

National Executive Meeting

August 13 – 15, 2008

Niagara Falls, ON

<b>CHAIRMAN</b>	John MacLennan	National President
<b>MEMBERS</b>	Mary Chamberlain	Executive Vice-President
	Debbie Graham	Vice-President (NL/NB)
	Doug Pike	Vice-President (NS)
	Philippe Turcq	Vice-President (QC)
	Bob Champoux	Vice-President (NCR)
	Debra Nadeau	Vice-President (ON)
	Dale Buck	Vice-President (MB/SK)
	Marie Kennedy	Vice-President (AB/North)
	Mark Miller	Vice-President (BC)
	Daniel Verreault	Vice-President (NPF/Canex)
	Drew Smeaton	Vice-President (CSE)
	Paulette Barker	EE Advisor
<b>RECORDING SECRETARY</b>	Linda Graham	

**Opening Remarks**

The National President welcomed members to the pre-convention meeting of the National Executive. This is the last meeting of the mandate.

The harassment statement was read aloud and EE Advisor Barker was named intervener.

A document relating to Local 303's audit was mistakenly distributed to all National Officers. After some discussion, all copies were returned to VP Graham.

### **Previous Minutes**

National President MacLennan informed members that the date of September 3, 2008, was set for a visit of CFB Trenton. OFL President Wayne Samuelson, PSAC President John Gordon and PSAC REVVP Gerry Halabecki will join UNDE representatives on the tour of the base. VP NCR and ON were reminded to follow up with all their Locals to clear up the de-affiliation process that had been previously discussed.

VP Buck reported that the Pharmacy that is using Pay direct system to sun life is charging more for the prescriptions so it is better to go the the pharmacy that charges lest and send in your bill. It was reported that not all locals have submitted the required information for direct deposit of rebate cheques. It is expected that this should be completed by fiscal year-end. VPs were requested to remind their Locals.

National President MacLennan reported that an extensive package concerning Defence Construction Canada (DCC) had been sent over to the Department supporting the union's claims that DCC was insinuating itself into worksites across the country. A meeting between the union and the Department is scheduled for the second week of September.

ESAs – EVP Chamberlain reported that UNDE had been given to the end of May for its submissions. CFHA had been signed off in April 2007. EVP advised the NE that numerous functions and codes remain undecided and briefed on the functions remaining in conflict. It was agreed that a more detailed report will be sent to locals after convention.

### **Standing Items**

FR – VP Pike submitted a written report.

RV 1 – CARRIED

EAP – VP Pike submitted a written report. EVP Chamberlain suggested that at least one liaison officers meeting should be held in each mandate.

RV 2 – CARRIED

Honours and Awards – m/s Pike and Miller

Whereas Brother Bob Percher has been recognized by both UNDE and DND as the main catalyst and indeed regarded by many as the founder of EAP at DND;

Whereas through his efforts and dedication to his sisters and brothers, the Employee Assistance Program (EAP) was founded;

Whereas since EAP was founded, thousands of our sisters and brothers have been assisted during difficult periods in their lives;

Be it resolved that one (1) of the four (4) \$2,000 UNDE memorial scholarships be named “The Bob Percher EAP Memorial Scholarship”.

RV 3 - CARRIED

### **Regional Reports**

PSP/Canex – VP Verreault distributed the new PSP structure. PSAC has a very aggressive organizing drive on which is keeping him and organizers quite busy. Much education, especially in communications, will have to be held across the country. In response to a concern that the ongoing organizing will create a increased workload for the USO for PSP/Canex, the EVP responded that once Louis Bisson settles into his primary role and responsibilities, thought has been given to him assisting Gael Pavia with any overload in union services provided to the separate employer locals.

Ontario – VP Nadeau reported that a UMCC has been established for the Canadian Defence Academy in Kingston. The next meeting is in September. There is a possibility of employees at Meaford joining the union. A SunLite local will be placed in trusteeship due to inactivity.

m/s Nadeau and Champoux

Whereas Trenton SunLite Local 650 does not have a viable Local in accordance with Bylaw 7, Article 3;

Whereas there was an attempt by the VP Ontario to get an executive in place and meet with the members on 30 July 2008 without success;

I move that Local 650 be placed into trusteeship with another attempt for an executive to be made in October/November 2008, in accordance with Bylaw 7, Article 7.

RV 4 - CARRIED

VP Nadeau was named the trustee for Local 650.

NL/NB – VP Graham reported that Local 303 is still in trusteeship. An exit report will be discussed later this week. Two private sector locals are currently in negotiations. There is a possibility of strike activity at Serco in Goose Bay.

