



NON- PUBLIC FUNDS REGIONAL REPORT – SPRING 2018

During the fall, I attended many of my local Annual General Meetings, giving me a chance to really get to know the members of the local, positions they hold and their concerns. I had discussions with the PSP Manager, Hugo Cantin in St. Jean and he agreed many of the issues at that base, could be solved at the local level. We agreed there needed to be a better “open door” relationship between the local and the HR Office. He indicated that he would make sure to educate middle management staff about the Collective Agreement. At this time, labour/management relations seem to be working better and I will remain optimistic that this will improve over time.

In January, I had my first Regional Conference. One of the major differences between NPF and the Treasury Board locals is we negotiate all our Collective Agreements at the local level. As I would not be attending many of these negotiations, as my two predecessors had, I really felt that the locals needed more education on how to bargain better. Most of the time, our NPF locals feel very isolated when they are in negotiations. With the help of our President, June Winger and our PSAC Bargaining Agents, we were able create an agenda that helped address all their concerns with bargaining as well as Health and Safety, and Labour / Management issues at the local levels. We also spoke in great lengths with PSAC about better collaboration between the locals, as well as the bargaining agents. It was a wonderful opportunity for me, to actually sit with all the locals, in the same room, to discuss and share all their concerns. At the end of the two days, we had some really good feedback and the locals seemed very happy with the 2018 Regional Conference. I will continue to build on this during the next two years.

We currently have four locals going into bargaining this year. Ottawa, Gagetown, Valcartier and Petewawa. I will provide as much information as I can to these four locals to help better the negotiating process. As well as keep the communications open between the locals and their bargaining agents.

One of the things I wanted to accomplish during my mandate was to put pressure on the employer to have regular Health & Safety / LMRC Meetings, as the last ones were in 2015. After many discussions with NPF Labour Relations and the new HR Vice President, Michelle Laframboise, we finally had a meeting on the 9th of March 2018. This meeting was attended by all the senior level management of CFMWS. This included Personnel Support Program (PSP), Service Income Security Insurance Plan (SISP), Financial Services, Canex and Information Technology. I feel that this went very well and we are finally getting a chance to voice our concerns. I am looking forward to working with the employer and hope in the future to have a more transparent consultation.

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During these meetings I was also spent some time with my UFCW counterparts. I am hoping to build on this, so that we may pool our resources to unite in the issues that affect us all.

One of the major items on the agenda was the employer's new online module SMAAT. They will be using this system to track and record all incidents pertaining to Health and Safety. This database will be a secure, user friendly program and will allow everyone to report an incident without having to go through their supervisors. This system is expected to roll out Nationally in April / May 2018. Currently, only Health and Safety Committee members will be trained on this system. I have asked if a representative from each local also be involved with this training, to better help the members when need be. I was informed that there will be an online video which will be accessible to everyone.

The employer also has a new Job Hazard Analysis (JHA) program called JOBARIX. This system starts with a standard national analysis for a position. It is then reviewed and tailored to the local level addressing any hazards including options and control measures available at each worksite. This program will be implemented later this year. It will start with PSP positions and the employer believes they will eventually have a JHA for every job in the organization.

The employer has informed the committee that they are monitoring the progress of Bill C-65, which would amend the Canada Labour Code Part II to include provisions relating to harassment and violence. Currently they have a training video "Prevention of Violence in the workplace". It is a very informative video and I encourage all members to watch it. The training gives information on how to report to your Manager any issues regarding violence in the workplace. It does not however, have anything on what an employee can do, if it is your manager engaging in the inappropriate behaviour. I have addressed this with the employer and they have told me they would look into it.

We received a briefing on the modernization of the six Gas Bars Canex has. This includes Edmonton, Suffield, Shilo, Valcartier and Bagotville. We were informed that there had been a significant gas leak in Cold Lake and because of this all procedures were in question. Therefore, as per Environment Canada guidelines, Canex has new Standard Operating Procedures. All Managers and Store Supervisors are receiving training on safety precautions pertaining to these gas tanks. I asked about special clothing for the staff and was informed that those were being purchased. I was assured that whatever the staff needed, they will provide.

At the next meeting in June 2018, I will be participating as the new Co-Chair for the NOHSPC. I am hoping to further discuss with the employer issues such as Violence / Harassment in the Workplace, as well as being educated about PTSD and its effects on both our serving Military members as well as the staff that support them.

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CALENDAR

19 October – Conference Call with NPF Labour Relations;
24 October – Petewawa AGM;
26 October – Trenton AGM;
27 October – Ottawa AGM;
29 October – Honor & Awards Committee Meeting;
30 October – 02 November – National Executive Meetings;
9 - 10 November – Suffield AGM;
14 – 16 November – Meeting with St. Jean PSP Manager and local AGM;
21 – 23 November – GooseBay;
28 November – Gagetown AGM;
29 November – Pension Meetings at CFMWS;
29 November – 02 December – PSAC Leadership Training;
05 December – Conference Call with Dan Verreault & Brian Loshuk;
13 December – Conference Call with NPF Labour Relations;
25 January – PSAC Meeting at National Office;
26 – 28 January – NPF Regional Conference;
21 February – Conference Call with locals;
22 February – Conference Call with NPF Labour Relations;
22 – 25 February – Local President’s Conference;
09 March – LMRC and Health & Safety Meetings at CFMWS;
26 – 29 March – Standing By-Law Committee Meetings.

In Solidarity,

Cathy O’Kane
VP NPF