

**UNDE 1008 GENERAL MEETING**

**30 January 2019**

**RECORD OF DECISION**

**In Attendance: Members:**

Colleen Strong President

Paul Jones 1st VP Attendance Sheets Attached to

Scott Hodge 2nd VP Original Minutes

Sandra Gallup Secretary

Doug Francis Treasurer

Brenda Kipot Chief Shop Steward

Dennis Oliphant A/CSS

Kelsey Alton Youth Rep

Ken Milling Steward

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|  | **Discussion** | **Follow-up/Action** |
| 1. | Called to order at 12:00pm. |  |
| 2. | Roll Call of Officers |  |
| 3. | Harassment statement read by Sister Kipot. |  |
| 4. | Acceptance of Agenda – motioned by Brother Sheehy/ seconded byLukey. Carried |  |
| 5. | Acceptance of previous Minutes – motioned by Brother Dawson/ seconded by Sister Burkhart. Carried |  |
| 6. | **Business Arising From Minutes:**  *Staffing Prioritization Update*  -Still ongoing  -For the period of May to end Dec the number of vacancies on Base is 200 positions  -For that same timeframe the intake has been 71 people but there have been 38 people leave through retirement, etc…  -For FMF there are approximately 200 vacancies as well  *Office of Disability Management Update(ODM)*  -There has been no policy change from DSafeG yet as the ODM is not being used across the country  -RTW and DTA are being done through the ODM’s office  -There are local procedures in place where ODM exists | Sister Strong |
| 7. | **President’s Report:**  -Sister Strong wished everyone a Happy New Year  -Since November there has been a lot of Joint Learning Program (JLP) training; most recently the UMCC Course has taken place in many Units and will be held soon in others  -Sister Strong explained how UMCC meetings are very important as they are a great venue to bring up issues that affect work and require consultation with management. They are an open forum where there is no need for names (confidential) and they are great for information sharing.  -Sister Strong advised anyone still experiencing issues with union dues to fill out the feedback form on the PSAC website  -This is Sister Strong’s last meeting as she will be starting her new position in Ottawa April 1st as a Union Services Officer for UNDE  -Sister Strong thanked everyone for their support and guidance through her years with the Local | Sister Strong |
| 8. | **Treasurer’s Report:**  -Presented by Brother Francis  -Report is accurate as of 27 Jan 2019  -Explained we as a Local agreed to run a deficit Budget  -Question was asked whether it must come to the membership for a vote if we are spending more than what is budgeted. Answer is only if it is over $500. If under $500 the Executive can make that decision.  Motioned by Brother Francis/ seconded by Brother Jones to accept. Carried | Brother Francis  Budget attached to original Minutes |
| 9. | **Chief Shop Steward Report:**  -There area lot of Union courses coming up and a list has been attached to the packages  -Reminder the Local will give you $75/day for taking a course. This is in addition to the $50 the PSAC will give you.  -Trends for grievances right now are work description and therefore wanting acting pay for performing duties above the current work description.  -Always looking for more Stewards  -Motioned by Sister Kipot/ seconded by Brother Oliphant to accept. Carried | Sister Kipot |
| 10. | **New Business:**  ***Bargaining Update***  -Met in November and the Employer presented their pay proposal.  -Surprising part was there would be no retro pay and nothing would come into effect until 365 days after signing. The Employer blamed this on Phoenix as the software would not be in place to process the monetary increase. This proposal by the Employer equated to a 2 year wage freeze.  -The Union filed for an impasse before Christmas to the Federal Public Service Labour Relations and Employment Board. The Employer said there was no grounds for an impasse as there had been no discussions yet. The Union said we have been in bargaining for 6 months with no movement. The impasse was rejected so we are going back to the Table.  ***Change in Leadership***  -Effective 01 March 2019 Brother Paul Jones will be taking over as the President of the Local  ***UMCC’s***  -As discussed earlier these meetings are the best avenue to use to take issue to management for consultation  -If you have an issue make sure it gets brought forward to your Executive to be discussed at the Unit UMCC  ***Job Fair***  -Happening on 06 March 2019 at the C&PO’s Mess  -Was no consultation with the Union about the Job Fair; we were told it is happening  -Told it is for entry level positions (CR 03, STS 04, FOS 02, etc..)  -Told there will be conditional letters of offer on the spot  -Told it will not affect staffing prioritization  -Told that SWE has been allotted to the Base by the Admiral and it has to be used fy fiscal year end  -Any Unit that wants to participate can  -It will be advertised in a variety of different places (newspaper, posters, website, notice board, etc…)  -Question asked why the Employer does not look at the people in pools for positions and Sister Strong replied that the Employer will say the pools have been exhausted.  ***Union Letter***  -There has always been a fear for some people that they may face repercussions from management if they get involved with the Union. The CO of FMF has a draft letter that has now gone to the Admiral through the FUMCC for approval to send out Formation wide. The basis of the letter is that management supports the Union in the workplace and there will never be repercussions for being involved. | Brother Hodge  Sister Strong  Sister Strong  Sister Strong  Sister Strong |
| 11. | The date of the next GM will be sent out shortly. | Sister Strong |
| 12. | Meeting adjourned at 12:53pm. Motioned by Sister Kipot/seconded by Brother Cossette. Carried | Sister Strong |

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Sister Colleen Strong Sister Sandra Gallup

President Secretary