### **Thursday, August 14**

#### **Standing Items**

Health and Safety – There was some discussion regarding the new regulation covering violence in the workplace which was released last May. UNDE’s modules will be updated to include this new regulation.

Employment Equity – Advisor Barker distributed some handouts promoting EE issues which will be given to the delegates next week. She also discussed the conference call held August 1 with EE/HR coordinators.

RV 5 – CARRIED

A flow chart clearly indicating the lines of communication as well as the logo was also submitted for approval.

RV 6 - CARRIED

Finance – VP Pike reviewed the statements for the period ending May 31, 2008. A new budget will be proposed by the Convention Finance Committee next week for adoption by the convention.

m/s Verreault and Smeaton

Whereas the UNDE National Executive has selected Niagara Falls for the hosting of the 2008 Triennial Convention;

Whereas Niagara Falls is one of the most if not the most popular tourist regions in Ontario and the Sheraton Hotel is situated in the heart of that region;

Whereas the cost of holding this convention in this region directly reflects on the cost of basic living;

Whereas as a large majority of the sisters and brothers coming to this convention are close to the poverty level;

Be it resolved that an adjustment of the daily meal allowance (per diem) be adjusted for the period of convention to \$100 a day;

Be it further resolved that the extra cost incurred be taken from the UNDE surplus.

(An amendment was proposed to include the increased per diem for the National Executive meeting in Niagara Falls. EVP Chamberlain and VP Miller wished to be recorded as against the amendment.)

The motion as amended was carried.

RV 7 - CARRIED

### **New Business**

Harassment Complaints – VP Turcq suggested that a member should be able to choose his or her investigator in any harassment complaint, or at the very least have a say in the decision. EVP reminded members of the NE that UNDE doesn't support the use of the Department's policy, but rather Treasury Board's, and that members should be encouraged to file grievances vice complaints. There are numerous problems with how harassment complaints are handled. For instance, some members who file complaints are sent home in order to be removed from the workplace while the investigation is

ongoing. It was suggested that both parties should be sent home. The whole process needs to be revamped. Using the Ombudsman’s Office might be a good avenue in the future since reports go directly to the Minister’s Office.

IT Security – VP Smeaton advised that the union now needs to move to the next steps in the security of its electronic information. New national officers will need training. Perhaps a module should be developed to train the membership. The subject will be raised with the new National Executive at its first meeting this fall.

**Friday, August 15**

Carbon Neutral Initiatives – VP Smeaton submitted that the union should undertake some initiatives to become carbon neutral. As a union, we should be more socially conscious of our environment and the resources we use. The incoming National Executive will revisit after convention.

Local 303 Exit Committee – The committee’s report which was tabled last spring was lifted.

A motion to divide proposed by EVP Chamberlain and VP Graham was defeated. A motion proposed by VP Verreault and VP Buck to refer back to committee with instructions to make changes was adopted. VPs Kennedy, Pike and Nadeau voted against.

There was some discussion on the meaning of ‘addendum’. More information will have to be provided to properly explain the supplemental information in the addendum.

Since the National Officers needed more time to review the report, it was decided to postpone further discussion until after convention.

The NE was reminded that they were considered to be in session until the completion of the convention.

This did not happen until Friday the 22nd - VP Graham resigned as trustee of the local. The Deputy Vice-President will therefore assume the trustee duties.

An amended exit report was submitted to the National Executive later in the week for discussion and adoption.

RV 8 – CARRIED

Adjournment.

Recorded Votes

	1	2	3	4	5	6	7	8
BUCK, D	1	1	1	1	1	1	1	3

<b>CHAMBERLAIN, M</b>	1	1	1	1	3	1	1	1
<b>CHAMPOUX, B</b>	1	1	1	1	1	1	1	1
<b>GRAHAM, D</b>	1	1	1	1	1	1	1	2
<b>KENNEDY, M</b>	1	1	1	1	1	1	1	1
<b>MILLER, M</b>	1	1	1	1	1	1	1	1
<b>NADEAU, D</b>	1	1	1	1	1	1	1	1
<b>PIKE, D</b>	1	1	1	1	1	1	1	1
<b>SMEATON, D</b>	1	1	4	4	1	1	1	1
<b>TURCQ, P</b>	1	1	1	1	1	1	1	1
<b>VERREAULT, D</b>	1	4	4	4	1	1	1	1
<b>MACLENNAN, J</b>	3	3	3	3	1	3	3	3

YES = 1

NO = 2

ABSTAIN = 3

ABSENT = 4