

## **VP Manitoba/Saskatchewan National Executive Report May 2017**

### **3rd Canadian Division LMCC - 8 Nov 16 (see report)**

- BATUS Food Service meeting being held with BATIC on 01 December 2016.
- Operation Staffing management stated all priority positions have been filled (about 250 positions).
- Pay Transformation ensuring all managers are aware of how employees can receive emergency salary advances
- CANFORGEN 126/16 concerns raised by UNDE regarding non-duty travel and discipline
- RPOU(W) LMCC will be stood up 16Nov16 but will continue to be part of the 3rd Div agenda.

### **RPOU(W) LMCC - 16 Nov 16 (see report)**

- apprenticeship program, lack of journeymen, update organizational chart, centralization
- no P3's for the west
- asbestos local/national databases, unions stressed the importance of managers and employees knowing about asbestos and when it is being disturbed in workplace.

### **National Executive Meeting - 12-14 Dec 16 (see minutes)**

- discussion took place on email addresses locals
- new e-mail created which is [claims@unde.org](mailto:claims@unde.org) for all claims
- UNDE History Book discussions
- UNDE Scholarship awards and Life Membership awards

### **38th 1 Canadian Air Division (1CAD) Union Management Consultation Committee (UMCC) - 17 Jan 17 (see minutes)**

- Brigadier General (BGen) Dave Lowthian the management co-chair spoke on the Wing Restructure project which is headed up by a new group called the Wing Restructure Oversight Council (WROC). It's task will be to re balance the existing 3 Wings through reapportionment while adding no new tasks.
- PIPSC spoke at length over the approval matrix required for training outside of Canada despite PIPSC grievance outcomes to the contrary. The Department of National Defence (DND) has conflicting rule sets. This item will graduate to the national forum(s) for resolution.
- Concerns raised on DND's requirement to have its employees notify the employer of any non-duty travel out of country even into the United States (US) because of its CANFORGEN 126/16. 1CAD was unawares and supports the Unions efforts to have this rescinded. Human Resources stated that no-one will be disciplined because of this and management by its silence seemed to concur.
- 1CAD feels it is in a "great position" with the fiscal year (FY) being approximately 77% completed and the money being around 71% expended. Some Salary Wage Envelope (SWE) is being "refocused" due to the length of time it takes to complete the staffing processes. The "focus is on Indeterminate" and the "priority is always on Indeterminate" hiring.

- Dialogue on the Apprenticeship and Operational Development Program (AODP) and its support. The final outcome was the realization that opportunities are limited now in 1CAD after the shift to Real Property Operations (RP Ops) however, the Wings will continue to explore opportunities to utilize the program and to fund from within. Examples cited were Food Services (FOS), Vehicle Heavy Equipment (VHE) and Fire Fighters (FR). UNDE pushed for the AODP to be used to revitalize the Public Service (PS) more so than other methods.

- UNDE raised the issue of communications and continued the previous agenda item #18 concerning Non Public Funds (NPF) and PS work. UNDE felt that the handling of the documents and the required fallout discussions could have and should have been handled differently and more respectfully.

- UNDE also raised the issue of dropped communications between the BGen and the co-Chair from last Oct. UNDE was asking for 1CAD pressure to be placed on IMP to improve the members working conditions in accordance with the agreements cited by 1CAD for all weather gear.

- UNDE updated 1CAD on the state of negotiations between IMP and our 2 locals and warned of potential impacts to flights (ex. The flight school). While still with separate employees, UNDE informed 1CAD that SERCO has cut its employee count at Goose Bay and is now ignoring/circumventing mandatory licences. All of which could impact operations on the Wing.

- UNDE asked what the government's primary Search and Rescue (SAR) Department is? The response was that it is a Joint Rescue Coordination Centre (JRCC) decision based on the issue at hand.

