

UNDE EXECUTIVE VICE-PRESIDENT REPORT
SEPT 2017– OCT 2017

Sisters and Brothers,

This report represents my activities as UNDE EVP for Sept and Oct 2017:

Sept 7 Conference call with Clarity
Sept 11 Teleconference Phoenix, PSAC
Sept 19 Meeting with Scotiabank
Oct 4 Phoenix demo Kingston (4h00 pm)
Oct 12 Phoenix demo Ottawa (lunchtime)
Oct 27 AGM NPF/Ottawa

PORTFOLIOS

COMTRA –

- The Local Presidents Conference The next local presidents conference will be held in Ottawa Feb.23 and 24 (traveling days the 22nd and 25th). We will be having a conference call with an assigned local president from each region to setup the agenda for the LPC in November.

Regional Training - Nothing done in the first two months, will be working on it soon.

CFHA – No meeting during this period, Brother Frost will be taking over the file.

DRDC – No meeting during this period, Brother Meakin-Rendon will be taking over the file.

ADR - No activity to report.

TB Exclusions - No new position exclusions were proposed during this reporting period.

Phoenix – pay issues which are still a major problem for all members under the pay system. As a component we have developed a system that helps to escalate our members issues to the proper channels. We had hired a contractor in May 2017 but as you were made aware of at the last NE meeting, the service provided did not meet our expectations so we are now re-offering the contract to the members and public to help our members. Meanwhile we are trying to do the best we can to assist our membership even though it's not UNDE's responsibility.

LRO REPORTS

REPORT FOR NON-PUBLIC FUNDS:

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

- Bargaining Local 181 Goose-Bay Completed
- Meeting 202 workshop
- UNDE Convention LRO Rep general committee
- LRO Rep National Health & Safety meeting

2. Range of Services to Membership

- Maintained a contact information format for Quebec & NPF locals Reps;
- Continued discussions with all unions representatives;
- Provided language for Bargaining demands for NPF tables as well as grievances;
- Regular conversation with the Quebec Vice-President & Non-Public Funds Vice-President;
- Gathered representation info for Health & Safety issues across NPF;
- Acted as LRO replacement when requested;
- Participated at a number of Grievances hearings; NPF and Treasury Board members;
- Assisted in mediations for Treasury Board & NPF members:
- Visits at 202 workshop Montreal region for grievances purposes.
- Had to deal with NPF / WFA June 2017
- Sat as UNDE rep at National Health & Safety meeting June 2017
- LRO rep for UNDE Convention general committee rep.

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/complaints at 3rd level.

Represented / dealt with/ongoing:

LOCALS	CONTRACT STATUS	EXPIRY DATES	GRIEVANCES	#	GRIEVANCE STATUS
NPF 581 St-Jean		2019-10-31	Ongoing	32	Labour relation grievances
NPF 583 Bagotville		2019-11-30			
NPF 682 Ottawa		2018-02-28		1	
NPF 580 Valcartier		2015-06-30	Ongoing	1	
NPF 683 Trenton		2019-11-30			
NPF 680 Petawawa		2016-04-30	Notice given		
NPF 681 Kingston		2019-06-30			
NPF 380 Gagetown		2019-02-28			
NPF 912 Suffield		2020-03-31			
NPF 181 Goose-Bay		2016-06-30	Ongoing		
Treasury Board Grievances					
T.B. Québec			Ongoing	60 ++	Labour relation/investigations Multiples group grievances
T.B. Local 303		<u>New-Brunswick</u>	Ongoing	1	Labour relation/investigations

It should be noted that several grievances from locals have yet to be received at UNDE National office.

Report submitted as requested.

Daniel Verreault

REPORT FOR BC, AB/NORTH AND CSE:

The following report covers my activities, functions, involvement and responsibilities as an UNDE Labor Relations Officer for August 2017 to October 15, 2017.

General

After Convention it was a pleasure to reconnect with the newly elected and re-elected RVP's.

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

DND has managed to schedule a few grievances during this time which is an improvement over the summer.

Still dealing with long delays for third level replies to grievances.

When possible, I attend professional development session mainly through Lancaster House presentations to keep up with current trends in Labor relations and conflict management. In September, the topics included Marijuana and Opioid drugs in the workplace and accommodation issues as well as a conference on the ethical use of technology in the workplace.

CSE

No new busyness during this period.

BC Region, Alberta / North, Manitoba and Saskatchewan

Several new grievances.

