

UNDE EXECUTIVE VICE PRESIDENT
SEPT - NOV 2014 REPORT
TO NATIONAL EXECUTIVE

Brothers and Sisters,

This report represents my activities within the Alberta and the North Region from September to November 2014.

Sept 1	Travel to Ottawa
Sept 2	First day in office
Sept 5	Meet ADM HR CIV
Sept 29	Petawawa Separate Employers BBQ
Oct 6	Meet Gen Haines
Oct 7	Finance Committee conference call
Oct 14	Kingston Political Action meeting
Oct 15	National Executive conference call
Oct 15	North Bay AGM
Oct 16	CFB Petawawa 629 AGM
Oct 17	CFHA UMCC
Oct 21	NBOD
Oct 22-23	NBOD
Oct 22	Shooting in Ottawa
Oct 27	Travel to St John's
Oct 28	CFB St John's AGM
Oct 29	Maritime Arctic Conference
Oct 30	Travel home
Oct 30	Local 7607 AGM

PORTFOLIOS

COMTRA – I am pleased to introduce this term’s committee members, returning NPF VP Tamara Lindsay and first term MB/SK Mona Simcoe. I look forward to the committee’s first meeting to discuss the mandate and way ahead for the term. Any officers who would like to provide input are certainly welcome at any time.

CFHA

- LMCC – See attached minutes of the CFHA LMCC meeting held Oct 17, 2014. Next meeting scheduled for Jun 3, 2015.

DRDC

- See attached minutes of the DRDC National UMCC meeting held Jun 10, 2014. Next meeting scheduled for Dec 12, 2014
- Please continue to encourage your DRDC Local Execs to forward their UMCC meeting minutes to myself.

USO REPORTS
For period: August to November 2014

Union Services Officer – NPF
 Dan Verreault

Following is my report of activities:

The report is divided in three sections.

1. Meeting / Training and Conferences
2. Range of Services to membership
3. Representations

1. Meeting /Training and Conferences

- National NPF LMRC October 10TH ,2014
- Completed Fact Finding and investigation Training at Queen’s University Kingston Ont.

2. Range of Services to Membership

- Maintained a contact information format for NPF locals Reps;
 - Continued discussions with all unions representatives;
- Provided language for Bargaining demands for NPF tables as well as grievances;
- Countless conversation with the Non Public Funds Vice-President;
- Gathered representation info for Health & Safety issues across NPF;
 - Acted as USO replacement when requested;
- Participated at a number of Grievances hearings; NPF and Treasury Board members;
 - Assisted in mediations for NPF members:

These only reflect some of my activities but are not limited to, as the position requires many adjustments has a normal day progresses

3. REPRESENTATION

I have continued conversations with the employer’s representatives in reference to a number of grievances/complaint at 3rd level.

Represented/dealt with/ongoing:

LOCALS	CONTRACT STATUS	EXPIRY DATES	GRIEVANCES	#	GRIEVANCE STATUS
NPF 581 St-Jean		2015-10-31	Ongoing	3	Labour relation grievances

NPF 583 Bagotville	2015-11-30	Ongoing	1	
NPF 682 Ottawa	2014-02-28	Ongoing	3	
NPF 580 Valcartier	2015-06-30	Ongoing	2	
NPF 683 Trenton	2015-11-30	Ongoing	1	
NPF 680 Petawawa	2016-04-30			
NPF 681 Kingston	2015-06-30	Ongoing	1	
NPF 380 Gagetown	2014-02-28	Ongoing	7	
NPF 912 Suffield	2016-03-31			
NPF 181 Goose-Bay	2016-06-30			
Treasury Board Grievances				
T.B. Local 629	_____	Ongoing	3	Labour relation/investigations
T.B. Local 625	_____	Ongoing	1	

**Union Services Officer NL-NB
Anne-Marie Lusignan**

The following Union Services report covers the period in question. This report highlights and confirms my USO activities and functions I have dealt with and been responsible for within the Atlantic Provinces and regions.