- PIPSC tabled P3 presentation

### **1 Canadian Air Division (1CAD) Union Management meeting with Col W.A. Locke, A1 and Diana Scheper Manager HR Client Services / Planning & Programs (1 & 2 Cdn Air Div) / ADM(HR-Civ) - 30 Jan 17**

- This meeting was organized to talk about the previous 1CAD minutes round table discussion (para 18) stating a response had not yet been received from CFMWS to the UNDE letter sent 9 Aug 16 regarding the cessation of NPF services at RCAF locations. UNDE stated they had received an email contact, but nothing further. BGen Lowthian stated CFMWS should be prompted for a response. UNDE stressed at this meeting that it is important to communicate with UNDE outside the UMCC to better understand issues and concerns that arise between UMCC's as well as to better explain issues that do arise.

### **Presidents Conference - 2-5 March 17**

-Members attended were Brothers Mike Weisgerber 50704, Kevin Roh 40807, Jean-Claude Gelinis 40800, Sisters Gloria Kelly 50705, Nicole Papineau 50705, Shaunna Plourde 40802, Evelyn Jackson 40801.

-Positive feedback received on the agenda for the conference being relative for all local presidents.

### **PSAC Equity Conference - 24-28 March 17**

- Participated in the Disability and Women's Caucus's.
- Delegates participated in workshops, caucuses, elections and resolution debates of the equity groups that they self-identified for the conference.
- Topics: Discrimination, Employment equity, Equality Rights, Aboriginal issues, Disability issues, Human rights, LGBT, Racism, Women's rights

### **2017 UNDE Prairies Council of Locals - 7-9 April 17**

- History goes back to 1978 in Edmonton at the Riviera Hotel.
- Workplace Health & Safety Committee presentation by PSAC Clint Worth
- Canadian Human Rights Museum guided tour on Labour and Workers' Rights History. This is the world's only museum solely dedicated to exploring the concept of human rights. Through diverse stories of violation, survival, resistance, and resilience, the CHRM encourages visitors to learn from the past, and to enter an emerging rights conversation about the future.
- Media and Social Media Training - talking about news values, 24-7 news world, key audiences, assumptions, determining attitude, managing hard questions under the hot lights, media top ten tips, practical tips for using social media, SHUVLING.
- S-social trend H-high profile U-unusual V-visual L-local I-impact N-newsroom G-guts

<https://youtu.be/CUU32X9PQdo>

### **PSAC Prairies Convention April 20-23, 2017**

- PSAC Prairie Regional Convention UNDE Caucus 20 Apr 17
- Sister Marianne Hladun was re-elected as the REVP for the Prairies Brother Frank Jahns as alternate.
- Tribute to Sister Judy Shannon who was the PSAC prairies staff member in charge of education for the prairies and passed away.
- Many quest speakers - Robin Benson, Hassan Yussuff, Kevin Rebeck MFL President

### **Meeting in Shilo with Local 50704 - 2 May 17**

- mental health in the workplace is a growing concern.
- members need to be educated on the how to deal with their own as well as co-worker's issues.
- I encourage all local presidents to have conversations at their general meetings or bring in a speaker.
- lunch & learns would be a great way to do some education on this topic

### **Canadian Labour Congress (CLC) Convention - 8-12 May 17**

- Passed Policy Papers on Working for a #FairFuture, Equity for a #FairFuture, Green Jobs for a #FairFuture, and Organizing for a #FairFuture.

-Labour Movement Priorities - Retirement Security, Employment Insurance, Domestic Violence at Work, Climate Change, Banning Asbestos, Health, Electoral Reform, Trade, Pay Equity.

-On-going Priorities - Human Rights & Equity Issues, Labour Legislation, Employment Standards & Health and Safety, Skills Training, Social, Economic & Trade Policy, International Development Assistance.

-Brother Hassan Yussuff re-elected as President

-Brother Larry Rousseau and Donald Lafleur as Vice Presidents

-Sister Marie Clark Walker as Secretary Treasurer

-Really enjoyed the printed word on the screen in French and English translation. It allowed the opportunity if you didn't hear what was said or if someone's speech was difficult to understand you could check with the words printed and catch up without missing discussion.

