

VP Manitoba/Saskatchewan (MB/Sask) National Executive Report
November 2014

VP National Orientation held on September 11 in Ottawa. Overview of duties by both Brother MacLennan and Sister Winger. Introduction to staff and their roles.

PSAC Prairies Summit held September 20-21 in Regina, Saskatchewan attended by Deputy VP Glen Johnston. Sister Marianne Hladun REVP Prairies spoke about the PSAC's priorities and the need for all Prairies members to work together to support and achieve these goals.

The priorities are:

- Defend our Collective Agreements
- Defend Public Services
- Defeat the Conservative Government

The REVP advised that the AEC and NBoD have agreed to focus on these priorities and work together to develop strategies that will defend CA's across the board, highlight the cuts to the Public Service and how these cuts will affect all Canadians and work with other parties to defeat the Conservative government.

Bargaining team members were in attendance and each spoke about the work being done by the bargaining teams and upcoming meetings with the employer.

Sister Hladun spoke again on the need to focus on not only the federal election but upcoming civic elections within the prairies. Sister Hladun also spoke about working with opposition parties to get the truth about sick leave out to the public.

The attendees were broken up by Province and after discussions about the strengths, weaknesses, opportunities and threats facing the Public Service, the participants reconvened to continue developing a plan to combat the attacks on our members.

Sister Hladun continued the discussion on the PSAC priorities and the establishment of a steering committee. The expectation would be that this Committee will take the ideas suggested by the participants and develop plans for the Region that will achieve the PSAC priorities over the next year. Sister Hladun also stressed that once these plans have been developed there is a need to maintain a commitment to the plans, a need to maintain communications about the plan and a need follow through with the plans. Also in support Sister Hladun spoke about building a database of ideas that would be available on the Prairie Regions website.

(see a more detailed report submitted by Brother Glen Johnston attached)

PSAC Prairies Young Workers' Conference held September 23-24 in Regina, Saskatchewan.

Nearly 40 young workers from across Alberta, Saskatchewan and Manitoba gathered in Regina. Jennifer Botincan and Liberty Enriches attended on behalf of the MB/Sask region. The event was an important networking and educational opportunity for young members who participated in two days of presentations, discussions and brainstorming. The highlight for many participants was panel presentations conducted by experienced social justice individuals in small group settings. It was an amazing reminder that there are some knowledgeable, motivated and passionate young workers in our region.

Jennifer Botincan, from Local 50705 Winnipeg, her passion for workers' rights recently took her to Guatemala as part of PSAC's Social Justice Fund delegation. Growing up with union parents, she understands the importance of protecting workers rights. "Unions protect people and they protect workers' rights. A lot of the rights and benefits that people take for granted were created by unions," said Jennifer Botincan. "It's really hard for people to think about improving things when everyone wants to take what we have away. We need to fight for what we have, but keep moving forward."

PSAC Separate Employer/DCL Conference (UNDE-Private Sector) held September 23-24 in Regina, Saskatchewan with 22 members in attendance. Jean-Claude Gilenas from ATCO Structures & Logistics Local 40800 represented UNDE along with myself. The gathering was the first of its kind in almost six years. The agenda for this event included building and supporting community/knowing your union/emerging issues/role of regional and national officers/strategies for dealing with management/unions in action: you're part of a movement/talking union. Chad Kemery, Prairie Region Council (PRC) Separate Employer Locals Representative stated "A lot of what we see coming from PSAC is targeted at Treasury Board employees, part of my job is to educate the Council and let them know who the separate employers are and what we do." There was a lengthy discussion with PSAC staff on

representation and separate employers not feeling they are a part of the PSAC organization. SFL Community Organizer Kent Peterson gave a great speech to the conference in regards to community organizing. The need to engage members in their communities –women do well we all do well –young are safer we are all safer –help the poor we will all do well. This was a great learning experience for me in understanding the issues and concerns from our Private Sector Locals. My observation from this conference was Private sector members have the same concerns as Treasury Board members, just that the manager is different.

