

R.M. OF LUMSDEN No. 189
MINUTES OF THE EMPLOYEE COMMITTEE
MEETING HELD ON DECEMBER 1ST, 2015

The Lumsden Rural Municipal Employee Committee members met in the Council Chambers of the Municipal Office, on the afternoon of Tuesday, December 1st, 2015 at 3:01 p.m. with Chairman Al Szeles presiding.

Present: Chairman: Al Szeles
 Reeve: Jim Hipkin
 Councillor: Dale Srochenski
 Chief Administrator
 Officer: Darcie Cooper
 Public Works
 Manager: Leighton Watts

The Employee Committee met to discuss the implications of the cancellation of the Union Certification Order as it relates to items once covered under the collective bargaining agreement, such as salaries, and employee benefits and the differences between what was contained in the agreement and what is provided for in the Human Resource (HR) Policy.

Discussion:

Leighton discussed his recommendation to have Full Time Heavy Equipment Operator, Scott Haynes fill in for him in his absence for vacation, days off, etc. The Committee agreed that a new position would not be created but rather Scott would just fill in as a supervisory role in Leighton's absence. The Committee recommends additional compensation in the amount of \$10.00/day for Scott in this role, in Leighton's absence.

Leighton discussed moving Scott into a salaried rate of compensation versus hourly as he is a year round, full time employee. This would provide Scott with consistent annualized earnings and paid vacations. The Committee agreed to look at that and administration will bring back options for consideration at the next council meeting.

The Minimum Call out pay to be in accordance with Labour Standards minimum requirement of 3 hours.

The Annual Vacation and Statutory Holidays to be in accordance with the current requirements in the Human Resource Policy Manual.

SARM Benefits to remain at the current level being Level 3 in both the Dental and Extended Health.

Public Works Employee Salary Grid:

We recommend that Council approve the following Salary Grid for the Public Works Operators and Casual Labourer for the 2016 year:

2016 Hourly Salary Grid	Step 1	Step 2	Step 3
Heavy Equipment Operator	\$ 25.60	\$ 27.10	\$ 28.50
Mower/Utility Operator	\$ 20.90	\$ 22.40	\$ 24.00
Casual Labourer	N/A	N/A	\$ 18.50

Recommend the following Salaries for the 2016 year:

Cooper, Brian	Heavy Equipment Operator	Step 3 \$28.50/hr
Glass, Rodney	Mower/Utility Operator	Step 2 \$22.40/hr
Haynes, Scott	FT Heavy Equipment Operator	Step 3 \$28.50/hr (may change if Salaried)
Nicholson, David	Heavy Equipment Operator	Step 3 \$28.50/hr
Walters, Randy	Heavy Equipment Operator	Step 3 \$28.50/hr

Boot/Glove Allowance:

The Committee recommends that Council agree to an annual Boot/glove allowance to a maximum of \$300.00 per year, commencing in 2016, upon submission of receipts for either boots and/or gloves.

Personal Protection Equipment:

The Committee recommends adding a clause to the HR Policy indicating that Personal Protection Equipment will be supplied by the employer in accordance with Occupational Health and Safety requirements, along with high visibility reflective safety outerwear, at the discretion of the Manager of Public Works.

The meeting was adjourned at 4:22 p.m.


Chairman


Chief Administrative Officer