Several work areas dealing with conflict with management bordering on anti-union animus.

Members and Locals with concerns regarding medical accommodation and medical retirement issues.

Overall there continues to have a high level of issues surrounding pay and in some cases the grievors and / or group of members chose to grieve the delays and financial prejudice they are suffering.

Respectfully submitted,

Paula Dignan

REPORT ON CLASSIFICATIONS:

Classification Grievances: form Aug 1 to Oct 15, 2017. within this period, I represented 24 grievances, in 09 hearings.

BC:2, NS:10, ON:8 QC:2, NFN:1, NCR:1 total 12

In these period, 1 was reclassified: QC, 1, Two remained unchanged: BC,1 and NCR, 1 the rest have not been responded as of this date.

In addition, I represented staff relation on work description/ effective date. 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.

Paul Dagenais

REPORT ON ATLANTIC REGION:

- Reviewed/represented files under the following subjects:

- | | |
|--------------------------------------|--------------------------|
| Discrimination | Performance Expectations |
| Harassment/Violence in the Workplace | Discipline |
| Duty to Accommodate | Acting Pay |
| Medicals | Termination |
| Overtime | |
| Rejection On Probation | |
| Rate of Pay on Appointment | |

During this reporting period, I assisted a member who arrived at the National Office seeking assistance.

I continue to represent the Atlantic Region during this review period.

I have had numerous conversations with representatives in the Region on many subjects such as discipline, acting, harassment, rejection on probation, termination, etc.

I have continued to update grievance jurisprudence into the office data base for ease of access and reference.

I have reviewed the CA for proposed input into the upcoming UNDE Bargaining Conference.

I attended the UNDE FR Steering Committee meetings.

In Solidarity
Brendalee Blaney
LRO Atlantic Region

REPORT ON PSST AND STAFFING

1) Staffing Complaints / Plaintes de dotation

Decisions issued since my last report / Décisions émises depuis mon dernier rapport

The decisions on time extensions are not reported in this report
Les décisions reliées aux prolongations de délai ne sont pas incluses dans ce rapport

Waiting for a decision / en attente d'une décision:

n/a

Scheduled for an hearing / A l'heure pour une audience

BC: 1 complaint in April 2018

NCR: 2 complaints in November 2017

NB: 2 complaints in January 2018

New complaints since my last report / Nouvelles plaintes depuis le dernier rapport

6 new staffing complaints / 6 nouvelles plaintes

NCR: 1

BC: 2

SK: 2

NS: 1

2) Grievances Separate Employers

Only new grievances transmitted at final level or referred to arbitration during the reporting period are listed on this report.

Seul les griefs qui sont transmis au dernier palier ou renvoyer à l'arbitrage apparaissent dans le rapport.

Newfoundland, Labrador and New Brunswick

IMP Gander:

No new grievances were transmitted during the reporting period

Serco:

No new grievances were transmitted during the reporting period

Ontario

Trenton Commercial Cleaner

No new grievances were transmitted during the reporting period

Saskatchewan

ATCO:

2 new grievance transmitted to 2nd level

Sodexo:

n/a

Aramark:

n/a

British Columbia

IMP Comox

1 new grievance was transmitted to 2nd level during the reporting period

Québec

Corporation du Fort St-Jean:

Aucun nouveau grief transmit au palier final

REPORT ON NCR AND ONTARIO

Activities

- Answered telephone calls and e-mail queries
- Assisted Local reps in resolving issues at the lowest levels
- Problem solved with my DND counterparts in DGWM
- Met with UNDE members from the NCR to discuss workplace issues
- Brainstormed with my colleagues
- Prepared arguments for grievance hearings
- Represented members at grievance hearings
- Mediated memorandums of agreement
- Exchanged with PSAC reps who are preparing cases for adjudication

Breakdown of the current outstanding grievances to be heard for Ontario:

- Article 19 = 1

- Duty to accommodate = 2
- Acting assignments = 8
- Incorrect salary payment = 1
- Other leave with pay = 1
- Unpaid retroactive salary = 1

Breakdown of the current outstanding grievances to be heard for the NCR:

- Sick leave = 1
- Overtime = 1
- Harassment = 1
- Performance review = 1

There are currently 19 grievances in abeyance in the Ontario region. These grievances all deal with the calculation of acting pay. In September 2016, the PSAC and TB mediated a settlement as a result of the policy grievance filed on this matter. An MOA has been signed and the PSAC has recently put together an information bulletin that forms part of the MOA. It is now being reviewed by TB. This information will then be communicated to all of our locals. It will also be posted on our website.

