

20 NOVEMBER 2019

Dist List

MINUTES OF THE ANNUAL GENERAL MEETING
OF LOCAL 1007 19 WING COMOX
UNION OF NATIONAL DEFENCE EMPLOYEES
HELD IN THE MILITARY FAMILY RESOURCE CENTRE
ON TUESDAY 19 NOVEMBER 2019 AT 3:30 PM

Present:

<u>Position</u>	<u>Name</u>
President	Kevin Hunt
Vice President/Chief Steward	Nigel Pollard
2 nd Vice-President	Camille Soper
Treasurer	Elaine Allen
Secretary	Catherine Simard
Health & Safety	Glenn Mendonca
Guest	June Winger, UNDE National President
	+ 12 Members

Recording Secretary: Catherine Simard

CALL TO ORDER

- | | |
|----|--|
| 1. | The President called the meeting to order at 3:31 p.m. |
|----|--|

UNDE Statement on Harassment. The Union of National Defence Employees promotes a zero-tolerance policy in regard to harassment and discrimination.

The component believes and promotes full equality of all its members and the right of each member to be treated with dignity and respect.

UNDE will neither tolerate nor condone attitudes and behaviours at union events, regardless of intent, that are likely to undermine the dignity, self-esteem or security of an individual or create an intimidating, threatening, hostile or offensive environment.

If you experience harassment at this event, contact Brother Kevin Hunt who will assist you through the process outlined in the UNDE Harassment Policy and the Guidelines and Procedures for Managing Harassment Complaints.

INTRODUCTION OF GUESTS

- | | |
|----|---|
| 2. | The President introduced June Winger, UNDE National President |
|----|---|

REVIEW OF MINUTES

- | | |
|----|--|
| 3. | <p>The minutes of the regular meeting held 17 Sept 2019 have been posted and distributed. There being no errors or omissions, it was moved by Camille Soper and seconded by Dylan Els that the minutes be adopted.
CARRIED</p> <p>The minutes of the executive committee meeting held 7 Nov 2019 have been posted and distributed. There being no errors or omissions, it was moved by Camille Soper and seconded by Elaine Allen that the minutes be adopted.
CARRIED</p> |
|----|--|

COMMITTEE REPORTS

- | | |
|----|---|
| 4. | <p>Treasurer's Report
<u>Financial Statement</u>
The Treasurer presented the annual financial statement for the period 1 Oct 2018 to 30 Sep 2019.
It was moved by Glenn Mendonca and seconded by David MacDonald that the Treasurer's Report be adopted.
CARRIED</p> <p><u>Budget</u>
The Treasurer read the proposed budget for the fiscal year 1 Oct 2019 to 30 Sep 2020 prepared by the Treasurer.
It was moved by Neal Williams and seconded by Nigel Pollard that the budget be approved
CARRIED</p> <p>The books have been audited by Ericka Foote and Raymonde Girard</p> |
|----|---|