Alternative Dispute Resolution (ADR) Conflict Resolution Program briefing

-Attended a briefing on October 7 by Nathalie Neault, DGADR on the ADR program. She talked about conflict in the workplace and the escalation of conflict. How poorly managed or unmanaged conflict can be perceived or result in harassment. There is a need for education on conflict vs. harassment. Their results state that on average each employee spends 2.1 hours per week dealing with conflict in some way. I would say that number is higher. She talked about the different prevention options for conflict resolution – power/rights/avoidance/interests. She discussed how their training is now online with a one day in class for managers and stressed more education sessions on conflict vs harassment. When discussing ADR interventions and the drop in numbers, I stated that people choose an option they can talk face to face with such as Union, JPSU, EAP, and HR. I stated once a member is told that their office is out of Edmonton they don't want to talk about their problem over the phone. She stated in her presentation how she feels that ADR should be mandatory for all types of conflict.

-WPG stats ADR services for 13/14=78 compared to 14/15=14

VP handover by Brother Randy Walker on October 9. I made the decision to wait to do this handover until I had a discussion with each of the local presidents and completed the National orientation. I felt this would enable me to understand the position and make my own observations so as to ask more detailed questions based on what I had learned to date. Thank you Brother Walker for your information and knowledge.

Conference Call National Executive held October 15

Base Security situations after October 20 & 22 incidents. Members had concerns that they were not being treated as equal across the country during the increased security following the events from Oct 20 & 22. Some bases added a commissioner to their gate while other bases had full phase 4+ checks. One comment made to a member was "it is just Moose Jaw."

Land Forces Western Area LMCC took place Nov 4 with Sister Brenda Ebar and myself being nominated as union co-chair. (see separate report)

Conference Call with all Locals took place Nov 5.

-to help committee established create a set of guidelines and standing agenda items for the feasibility of holding an annual Presidents' Conference with guidance from all Locals.

-other items discussed were local audited reports, new contact lists, STOP HARPER signs, designations/ESA's, mobilization committees, regional education and training.

Air Division UMCC took place November 12 with myself and Brother Mark Miller as co-chair. (see separate report)

PSAC internal Investigations Committee Training for November

-MB/Sask submitted Jean-Claude Gelinat from ATCO Structures & Logistics-40800 with second alternate Josee Emond from Winnipeg-50705.

**Highlights from the Locals
Winnipeg-50705**

TAB 19

- Local has concerns over the Generalist Administrative Support Review for the AA's and CR's
- It is that time of year again when leave is being requested or management will plan it by fiscal year end for the members. Members are confused over the CA wording of carryover of leave and each year this is an issue.
- Local Children's Christmas party is planned for Dec 13th with about 40 children in attendance.

Shilo-50704

- ADM IE briefing clarified that for Base Shilo the Environment functions and the Firehall would be staying with the Base.
- while trying to set up a Base Safety Committee management was informed that it is the responsibility of the Union to nominate labour representatives.
- Dec 18th local will be holding their annual Christmas gathering during an extended lunch afternoon.

Dundurn-40801

- local has many concerns regarding the ADMIE transformation and would like to see a town hall visit.

Moose Jaw-40802

- at their AGM this local elected a full executive for the first time in many years with all positions being filled.
- planning of the Locals LMRC's seem to be at a standstill with management, whether that's due to time constraints of those involved, this still needs to move forward and guidance has been given on how to proceed.
- Local Christmas luncheon on Dec 17th

ATCO Structures & Logistics-40800

- contract ending at the end of 2015 and goal is to start negotiating before the end of the contract
- local having a post New Year's Christmas party in February
- mobilization committee is updating members info and email addresses

Aramark/Sodexo-40807

- all executive members are new so there is a huge learning curve for this private sector local
- Sodexo signed their new Collective Agreement Sept 17, 2014

Highlights are as follows:

Improved Language in a number of areas

Sick Leave benefits for Part time and casual employees - 3 days per year with an increase to 3.5 in 2016. Sick Leave for Full time 6 days increasing to 7 in 2016. Sick note costs reimbursed by the Employer.

Increase in Bereavement leave for immediate family to 5 days from 4 days. Compassionate Care Leave

Increased footwear reimbursement

Social Justice Fund matching contribution of \$20 per year per employee matched by the employer remitted on a quarterly basis.

5 year deal/Year 1 - 2%/Year 2 - 2%/Year 3 - 2%/Year 4 - 2%/Year 5 - 3%

Signing bonus of \$250 for every full time and a \$150 signing bonus for every part time and casual.