Seventeen grievances are awaiting a third level decision. MOA's are in the works for 10 of these grievances.

Staff Relation - Final Level And Adjudication Grievance Report From August 8, 2017 To October 15, 2017 For All Regions

LOCAL DND FILE NO	CLASS	NATURE	DATE FILED FIRST LEVEL	DATE REC'D THIRD LEVEL	HEARING DATE	DECISION	DATE TO PSAC	ADJ DECISION
629 0000006233	EG5	Art. 57 - Work Description Discrepancy	18.03.14	21.08.17				
629 0000006236	EG4	Art. 57 - Work Description Discrepancy	19.03.14	21.08.17				
905 0000006948	CR3	Art. 19 - Harassment & Discrim. - CCHR - 1	03.10.14	12.10.17				
101 0000007205	CR4	Art. 19 - No Discrimination & Duty To Accommodate	27.01.15	13.07.15	10.09.15	MOS		
530 0000007319	AS2(I)	Arts. 17 & 19 - Termination & Discrimination	23.02.15	10.05.16	05.10.17			
527 0000007352		Arts. 1, 21 & 68 - Work. Relat., Cons., Reopen.	12.03.15	13.10.15	05.10.17			
527 0000007353		Arts. 1, 21 & 65 - Work. Relat., Cons., Reopen.	12.03.15	13.10.15	05.10.17			
527 0000007354	TI3	Arts. 1, 21 & 67 - Work. Relat., Cons., Reopen.	12.03.15	13.10.15	05.10.17			
621 0000007553	EG4	Arts. 9, 13 & 19 - Union Rep. & Disciplinary Action		15.03.16	10.08.17			
507 0000007572	CR5	Art. 56 - Performance Evaluation Report (PER)	01.06.15	03.12.15	29.06.17	Denied		
526 0000007656	PCF8	Art. 61 - Acting Assignment Distribution	26.06.15	03.11.15		W/D		
526 0000007776	EG4	Art. 65 - Acting Pay Calculations	10.09.15	12.09.15		W/D		
903 0000007867	STS4	Art. 61 - Acting Pay Calculation	15.10.15	17.08.17				
526 0000007871	VHE10	Art. 61 & Ann. B - Acting Pay Calculations	20.10.15	01.09.17				
621 0000007994	EG4	Arts. 17 & 19 - Written Reprim. & Harassment		15.03.16	10.08.17			
905 0000007997	CR3	Art. 64 - Rate Of Pay/Acting	17.12.15	16.11.16		W/D		
905 0000007998	CR3	Art. 54 - Req. Complete & Current State. Of Duties	17.12.15	16.11.16		W/D		

LOCAL DND FILE NO	CLASS	NATURE	DATE FILED FIRST LEVEL	DATE REC'D THIRD LEVEL	HEARING DATE	DECISION	DATE TO PSAC	ADJ DECISION
905 0000008026	CR3	Art. 64 - Acting Pay	17.12.15	12.10.17				
905 0000008027	CR3	Art. 54 - Complete & current Work Description	17.12.15	12.10.17				
621 0000008157	EIM10	Art. 31 - Standby Pay Compensation	24.03.16	16.09.16		W/D		
621 0000008158	EIM10	Art. 31 - Standby Pay Compensation	24.03.16	16.09.16		W/D		
621 0000008159	EG4	Art. 31 - Standby Pay Compensation	24.03.16	16.09.16		W/D		
1008 0000008321 & 0000008322	CR4	Art. 19 - Discr. - Medical Disability & DTO	27.05.16	06.09.16	16.05.17	Denied	24.08.17	
1016 0000008369	MDO5	Arts. 29 & 61 - Overtime Payment & Pay Cheque	10.06.16	28.09.16		W/D		
406 0000008450	EG4	Art. 57 - Compl. & Curr. Work Descrip. Provision	10.06.16	14.09.17				
406 0000008451	EG4	Art. 57 - Compl. & Curr. Work Descrip. Provision	10.06.16	14.09.17				
303 0000008572	CR04	Article 17 - Rejection On Probation Letter	28.09.16	03.02.17	19.06.17	Denied	03.10.17	
619 0000008582	STS4	Art. 61 - Rate Of Pay	30.09.16	11.08.17				
641 0000008585	BUS2	Art. 30 - Leave Amendment Denied		30.08.17				
629 0000008614	CR4	Art. 54 - Complete And Current Work Description	20.10.16	10.08.17				
1008 0000008715	FOS5	Art. 61 - Acting Pay Reimbursement	05.12.16	20.09.17				
526 0000008728	VHE10	Ann. B - Pay Comp. & Canada Labour Code	06.12.16	06.09.17				
303 0000008747	HP3	Arts. 32 & 61 - Designated Holidays & Phoenix Pay	19.12.16	02.08.17				
908 0000008772	FRs	Appendix A - 5 - Long Service Pay Compensation	10.01.17	28.02.17		W/D		
908 0000008773	FRs	Appendix A - 6 - Lieu Day Pay Compensation	10.01.17	28.02.17		W/D		
303 0000008803	HP3	Art. 29 - Overtime	18.01.17	02.08.17				
406 0000008814	CR4	Art. 22 - Accommodation Of Disability	24.01.17	19.09.17				
1008 0000008852	CR5	Arts. 64 & App. A-1 - Pay Admin. & Renumeration	16.02.16	20.09.17				

