


MINUTES

Present:	Sis. Young (Treasurer)	Sis. Murray (VP)	Bro. Macdonald (Chief Steward)	Bro. MacCalman (VP) 1900 Meeting	
Guest:	Leah Casselman, President - OPSEU		Ruth Bergman, L. 702		
Regrets:					

	AGENDA ITEM	DETAILS	ACTION
			 Action List
1.	Call To Order	<ul style="list-style-type: none"> Sister Murray call the meeting to order @ 1330 and 1915 	
2.	Harassment Policy	<ul style="list-style-type: none"> Sister Wilson Young read the OPSEU Discrimination Statement 	
3.	Minute of Silence	<ul style="list-style-type: none"> Minute of Silence took place for Remembrance Day and Injured and Killed Workers 	
4.	Adoption of Agenda	<ul style="list-style-type: none"> No motion made 	
5.	Minutes of Past Meeting	<ul style="list-style-type: none"> Sister Murray reviewed the previous meeting minutes at 1st meeting 	
6.	Opening Remarks (1300)	<ul style="list-style-type: none"> Sister Murray stated tough time with the Region Call to bargain in January Bargaining team elections in January Indicated Peter Dundas going to bargaining with 'fixes' list Sister Wilson indicated possible use of Regional lawyer versus Superior EMS Lawyer 	
		<ul style="list-style-type: none"> 	
7.	Opening Remarks (1900)	<ul style="list-style-type: none"> Leah Cassleman addressed the meeting Has been with Ambulance Board since 1984 Spoke about the Ambulance Division OPSEU employees 230 staff 	

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		<ul style="list-style-type: none"> • Dues cover expenses that includes: Salaries of 230+ staff, 20 regional offices, grievance officers, arbitrations, Health and Safety staff, Equity Staff, Benefits Staff, Ambulance Division, Salaries, Campaigns (Province wide), Remembrance Day Wreaths, Municipal Services • Brother Blair asked about OMERS – OMERS meets 3 x year • Marni Neemi sits on the board as 1 of 7 reps • Brother Chatelaine asked about what involvement does OPSEU have with Paramedic associations, Unions deal with labour issues and have legally standing to represent workers 	
8.	Business Arising		
9.	Base Hospital Discussion	<ul style="list-style-type: none"> • Sister Sacrey accepted responsibility to be BH Rep as Steward • Brother Donnelly – told he was ‘ guest’ at BH meetings • Union dues are paying expenses • Position is not paid for by BH or Employer, refused by both • Brother Goguen – BH made suspension an issue • Members require support while attending BH meetings but BH does not permit this • Sister Murray to provide copy of CA to BH • Sister Sacrey – Halton to join and come under SOCPD umbrella • Base Hospitals being reduced to 6 Regional BHs • Responses times too long, Document reasons why (15 minutes max Medical and 30 minutes max trauma) • Deactivation if members do not respond to BH letters • Discussion about electronic letters (DW, MD) • Next CME will be about field trauma guidelines re-education – no specifics given, Paramedics directed to always ask and be denied versus not asking at all • OSCE – replacing oral boards, 2 attempts only, fail 2nd attempt BH will not allow you to work as an Peel Region ACP • No information was available on Appeals process • Required to repeat the whole course including personal costs • Discussion about ACP ticket and reimbursement costs (MD) • Sister Orr – no Peel physicians are part of the OSCE process • Sister Sacrey – directed the questions to Dean Popov about needing people to instruct on how to ‘do’ an OSCE, DP indicates expense to run OSCE • Sister Murray – expressed concern over extended leave persons retraining 	

