappear. The employer acknowledged this issue and mentioned they are aware of multiple employees who have had this happen and have a record of who is missing hours from their time bank
6. Seniority List – Union expressed frustrations over keeping this list up to date and getting new member union cards from the employer. There have been two grievances filed over this issue in the last year. Currently the list is up to date, and the next list is due October 1. The employer committed to improving this process
7. TM Grievance – This ongoing grievance was discussed and was agreed a separate meeting would take place to discuss this further.
8. MC Grievance – The union had recommended this to arbitration. The employer said this was contrary to the Collective Agreement and felt it was unfair HR had no chance to address this before being sent to arbitration. The union agreed to withdraw the arbitration request at this point, and we would meet and discuss this issue in a formal grievance meeting at a later date.