

VP Manitoba/Saskatchewan National Executive Report April 2018

National Executive Meeting – 30 Oct-1 Nov

UNDE Bargaining Conference – 3-4 Nov

Winnipeg Local 50705, Shilo Local 50704 and Dundurn Local 40801 participated

PSAC National Leadership Training – 30 Nov-3 Dec

Participated in a variety of workshops dealing with communicating with members, member engagement and mobilization, promoting equity, human rights and inclusion, and labour relations management as it relates to mental health.

Labour College of Canada Certificate Program Online Session – 8-21 Jan 2018

The Labour College of Canada (LCC) is a union-made education program for active union members. The new LCC Certificate Program is a labour studies and leadership program for labour active union members that supports critical thinking and collaborative learning in a flexible format.

Continuing on the success of the previous LCC programs, the new LCC Certificate Program is built on creating collaborative learning moments and student cohorts from start to finish. The new program offers greater flexibility by blending online and in-class learning. Areas of study include:

- Political Economy
- Theory and Practice of Unions
- Labour History and History of Work
- Organizing and Education for Change
- Communications
- Emerging Issues for the New Working Class

The program is now divided into three sessions. Each session includes an on-line and in-person component. All sessions require preparation and reading and some work following each session related to an independent project (LCC Project). The LCC Certificate Program:

- Builds leadership skills and provides leadership tools
 - Fosters empowerment, self-confidence and new networks of labour leaders
 - Strengthens critical thinking skills
 - Examines working class struggles and human rights issues that affect all workers
- Creates change!

Labour College of Canada Certificate Program In-Class Session – 4-9 February

This was a very intense week long course. We worked on many case studies learning labour history. (PATCO, The RSMC Organizing Case, Operation Solidarity, Case of Privatization of Health Care in BC, Toronto Pickers, Child Care Organizing, and Smithfield Foods case studies). We developed our capacity to think about and address complex issues and questions such as:

What are unions doing/What more could we do to make advances for workers in the current political economic context (neo-liberal age)?

What contributes to a union's power? What can we do to be more powerful?

What strategies should we consider to counter the deunionization of the labour force, and increase union density (percentage of workers who are unionized)?

What role does union leadership play in setting the path to become more effective, inclusive and powerful?

Tackling these questions help to tackle some of the very real and practical problems that as leaders we are addressing, such as low levels of engagement, lack of diversity, and tough bargaining and the countering of demands for concessions. All of these problems are interrelated.

The group also participated in a Blanket Ceremony. The Blanket Exercise is based on participatory popular education methodology and the goal is to build understanding about our shared history as Indigenous and non-Indigenous peoples in Canada by walking through pre-contact, treaty-making, colonization and resistance. Everyone is actively involved as they step onto blankets that represent the land, and into the role of First Nations, Inuit and later Métis peoples. By engaging on an emotional and intellectual level, the Blanket Exercise effectively educates and increases empathy.

We talked about the United Nations Declaration on the Rights of Indigenous Peoples which is an international human rights document designed to protect the rights of Indigenous peoples.

PSAC Prairie Regional Council Meeting - 9-11 February

In attendance Brother Chris Aylward - PSAC National Executive Vice-President – gave a presentation on PSAC Budget 2019-2021. He stressed the importance at convention to try and get through the resolutions in a timely manner. PSAC Facilitator Morna Ballantyne led the National Officers and Representatives in a strategy session on setting goals for the next three year mandate.

Local Presidents Conference – 23-24 February 2018

The workshops on media strategies, social media, email and website tips for union activists was well received. Media training was part of the last Council of Locals for the region and the local presidents are planning for more training in this area.

“Phoenix First Aid” – 28 February

-Members attended the “Phoenix First Aid” Day of Action planned in Winnipeg. Information was given to members about Phoenix and what to do in the case they have been “Burnt” by Phoenix. Media was invited and several papers printed articles. Our picture continues to be reprinted months following the event. Most recently April 14th Winnipeg Free Press.

