

## NDMC UMCC REPORT Jun - Dec, 2015

Col Weger is the new COS/ co-chair who is replacing Col Puccini at NDMC.

### Professional Development:

Capt (N) Young stated that the criteria for professional development was drafted and forwarded to Greenwood -Colin Muise for feedback/input. This was awaiting union input also and corporate labour relations will also be engaged.

### Nurses shoes:

Wrt the concerns brought by the Quebec region I had placed this item on the agenda. LCol Picard indicated that clinical shoes was not on the scale of issue for Public Servants and therefore cannot be paid for by management, however it will be added to the scale of issues. The managers decision is to then have everyone in the same style of shoes and have the shoes remain in the workplace. It was noted that this requirement is a Health & Safety requirement, and is enforceable, but will not be enforced until a standard is determined.

The local president indicated that the Health & Safety committee at the Montfort was non-functional, management stated this was due to lack of training but training was being provided.

### Federal Health Claims Clerks:

Col Weger confirmed/reiterated that there will be no cuts to the Fin clk as there was a mandatory requirement wrt compliance with the FAA and there was no one else trained to perform these duties.

### Various work arrangement denied:

Rick Smith (PIPS rep) stated that he got three complaints from his mbrs citing management's denial of various work arrangements without any discussion.

Denial for leave with income average

Denial for compressed work

Request for telework was still pending

Col Weger stated that there are no guidelines in place and that there ought to be, he noted there might be some benefit once the move to Carling Campus as there might be more interest for flex work.

### PS staffing:

During this discussion Rick stated that when a position is vacant and is filled with a % of the duties being done ( ie .6) because the .4 is left undone (unable to find someone to do 100% of the work) the position seem to disappear. The Col explained that the position has not disappeared, but that the remaining of the funding for the .4 is usually used for something else, or if left unstaffed for a year funding trail disappear.

### Accommodation:

Discussion wrt managements failure to accommodate employees (UNDE mbr) who have a medical disability, I was reminded that the committee was not for discussing individual cases. I stated that it appears to be a trend and that the CHRA was being violated by management. Management stated there was a grievance which was denied at his level.

EE stats will be available annually.  
Grievance stats pending not yet available

There are 590 Calian employees covering 547 positions, it should be noted there is a spike in military backfill.

Syrian update:

The Syrian refugees will be housed on bases. Refugees will be screened by Health Canada and routine type care will be addressed. Possible contracts will be drafted for meals & maintenance.

Moved & submitted

Paulette Barker  
VP NCR