

Annex 7

VP NPF Report

Following are updates on negotiations for the PSP-Canex Locals:

| LOCAL | BASE | CONTRACT EXPIRY DATE | SITUATION |
|-------|------------------------|----------------------|---------------|
| 10581 | St-Jean | 31-10-09 | Input call in |
| 10580 | Valcartier | 30-06-12 | |
| 10583 | Bagotville | 30-11-09 | Input call in |
| 90181 | Goose Bay, NFL | 30-06-10 | |
| 00681 | Kingston, ON | 30-06-09 | Input call in |
| 00680 | Petawawa, ON | 30-04-10 | |
| 70684 | Ottawa (Admin Support) | 28-02-11 | |
| 00683 | Trenton | 30-11-09 | |
| 70682 | Ottawa (HQ) | 28-02-11 | Input call in |
| 60380 | Gagetown, NB | 28-02-08 | Mediation |
| 30912 | Suffield AL | 31-03-10 | |

NOTE: Negotiations are going fairly well as exchanges between locals are better and more time is spent on preparation of more common and National bargaining demands.

Negotiations are showing good results for example: some of our members will be making between 18.00 and 20.00 PLUS an hour at mid contract. However we still have a majority of members under the poverty level. As well these members have barely any benefits as they are part time employees. These members are the reason why Union exists and why this Union has been supporting them and will continue to do so.

It is still very important that the VP partake in as many negotiation tables as possible in order to provide continuity and ensure that PSAC negotiators are informed on gains and losses from one table to another. This is required as there are different negotiators from one table to another.

FOLLOWING IS A RESUME OF MY ACTIVITIES

1. **EMPLOYMENT EQUITY:**
No meeting at this point.
2. **HUMAN RIGHTS:**
As the employer has reached compliance with the Human Rights I am afraid that (window dressing) was their aim. The investigations are slow and many times done by unqualified Military Personnel .Still lots of work to be done.
3. **NATIONAL LMRC:**
Lost all gains since my last report.
4. **ORGANISING (PSAC)**
(with PSAC assuming 100% of all costs) At this time an assessment trip was done on other Alberta bases. Other organizing drives could be done in the very near future (For NPF-CANEX locations)
5. **EAP:**
This item is without a doubt the area that concerns me the most. The employer continues to

provide a service with a 1-800 number. At first glance the program is a good one, however it does not provide for immediate emergencies. Although the Treasury Board EAP Program is always there to assist and will never turn anyone down I do believe that NPF and OTHER EMPLOYERS need and will require some training in order to identify local individuals that will fill gaps that are left with barely or no EAP assistance. I do suggest that for the next mandate that the COMTRA committee be tasked with looking into this very important matter.

6. **COMMIITEES:**

During this mandate I will take part in the following committees: COMTRA, GS, NATIONAL ADVISORY HEALTH & SAFETY and other committees as requested by the National President.

7. **TRAVELS:**

I will be doing a fair amount of travelling .These travels will be for Representation, Arbitration, Training, Organizing, and Local visits and as required.

8. **FIGHT BACK:**

As in the past I expect numerous changes at all locations.

9. **TRAINING:**

No training planned at this point.

10. **CONFERENCES:**

I hope to have a NPF Conference late this Fall 2009.

11. **TRANSITION:**

During the last few months this employer has kept us in the dark. A major transition is undertaken at the HQ level. I suspect that there will be many struggles ahead and that this next mandate will be as challenging as this one was.

RECOMMENDATIONS

COMTRA should look into an EAP assistance course for separate employer and the NPF-CANEX groups; it is obvious that (1-800) numbers or no numbers at all leave some of our most fragile members with little or no assistance in times where assistance would be greatly appreciated. I will be more than happy to work and research in ways where we could once again show this employer **HOW WE TAKE CARE OF OUR OWN**. This is submitted for your perusal and information. It has been an amazing few months full of challenges and surprises. However the few rewards make this all worth it.

Daniel Verreault
VP NPF