

National Executive Meeting

November 30 and December 1-3, 2009

Ottawa, ON

Chairman	John MacLennan	National President
Members	Mary Chamberlain	Executive Vice-President
	Debbie Graham	Vice-President (NL/NB)
	Terry Kiley	Vice-President (NS)
	Philippe Turcq	Vice-President (QC)
	Paulette Barker	Vice-President (NCR)
	Debra Nadeau	Vice-President (ON)
	Dale Buck	Vice-President (MB/SK)
	Blair Winger	Vice-President (AB/North)
	T. Mark Miller	Vice-President (BC)
	Daniel Verreault	Vice-President (NPF)
	Kevin MacNeil	Vice-President (CSE)
(Nov. 30 & Dec. 1 am only)	Patricia McGrath	Human Rights Advisor
Recording Secretary	Sandra Montpetit	

Monday, November 30, 2009

OPENING REMARKS

The National President welcomed members to the meeting of the National Executive. He informed members that he will be absent for the afternoon as he was attending a UMCC meeting.

The harassment statement was read aloud by VP Buck in Human Rights Advisor McGrath's absence. VP Buck will also act as intervener during this meeting.

The hours of sessions were set as follows:

Monday, November 30, 8:30 – 11:30 / 1:00 to 4:00

Tuesday, December 1, 8:30 -11:30 / 1:00 to 4:00

Wednesday, December 2, 8:30 – 11:30 / 1:00 to 4:00

Thursday, December 3, 8:30 – 11:30 / 1:00 to 4:00

After some additions under "new business" by VPs Verreault, Turcq and Barker the agenda was adopted as amended.

STANDING ITEMS

Honours & Awards – VP MacNeil informed the committee that seven applications were received however 2 of them were not fully completed. As there is only funding for four, they have been chosen as following:

Micah Sheppard, Local 102, NL/NB

Corrina Parent, Local 1018, BC

Brett Landine, Local 1007, BC

Amber Appelton, Local 705, Man/Sask

[RV 1 - CARRIED](#)

Local 619 - Trustee Report – VP Nadeau presented her written report ([Annex 1](#)).

m/s Nadeau-Chamberlain

Noted improvement in membership, however, with recent resignations new elections will need to take place. Next election must be within 30 days (by December 30, 2009) as well as continued training in January 2010. Third party will be brought in if problems arise again as per Exit Committee recommendation.

[RV 2 - CARRIED](#)

COMMITTEE REPORTS

FR Report - VP Winger presented his written report ([Annex 2](#)). m/s Winger-Graham

VP Winger informed committee that fitness testing of FRs has been stopped for now. VP Graham stated that the Local 90125 has not removed the fitness testing from their collective agreement. That test is

not to be used any longer. VP Winger advised that the decision TB-related included corrective actions for anyone penalized for failing the test.

Discussion about how CISD not universally provided after major traumas to FRs.

RV 3 – CARRIED

EAP Report – VP Winger presented his written report ([Annex 3](#)). m/s Winger-Turcq

There are major concerns with the program. RAs are being told that since they are volunteering for EAP functions that they do not qualify for the overtime that is incurred. Also with many cuts, there is the possibility of have a 1-800 number to call instead of a full program. This is also expensive. He also raised health and safety concerns in regards to NAV CAN.

EVP Chamberlain suggested that annual liaison officer meetings need to be reinstated as a forum to share concerns.

VP Buck wants this item brought up at an EAP meeting.

Much discussion around how civilians are not afforded same service as military personnel. The program is needed but changes are required to it. It is supported verbally and not financially. Union needs more involvement in process and selecting of RAs.

RV 4 – CARRIED

EVP Report – EVP Chamberlain presented her written report ([Annex 4](#)) which included Grievance reports, [USO reports](#) and a training list.

m/s Chamberlain-Miller

RV 5 – CARRIED

COMTRA Report – EVP Chamberlain presented her written report ([Annex 5](#)).

m/s Chamberlain-Buck

It is to be noted that VP Graham was on sick leave and did not participate in the COMTRA Committee meetings that took place.

