

Division Executive Update
September 2006

OMERS

OPSEU does not yet have a permanent seat, but is one of twenty participating unions who rotate into this seat on an annual basis.

Enhancements/changes to plan require a two-thirds majority vote.

\$10,000,000 set aside by government for plan enhancements. Funding formulas (who pays for what) still undetermined.

Sponsor's Corporation inaugural meeting to take place Sept. 29 2006.

OPSEU and CUPE share a seat on the Public Safety advisory committee.

Any position of this committee also requires the two-thirds majority approval of the Sponsor's Corporation.

A questionnaire will be developed in order to canvass the Ambulance Division membership as to pension enhancement priorities. The questionnaire will be posted on the new OPSEU Ambulance web page, and be distributed by the Directors. Members will have to identify themselves on the surveys in order ensure that each member has the opportunity to participate once.

Civilian (dispatch) police personnel are eligible under the new legislation for plan enhancements, but ambulance dispatchers are not.

Meal Breaks (Eating Periods)

It appears there will be "Special Industry Rules" applied to "hours between shifts" and "eating periods". Both rules are subject to agreement between the Employer and Union, up to and including arbitration.

Treasurer's Report

Numerous Locals are in arrears for dues payable for 2006. Locals not paid in full for 2006 and 2007 as of the BPS Conference deadline will be disqualified from delegate status in accordance with the Division by-laws, in regards to the Sector meeting at the 2007 BPS conference

Broader Public Sector Conference

Will be taking place at the Delta Meadowvale in June 2007. The Division is asking for the WSIB Level II to be offered.

Class "F" Certification

The issue of medical standards for Class F driver's license maintenance needs to be addressed. Roman Stoykewych (OPSEU in house counsel) has been asked to review this issue and will attend the December DivEx meeting.

Base Hospital Computers

The Southeast Base Hospital is demanding that all medics register on their website. The base hospital will then send all correspondence to the medic's personal E-mail address. All medics will be required to log in prior to CME in order to do four hours of prep work.

Central Testing/Hiring

Found to be ineffective in many areas. The position of the Division is that this is not a union issue and will ultimately fail.

OPSEU Campaigns Department

OPSEU Campaigns will be doing a province wide tour to meet with locals with health care components to discuss provincial health issues such as LHINs, P3s etc. Of interest specifically to the division is the review of Provincial-Municipal funded issues as they apply to Ambulance Services funding formulas and responsibilities.

Some indications, "Ambulance" may be part of LHIN responsibility. Subject needs to constantly monitored.

ROC (Resuscitation Outcome Consortium)

Roman Stoykewych described this as a science experiment being administered under the guise of a lottery. Ethically, medics should be fully knowledgeable of the full parameters of the study, and should have the opportunity to meet with and speak to the ROC Study Ethics Officer. Furthermore, participants should also be fully advised as to what safeguards have been put in place to address potential liability issues.

Roman recommended that a comprehensive waiver be prepared. Roman will prepare a draft waiver document for discussion at the December DivEx meeting.

Tiered Response

Roman Stoykewych has reviewed and identified issues around tiered response. At the Ontario Labor Relations Board, jurisdictional disputes can only be ruled upon when the work in question is being performed by members of two different bargaining agents/contracts doing the work under contract with the same employer. Roman recommends that the union take either a proactive political action or participate in the committees work in order to influence the outcome. General consensus of the Division is that each service address at their local level.

Directors Reports

Brenda

Peel Region

Tactical medic program up and running in the workplace. Union and employer have some agreement, re: filling open shifts (vac., OT, sick etc). Some other issues are still being addressed and may produce grievances.

Deployment plan still has many problems with possible solutions being worked on by both parties. Region accepts Health Analytics consulting firm's recommendation of a Hybrid model. (half stations half roaming).

Meal break policy being revised to suite deployment, off load and call volume issues. Down staffing occur on a daily basis, many problems staffing vehicles. Retention not the problem, just can't hire enough part-time or replacement workers because of hiring policy and ratio.

