



**Minutes of the
Union of National Defence Employees (UNDE)
Local 635
General Meeting
Held in the 22 Wing Blue Room
Thursday – 19 May 2016**

EXECUTIVE

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| President | Steve Deutsch |
| Vice President | Ken Bovair (absent) |
| Secretary/Treasurer | Nicole Rancourt |

Members in Attendance: 13

INTRODUCTION

Welcome speech by President and reading of Harassment Policy – Dennis Shannon, Harassment Intervener.

REVIEW OF MINUTES

The President asked if members had a chance to review the minutes from the General Meeting on February 4th, 2016, and if they had any questions or concerns. No questions or comments from members.

First motion to accept minutes: Darcy French
Second motion: Nancy Lawson
All in favour: carried

REPORT ON HEALTH AND SAFETY CONFERENCE

Terry Fortin briefed the members on the Health and Safety Conference held in Ottawa from 02-04 May 2016.

- Compared to other bases across Canada, 22 Wing Health and Safety Committee (WHSC) is doing very well.
- Local issues are dealt with and resolved in a timely manner.
- Safety Management, Safety Officer, Harassment, Investigation training is being looked into with hopes of being made available for WHSC members.
- Lack of training is visible throughout all bases.
- Ideally each building/section on the Wing should have a Safety Representative, but due to the size of the Wing, these numbers are not feasible or possible.
- Union should be consulted with regards to all Health and Safety Training that is to be provided to the Wing.
- Terms of Reference for all 22 Wing WHSC Members has been completed and are being implemented.
- Violence Prevention in the Workplace training will be made available...more to follow.
- Detailed handout on Internal Complaint Resolution Process (ICRP) was provided to all members.
- Canada Labour Code is the better processes for the ICRP...more redress options.
- Lose rights if you go through the Harassment Advisor – hands are tied with Harassment Advisor's decision.

REPORT ON HEALTH AND SAFETY CONERENCE (cont)

- Return to Work Team – less intrusive for the member. People involved would include the injured worker, immediate supervisor, Return to Work co-ordinator, the employer, Unit General Safety Officer, and Union member, if requested.
- WSIB Forms
 - Form 6 (employee) to completed and faxed directly to WSIB within 48 hours
 - Form 7 (employer) by the summer will also be able to be faxed directly to WSIB. This will eliminate the delays and will be approved/denied in a timely manner.
- Members are encouraged to volunteer for the WHSC. The committee is geared to civilians, and deals with all safety issues arising on the wing. All issues are added to the minutes which are then sent to the Wing Commander. Meetings are held every last Thursday of the month.

REPORTS ON THE PRESIDENTS CONFERENCE

Steve Deutsch briefed the members on the Presidents Conference held in Ottawa from 05-07 May 2016.

- 50 Year Celebrations for UNDE.
- Funds will be made available for each local to celebrate the 50th Anniversary. Set amount will be provided for each member...more to follow.
- P3 – Public - Private Partnership – takes works away from Public Servants. UNDE is fighting to ensure P3 does not affect our locals.

COLLECTIVE BARGAINING

- Going back to the table in June.
- Sick leave is not on the table – no concession.
- SV Group Bargaining Team is currently looking for 3% pay increase per year plus pay study – equal pay compared to non public servants doing the same jobs.
- PA Group was not represented – occupational review is high on their list of priorities.
- TC Group –no concession.
- Check PSAC website for updates regarding collective bargaining.

NATIONAL DAY OF ACTION

- Taking place on June 8th, which is also Armed Forces Day at the Waterfront. Members are encouraged to participate in the Armed Forces Day, to wear their union shirts and meet at a location to be determined, where we will walk to MP Anthony Rota's Office. Pictures will be taken and sent to Serge Desbiens. All pictures will be posted behind our Bargaining Team to show support. If members are unable to make it to the waterfront, they are encouraged to show their support at their own location, and send pictures. The more support the better.

PUBLIC SERVICE LUNCHEON

- Luncheon is being boycotted again this year.

OPEN DISCUSSION

- Phoenix issues are slowly being rectified. All members of Local 635 are currently receiving their regular pay on time. Some issues are still outstanding regarding overtime, acting, compensatory time off, etc.
- Robyn Benson, PSAC President, is aware that the Phoenix Issues is affecting member's credit ratings.
- Group grievance is being considered on other bases.

OPEN DISCUSSION (Cont)

- Dennis Shannon spent numerous hours on the phone with Phoenix Help Desk and was provided the following website to help alleviate the problems.
http://www.gcpedia.gc.ca/gcwiki/images/f/fa/All_Employee_Guide_to_Phoenix_Support-EN.pdf
(if link does not work, you may have to copy and paste link into your Web Brower).
- 50th Anniversary Shirt might be purchased at members cost. Approximately \$20.00 per shirt...more to follow.

Meeting to be adjourned.

First motion: Rick Ethier

Second motion: Dennis Shannon

All in favor - carried

Meeting Adjourned



Steve Deutsch, President



Nicole Rancourt, Secretary/Treasurer