5.	<p>PRESIDENT'S REPORT – Kevin Hunt Elections halted bargaining. The National President will elaborate on the bargaining updates.</p> <p>Camille, Glenn and Kevin attended the BC Regional Conference. It was very informative and educational.</p> <p>Phoenix and HRSS are still broken.</p> <p>There are positive changes in Health & Safety, which Glenn will talk about.</p>
6.	<p>COMMITTEE REPORTS</p>
	<p>Welfare</p> <p>In October and November, we sent sympathy cards to Lorraine Miles, Corey Dupuis, Dan Dupuis, Gordon McRae, Gail Embury. A Get well card was sent to Leon VanParys.</p> <p>Members and supervisors are encouraged to contact Jo-Anne Landine at local 8851 when a co-worker is ill, bereaved, in hospital, etc. An appropriate thought will be forwarded on behalf of local members. Don't wait for someone else to make the call.</p> <p>Employee Assistance Program - Neal Williams Our local EAP has its quota for representatives with two referral agents (Neal Williams and Petra Strougal) There isn't much change in the number of referrals from last year. The 1-800 number is beneficial to get people in touch with professionals. Neal says there is another member who is interested in getting the referral agent training, and that should there be a problem with exceeding our referral agents quota, he is willing to leave his position. There are books/publications available to our members. If anyone has suggestions for books, or would like to borrow from the library, please contact Neal.</p> <p>What is the Employee Assistance Program? DND's Employee Assistance Program (EAP) is all about providing support to employees and their eligible family members who are experiencing personal or professional difficulties that may have an adverse effect on their personal well-being and/or work performance.</p> <p>The EAP is a voluntary, short-term solution focused service that is jointly sponsored by labour and management. This service is provided through the following EAP Practitioners:</p> <ul style="list-style-type: none"> • Peer Referral Agents (RAs) • Health Canada Mental Health Professionals <p>For more information on the EAP, we invite you to familiarize yourself with the EAP Portal and the resources that are available to you.</p> <p>EAP is a confidential information, support and referral service. It is not a counseling service, nor does it provide treatment. Using the referral services of EAP is not a condition of employment. Depending upon the nature of the problem, employees seeking assistance are referred to a program, service or agency within the community for appropriate counseling or assistance.</p> <p>Call your local referral agent at local 7035</p>

	<p>or 24/7, 365 days a year 1-800-268-7708 1-800-567-5803 (hearing impaired) Or visit http://hrciv-rhciv.mil.ca/cn/h-employee-assistance-program.page</p>
	<p>Health & Safety – Glenn Mendonca Looking back over the last year, we have had some wins and some losses.</p> <p>I was successful in getting the safety boot reimbursement increased from \$200 to \$250, with increases allowed to \$340 in the majority of cases. The lower number only affects terms over 3 months and students.</p> <p>The kitchen staff has had a review of their respective safety needs and their allowance goes up to \$340 from \$100 with the caveat now being that they have to wear a full safety shoe or boot, not just non-slip. The initial increase was for the Mission Support Squadron but the policy has now been adopted at Base level.</p> <p>With the claims now being done locally vice Phoenix, the monies are usually within your bank account within a week. (thumbs up to claim section)</p> <p>The losses amount to a few organisations at the Wing that have neglected to even attempt to comply with the Canada Labour Code when it comes to Safety Committees and labour involvement.</p> <p>With recent consultation, there is a plan to encompass those that have been neglected. More to follow in the New Year.</p> <p>If I could wish for one thing in the next year, it would be that more brothers and sisters take an active role in addressing their individual Occupational Health and Safety needs in their workplace. To do that, it might be something as easy as taking a safety course that is offered on the base during working hours (drop me an email if this interests you). Even if you are not on a committee at present it would certainly benefit you. Knowledge is Empowering and “YOU HAVE THE RIGHT TO KNOW”</p>
	<p>Bargaining – See National President’s address</p>
	<p>Bursary – Camille Soper Two of the three \$500 bursaries were awarded. Megan Truby, from Mark Isfeld High School, whose father works at IMP Local 21018 was presented with her bursary. She will be pursuing her education at North Island College to become a radiologist. Colby Black from Highland Secondary School, son of Les Black, member of Local 21007 and who works at RP Ops Airfield and Maintenance Services. Colby has not yet claimed his bursary intends to start a new semester in heavy duty mechanics in January 2020.</p> <p>The letters of offer are in the local high schools now, students start their applications in February.</p> <p>Members are reminded that the Union of National Defence Employees (UNDE) awards annual scholarships in the amount of \$2,000.00 each to four deserving children of UNDE members. The deadline to apply is Sept 30th. https://unde-uedn.com/services/scholarships/</p>