### **Young Workers Conference Call – 9 May 17 (see report)**

### **Spring National Executive Meeting 16-18 May 17**

#### **3rd Canadian Division LMCC - 24 May 17**

-Agenda Items -

-staffing holds due to no funding this spring -Phoenix questions will be asked How many outstanding pay files/How much money is owed/How much money given to out of pocket expense claims/ How many have utilized the out of pocket claims/Approval-Denial ratio for out of pocket claims.

#### **RPOU(W) LMCC - 25 May 17**

-Agenda Items -

-vacancy management report -delegation of authority for staffing -money for maintenance (why only breakdown maintenance) -which projects going ahead -staffing (freeze?) -reclassification of positions RPOU (E) reclassifying its DD-4 to EG-3 (no change in duties) will this be done across the organization?

#### **39th 1 Canadian Air Division (1CAD) Union Management Consultation Committee (UMCC) - 5 June 17**

-PIPSC will present a contracting out presentation

### **Highlights from the Locals**

#### **Winnipeg- 50705 (Nicole Papineau)**

-Sister Nicole Papineau has been elected as the new local president at the general meeting in Feb with Sister Gloria Kelly stepping down from this position.

-The current executive is all new.

-We wish Sister Gloria Kelly well and send her our appreciation for all the work and accomplishments with this local

-Sister Megan Duthie is the new rep for the Young Worker committee

-First time in many years the Local has a Chief Shop Steward Brother Damien Rieger

- Members BBQ June 27 with an action focused on Phoenix and at the same time giving them a free lunch as appreciation for all their union work.
- Newsletter published four times a year to inform local membership of issues and events within the local.
- Local has a Facebook page where they post local issues and highlights.
- 17 Wing Winnipeg is starting a Sweat Lodge on base beside the Chapel to hold up to 15 people to be build by 1 June 17
- Many long term union activists retiring from the local this year, Sister Gloria Kelly, Dale Buck, Elizabeth Dziejczak and Brother Brian Monteith to name a few that have been a part of past executives.

#### **Shilo – 50704 (Mike Weisgerber)**

- March 22, hosted ratification votes in Shilo. First time local achieved a PSAC ratification vote other than in Brandon.
- PSAC Prairies Convention. 7 members attended, 2 as PRC members which were re-elected, 3 delegates, and 2 observers.
- April 29, co-hosted/facilitated a Day of Mourning recognition and coffee event with the Base.

#### **Dundurn – 40801 (Evelyn Jackson)**

- Local President has been elected the Saskatchewan Area Council rep to the Prairie Region Council
- Local President has been elected on the SFL OHS Committee. Meetings held 1 & 24 Mar 17 as the PSAC Rep (see her report attached)
- Local President attended the D Safe G Safety Symposium 21-22 Feb 17 (see her report attached)
- Sister Megan Pryor attended the SFL Youth Conference in Regina 27-30 April 17

#### **MooseJaw – 40802 (Shaunna Plourde)**

- Sister Heather Leduc received a management Health & Safety Award
- June potluck scheduled to thank members for their work.

#### **ATCO Structures & Logistics – 40800 (Jean-Claude Gelin)**

- New Agreement signed
- Working on Short Term Disability Coverage - opposed to any change that involves the elimination of Short Term Disability coverage for members or substantive negative change to sick leave provisions. Opposed to any decrease in any other benefit provided.
- Working on Pension Plan changes - told management they will never agree to a two tier system in the area of Pension. The proposed changes will not affect current employees but we are fundamentally opposed to grandfathering and it will not be considered.

#### **Aramark/Sodexo – 40807 (Kevin Roh)**

- Sodexo has workplace issues with mess hall being shut down and working from temporary workplace

**Regional Education -**

Mod 1 & 4 and Mod 9 are being planned for the region.