Discussion around updating the “Who We Are” pamphlet; Committee links added to website main page; updates to certain training modules and developing a new process/guidelines regarding investigations.

The National President explained that at the upcoming Presidents Conference at the end of the week, there will be a workshop on collective bargaining to get ready for the next round of negotiations. Future education will be provided to inform locals on how to write and develop bargaining demands to ensure they are properly presented to PSAC. Then a future conference will be held to determine the component’s 30 demands.

VP Turcq expressed concern about having the Presidents Conference yearly and how to improve on it. It is up to the VPs to push their local Presidents to submit agenda items.

RV 6 – CARRIED

GS Report – VP Buck presented a progress report verbally.

m/s Buck-Nadeau

New revised GS posters are being worked on as well as possibly having red t-shirts to be worn on Fridays with the UNDE/GS logos on them. There is talk about having the GS Committee travel to attend AGMs however there was much discussion on who would pay for it. To be brought back to NE.

Report was accepted by a show of hands.

DCC Report – VP Turcq presented a progress report verbally.

VP Turcq informed NE of his various meetings and conference calls with the Auditor General's office as well as the ADM (I/E) concerning contracting out of DND construction work. Unfortunately an audit was just done and will not be looked at again for another 10 years. DCC Committee to meet again in the new year.

Report was accepted by a show of hands.

It is to be noted that VP Graham voted against this report since it was verbal and not written as stipulated it should be in the resolutions.

Young Workers Report – VP Barker presented her written report ([Annex 6](#)).

m/s Barker-Turcq

This committee is new and still under development. There was one conference call where only two members participated. VPs need to be kept informed of attendance so that they may ensure proper representation for their region.

Discussion on either having a website or Facebook page for this committee. Much debate on pros and cons of using Facebook. Working on having a logo contest, discussion on the prize being an I-pod since this is not promoting UNDE. Both VP Miller and VP Winger suggested having the UNDE logo engraved into the prize to satisfy this requirement.

RV 7 – CARRIED

REGIONAL REPORTS

British Columbia – VP Miller's written report was presented ([Annex 7](#)).

m/s Miller-Graham

RV 8 – CARRIED

Alberta/North – VP Winger’s written report was presented ([Annex 8](#)). m/s Winger-Turcq

Informed NE of retirement celebration of previous VP Marie Kennedy which took place and was very much appreciated by her.

Also training in Yellowknife which was well-received.

[RV 9 – CARRIED](#)

Manitoba/Saskatchewan – VP Buck’s written report was presented ([Annex 9](#)).

m/s Buck-Barker

Informed NE about union members in Local 800 being afraid to attend union meetings because they are being watched and the push by some to decertify, although now with new Local President Jim Costley it is much improved.

[RV 10 – CARRIED](#)

Non-Public Funds – VP Verreault’s written report was presented ([Annex 10](#)).

m/s Verreault-Nadeau

It is announced that members in Kingston might be striking soon.

Fitness instructors are being required to complete an obstacle course in full webbing, this will prompt a grievance in order to cease this demand.

[RV 11 - CARRIED](#)

Communications Security Establishment –

VP MacNeil’s written report was presented ([Annex 11](#)).

m/s MacNeil-Nadeau

[RV 12 – CARRIED](#)

Ontario – VP Nadeau’s written report was presented ([Annex 12](#)).

m/s Nadeau-Winger

Informed NE that Omni was successful bidder in Local 639 (no longer Sunlite), re-certification was successful.

[RV 13 – CARRIED](#)

Quebec – VP Turcq’s written report was presented ([Annex 13](#)).

m/s Turcq-Graham

[RV 14 – CARRIED](#)

Nova Scotia – VP Kiley’s written report was presented ([Annex 14](#)).

m/s Kiley-Turcq

Discussion around FELEX file, work jurisdiction and also a new management process called “attendance management” which is just another form of tracking and discipline which is not supported by this union. There is an issue of “duty to accommodate” with members in MARLANT where management will

only solve issues if not too costly or complicated. VP Kiley will continue to ensure all matters are addressed equally and fairly.