	<p>PSAC also has a scholarship program for dependent children of current PSAC members. The 2020 program will re-open in April with new guidelines and application forms. Visit this page to see 2019's winners: http://psacunion.ca/psac-congratulates-2019-scholarship-winners</p>
7.	<p>OLD BUSINESS MOTION For the local to match PSAC's allowance for participants attending a local union course (up to 60 km) and who are not in travel status, with a minimum of \$50/day Moved by Nigel Pollard, seconded by Art Samuels CARRIED</p>
8.	<p>NEW BUSINESS</p> <p>NOTICE OF MOTION introduced by Nigel Pollard to amend UNDE Local1007 Bylaw 16 – NATIONAL CONVENTIONS</p> <p><u>Section 1</u> No person shall be eligible to be nominated as an accredited or alternate delegate unless he or she has attended 75% of all Local meetings open to the general membership held during the twelve month period immediately prior to the month in which the election of delegates and alternates takes place. To read No person shall be eligible to be nominated as an accredited or alternate delegate or observer unless he or she has attended 75% of all Local meetings open to the general membership held during the twelve month period immediately prior to the month in which the election of delegates and alternates takes place.</p> <p><u>Section 2</u> At least four months prior to the opening date of the Triennial National Convention, the Local shall elect, from amongst its members at a general or special meeting of the Local accredited delegates to the Convention of the Union. To read At least four months prior to the opening date of the Triennial National Convention, the Local shall elect, from amongst its members at a general or special meeting of the Local accredited delegates and an observer to the Convention of the Union.</p> <p><u>Section 3</u> The Local shall elect alternate delegates who shall attend the National Convention in place of any accredited delegates who unavoidably cannot attend the Convention. To read The Local shall elect alternate delegates, one of which shall serve as the observer, who shall attend the National Convention in place of any accredited delegates who unavoidably cannot attend the Convention. The position of observer shall be fully funded by the local and shall be added as a line item to the annual budget.</p>

	<p><u>Section 4</u> Desirable qualifications for accredited delegates to the National Convention should be those members in good standing who have shown TRUE interest in the policies of the Union. To read Desirable qualifications for accredited delegates, alternate delegates or the observer to the National Convention should be those members in good standing who have shown true interest in the policies of the Union.</p> <p>This motion will be voted on at the next regular meeting 14 Jan 2020.</p>
9.	<p>ADDRESS BY NATIONAL PRESIDENT – June Winger The President spoke about the EAP program cuts in training and positions. There was a meeting with Jeff Wrinn (VP NCR) who hold the EAP portfolio, other bargaining agents and HR. She’s optimistic that the program can thrive again and be helpful to our members.</p> <p>She says there is a minimal number of applications for the UNDE scholarships. She encourages locals to advertise both PSAC and UNDE’s scholarships.</p> <p>The PA, SV, EB and TC bargaining teams filed an impasse and requested a PIC (Public Interest Commission) to review what’s left on the tables, as required by the Public Service Labour Relations Act. The PIC is a panel of three people – a chairperson appointed by the Labour Board and nominees appointed by the union and management. The union and the employer submit briefs and explain their positions on the outstanding issues at a hearing with the PIC. The PIC then issues a report with recommendations for settlement. The recommendations are not binding. The Commission has 30 days to issue their report but it’s expected that extensions will be requested. She doesn’t expect to see the report before May 2020. June mentioned that we can request meetings with members of our respective bargaining teams.</p> <p>PSAC’s National President Chris Aylward, members of the PA bargaining team and members from each of the bargaining units that deal with all the common issues, had a meeting with PM Justin Trudeau in early Sept. They weren’t able to come to an agreement. With the federal elections, no further bargaining was possible. The negotiations will resume once the new cabinet is announced.</p> <p>Members tell President Winger that they don’t want to go on strike, but also say that they want a good collective agreement, rates of pay similar to the private sector, to have good benefits. The best way to avoid a strike is to be prepared for one. When the employer sees that we are united, that gives us leverage. She encourages members to speak and lobby our MPs. It’s an opportunity to influence our government. UNDE has a healthy strike fund.</p> <p>A member present at this meeting says that when he asked fellow members if they would attend today’s meeting, the typical response is that they are frustrated and lucky they are getting a pay cheque, and that whatever happens is out of their control. Neal Williams suggested that everyone should try to bring a friend to our meetings. If you’re not sitting at the table, your voice won’t be heard.</p> <p>The Treasury Board had decided to change their method of calculation of supervisory differential. Multiple grievances were filed and they reverted back to the previous method of calculations. If there are any employees who are still owed for supervisory differential, contact</p>