**Human Rights Advisor MB/Sask – Sister Shaunna Plourde**

(see Human Rights Advisor Report)

**Young Workers representative MB/Sask – Sister Megan Duthie**

(see Young Workers Report)

**FR Steering Committee MB/Sask – Brother Mike Mymko**

(see FR Steering Committee Report)

**Ammo Committee Rep - Glen King**

(see Ammo Committee Report)

**COMTRA** (see COMTRA report)

- As a member of the COMTRA committee, participating in various courses provides opportunities for members to share experiences and build networks and connections which also empower members to understand, use, and fight for their rights. A trained membership is an active membership and active members build a strong union.

"The Art of Communication is the Language of Leadership"

James Humes

"We Read to Know We are Not Alone"

William Nicholson

In Solidarity

Respectfully Submitted

Mona Simcoe

VP MB/Sask

## **2017 Defence OHS Learning Symposium by D Safe G**

February 21 & 22, 2017

Report by E. Jackson (Representative for Detachment Dundurn Safety Committee)

**Defence Renewal Policy** will be from 2018-2022

Policies to be put in place this year 2017

### **Federal Workers Compensation Services – Labour Program**

Government Employees Compensation Act (GECA)

3 person team spoke on

- The partnerships between the federal gov't and the provincial WCB's
- There are 3 partnerships in place between these provincial WCB's & the gov't – BC / Alberta / Nfld
- SK is in the works but the Saskatchewan Gov't is not modernized enough for this to work 3rd party claims such as dog bites or if an employee slips on gov't property but a contractor does the snow clearing
- Modernization of the Labour program – there will be a parent agreement to cover general issues then each WCB – trying to make them as similar as possible
- The gov't of Canada uses the provincial workers comp Agencies – Association of Workers Comp Boards of Canada – [AWCBC.org](http://AWCBC.org).

### **IE Transformation**

- Working on a general safety program for the RPOPS group
- ADM(IE) as an L1 organization is supposed to have a general safety officer and a program in place but they do not
- No word on their safety structure or reporting
- Looking into some standardized training such as confined space – would like SOA's in place for some training needs

### **Respiratory Protection Program (CFFM)**

- The 4th cycle compliance review completed
- Visited all bases / wings / detachments & sections – Dundurn is being done October 2017
- Workplace assessment WRT RPP is 66% non-compliant

### **Safe Driving**

- All courses to be on DND learn
- No stats on whether or not this is a better way to learn these courses

### **Asbestos Management**

- Shown what is being done in Kingston
- Drawings in the GSO's office showing where it is in each building
- Any building older than 1990 is having a Designated Substance Survey done by consultants
- GSO specified what he wanted in each report
- DND Asbestos Management Directive 2007

Guest Speaker – Spencer Beach

### **Table Discussions**

- 1 - Improving knowledge sharing across the OHS Community
  - Problems with COC & Mgmt buy-in
  - Training – having it put as part of military PLQ
  - Passage of information – up & down the COC
- 2 - OHS performance metrics
  - Accountability
  - How efficient is the training compared to what is being done on the job? le write a course evaluation 6 months after the training
- 3 - Creating an ADM (safety) organization
  - Don't fix what is not broken
- 4 - Best practices in dealing with occurrences of violence
  - Training as competent investigators
  - Training on Part 20 of the CLC part 2 COHS Regulations
- 5 - How to improve support to the OHS community of practice
  - Training – change the # of participant requirements so that a course can be run with 16 students instead of the required 20

### **Workshops**

#### **Workplace Health & Safety Committee Best Practices**

Discussions on the following:

- Work on year end sheet each month
- Chapter 3, Volume 1 of the General Safety Policy & Program
- Task out duties to the members

#### **Army HAZMAT Handling Initiatives**

- Power Point on Petawawa Initiatives – ie POL refuelling of equipment / transportation (drip pans)



## **2017 SFL Occupational Health & Safety Committee Meeting**

March 1st & March 24th, 2017 Report by E. Jackson (Representative for PSAC)

### **March 1st – First meeting of all the SFL Committees in Regina**

Morning

SFL President –Larry H spoke on the Rally for Saskatchewan taking place on March 8th along with upcoming issues such as the provincial & federal budgets. Kent Peterson spoke on the “OWN IT CAMPAIGN” – How to communicate the message. It was about the privatization of the Saskatchewan Crown Corps. There are many web sites from the different unions and a write your MLA campaign regarding this issue.