[RV 15 - CARRIED](#)

Newfoundland/Labrador/New Brunswick - VP Graham had no report to present due to her being away on sick leave. However, she did want to point out some much needed follow-ups concerning an overdue written report on strike discipline to PSAC following the strike in local 90125, we are late in responding to this and now in violation. Also, no trustee report was done yet for local 60303.

Human Rights Advisor – HRA McGrath’s written report was presented ([Annex 15](#)).

m/s McGrath-Barker

VP Verreault requested that the HRA prepare a report on the activities of the coordinators in the regions.

[RV 16 - CARRIED](#)

UMCC Update from National President

Upon his return from his meeting, the National President informed the NE of the topics that were discussed at the UMCC meeting. These included:

Terms: The Department is now being questioned due to letter submitted to Public Service Commission by PSAC National President, John Gordon; they are going to get figures around this; Specific to the Army, 4500 employees is now up to 6200; 2010 will see continued pressure on budget. We can expect there will be interruptions to classifications, overtime and competitions. All other unions are now on board with this; there is no gag order and managers can provide information to locals. UNDE National President asked to move next meeting up to April instead of June due to the dialogue on what is being contracted out is closer to budget time.

Parking Policy: Treasury Board is writing a policy, likely before the holiday season. DND DAODs will have to be reviewed.

EAP: want same importance and attention as Health & Safety Program to ensure members’ quality of life

First Nations Apprenticeship Program: Ship repair program going ahead; funding to continue; all are on board for this initiative.

Vancouver Olympics: issue of employees being on-call but not paid for this; problem of shared accommodations being sought; need immediate dispute resolution for members on site; deployment to the Olympics is part of their job and not voluntary (clarification to follow on this)

Tuesday, December 1, 2009

Review and adoption of previous day’s minutes with minor changes.

Finance Committee Report - VP Turcq's written report was presented ([Annex 16](#)).
m/s Turcq-Miller

VP Turcq reported that we are in a good financial position and went through the line by line expenses ending July 31, 2009 as well as the dues revenue breakdown.

RV 17 – CARRIED

Guest Speaker: The National Executive welcomed Frank Saracino from UBS Global Asset Management who gave a short presentation on UNDE's investment portfolio

NCR Regional Report – VP Barker's written report was presented ([Annex 17](#)).
m/s Barker-Chamberlain

There will be an upcoming process to review the structure of the locals in the NCR region with a look at reorganizing the distribution of the membership.

RV 18 -

CARRIED

NEW BUSINESS

National Health & Safety Conference / National VPs – VP Verreault

VP Verreault expressed his concern that members who are on national committees should be present at the conferences. He gave an update on his opening speech at the National Health & Safety Conference which he attended in VP Graham's place during her absence.

National Office Policies – VP MacNeil

VP MacNeil challenged the National President's recent decision on refusing to renew his Toastmasters membership for another two years stating that other training courses have been approved in the past.

The National President provided his rationale by stating that all requests are reviewed to determine how the union as a whole will benefit from the training in question.

Much discussion ensued concerning acceptable expenses incurred by the National Officers. EVP Chamberlain was asked and will re-send the list of acceptable reimbursements to all. It was confirmed that a National Officer may have either a laptop or a Blackberry, not both, and that their cell phone and 40% of the home internet monthly fees will be reimbursed.

The challenge was upheld.

RV 19 - UPHELD

Standardized Business Template – VP Verreault

VP Verreault requested that a standard template be available so that everyone uses the same form when filling out business cases. A template will be made available by National Office and added to our website.

Facebook – Union Business (caution) – VP Verreault

VP Verreault cautioned that although Facebook is a form of current and useful technology, it can also be used as a weapon stating a case in one of his locals that has ended up in court.