Over the last four months, I have dealt with numerous telephone calls and electronic queries, which have dealt with the following issues:

- WFA queries
- Discrimination issues
- Work description content (G)
- Financial penalties (G)
- Pension benefits
- Performance evaluation
- Hours of work (G)
- Terminable Allowance (G)
- Counselling letters (G)
- Acting Pay (G)
- Shift Premiums (G)
- Harassment - abuse (G)
- Carry-over annual leave
- Non-renewal of Terms (G)
- Shift premiums
- advance leave credits
- Stand-by & call back
- personal leave (G)
- letters of reprimand (G)
- Duty to Accommodate (G)

- Medical Assessment - Medical leave (G)
- Workplace Violence - Overtime queries (G)
- Staffing assignment (G) - medical evaluation (G)
- Various types of Leave - discipline

On a daily basis, I review and respond to e-mails and queries on members' concerns, in order of priority. Most of these queries have led to researching jurisprudence and precedent cases under Qualisult and within provincial laws. Local Executive and Shop Stewards contact my office on a regular basis to query the interpretation of the Collective Agreements and to seek grievance wording on the individual cases they are dealing with at the local level.

Most days is used to carry out necessary research, in order to prepare and complete final grievance hearings. If necessary, I consult with the PSAC to seek confirmation and advice on certain issues affecting the UNDE membership.

Respectfully submitted,

Anne-Marie Lusignan
 Union Services Officer (G) = issue led to grievances

**Union Services Officer – Prairies and the North
 Brendalee Blaney**

The following reflects a list of my activities for the period 1 May 2014– 30 November 2014

- Reviewed/represented files under the following subjects:

- | | |
|----------------------|--------------------------|
| Discrimination | Performance Expectations |
| Harassment | Discipline |
| Fitness to Work | Duty to Accommodate |
| Relocation Directive | Medicals |
| Vacation Leave | Carry-over of leave |
| Overtime | Termination |
| Pensionable time | |

I also spent a lot of time in discussions with my counterpart at the corporate level in an effort to resolve workplace conflict before becoming a grievance. These conversations included discussions around medicals and FTWE.

I also had many discussions with the locals in relation to removal of members from the workplace for various reasons: threats, physical confrontation and pending FTWE with Health Canada. I also contacted the Grievance and Adjudication Section of the PSAC regarding a non-referral of a file and also to obtain an update on files that have been awaiting adjudication hearings for quite some time. Still dealing with issues in the FR community and was successful in grievances dealing with by-back of pension time.

I also attended an FR Steering Committee meeting this summer which dealt with the issue of Civilian Firefighters and the Physical Fitness Test. The meeting was attended by the CFFM (Canadian Forces Fire Marshall). A healthy discussion ensued and an agreement was struck to initiate a committee of both labour and management representatives whose task will be to address the issue of a physical fitness test and the way ahead. Several members of the UNDE FR Steering Committee have been selected to represent UNDE at this committee.

Also attended a meeting at PSAC regarding the changes to the PSLRA and Bill C-4 and the impending effect on grievances and adjudications.

Union Services Officer – Classifications

Paul Dagenais

Classification Grievances: from April 1 – October 31, 2014.
Within this period I represented 53 grievances in 41 hearings.

BC:2, MBSK:2, ABN:8, NFNB:1, NS:10, ON:11, QC:10, NCR:9, 3 withdrawn. Total: 53

Of these: 24 were responded 9 were reclassified and 12 stayed the same.

In addition, I represented staff relations on work descriptions. I also provided advice and guidance on classification and subjects including interpretation of collective agreements, harassment and discrimination. Furthermore, I responded to numerous E-mails as required.

Union Services Officer - PSST

Louis Bisson

1) Public Service Staffing Tribunal

Decisions issued since my last report:

1 for the region of Newfoundland, Labrador and New Brunswick heard in Fredericton (January of 2014) – this one was dismissed.