PSAC Bargaining Conference – 26-29 March

BYLAW Committee Meeting – 26-29 March

(see report)

Code 641 –

Article 14.15

Effective January 1, 2018, leave granted to an employee under Article 14.02, 14.09, 14.10, 14.12 and 14.13 will be with pay; the PSAC will reimburse the Employer for the salary and benefit costs of the employee during the period of approved leave with pay according to the terms established by joint agreement.

This means that from now on, when a member is approved by the Union to attend an event under Article 14.02, 14.10, 14.12 and/or 14.13 the member's leave will no longer be deducted from their pay, instead the pay will remain unchanged and DND bills the union.

Code 641 is up and running. To date HR in Winnipeg has not received any guidance or instruction from their National and were not aware it was working. Currently members are following PSAC's guidance on their web site. <http://psacunion.ca/union%20leave>

How do I request Union Leave from the Employer under the new system?

- For applicable events starting January 1st, members will now receive a Union Authorization Letter from PSAC or component that is hosting the event, authorizing their participation in the union activity for which a leave with pay is to be requested.

- The member will enter the leave request for the union activity in the Leave Management System using code 641 and submit an electronic copy of the letter to their delegated manager.

- The member will enter the following information (reference in the Union Authorization letter) in the Leave Management System comment box:

The name of the union event;

The event number / identifier code;

The applicable clause of the collective agreement

- The leave request will be routed to the member's delegated manager for review.

- The information entered in the Leave Management System will be used by the employer to invoice the PSAC or component for applicable loss of salary.

Phoenix –

Demonstration in Aug outside the base in Winnipeg created some excellent communication with Local President and the 17 Wing Commander.

They have been meeting regularly to discuss and find out where all members are located on base that are affected. To ensure that those members are receiving all the help and guidance that they need. A file was also prepared and sent to DM Jody Thomas wrt Employees and Phoenix issues. The Wing Commander is expecting a response and spoke directly with the DM in December.

Members continue to support PSAC Winnipeg Area Council Phoenix Demonstrations held every TB Pay Day. These demonstrations currently move to different component Local locations to allow for a variety of members to participate during their lunch hour. This creates a greater awareness with people still asking what we are demonstrating about.

Locals are encouraged to demonstrate in front of an MP's office.

In November Local 50705 demonstrated outside of MP Doug Eyolfson's office.

They were very accommodating and bought donuts and coffee and let members warm up inside and talk about their issues. Many members discovered that talking with their MP set up a process regarding their pay issues.

The LCol agreed to let members know via a 17 Wing wide email to contact their MP as well.

Recent communications from the Deputy Minister have highlighted the importance ascribed to resolving Phoenix pay issues for DND employees as quickly as possible. In the spirit of that intent, 17 Wing has learned that most Members of Parliament (MP's) have dedicated case workers assigned to handle Phoenix issues for their constituents. As a result, members can call their respective MP office wherein a file will be opened and members are assigned a case-worker.

Employees can find their MP by putting in their home postal code in the search box on this page: <http://www.ourcommons.ca/Parliamentarians/en/members> selecting your MP's name in the search will yield all the info necessary to contact the local constituency office and ask about their Phoenix case workers and the applicable process. Employees are encouraged to continue to exhaust every avenue possible, and the above provides another avenue that may aid in resolution.

Way to network and create that communication with management.

I feel this is one of the most important skills for a local president to network with management to strengthen the union.

During the Phoenix Pay day demonstration outside MP Doug Eyolfson's office, there was an opportunity to talk to his EA. We asked about bringing Compensation Advisors back in house. The letter below was a response to our questions from PSPC.

Sent: January 29, 2018 12:05 PM

Subject: Compensation Advisors in Winnipeg

Dear Ms. Montgomery:

Catherine Montgomery

Executive Assistant

Office of Dr. Doug Eyolfson, Member of Parliament

Charleswood – St. James – Assiniboia - Headingley

This is further to your email of December 8, 2017, concerning additional compensation advisors in Winnipeg.

Public Services and Procurement Canada recognizes that an employee's pay is of the utmost importance. The Department is striving to resolve all pay issues as quickly as possible and acknowledges that the difficulties being faced by employees are unacceptable.