LOCAL DND FILE NO	CLASS	NATURE	DATE FILED FIRST LEVEL	DATE REC'D THIRD LEVEL	HEARING DATE	DECISION	DATE TO PSAC	ADJ DECISION
1016 0000008860	GT4	Art. 65 & App. A -Incr. Incr. Compensation	22.02.17	12.09.17				
1016 0000008861	GT4	Art. 65 & App. A - Incr. Incr. & Emerg. Fund Pay	22.02.17	12.09.17				
641 0000008881	BUS2	Art. 52 - Other Leave With Pay	22.02.17	30.08.17				
1009 0000008892	FR	Art. 61 - Pay Remuneration	13.03.17	29.08.17				
704 0000008893	FR4	Art. 17 - Suspension - Six Day	14.03.17	26.04.17	05.10.17			
502 0000008958	AS3	Arts. 64 & App. A-1 - Phoenix Pay	20.04.17	02.08.17	12.10.17			
502 0000008959	EG6	Arts. 65 & App. A - Phoenix Pay	20.04.17	02.08.17	12.10.17			
502 0000008960	EG5	Arts. 65 & App. A - Phoenix Pay	11.05.17	02.08.17	12.10.17			
507 0000008986	CR4	Arts. 1 & 19 - Harmony & Discrimination	27.04.17	22.09.17				
507 0000008987	CR4	Staffing - Suitable Position	27.04.17	22.09.17				
1011 0000008988	GT2	Art. 19 - Harassment	27.04.17	21.09.17				
801 0000008994	FR1	Art. 29 - Discrimination	26.04.17	23.08.17				
507 0000009020	CR4	Return To Work Consultation	05.05.17	22.09.17				
611 0000009050	EG4	Art. 17 - Termination	11.05.17	11.05.17				MOS
1009 0000009107	FR1	Art. 61 - Pay Calculation - Increment Level	19.05.17	07.09.17				
502 0000009132	EG6	Art. 65 - Pay Administration Violation	21.05.17	21.08.17				
303 0000009161	EG5	Art. 57 - Complete & Curr. Work Description	02.06.17	13.09.17				
1008 0000009168	CR3	Art. 52 - Forced Leave Without Pay	06.06.17	05.09.17				
1009 0000009190	FR	Art. 61 - Pay Remuneration	16.06.17	29.08.17				
511 0000009199	EG4	Art. 66 - Professional Dues Payment	20.06.17	13.09.17				
403 0000009222	SCY2	Art. 17 - Termination	04.07.17	04.07.17	18.09.17			

LOCAL DND FILE NO	CLASS	NATURE	DATE FILED FIRST LEVEL	DATE REC'D THIRD LEVEL	HEARING DATE	DECISION	DATE TO PSAC	ADJ DECISION
1008 0000009325	FOS3	Art. 61 - Non-Appointment & Return To Work Prog.	09.08.17	20.09.17				
403 0000009335	SCY2	Art. 17 - Termination	26.07.17	26.07.17	18.09.17			
607 0000009403	AS4	Art. 35 - Sick Leave & Return To Work	14.09.17	04.10.17				
407 0000009419	EIM10	Arts. 17 & 19 - Letter Of Termination & Harass.	22.09.17	25.09.17				