Human Rights Advisor MB/Sask-Sister Shaunna Plourde

see Human Rights Advisor-Sister Gloria Kelly's report

Youth Representative MB/Sask-Sister Jennifer Botincan

This spring Sister Botincan participated in PSAC's Social Justice Fund delegation to Guatemala. A project that helped with the construction of a new school and community center as well as political and cultural awareness events. There is her blog on the PSAC website for further information. There is access to the host groups site as well for the purchase of coffee directly which they use to fund their social projects.

<http://prairies.pvac.com/pvac-members-build-schools-in-guatemala>

PSAC Triennial Convention

Members attending from MB/Sask are Mike Weisgerber-Shilo 50704/Sh Shaunna Plourde-Moose Jaw 40802/ Mona Simcoe/Gloria Kelly.

Saskatchewan Federation of Labour (SFL) Convention 2104

The SFL represents over 100,000 working people across the province in 37 affiliated unions.

The SFL's 59th annual convention took place in Regina from October 29 to November 1, and included approximately 650 delegates, guests, and members of the media.

Larry Hubich Remains SFL President (7th term) After Receiving a New Mandate. Convention delegates also acclaimed Lori Johb as the SFL's Secretary-Treasurer.

Manitoba Federation of Labour (MFL) Convention 2015

Next years convention will take place in Brandon, MB in May. MFL affiliates have a combined membership of 96,000 working women and men in the private and public sectors, including the manufacturing sector, government offices, retail stores, hospitals, schools, the natural resources sector, tourism, agriculture, transportation and many others.

In Solidarity

Respectfully Submitted

Mona Simcoe

VP MB/Sask

Land Forces Western Area - 3 Canadian Division LMCC
November 4 in Edmonton - Summary

Standing Agenda Items:

ADM (IE) Transformation –BC will now be starting in April 2015. FTE's will be at the current level and employees in Yellowknife no changes. Management is not envisioning any problems with the changeover to ADM (IE).

Employee Assistance Program (EAP)-assist training is done nationally. Ratio of 1 EAP rep per 250 members. Union concern raised that there should always be two reps in case a member has concerns with one rep. Union concern was raised that members do not want to call 1-800 and prefer to talk about these sensitive issues face to face which has increased the workload of the locals especially with ADR also centralized.

Employment Equity (EE) - Union concerned that because members chose whether to self-identify then the stats could be incorrect. What education is given to the workplace to encourage members to self-identify?

Conflict Management Program-Union concerned that stats for ADR are down as compared to before centralization. Members want to deal with their issues face to face and not wanting to wait weeks before a meeting can be arranged. This is putting more pressure on the union local volunteers as members are going to them more and more now.

Business Arising:

Wainwright Union Management Relations-they are having a sub-LMRC and it was very productive all majors were there and all is good now.

My-Key Access-efforts are still ongoing to allow external access but this is something that will happen nationally beyond this committee's control.

Overtime Payment Delays-seem to have been corrected

New Business:

Wainwright Fire Hall- Col Macaulay indicated that this issued has seem to have reached a national level and worked its way down to his command before he was even aware there was an issue. He stressed that in the future he hoped issues could be openly discussed with him or at this forum before they are moved forward. Upon further investigation at the local level no issues have been raised. The building is being updated at the same time as the mold issues are being repaired. Discussion has been happening with all members involved and it is his understanding that everyone is comfortable with the arrangements until the renovations are complete.

Designations-HR read from an official directive email. Stating that this will be address at National level and not for discussion at the local levels. The union will have to go to National for that information.

Terms of Reference-Union asked for a copy of the terms of reference. Ms. Colleen McCubbing will send.

Map of Area-Union asked for a map of the area in command. Ms. Colleen McCubbing will send.

Labour Co-Chair-Mrs. Mona Simcoe has been elected the new co-chair for this committee.

LCol Connolly - expressed his open door with any issues that should arise before the next meeting.

Next Meeting- March 2015 date due to a handover of command in June 2015

Respectfully submitted

Mona Simcoe
VP MB/Sask
Co-chair

Brenda Ebear
VP Alberta/North

Prairies Summit Meeting Report

20- 21 Sep 2014 Regina, SK

The Prairies Summit began with opening remarks by the REVP Prairies, Sister Marianne Hladun, in which she welcomed the attendees, Component National Officers, Prairie Region Council Members and representatives from Area Councils, Regional Woman's Committees and Regional Human Right's Committees.

Sister Hladun spoke about the PSAC's priorities and the need for all Prairies members to work together to support and achieve these goals.