There was much discussion in the group concerning lack of control, seriousness and security but also that it is new and current technology of the future. A study will be conducted to review this.

In the meantime, the National President, supported by the National Executive, asked that all UNDE Facebook pages be removed as the component can be held libel for anything posted on the sites.

Wednesday December 2, 2009

Review and adoption of previous day's minutes with minor changes.

GLT Zone Collapse Celebration Business Case – VP Miller

VP Miller presented his written report ([Annex 18](#)). After reviewing the business case, the Finance Committee recommended that we wait until the end of all zones collapse which will be in August 2011 and have the celebration at that time at convention.

Motion to divide by VP Graham into three parts m/s Graham-Verreault

1st part: T-shirts

[RV 20 – CARRIED](#)

With the understanding that the GLT Committee will be responsible for collecting sizes.

2nd part: Celebration Event 1 (BBQ recognition event) **[RV 21 – DEFEATED](#)**

3rd part: Celebration Event 2 **Motion to divide by EVP Chamberlain into two parts**

m/s/c Chamberlain-Turcq

3rd part: Convention (special recognition and cake)

4th part: Plaques

VP Verreault then put forth a motion to refer the convention celebration and plaques back to the Finance Committee for review and costing in consultation with the GLT Committee Chair.

m/s/c Verreault-Graham

Motion to divide by VP Turcq 3rd Part Convention into two parts

m/s Turcq-Graham

4th part: Cake, not to exceed \$1000

[RV 27 – CARRIED](#)

5th part: Finance Committee recommendation of non-concurrence to invite special guests to the convention

[RV 28 – CARRIED](#)

6th part: Finance Committee recommendation that two certificates per local (members from all tables may be included) be presented and that the names of all certificate recipients would be displayed on one plaque which would be displayed at National Office at a cost up to \$1,500.

RV 29 – CARRIED

Local 684 NPF – VP Verreault

m/s Verreault-Turcq

VP Verreault put forth a motion to have Local 684 transferred into Local 682.

“Be It Resolved that the recommendation to merge Local 684 into Local 682 made by myself (VP Verreault) to the National President be undertaken and that the existing members and funds be transferred to local 682 Ottawa as soon as possible (regulation 0702-01).”

“Be It Further Resolved that a letter be sent by the National President to the Local President of Local 684 in order to inform and recover any of the assets of that local prior to the end of this physical year (December 31, 2009).”

RV 22 – CARRIED

Donation to Local 70396 striking museum workers

m/s MacLennan-Chamberlain

To show support, National President MacLennan put forth a motion to donate \$3,000 to the museum workers who have been on strike for 11 weeks.

“Be It Resolved that UNDE on behalf of our membership show our support by donating \$3,000 towards Local 70396 members and their strike.”

RV 23 – CARRIED

Kit shop: Water bottles – VP Verreault

m/s Verreault-Turcq

VP Verreault requested that environmentally friendly reusable water bottles with the UNDE logo be purchased and sold through our boutique and used instead of buying water bottles.

RV 24 – CARRIED

Members attendance at EAP functions – VP Winger

m/s Winger-Turcq

Due to management’s refusal to pay for overtime incurred to members attending EAP functions as well as unsafe lodging conditions during these functions, VP Winger requests the right to recognize our members’ rights to attend safe events.

“Be It Resolved that UNDE endeavours to ensure that the provision of the travel directive and the collective agreement are followed and members’ rights are protected in a timely fashion.”

RV 26 – CARRIED

Appeal from member – Local 654

The Local 654 member was invited to present their grounds for appeal for expenses that they felt they were entitled to while on UNDE sponsored training but did not receive reimbursement. The National President presented his rationale for denying the claim. This was followed by a question and answer period where both sides were able to respond. New information was provided by the appellant during the exchange of information.

