

## NE Conf Call – Minutes

April 7, 2020

### **National President:**

NBoD conf call update:

Internal organizing campaign: it is continuing, it is needed in order to pass on info to members re: pandemic as well as bargaining info now and later. If members can continue to get info it would be good, if not that's understandable, or maybe they need help with this in their Local if they are busy with other tasks. BC region says they are receiving conflicting direction and issues with logging in, they believe that it is not a priority at this time. VP BC thinks this is a good time to work on this with some members having more time on their hands right now, information could be needed for potential strike. Brother Jones as President of his Local and the National President will have a further discussion offline on this.

Bargaining update: PA negotiator from PSAC, Gail Lem, has developed a MOU with TB extending the timelines for PA members to schedule annual leave, this information was sent by National President Winger this week by email to the NE and can be sent out further as required by them. PSAC is looking to continue negotiations where possible.

PSAC Regional Conventions: they are looking at how they will hold them virtually, a working group was developed to work on this, the National President will provide an update next week, at this time PSAC is not looking at changing the dates of the Spring PSAC National Convention in 2021. If the UNDE Triennial Convention is after theirs then we need to look at how we elect our delegates going to it since this is normally done at our Convention as it is before. However, not sure when this lockdown will be lifted to allow groups for meetings. UCTE and USGE have rescheduled their respective Conventions to Nov 2020, UTE's is planned for June 2021.

NBoD in June: this meeting is still scheduled but will be done virtually, will be done in 2 days June 16-17. Magali asking everyone not to make decisions too quickly when rescheduling component conventions. CLC is meeting, dealing with lots of layoffs, looking at ways at addressing that to help membership.

Pay Stub issue: expecting announcement early next week from PSPC on how members will be able to access these.

### **BC Update:**

Not much change since Friday's call. There are 3 ships at sea and another 3 being worked on, IMP local continue to make in-roads with mgmt, meeting coming up, problematic employer, documentation to support members is coming. RPOPs looking at putting up roving maintenance parties to check buildings for critical systems to be able to support membership when it will required again following lockdown.

### **ABN Update:**

No update. Everyone obeying isolation orders. A Local President did a self-assessment and must now self-isolate as is VP Meakin at this time for 14 days. Have had discussions on returning to the workplace post pandemic in a few locations and working on a plan but no other info at this time.

### **Man/Sask Update:**

17 Wing Winnipeg- Cleaners-members seen doing more than critical tasks. This was addressed with management to double check that they are doing critical work only.

Shilo-no issues

Dundurn-FRs-we are working to get them to minimum manning;

RPOUw-conversation with LCol Glaicer that April 6 date here was being treated as back to work so we talked about what that looked like. Members coming in this week for ½ day alternating so not at same time to look after infrastructure. VP Simcoe stressed no “hidden” work is to be done. Accelerated Infrastructure Program-funding for construction projects across DND for next 5 years. Similar programs are also being developed for equipment and communication apparently this will form part of the Federal Government Economic stimulus package and is intended to funnel money back into the construction industry to keep Canadians employed.

15 Wing MooseJaw-No issues

Aramark-No issues, they are doing critical work and then home with pay, ensuring physical distancing

ATCO-No issues critical work and then home with pay, ensuring physical distancing

VP Simcoe says that since her conversations to get this contractor to do this they are now communicating regularly with the local president before they do anything.

Sodexo-They are following health and safety, they are delivering meals to a common area and then they are picked up from there. The next direction VP Simcoe is working on is that when they are done they should be going home with pay. Other places are when late shift arrives early shift goes home and when late shift is done they can go home, VP Simcoe wants this for Sodexo as well with pay and to physical distance as much as possible. Hopefully this will happen after her next email to them.

PSAC Prairies Region Convention-Sister Evelyn Jackson who is a member of the prairie regional council had a conference call with Marianne Hladun, PSAC Regional VP Prairies. The members of MB/Sask are NOT interested in electronic voting nor a virtual conference. Members feel that for the prairie region this is a weekend conference and should have no trouble being rescheduled before the May 2021 timeline. Unless of course we are still with COVID19 pandemic. VP Simcoe has been asked that this be stressed at the NBOD and that we not rush the decisions as we are more than a year away from the Triennial.

### **Ontario Update:**

Not much happening in Ontario. Borden has been selected by the CAF as the place to quarantine troops returning from abroad, they are self-sufficient and have nothing to do with any civilians.

Issues with Local 00619 with shift cleaners, employer changed some of their hours, want them there to clean just ahead of military going into kitchens. No contractors working in this region.

FRs: Firefighter hall in Dundurn, working different shifts, trying to get minimum manning. Borden also doing minimum manning.

Regional responses to First Aid Calls: firehalls looking for national direction re: recommendation on wearing PPE, when? Masks all the time? VP ONT to send out answers when he gets them.

**NCR Update:**

Not much in this region but a few emails about those doing telework with concerns that there are no hand sanitizer stations when they do go into work. VP has asked about this, waiting to hear back.

**CSE Update:**

Not much to report. Looking at Return to Work options for when that time comes but are settling in for the long haul, CSE sees everyone doing this for months to come.

**NPF Update:**

VP O’Kane continues to speak to the VP of HR for CFMWS three days a week. Most of that is probably lip service, but at least they are speaking to her. We continue to have issues at our Canex stores and have seen minor changes taking place. Most now have the sneeze guards in place and have some sort of cleaning regimen. We are still struggling in trying to find the right number to allow in the stores. Some are doing 5, others 10 and still others, no cap posted.