1 for the region of Alberta and the North heard in Edmonton and Ottawa (December 2013 and April 2014) - this one was dismissed but **PSAC filed for a Judicial Review at the Federal Court.**

Waiting for a decision:

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Waiting to be scheduled for an hearing:

5 complaints are waiting to be scheduled for an hearing. The delay in the scheduling is caused by the amalgamation of the PSST and the PSLRB.

British Columbia: 1

Ontario: 2

Nova Scotia: 1

Alberta and the North: 1

New PSST complaints since my last report:

3 new PSST complaints

British Columbia: 1

Newfoundland, Labrador and New Brunswick: 1

Québec: 1

and 24 active complaints from the previous report

2) Grievances Separate Employers

A) Newfoundland, Labrador and New Brunswick

IMP Gander:

4 grievances at arbitration (termination, 2 disciplines and 1 on harassment)

Serco:

1 grievance (termination) at arbitration

2 new grievances on pay rates

B) Ontario

GDI (Local 639 - Petawawa):

2 termination grievances at arbitration

Koprash - KFS (Local 636 - Borden):

1 group grievance at arbitration

Koprash - KFS (Local 650 – Trenton):

1 group grievance on pay rates

C) British Columbia:

IMP Comox:

1 grievance on severance pay

D) Saskatchewan

Atco Frontec (Local 40800)

5 new grievances (1 termination, 3 suspensions, 1 discipline and 1 family related leave)

Union Services Officer QC, BC and CSE

Paula Dignan

My main duties focused on providing guidance regarding workplace issues and communicating with both Local Union representatives and members by phone and email.

Cross regional developments took place concerning the “acting pay, supervisory differential issue.” August 12th, 2014 Treasury Board denied the Policy grievance submitted by UNDE stating that the calculation of the acting pay was faulty. The grievance was submitted to adjudication mid-September. All grievances at UNDE regarding this issue are being held in abeyance pending the outcome of the adjudication.

There have also been changes in the way the department responds to our grievances at the third level. Following a letter from UNDE’s National President highlighting that the department was not responding to grievances in a timely manner, Labour Relations advisors at the department now go “off line” for a period each month to focus on responding to grievances. Because of this practice a significant backlog of grievances have been responded to by the department although the issue of the ability of Labour relations to have change implemented in the workplace is still an issue.

On the Alliance side USO's must now submit the grievance referral electronically and several UNDE Officers attended a presentation on the new protocol in place at the Alliance as well as on changes with Bill C4 and C30.

When possible I attend professional development session mainly through Lancaster House presentations to keep up with current trends in Labor relations and conflict management.

CSE

Lots of changes at CSE. Most UNDE members have transferred to the new building. The RVP Brother Montgomery has advised that the building however has several deficiencies in regards to accessibility.

As USO I have been working with Local representatives on grievances involving Duty to Accommodate and the premature ending of a term employee's contract.

Efforts are still ongoing to regularize the CSE grievance process and improve in following PSLRB regulations including respecting timelines and better tracking and communications with the Local and UNDE.

BC Region.

There are some issues in BC regarding management advising UNDE members that request for days off in lieu as compensation for overtime will not be approved. UNDE believes that advising members that requests for days off in lieu is contrary to the intent of the Collective agreement and have submitted a Policy grievance to the Alliance for review on this matter.

As USO I have provided guidance to a Local on developing a return to work protocol with the representative working with a member being reintegrated into the workplace after an absence and with representatives on the return to work committee.

Quebec Region.

I was able to present grievances that concerned management providing Uniforms to certain trades on several Quebec bases.

Of great concern are the 3 recent complaints to the PSLRB regarding unfair labour practices. In two Locals management has demonstrated unfair labour practices by interfering in Union duties. UNDE members are threatened not to seek Union representation and Union representatives are disciplined while simply fulfilling their duties as advocates for Local members.

This issue will also soon be addressed at a National UMCC on Labour Relations.