There was a motion to enter into a Committee of the whole.

m/s/c Nadeau-Graham

There was a motion to rise.

m/s/c MacLennan-Graham

The recommendation of the committee of the whole in regards to the appeal was then presented for discussion and debate. Based on the new information provided by the appellant, the **recommendation to deny the appeal, and recover expenses wrongly claimed and reimbursed and that a strong letter and recommendations be sent to the member.**

RV 25 – CARRIED

Request for Privacy Training module from COMTRA Committee

m/s Chamberlain-Graham

That in order to expedite the development of the privacy act training module, UNDE engage the services of the consultant who conducted the audit, and who advised on the development of the UNDE policies, to assist in the development of a module, at a cost not to exceed \$30,000.

RV 30 – CARRIED

Donation to UNICEF – VP Verreault

m/s Verreault-MacNeil

VP Verreault put forth a motion for UNDE to donate \$20,000 to UNICEF which would go to the children of Afghanistan.

“Be It Resolved that while our Canadian Soldiers are assisting in the re-construction of part of Afghanistan infrastructures, that the Union of National Defence Employees participate in the re-construction and a make donation of \$20,000 to UNICEF CANADA specifically to help the children of that country.”

“Be It Further Resolved that the Union of National Defence Employees lead the way and encourage all other components of PSAC to follow suit in this endeavour.”

RV 31 – CARRIED

Thursday December 3, 2009

Review and adoption of previous day's minutes with minor changes.

Fall National Executive Meetings – VP Turcq

VP Turcq proposed to change the date future NE meetings in the Fall so that all National Officers may be in attendance. The National President said that due to AGMs taking place in late Fall and also that UNDE's bylaws state that there must be a Fall meeting, the Fall meeting must remain at the beginning of December. It was acknowledged that we will try to accommodate everyone.

Translation Services – VP Verreault

VP Verreault noted the amount of funds spent on outside translation and that there are often problems with translated documents. It was reiterated that National Office is to vet all documents once they are returned.

Honours and Awards Committee (follow-up) – VP MacNeil

VP MacNeil announced the names of long-service recipients:

Jenny Bowler – 10-year

Jenny Bowler – 15 year

Jenny Bowler – 20-year

Enza Ricci – 10-year

Enza Ricci – 15-year

Robert Champoux – 15-year

These will be forwarded to PSAC Office for finalization.

Fightback at CSE (P3s) – VP MacNeil

m/s MacNeil-Graham

VP MacNeil put forth a motion to hire a consultation company who would be tasked with developing a communication plan (10K) and then to execute the plan (32K) at a total cost of \$42,000.

“Be It Resolved that UNDE fund the consultant's business case, submitted by CSE Local 70654.”

There was a motion to divide by VP Graham

m/s Graham-MacNeil

However it was defeated by a show of hands.

There was discussion on requesting comparators from other consultants so as not having a sole-source.

EVP Chamberlain called the question

m/s Chamberlain-Nadeau

Motion was defeated

[RV 32 – DEFEATED](#)

VP MacNeil served verbal notice of motion to reconsider at another date

UNDE Bylaw 11 article 5 (p.17) – VP Miller

VP Miller made a recommendation to have the local bylaws reviewed as there are some discrepancies between them.

VP Graham informed the group that the bylaws in her local were just renewed and that she would share them with the National Officers as a guide for their locals.

Saturday December 5, 2009

The National Executive reconvened briefly during the Presidents Conference.

Fightback at CSE (P3s) – VP MacNeil

m/s MacNeil-Graham

VP MacNeil put forth a motion to form a committee at CSE to review the P3 situation and to educate their members accordingly, 40K to be allocated for funding on this project.

“Be It Resolved that \$40,000 be allocated to CSE for a fightback campaign”

“Be It Further Resolved that CSE form a committee that is chaired by the VP-CSE which reports to the UNDE National Executive, upon their request.”

VP Verreault amended the motion as follows:

m/s Verreault-Turcq

“Be It Further Resolved that any expenses of that \$40,000 will be supported by a proper business case from the committee for the approval of the National President.”

RV 33 – CARRIED

Adjournment