Kevin Hunt.

Treasury Board decreed that every department is going to develop standardized job descriptions. UNDE doesn't agree with the standardize job descriptions. If you do disagree with your standardized job description because it does not accurately reflect your work, you have 35 calendar days to grieve it. Beyond 30 days, you have no recourse available. When you receive your standardized job description, review it with your supervisor. If you are in disagreement with it, work with your manager to correct it. The clock starts the day that they hand it to you. Also make sure that you receive the whole description, not just the cover page. Signing for it doesn't mean you agree with it. You can file the grievance and still continue to work on it with your manager. More info on <http://hrciv-rhciv.mil.ca/en/m-classification-redress.page>

There is classification training available. If there's a dozen people interested, we can organize a course locally. Interested persons should contact Kevin Hunt.

The deputy minister agreed to allow the L1s to hear 3rd level grievances. This is still a pilot project but so far it has been beneficial to our members.

We have a Contracting Out committee. Too often we see positions that aren't being staffed. When work comes in, managements says that there is no personnel to perform the work and it is contracted out, and management no longer attempts to staff these positions. If you notice that work that should be done by public servants, contact your local President Kevin Hunt, who will bring it to the committee BC V-P Mark Miller. UNDE is developing a Contracting In campaign to get back the jobs that were lost.

10. **ELECTIONS**

Elections for the positions of Vice-President, Secretary, and Health & Safety Officer

The President relinquished the chair, calling June Winger, UNDE National President, to the floor to conduct the elections.

Vice-President

Nominee: Nigel Pollard

Nominator: David MacDonald

Secunder: Anna Hall

As there were no other nominations, Nigel Pollard was elected by acclamation.

Secretary

Nominee: Catherine Simard

Nominator: Andrew Eaton

Secunder: Nigel Pollard

Catherine Simard declined the nomination.

Nominee: Marion Brydon

Nominator: Camille Soper

Secunder: Kevin Hunt

Marion Brydon declined the nomination.

Nominee: Arthur Samuels

Nominator: Nigel Pollard
Secunder: Elaine Allen
Arthur Samuels was elected

Health & Safety Officer

Nominee: Glenn Mendonca

Nominator: Andrew Eaton

Secunder: Nigel Pollard

As there were no other nominations, Glenn Mendonca was elected by acclamation.

Oath of Office

June Winger administered the Oath of Office to the elected Executive Officers.

NOTE: Election of the Chief Steward will be held IAW Local 1007 Bylaw 5 Section 1.

GENERAL DISCUSSION

11. Question from the floor about the duration of the strike before the government steps in. June Winger explained that if PSAC are still unable to reach an agreement after the PIC reports are issued, members will have the opportunity to take a strike vote. We have never been on strike for more than 2 weeks. The Labour Minister can order us back to work as essential services. She says there's \$1 from each member's dues that go to a strike fund. On the 3rd day of strike, members would receive \$75/per day, tax free. PSAC will offer strike training in the coming months.

NEXT MEETING

12. The next Regular meeting is scheduled to be held Tuesday 21 Jan 2020 at 3:30 PM in the Military Family Resource Centre's Conference room

ADJOURNMENT

13. There being no further business, the meeting was adjourned at 5:10PM



K. Hunt
President
8453



Catherine Simard
Secretary
6996

Dist List

President
All Members with E-mail Access