As you may be aware, stabilization efforts are underway to address performance issues including optimizing the pay administration capacity, enhancing system processes and tools, and strengthening end to end engagement with departments, compensation advisors and employees. Additional resources are being brought on board to focus on correcting employee accounts and expediting the processing of employee files.

Public Services and Procurement Canada is unaware of the five compensation advisors moving to Winnipeg mentioned in your email; however, I can attest that for the past year and a half, the Public Service Pay Centre has been operating temporary satellite offices across the country in order to benefit from local expertise and increase our processing capacity. Our office in Winnipeg has approximately 50 pay-processing staff, and I am pleased to confirm that we have recently approved the hiring of 20 indeterminate pay processors at Public Services and Procurement Canada in Winnipeg. This allows us to regularize our experienced processors and bring further *stability to our pay-processing operations*. Furthermore, we are currently in pursuit of additional space in Winnipeg with the aim of increasing the local pay-processing unit by late fall.

I hope this information is helpful.

Sincerely,

Office of the Honourable Carla Qualtrough | Bureau de l'honorable Carla Qualtrough

Public Services and Procurement Canada | Services publics et Approvisionnement Canada

PDP III, 18A1-110, 11 rue Laurier Street, Gatineau QC, Canada K1A 0S5

2018 PSAC Triennial Convention - April 29 to May 4

Solidarity in motion: Building our union, building our future

- Sister Nicole Papineau and Brother Jean Claude Gelinat will be attending.

Regional Education Training – 3-5 June

Module 1 – The Local (1.5 days)

Module 4 – Leadership (1/2 day)

Module 6 – Role of the Steward (1 day)

Regional Education Training – 25-29 June

Module 8 – Grievance Procedures – Treasury Board (5 days)

Labour College of Canada Certificate Program Online Session – June 2018

3rd Canadian Division LMCC – next meeting Jun 18 (see report)

RPOU(W) LMCC – next meeting Jun 18 (see report)

1 Canadian Air Division (1CAD) Union Management Consultation Committee (UMCC) – next meeting Jun 18

Labour College of Canada Certificate Program In-Class Session – 9-13 Jul 2018

Highlights from the Locals

Winnipeg- 50705 (Nicole Papineau)

-Local's Children's Christmas Party with Clowns, Balloons, Face painting, and special quest Santa was held 2 Dec. with approximately 40 children in attendance.

-Local President was asked to attend a ground training session to present CFSAS civilian members information on the Local and provide updates on any of the union issues.

This was a great opportunity to have that face to face in the workplace with local members.

- Local BBQ is scheduled for 12 June

Shilo – 50704 (Mike Weisgerber)

-Westman area council raised about \$34,000 for United Way which includes the Locals work with the Christmas Tree Auction.

-Members Christmas party held in Dec was a success

-Participated in the 28 Feb Day of Action Phoenix at MP Larry Maquire's office

-BBQ planned for June timeframe

-Labour Day plans for the fall.

Dundurn – 40801 (Evelyn Jackson)

-working through many issues and concerns regarding the changeover to RPOU(w) in regards to staffing and management direction.

-still dealing with the Firehall conditions

MooseJaw – 40802 (Shaunna Plourde)

- Annual Christmas Lunch attended by most members
- BBQ with a baseball/volleyball game planned for June
- LMRC's are productive with management engaged and seeing action on the issues brought forward.
- 15 Wing is creating the Civilian Awards and Recognition Program. The recognition of civilians on this base has been dead for years (the program itself) but through the last LMRC not only has it been "reborn" but it is attached to a link on the Wing's home page. Something the local is pretty excited about.

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

- Collective Agreement ratified by membership 22 Mar 18.

Aramark/Sodexo – 40807 (Kevin Roh)

- Aramark has a new site manager.
- Sodexo has many outstanding grievances and working closely with LRO Louis Bisson

Regional Education -

- Module 9 – Classifications and Work Description Writing (4 days) are being planned for the region for the Fall.

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 National Ammo Committee Report)

"Leaders become great, not because of their power, but because of their ability to empower others". John Maxwell

In Solidarity

Respectfully Submitted

Mona Simcoe

VP MB/Sask