



**Minutes of the
Union of National Defence Employees (UNDE)
Local 635
Annual General Meeting
Held in the 22 Wing Blue Room
Thursday – 07 November 2017**

EXECUTIVE

President	Steve Deutsch
Vice President	Ross Taun
Secretary/Treasurer	Nicole Rancourt
Vice President of PSAC	Serge Desbiens (Guest)

Members in Attendance: 9

INTRODUCTION

Welcome speech by President and reading of Harassment Policy – Ross Taun, Harassment Intervener.

REVIEW OF MINUTES

The President asked if members had a chance to review the minutes from the General Meeting on June 7th, 2017, and if they had any questions or concerns. No questions or comments from members.

First motion to accept minutes: Darcy French
Second motion: Dennis Shannon
All in favour: carried

REVIEW OF THE YEAR END FINANCIAL STATEMENTS

The year-end financial statements were presented. No questions or concerns from members.

First motion to accept the Financial Statements: Bernie Morin
Second motion: Ross Taun
All in favour: carried

ELECTIONS

The Secretary/Treasurer position was up for nomination. Lori St-Jean was nominated for the position. No other names were brought forward and Lori accepted the nominations and was sworn in as the new Secretary/Treasurer for Local 635.

ROUND TABLE

Mr. Serge Desbiens noted that he has been re-elected as Vice President of the Ontario Region and June Winger has been elected as the National President.

Phoenix training is available. A lot of questions can be answered from taking this training. Members are highly encouraged to complete the following training.

<https://learn-apprendre.cspc-efpc.gc.ca/application/en/content/phoenix-self-service-employees-c601>

Health and Safety minutes are to be forward to Mr. Terry Kiley.

Mr. Bernie Morin thanked all the members who continue to attend and participate in the local. He also thanked the president, Mr. Steve Deutsch for his continuous communication, and reminded all members that fresh faces are welcomed and encouraged. Mr. Morin also congratulated Ms. Lori St-Jean on her new appointment as UNDE Local 635 Secretary/Treasurer.

Mr. Morin also commented on the fact that civilians are now wearing UNDE shirt on a weekly basis and that we are being recognized as Public Servants and not contractors working on the Wing. He also noted, that although we may not have the same entitlement as the Military Members on the Wing, we are still part of the team

Mr. Dennis Shannon questioned Mr. Desbiens as to why grievances go unanswered with no updates or solutions provided to the members. He noted that communication is a big problem and is causing stress amongst its members. As per Mr. Shannon, 1 grievance has been ongoing for 2 years and no updates have been provided.

Mr. Shannon also question Mr. Desbiens as to what PSAC is doing regarding the Phoenix fiasco and the fact that members are going without pay. Mr. Shannon is angry and he wants something to be done to fix the problem. He suggested all members should walkout as of June 2018 if the system is not repaired and all back pay paid to its members.

Mr. Desbiens responded that a walkout would only be effective if 100% of the members participated. He noted that he believed that no more that 10% of members would participate which would make the walkout ineffective and cause more pay issues in the future.

It was noted that Phoenix Pay System cannot be fixed and that the Government must find a new system. Phoenix caused the same pay issues in Australia prior to its implementation in Canada and it took 6 years for the program to be removed. An Action Plan is being implemented by PSAC – more to follow.

Mr. Ray Fournier noted that the Phoenix Pay System is a Democracy Problem. The issue started with the PC Government and was implemented by the Liberal Government. Politicians need to fix the problem. DND need to step up and support its employees and ensure they are paid for the work they are doing.

Mr. Fournier also noted that the Phoenix Pay System could jeopardize new positions on the Wing. New employees may not want to accept a new position with DND if they believe they will have pay issues. We cannot afford to be low on staffing candidates due to pay issues.

Mr. Steve Deutsch presented Mr. Dennis Shannon with a 30 year pin for his dedication and hard work to the Local as Union Steward for 30 years.

Mr. Steve Deutsch also thanked Nicole Rancourt for her dedication to the position of Secretary-Treasurer over the past two years and for her setup of our Facebook page.

Meeting to be adjourned.

First motion: Ray Fournier

Second motion: Ross Taun

All in favour - carried

Meeting Adjourned



Steve Deutsch, President



Nicole Rancourt, Secretary/Treasurer