**Classification Final Level Grievances From
August 8, 2017 To October 15, 2017
For All Regions**

LOCAL	DND FILE NO	CLASS	DATE REC'D THIRD LEVEL	HEARING DATE	DECISION
303	00002-47838	CR3	17.08.16	07.06.17	Unchanged
407	00002-97127	ELE3	30.10.14	20.09.17	
407	00002-97134	ELE3	30.10.14	20.09.17	
407	00002-96759	ELE3	30.10.14	20.09.17	
407	00002-97132	ELE3	30.10.14	20.09.17	
407	00002-86165	ELE3	30.10.14	20.09.17	
407	00003-29461	ELE3	30.10.14	20.09.17	
407	00002-96769	ELE3	30.10.14	20.09.17	
407	00002-86165	ELE3	30.10.14	20.09.17	
407	00002-86810	ELE3	30.10.14	20.09.17	
407	00002-88551	ELE3	30.10.14	20.09.17	
411	00001-65432	STS5	06.09.17		
411	00001-65433	STS5	06.09.17		
502	00001-65712	EG4	17.08.16	13.09.17	
502	00001-65727	EG4	17.08.16	13.09.17	
502	00001-65725	EG4	17.08.16	13.09.17	
502	00001-65730	EG4	24.10.16	13.09.17	
502	00001-65706	EG4	17.08.16	13.09.17	
502	00001-65709	EG4	17.08.16	13.09.17	
502	00001-65730	EG4	17.08.16	13.09.17	
503	00001-65855	MAM10	23.06.15	11.10.17	

LOCAL	DND FILE NO	CLASS	DATE REC'D THIRD LEVEL	HEARING DATE	DECISION
504	00008-10902	EG3	25.07.16	21.06.17	Allowed
511	00002-36056	CR4	07.09.17		
607	00002-28863	AS2	25.10.16	04.10.17	
607	00002-74567	CR4	26.09.17		
607	00008-03415	CR4	02.08.17		
621	00008-16095	PIP00	17.02.17	20.09.17	
621	00008-16094	PIP00	17.02.17	20.09.17	
629	00008-05115	COI11	22.06.17	11.10.17	
629	00003-09189	COI11	22.06.17	11.10.17	
629	00001-50939	COI11	22.06.17	11.10.17	
629	00002-76107	EIM10B3	21.08.17		
629	00003-09188	COI11	22.06.17	11.10.17	
629	00001-50938	COI11	22.06.17	11.10.17	
629	00001-50937	COI11	22.06.17	11.10.17	
641	00002-10327	AS3	21.09.17		
641	00002-96524	GT3	14.09.17		
704	00001-52512	STS4	02.08.17		
1008	00001-45344	CR3	24.03.09	13.09.17	
1008	00001-43320	CR4	26.09.17		
1016	00002-51023		01.12.15	28.06.17	Unchanged

**Private Sector And Separate Employer Final Level And ARB/ADJ Grievance Report From
August 8, 2017 To October 15, 2017 For All Regions**

LOCAL GRIEV FILE NO	CLASS	NATURE	DATE TRANS	DATE REC'D AT SECOND/THIRD AND ARB/ADJ LEVEL	HEARING DATE	DECISION	DATE TO PSAC /ADJ	PSAC /ADJ DECISION
120 1142-04		Art. 20 - Flight Pay	07.09.11	03.08.17		Denied	13.10.11	MOS
120 1142-01		Art. 20 - Flight Pay	07.09.11	03.08.17		Denied	13.10.11	MOS
120 1142-03		Art. 20 - Flight Pay	07.09.11	03.08.17		Denied	13.10.11	MOS
120 16011-01		Art. 33 - Staffing Selection	28.01.16	14.08.17				
120 16011-02		Art. 33 - Staffing Selection	28.01.16	14.08.17				
120 1142-02		Art. 20 - Flight Pay	07.09.11	03.08.17		Denied	13.10.11	MOS
682 0000001		Arts. 15 & 16 - Letter - Vacation And Sick Leave	29.03.17	11.07.17	21.07.17	Denied	06.09.17	N/R
682 0000002		Article - 16 - Reimbursement for Med. Certificate		29.11.16		Denied	06.09.17	N/R
682 0000003		Arts. 15, 16 & 21 - Vacation Leave & Suspen. - 1 Day	15.05.17	21.07.17		Denied	06.09.17	N/R
807		Art. 26 - Shift Scheduling	09.03.17	23.08.17			25.04.17	W/D
17752 3		Arts. 12 & 25 - Discrimination & Letter Of Dism.	06.04.17	23.08.17			24.04.17	