VP O’Kane is finding it very difficult as each of these stores are doing their own thing. There does not seem to be any kind of protocol put out by the national office for everyone to follow. VP O’Kane has had discussions with LRO Dan Verreault, VP Kiley and National President June Winger about the lack of H&S meetings within CFMWS. She has sent an email today putting more pressure on the employer to get these meetings in place.

VP O’Kane has been asked that all returns for the Canex stores be suspended until we are up and running again. This shouldn’t be an issue, since this is being done already by some stores. The store in Goose Bay is still selling Tim Horton’s Coffee at their kiosk and VP O’Kane reminded the employer that we are not Tim Horton Employees and this needs to be stopped.

Many of the Canex stores are reducing their hours and therefore the employees have had their hours reduced as well. There is a lot of concern since 1. These employees are still going to work, 2. If they had been asked to stay home, they would have been receiving their full average hours. Since they have been deemed essential, they have actually had a financial hit. VP O’Kane expressed her concern for these employees and asked if the employer was planning on topping up these employees for their lost wages? They said that this was one of the things they are looking at concerning wages.

With regards to wages, VP O’Kane was told that they should have something for me on Wednesday about what will happen after the 12<sup>th</sup> of April.

The employer talked about the new initiative the government has put out for volunteering. They would like to see the employees that are not able to work from home think about this option. The fact that they brought this up, feels optimistic that they are going to continue to pay us.

Sister Michelle was told that she wasn’t allowed to post on the Employer’s Facebook page, so she went so far as to ask VP O’Kane to actually share this on the employer’s Facebook group and maybe encourage staff to provide “feel good” stories about their volunteer work.

**Human Rights Update:**

Nothing to add since last call.

**Quebec Update:**

Firehall in Valcartier are still having an issue with their FR-06, VP QC will have a conf call this afternoon with the Steward of the Local to see what next steps are. The National President has asked for an update from the VP QC following his call.

**Nova Scotia Update:**

Greenwood is having regular LMRC meetings with base and RPOPS. They are maintaining Health and Safety meetings.

FMFCS is having weekly LMRC meetings. They are maintaining Health and Safety meetings. Members working towards ship readiness.

Bedford members having LMRC meetings and maintaining Health and Safety meetings. Working as required.

QHM have Tugboats at the ready when required. They fall under Port Safety Health and Safety Officer. Employees are kept informed.

DRDC is having weekly LMRC meetings. They are maintaining Health and Safety meetings.

RPOPS Halifax is having LMRC meetings also having safety meetings.

RPOU(A) Atlantic LMRC meeting TBD working with Brother Frost on that.

Website: Added Health and Safety information to the UNDE website. This is a living document and will be updated as new information becomes available.

**NL/NB Update:**

Not much change since Friday. Kitchens are closed, take out only. IMP difficult employer to deal with, they had a virtual town hall last week on Facebook, it was successful.

Critical work only being done in order to maintain the buildings, then they go home.

**EVP Update:**

Staff still working from home. Reminder of Easter long weekend this weekend, days off will shift for staff as Friday and Monday are holidays.

Questions from Local Presidents about training, it has all been postponed.

Website: new page for Covid-19 Updates. Living document, add and delete as necessary.

Send comments to COMTRA Committee and copy Sandra.

VP NS, Health & Safety is mostly on this new page. H&S Committees should still be involved in what is going on. VPs should go here when looking for info for members, lots of good information and tools. Members working from home, what is protocol? Injuries at home (repetitive strain, carpal tunnel, back issues, etc...) department wants this information in order to improve this over time. How are members covered when working from home? VP BC asks for this info to be on website. MARPAC should have info there as well.

VP MS says it's important to use links on website, as they will be updated automatically.

**MOTION – Postponing UNDE Triennial Convention**

**m/s Miller-O’Kane**

**WHEREAS** the current situation related to the COVID-19 virus is global;

**WHEREAS** the advice and instructions of the world health organization, the Prime Minister of Canada and the other Premiers of the provinces of Canada demonstrate potential risks to the health and safety of all Canadians;

**WHEREAS** gatherings of all kinds are to be prohibited given the imminent danger of contamination that can have serious impacts on the health of Canadians, including the possibility of death;

**WHEREAS** the UNDE National Executive (NE) fully supports these instructions for health and safety reasons and out of respect for all Canadians and its Members and staff;

**BE IT RESOLVED** that the UNDE NE suspend the UNDE National Bylaw’s timelines relating to the Triennial Convention, to next year and that the date of the next Triennial Convention be August 23-27, 2021 or any other date deemed more suitable by the UNDE NE effectively extending the current 3 year mandate to a 4 year one.

**BE IT FURTHER RESOLVED** that the UNDE NE as a body develop a 1-year budget to carry us through to the postponed Triennial Convention in 2021.

**BE IT FURTHER RESOLVED** that the remainder of the UNDE National Bylaws remain in full force and effect.

**RV 1 - CARRIED**

**RECORDED VOTE 1**

Allard, M..	1
Frost, D.	1
Desbiens, S.	1
Kiley, T.	1
Laberge, B.	1
Meakin, B.	1
Miller, M.	1
O’Kane, C.	1
Simcoe, M.	2
Stone. E.	1
Wrinn, J.	1
Winger, J.	3

In light of this motion being carried, the National President has asked the Finance Committee to come up with a proposal for an extra year of budget.

Adjournment.

\*Next call is on Tuesday April 14 at 1:30pm (EST).