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		<ul style="list-style-type: none"> • SC – ROC Study – no financial reimbursements or stipends, studies are voluntary in nature • Sis Wilson – Fluids study have been discontinued while OPSEU Ambulance Division has reviews by ethics lawyers • Sister Lush – spoke about possible benefits of study participation and about employer failing to attend study meetings for months • Brother Macdonald – 5 Million dollar grant for ROC Study (North America) • Sister Murray – Direct Base Hospital emails and questions to Shelly Sacrey • (1900) – Sister Sacrey not in attendance, Sister Murray spoke on her behalf • Brother Donnelly indicated that if a Ministry investigation occurs you CAN have a union representative 	
10.	APS Seniority	<ul style="list-style-type: none"> • APS Seniority – Not discussed, No information submitted by member • Union indicated that it they should be hired to create bid spots, Management wants to keep people on trucks and would not hire to fill Supervisor spots, Supervisory hire possible in February 	
11.	Station Care	<ul style="list-style-type: none"> • Station duties being neglected, members must self-police and clean up other wise management will make it an enforcement issue • Deployment, Low Morale and Distaste towards employer are root of problems; however, it is only hurting each other and not the employer • Senior members should be directing junior members on responsibilities • Sister Lush – spoke about new employees assisting and learning • Bro. MacDonald – if cleaning crews doing a poor job, notify management 	
12.	Bargaining	<ul style="list-style-type: none"> • Bargaining Handbook - explains process to new members, All members encouraged to read the Handbook • Demands Survey Book – results of survey compiled into one book, not available for distribution, Book was available at the meeting for viewing • Sister Wilson – introduced Staff Rep. Esther MacLean • Esther MacLean – give notice to employer 90 days prior to CA expiry • Jan 1 will provide for March serving notice • Formal letter to the employer • Electronic Demand Setting – new survey will set specific priorities • Bargaining will be very different with new employer • Sister Wilson – meetings occur weeks apart, work occurs in groups, momentum is good on the 1st day but is lost with weeks between meetings, updates to membership is not always given out because there is no progress parties must 	

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		<p>use confidentiality otherwise considered “Bargaining in Bad Faith”, unless talks stalled</p> <ul style="list-style-type: none"> • Settlement goes out as a message right away • Garner support and Job Action to move items forward • Paramedics have no right to strike • Discussion – unwavering and unquestioning support for bargaining team • (1900) – Esther spoke about notice to bargain in the open period of early January • Discussion about team elections, communications during bargaining, support the bargaining team, united front with solidarity • Brother MacDonald summed it up asking for ‘faith in the bargaining team’ • RM – called for confidentiality on bargaining issues • PC – indicated information is coming from fire chiefs in some matters 	
13.	Health Analytics	<ul style="list-style-type: none"> • Sister Murray - All members are encouraged to read the report even if they do not understand the specifics 	
14.	Dues Levy	<ul style="list-style-type: none"> • Sister Murray– the current executive did not feel it was fair to initiate this topic on an incoming executive, they support a dues levy as necessary, no member should be ‘out of pocket’ expenses for participation in the union local, it is not an executive dues levy, but necessary to improve levels of service, money is directed to union local only, more information to be provided in the future • (1900) – Dues costs about 1.525% of wages to OPSEU corporate, Rebate is a percentage formula, Members on IA (Industrial Alliance, WISB) do not collect dues, Mat Leave pay does on top up • Brother Johnson asked is more money available from OPSEU corporate • Sister Wilson indicated no extra funds except as dues rates set a convention. L. 277 is fighting “all the time [with the employer]” versus other OPSEU locals who do not have to fight as much which increase locals expenses dealing with issues • Brother Blair asked if a Dues Levy is tax deductible, Response is yes as employer deducting levy 	
15.	Various Committees and Communication Time Lines	<ul style="list-style-type: none"> • Sister Edwards – Deployment meetings require information from paramedics • Sister Lush – CC (carbon copy) everyone on committee • Sister Murray – rely on your committee members, Management must be responsive within 14 days, if no response escalate request • Sister Murray – Health Analytics report to be actioned in December 	
16.	Treasurer Report	<ul style="list-style-type: none"> • Sister Wilson – SNR Cancelling in November 	