Afternoon

This was our first meeting as a committee. We had round table introductions. We reviewed the Terms of Reference to which I had contributed the following – Continue with process and procedures initiated from previous years committees which was adopted by the committee. We looked over our committee handbook – If anyone wants to look at it I will have it with me during the convention. It has the committee objectives, structure & appointment, operation of the committee (roles & responsibilities) and templates for minutes and TOR's. Overall a very good booklet. We discussed the Ready to Work program that goes into the schools to teach young workers about OH&S complete with some of the gory details. It is a respected course that is taught in conjunction with the Saskatchewan WCB. Lastly, we discussed the upcoming OH&S conference and what the committees' role in it is.

All the committees then reconvened and reports from each were given.

### **March 24th – First meeting of the OH&S Committee in Regina**

Reviewed TOR's Added #7 to Duties & responsibilities as per 1st meeting then in #1 replaced the words Community Organizing Principles with Committee Handbook Objectives. TOR's can be found on this web site:

<http://www.sfl.sk.ca/about-us/our-committees/occupational-health-safety>

Discussion around workplace fatalities in Saskatchewan

- Highest in the country
- Report by Sean Tucker a U of R professor - he took data from WCB's across Canada and calculated rates of workplace injuries & fatalities, then ranked the provinces and territories from worst to best – clearly Saskatchewan has a problem – I have the report if anyone wants to see it – just email me
- Possibility of a campaign that when you see unsafe workers you call the 1800-number into the provinces OHS inspectors office
- There have been some radical cuts in the OHS world by the provincial gov't Is there a registry of incidents/accidents/deaths per company on line

- Possible meeting with Ray Anthony – executive director for Labour relations & Workplace Safety – OHS division but must be prepared and have done the homework before the meeting Provincial

### Bill 603

Private members bill that speaks to domestic violence – it is supported by all parties and should pass in the spring session – this bill means that people fleeing abuse are eligible for 10 paid days off and an unpaid leave up to 17 weeks per year and can break a lease to move on without penalty – unfortunately Saskatchewan has the highest rate of domestic violence in the country

### OH&S Conference – September 6-8, 2017

- Theme – “Today Matters Most”
- Workshops – worked on rewording of introductions that state what each workshop is about
- Workshops begin on a Wed afternoon till Friday noon – you will be in 1 only – when registering you rank your choices
- Plenary session – Work Safe BC – 2 people to speak to their web site and what works and what doesn't
- Workshops as follows:
  - 1 - Occupational Health & Safety and the Act & Regulations
  - 2 - Effective OH&S Working Committees
  - 3 - Harassment Investigation in the Workplace
  - 4 - Workers Compensation
  - 5 - Changing Minds: mental Health & Workplace Stress
  - 6 - Empowering New & young Workers
  - 7 - Duty to Accommodate
  - 8 - Violence in the Workplace
- No help required from the committee unless you are a trained facilitator

Resolutions from the 2016 SFL Convention Discussed how best to address each one – 3 out of 10 were already completed

Mental Health Week – May 1st to 7th, 2017 Discussed ways to get the word out and different web sites and National Standards for Psychological Health (can be downloaded from the mental health commission web site) [www.mentalhealthweek.ca](http://www.mentalhealthweek.ca)  
[www.mentalhealthcommission.ca](http://www.mentalhealthcommission.ca)