



NON- PUBLIC FUNDS REGIONAL REPORT – FALL 2019

This term, the theme has been education! We have many new members in NPF, so we had both an English and a French course of UNDE modules 1, 4 & 6. We also invited both CSE and the Quebec Region to participate in these courses as well. I would like to thank Stephanie Torrealba, Josee Beregeron and Michel Allard for facilitating these courses. As well, I would like to thank Brother Beniot Laberge and Brother Eugene Stone for canvassing their members for maximum attendance.

I attended the National Occupational Health and Safety Policy Committee (NOHSPC), the National Labour Management Committee (NLMC) and two Benefit Consultation meetings at the Canadian Forces Morale and Welfare Services (CFMWS) headquarters.

At the NLMC we discussed again the need for information sessions for employees in regard to PTSD. I have brought this up before, and will continue to push for some movement on this. Something that was also discussed was Benefit Consultation meetings. I felt they were just an information session as they were given about a month before the changes were implemented. I argued that this was not working and suggested that there be a couple of meetings a year with the unions to facilitate real consultation of our benefits. It was agreed and hopefully we will see this work pay off in the fall when we receive the information about this year's changes.

At the NOHSPC we again discussed Workplace Prevention of Violence Policy. This is still in review and is not quite finished. The employer felt that because of the coming changes of Bill C65, that the focus for now would be on Early Resolution. There will be training in the future to help employees recognize the early signs of possible violence. Hopefully this will help de-escalate those situations when they arise in the workplace. The challenges in St. Jean were again discussed. They admit there were problems with Management/Leadership/employee relations and are working on trying to fix those issues. I had asked who was responsible for First Aid Training? The employee or the employer. DND employees normally take first aid training with the military, but it is hit/miss with NPF Staff. The employer agreed to canvass the bases to see how this is being handled.

Many of our locals have started bargaining, but have not been successful in receiving any deals. We are in the same boat as many of our treasury board members at this point.

In May I went to St. Jean with one of our Labour Relations Officers to have meetings with local 10581. This local has gone through a lot of changes in the last year, and it has been a real struggle for them. We are helping them by providing education as well as personal support through these trying times. They are to be commended for their strength and determination to not give up.

I also went to Valcartier with our National President to meet with local 10580. This local is in bargaining and have done some incredible mobilization.

NON-PUBLIC FUNDS REGIONAL REPORT (continued)

One of which was inviting us both there to meet the members. Their local President stated, “That if the members won’t come to us, we will go to them,” and this is exactly what we did. We met with some at a breakfast put on by the local. After which we then proceeded to visit all the entities on the base to meet the rest of the members. It was a wonderful experience to connect with these members face to face.

CALENDAR

14 May – NOHSPC & NLMC;
15 – 17 May – St. Jean;
30 – 31 May – Valcartier;
20 June – Benefit Consultation Meeting;
9 – 11 July – Module 1, 4, 6 in Ottawa;
22 – 26 July – Module 1, 4, 6 in Quebec City;
27 August – Benefit Consultation Meeting;
18 – 19 September – St. Jean

In Solidarity,

Cathy O’Kane
VP NPF