Halton Region

Will commence bargaining in New Year. Collective agreement will expire December 31, 2006.

- Four senior medics going to Windsor to receive government exemplary service award on Sept. 21.
- Ongoing lunch issues being dealt with at ERC table.
- Float staff pagers close to a resolution.
- Hosted a local union awards luncheon...to recognize years of service and other awards.

Guelph/Wellington County

New 2 year ratified contract in place with improvements in wage and benefits.

Brad

Brant County

Collective agreement expires March 31, 2007. Service Unit is challenging MOHLTC investigations branch's authority to access paramedic's personal information as part of investigations and service reviews. This is being challenged under the auspices of the Personal Information Protection Act.

Simcoe

Awaiting printing of the new collective agreement. Collective agreement expires on March 31, 2007.

Hamilton

Bargaining and mediation is ongoing with arbitration of the first collective agreement pending.

As a result of the rally held May 24, 2006 at City Hall to address lack of resources and increasing response times and a public complaint of an unacceptable response time, a consulting firm has been hired to review these issues.

Health and Safety

The Provincial Joint Health and Safety Committee (an ad hoc committee) recently met with the Ministry of Labour to request the formation of a Section 21 committee (this committee would be specific to Ambulance health and safety issues). The MOL is resistant to an Ambulance Sec. 21 committee citing the recent formation of a Health Sector Sec. 21 committee. The Ambulance issues may be addressed in the forum of a Health Sector Sub-committee.

In Essex County, the most recent hearing on the two-portable-radios issue occurred last week. The MOH failed to provide documentation as ordered. Follow up dates to continue with appeal are scheduled in Dec. 2006.

A similar challenge regarding two portables continues in Hastings County. The local is in arbitration, charging the employer with a breach of Bill C45. All locals are requested to submit any information regarding dangerous situations as a result of only having one portable to their Ambulance Division director. A new website has been set up by the Provincial Health and Safety Committee. The website can be found at; ems_hs_on@rodgers.com

Darryl

Temagami

No response from Service contacts at time of meeting

Manitoulin – Sudbury DSSAB

First contract (two year) expires in December 06.

Negotiations course being presented by Staff to bargaining team members this week.

Patrick

CACCs across the province continue to have shortstaffing issues as the Ministry of Health attempts to bring the part time complement up to adequate levels. A peer review team has been implemented, its makeup and mandate is very similar to the review process that has existed for some time for the ambulance services across the province.

The Ministry assured OPSEU that the team will not be reviewing a particular dispatcher's performance but rather the performance of the entire centre.

An ergonomic assessment will soon be completed of the Hamilton CACC and the recommendations from this review will be applied to all of the OPS CACCs as we all

have the same furniture. 24 hour chairs and larger desks to accommodate all six computer screens we now have at most of the desks.

Changes in leadership at Emergency Health Services head office have resulted in the stalling of several ongoing issues, this has recently been resolved and we are moving ahead.

John

London

Is presently in negotiations. Have met twice with two more dates scheduled. Thames EMS has recently terminated an employee for allegedly falsifying their EMCA. The employee has filed a grievance for wrongful dismissal and has also filed a harassment and discrimination grievance against the employer and a number of employees at Thames EMS. This employee has worked full time in London for the past seven years. Charges have been laid by the OPP.

Lambton County

Is presently in negotiations and will probably be going to arbitration. The word from their representative is the employer is offering them next to nothing for a wage increase.

Similar happenings in *Chatham Kent*. Strong possibility of arbitration.

Windsor-Essex has been in negotiations since March and is concentrating more on benefits than wages. A full time employee with Thames who works part time for Windsor will be updating me as things progress there.

Oxford County will be closely watching what happens in London. Their collective agreement will expire the end of December.

Carl

Grey County

No response from Service contacts at time of meeting

Bruce County

No response from Service contacts at time of meeting

Parry Sound District

A new collective agreement has been negotiated. The medics have received increases exceeding 50 per cent and the dispatch portion of the Local have received increases exceeding 70 per cent over the term of the Collective Agreement.

Simcoe County

Currently in bargaining.