

## Labour Management Committee Meeting

**Meeting Minutes**  
**Monday, Dec 9, 2019**  
**1300 hrs. | Civic Centre Room D**

**Management:** Chief Krauter, Deputy Chief Grant, Deputy Chief Lemay, Debbie Strajnic, Crystal Sylvestre (Minutes)

**Union:** Ian Nash, James Jovanovic, Dustin Anderson, Matthew Renaud

**Guests:** Robert Injic

**Regrets:** Deputy Chief Lammers, Barry Mannell, Jeff Culver, Greg Schlosser


#	AGENDA TOPIC	ACTION REQUIRED
1.0	<b><i>Meeting Commence: 1318 hours</i></b>	
<b><u>Management Agenda Items</u></b>		
2.0	<p><b><u>Booking on/off duty</u></b></p> <p>Issues persist with compliance to the policy. Management is seeking suggestions to resolve the issue.</p> <p>Union suggests adding to Town Hall discussion. This requirement is a legislated requirement and not specific to EWEMS.</p>	<p>Union: Union will message to members as a reminder</p> <p>Management: Include a reminder about process added to RTW training.</p>
3.0	<p><b><u>ePCR documentation</u></b></p> <p>Spring training will include discussion about documentation issues. Including avoiding short forms and slang.</p> <p>More time is being considered for completion of documentation. Further information to follow during Spring training.</p>	No Action required.
4.0	<p><b><u>Professional Conduct</u></b></p> <p>Communications with dispatch is a legislated requirement to follow the direction of the ACO/CACC. Reminder that all of the conversations are recorded and radio traffic is available throughout the world through the internet. Applying Accountability, Integrity and Compassion to our relationships with CACC and all allied agencies is important.</p> <p>This topic of discussion is approached at CACC meetings as well. Any issues reported require run, date, time and it will be looked into.</p>	No Action required.

#	AGENDA TOPIC	ACTION REQUIRED
5.0	<p><b><u>Windsor Fire Hazmat MOU</u></b></p> <p>City of Windsor Fire and Rescue appointed by the Ontario Fire Marshal to become a Hazmat Unit. One of the requirements is to have Paramedics on their unit. Other towns/cities have both services under one municipality. Windsor Essex is separate. An MOU has been drafted and we will find out how many people are required. Selection will be per LOU. LOU has been signed by both parties.</p> <p>Heavy Urban Search and Rescue team will also be coming and members are not permitted to sit on both teams. Windsor Police Services may be developing a team as well.</p>	No Action required.
6.0	<p><b><u>Gordie Howe Bridge Contract</u></b></p> <p>Contract has gone through legal, still some details to iron out between Bridging North America and EWEMS.</p>	No Action required.
7.0	<p><b><u>Uniform Name Tags</u></b></p> <p>Under Ambulance Act, Paramedics are required to introduce themselves to each patient.</p> <p>Other services use either first name or last name. EWEMS is considering first name. Union suggests using the OASIS number. Other services will be consulted to find best practice.</p>	No Action required
8.0	<p><b><u>Overspeeds</u></b></p> <p>Overspeeds dropped dramatically after training but they are creeping back up. Reminder to message to members that safe driving is important.</p>	No Action required
9.0	<p><b><u>Base Cleanliness</u></b></p> <p>Personal Items are starting to pile up in locker areas. The garages are needing attention to the floors and brushes and other cleaning items are laying around. The kitchen and living areas are ok. Cleaning supplies are provided and the papertowels can be refilled by staff.</p>	No Action required
<b><u>Union Agenda Items</u></b>		
10.0	<p><b><u>Contacting Employees for discipline while on vacation</u></b></p> <p>When possible avoid contacting staff when they are on vacation. There is time between Notice of Investigation and meetings held.</p> <p>Management suggests reaching out to the Union reps first to let them know that this meeting is coming and we can't reach the member because they are off for some reason.</p>	No Action required

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	Union agrees to granting an extension when agreed upon.	
11.0	<p><b><u>Uniforms on Pelee Island</u></b></p> <p>Wearing uniforms while travelling to the Island was questioned. Management will review policy to confirm details.</p>	No Action required
12.0	<p><b><u>Dry cleaning for municipalities outside Windsor</u></b></p> <p>Paramedics are asked to bring their uniforms to Blondies for cleaning.</p>	No Action required
13.0	<p><b><u>Wifi for Ruscom and Gesto</u></b></p> <p>Union requests computers at each of these locations. Management will consider it. Keep in mind that trucks have Internet for completing paperwork and checking email as well.</p>	No Action required
14.0	<p><b><u>Part time points for uniforms</u></b></p> <p>Part time points for uniforms are not allocated as an percentage of hours worked by a full-time member. Management will review current processes.</p>	No Action required
15.0	<p><b><u>A reduction in part time mandatory availability</u></b></p> <p>Some staff are inquiring to reduce the part time mandatory availability. Management will advise.</p>	No Action required
16.0	<p><b><u>ACP's switch's with PCP's resulting in two ACP's working together</u></b></p> <p>Budget, staffing pattern and Deployment Plan disallow for two ACP to work in one vehicle. If the switch were approved, the result could be one vehicle is down staffed from ACP to PCP. Block switches between ACP are allowed, ACP to PCP is not. ACP coverage for the entire region is required.</p>	No Action required
17.0	<p><b><u>ACP in ERV</u></b></p> <p>Staff has brought forth concerns of Overtime practice for ACP when an open ERV shift is available. Management will review and respond.</p>	No Action required
18.0	<p><b><u>Declining three-way switches</u></b></p> <p>Switches on switches and three-way switches are not permitted and are hard to track and create a lot of work. There is a previous discussion that speaks to this topic that needs to be reviewed.</p>	No Action required
19.0	<p><b><u>Equal Treatment of EWEMS to the rest of the County</u></b></p> <p>EWEMS staff are questioning if they are being included in Corporate events.</p>	No Action required

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	All Corporate events are communicated through County Connect and through company emails. All staff including EWEMS staff are invited to participate. Signing up for notifications through County Connect is encouraged.	
20.0	<b><u>Tax forms for Phone Expenses</u></b> CRA does not support this expense.	No Action required
21.0	<b><u>Gesto Base Pager</u></b> Base pager is going off for other bases. Pager is hard to hear in the bathroom at this base. CACC is testing clearness of transmissions. There have been complaints that the message is not clear or cuts out.	ACTION: Connect with CACC for review and possible repair.
	<b>1513 ADJOURNED</b>	

**Approval of Minutes:**



Union Signed

Ian Nash  
Print Name

December 9, 2019  
Date



Management Signed

Bruce Koster  
Print Name

December 9, 2019  
Date