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		<ul style="list-style-type: none"> • Mobile #905-301-3115 is under contract and is an ongoing expense • Will stay on until the end of 2006 for yearly audit • Printout to be sent out with final expenses • Expenses include: meals, mileage, childcare, phone, donations, fundraisers, Ambulance Division Dues, Grievance expenses, Photocopying, SurveyMonkey (electronic surveys), Bank charges • Sister Kearsey incoming treasurer to start in January • Transition signing information at the bank • UMC did not occur this month as there is very little movement and no expenses would be incurred • Sister Murray motioned to adopt report • Moved Sister Edwards / Seconded Sister Lush (1900) • \$1571.34 remaining with two outstanding expense claims • Moved Brother Blair/ Seconded Sister Kearsey 	
17.	Reports of Officers		
	Grievance Update	<ul style="list-style-type: none"> • Brother Macdonald provided grievance update • Filed several policy grievances with many affecting changes in working conditions • Step 2 meetings – same as most with employer denials • Vacation – union has made suggestions, employer has mismanaged part timers • Filed approximately 50 grievances with 50% moved to arbitration • 90% of others resolved in our favour • Part time letter resolved • Overtime grievance – calling out of seniority order for ‘up staffing’ 	
	Employment Standards Act Changes	<ul style="list-style-type: none"> • Sister Wilson – spoke about Employment Standard (ESA) changes • 3 unions (CUPE, SEIU, OPSEU) involved with MOL • If a CA does not contain language then items fall back on ESA • Employee and Employer must agree on 8 hours • Individual item of concern • 11 hours is the standard • Employer is endeavouring to get you a meal break • 3 unions working on standardized language • Brother Chatelaine asked about being taxed on meal reimbursements Brother 	

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		Blair responded that it is non-taxable column on the pay stub	
	Equipment and Vehicle Committee	<ul style="list-style-type: none"> • Sister Edwards – EVC is updating the bags, Feedback should be directed to EVC members (M. Edwards, M. Denning, M. Donnelly, R. Burton, C. MacCalman, M. Speers) 	
	Management-Member Interactions	<ul style="list-style-type: none"> • Sister Murray – Members are permitted the steward of their choice when discussing matters with management • Brother Wakely – management is requesting occurrence reports and denying access to stewards prior to filing of reports • Brother Donnelly – posting of bid process is employees responsibility because management providing inaccurate information • Sister Murray – 3 employees were told to phone bid in 	
18.	Correspondence	<ul style="list-style-type: none"> • Union education weekend February 10-11, 2007, information to be posted on website when available • Benefits – use up your benefits, check INALCO website to see what you have available 	
19.	New Member Initiation and Oaths	<ul style="list-style-type: none"> • None completed 	
20.	Reports of Committees		
	Health and Safety	<ul style="list-style-type: none"> • Brother Szumlanski updated on H&S concerns – • Bramalea cleanest station and Kennedy the worst • Help each other to clean stations otherwise vermin and insects arrive • If station problem, notify a supervisor and station representative • Brother Chatelaine and Sister Coke will be taking on Joint Health and Safety Committee, Brother Szumlanski stepping down to help with Provincial Health and Safety Committee • FRU Safety – if Paramedic does not feel safe entering, then wait outside, scene by scene dependant (i.e. home vs. nursing home), carry only what you are capable of carrying and ask for assistance • MOL ticking – wear safety vests and gear other wise MOL can and will do on the spot ticketing 	
	UMC	<ul style="list-style-type: none"> • Bid was supposed to finish last Thursday • Management making decisions which union is asked to fix later 	

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		<ul style="list-style-type: none"> • Sister Murray – Tactical Paramedic program – support each other, fighting common entity, union executive supports the team, fought for specific classification language in last bargaining • Union was never asked opinions or for assistance • OLRB hearings attended on own time by some union executive • CA follows for same treatment of all members • Different groups – try to treat with respect 	
	ERC	<ul style="list-style-type: none"> • Moved to UMC agenda topic 	
21.	Voting and Elections	<ul style="list-style-type: none"> • Ongoing throughout meetings • 111 votes total • Presidential Scrutineer: Brother Young, Brother Johnson • VP Scrutineer: Sister Kearsey, Brother Bink, Brother Piquette 	
22.	Unfinished Business	<ul style="list-style-type: none"> • Retirement party for Brother Goguen on Thursday 	
23.	New Business	<ul style="list-style-type: none"> • Brother Donnelly asked for clarification on whether article dates were governed by date arbitrated or date of contract signed, to be addressed by Sister Wilson • (1900) Discussion occurred about the amount of FRUs on the road and the pairing of ACPs 	
24.	Adjournment	<ul style="list-style-type: none"> • Follow up survey of GM to evaluate and make improvements • Motion to adjourn made by Sister Murray • (1300) Moved Brother Donnelly, Seconded by all (1630) • (1900) Moved Brother Denning/ Seconded by all (2130) 	

Next Meeting: Bargaining Team Elections, Anticipated January 2007