

R.M. OF LUMSDEN No. 189
MINUTES OF THE EMPLOYEE COMMITTEE MEETING
HELD ON NOVEMBER 6th, 2009

The Lumsden Rural Municipal Employee Committee convened a meeting in the Council Chambers of the R.M. Office, on the morning of Friday, November 6th, 2009 at 8:00 a.m. with Chairman Al Szeles presiding.

Present: Chairman: Al Szeles
Reeve: Jim Hipkin
Councillor: Bill Marquardt

Absent: Councillor: Kent Farago

The committee met and held interviews with the public works staff to discuss the 2009 year. Interviews were held at 20 minute intervals as follows:

- Scott Haynes
- Randy Walters
- Brian Cooper
- Ron Taylor was unable to attend as he called in to work reporting that he was sick.

The results of the employee interviews were as follows:

- One member of the public works staff should receive their first aid training. The suggestion was Scott Haynes as he has been the employee that has been working year-round.
- Strong support for hiring a casual labourer again next year for 3-4 months
- Operators are very familiar with the roads and would welcome the opportunity to contribute to the budgetary process, in helping the division councillors with their gravelling needs and problem areas. Employees indicated that some areas were over-gravelled while other areas the gravel is insufficient.
- All staff indicated that they were very satisfied and felt fairly treated.

The committee discussed disciplinary actions regarding employee, Ron Taylor's performance. It was clear to the committee, through consultation with the Manager of Public Works, and review of disciplinary letters and employee performance review, that Ron Taylor's performance was:

1. Reducing the efficiency of work unit due to numerous equipment breakdowns resulting from poor judgement. Downtime for equipment repairs.
2. Costs of repairs are resulting in an increased cost to the municipality
3. Having a negative impact on the mood of the work unit and causing difficulties for the Manager of Public Works.
4. Safety issues are a concern when working on equipment repairs with other employees.
5. Does not take responsibility for his actions.

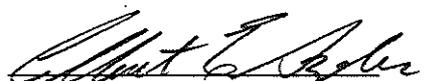
The committee feels that due diligence has been done regarding providing a reasonable opportunity for Ron Taylor to correct his performance and the committee is unanimous in its recommendation that council support the request from the Manager of Public Works for any assistance program that he feels may benefit Ron Taylor and/or support a call for Ron's dismissal for just cause, done in accordance with the Teamsters Union contract and our Human Resource Policy Manual.

The committee recommends that the 2010 budget include provision for the following:

- First Aid Training
- A casual work position
- Operator input on gravel spreading (where the best uses are for the allocation)

Adjournment:

The meeting was adjourned at 10:00 a.m.


Chairman


Administrator