The priorities are:

- Defend our Collective Agreements
- Defend Public Services
- Defeat the Conservative Government

The REVP advised that the AEC and NBoD have agreed to focus on these priorities and work together to develop strategies that will defend CA's across the board, highlight the cuts to the Public Service and how these cuts will affect all Canadians and work with other parties to defeat the Conservative government.

Among the attendees were Bargaining Team members from the FB Group, SV Group, two members from the TC group and the NEVP from UNE. They spoke briefly about the work being done by the bargaining teams and upcoming meetings with the employer.

Brother Kevin King, representing the Parks team, indicated that his group would be exchanging demands with the employer in November and that they were expecting that the employer's demands would be worse than what has been presented to other groups to date. He advised that WFA cuts have reduced the department by approx 1200 members, 5200 to 4000 and that they have 29 occupational groups under their umbrella.

Sister Brea Lewis, from the FB bargaining, spoke to one of the FB groups priorities which was the extreme measures regarding discipline being taken which has led to a workplace of "guilty until proven innocent". Sister Lewis advised that the FB bargaining team has nine members, exchanged demands with the employer in July and met face to face in September. She also spoke about having a mobilization strategy in place by mid-November.

Brother Blair Winger spoke next on behalf of the SV bargaining team and advised that the teams are taking a unified approach by meeting with each other, both before and after the meetings with the employer. The teams talk about strategies and what had been discussed with the employer. Brother Winger advised that the SV team had exchanged demands and met twice with the employer rep who has taken a hard stance right from the beginning. The employer has presented concession demands and is trying to place the focus on sick leave but the team is not buying in. The joint pay study was also discussed but the team quickly realized that this study was not as comprehensive as the study done three years ago. Brother Winger also shared that they did agree on one point, to change the reference regarding mileage allowance to kilometric allowance, however this has not been signed off.

Brothers Mike Tenant and Milton Dyck, with the TC bargaining team, also advised that the employer is seeking concessions on all fronts but the TC team is a cohesive unit and working well together. Brother Tenant advised that the TC demands include compensation, recruitment and retention issues. Brother Tenant also indicated that the teams are meeting with their respective employer reps at the same time which allows them to meet with all other teams to exchange ideas and strategies. Brother Dyck spoke about recently joining the team and recognizing very quickly the cohesiveness of the members and the need for comments and feedback from the members.

Sister Hladun spoke again on the need to focus on not only the federal election but upcoming civic elections within the prairies. There is also the issue of the Government pushing to get CA's finalized before the election but there is a legal obligation to hear all demands, both the Union's and the employers. Sister Hladun also spoke about working with opposition parties to get the truth about sick leave out to the public. She also emphasized that the proposed sick leave policy is not in effect which means the current clauses of the expired CA's are still in place.

Sister Hladun encouraged all members to sign banners and flags to show support for the bargaining teams. Once signed, the banners and flags can be forwarded to the Regional Office who will send them on to the bargaining teams.

Sister Hladun also advised that there will also be Regional Activists Schools taking place in November in Winnipeg (7 – 9), Edmonton (8 – 10), Calgary (21 -23) and Regina (22 – 24).

At this point the Summit moved on to discuss the PSAC priorities. The attendees were broken up by Province and separated into three rooms to begin facilitated workgroups. After discussions about the strengths, weaknesses, opportunities and threats facing the Public Service, the participants reconvened to continue discussions on developing a plan to combat the attacks on our members.

Sister Hladun continued the discussion on the PSAC priorities and the establishment of a steering committee of three National Officers, three Prairie Region Council Representatives and three Area Council/PSAC Prairies Committees Representatives. The expectation would be that this Committee will take the ideas suggested by the participants and develop plans for the Region that will achieve the PSAC priorities. Sister Hladun also stressed that once these plans have been developed there is a need to maintain a commitment to the plans, a need to maintain communications about the plan and a need follow through with the plans. Also in support Sister Hladun spoke about building a database of ideas that would be available on the Prairie Regions website.

The REVP also advised that there would be leadership training within the Region beginning in January.

In support of the Summit meeting and moving forward with the commitments made, a meeting is planned in Winnipeg for the 24th of Nov. Attending will be the Manitoba Prairie Region Council Members and the Chairs of the PSAC Prairies Committees.

Respectfully submitted,

Glen Johnston