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National Executive Meeting

Virtual Meeting

December 16, 2020

Chairperson	June Winger	National President
Members	Benoit Laberge	Executive Vice-President
	Terry Kiley	Vice-President (NS)
	Michel Allard	Vice-President (QC)
	Jeff Wrinn	Vice-President (NCR)
	Eugene Stone	Vice-President (CSE)
	Carolyn Handley	Vice-President (ON)
	Mona Simcoe	Vice-President (MS)
	Bryan Meakin	Vice-President (AB/North)
	T. Mark Miller	Vice-President (BC)
	Cathy O’Kane	Vice-President (NPF)
	Paul Jones	Human Rights Advisor
Recording Secretary	Sandra Mombourquette	
Absent	Dan Frost	Vice-President (NL/NB)

Harassment Statement was read aloud by Human Rights Advisor Paul Jones.

National President Update:

National UMCC:

Contracting-In Campaign: The National President brought up this subject at the DM’s meeting. ADM Mat said he was implementing a sustainment business analysis to review and determine if appropriate to continue with a contract. The National President is cautiously optimistic about that but says plenty more work needs to be done. The DM also spoke about strong lack of understanding of SWE within the Dept, she will take measures to correct that with her L1s. The National President encourages the VPs to have discussions with Management about this at their LMCCs.

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Vacancy Management Report: The National President asked for VPs to encourage Locals to request these from management. If management is not willing to provide them then put it in the minutes and have it raised up the chain.

Delays on Security Clearances: DM said that the RCMP and CSIS are responsible for Secret and above, they have a backlog which is out of the Department's hands. The National President continues to follow up on this and requests she be apprised of specific situations where delays are being cited by management as reasons for contracting out work.

Mental Health Impact Concerns: DM concerned with mental health of members in isolation. Sunlife LTD claims have dropped but may have increase once employees go back to work.

699 Leave: They did not have usage numbers available at meeting, they indicated it was in the hundreds for National Defence. No cases have come up to UNDE thus far that have not been resolved. The National President said to engage the appropriate UNDE LRO, grieve denials, and bring up unresolved cases to her. There is a significant one in Quebec that is being worked on currently.

Military Spouse Employment Initiative: Very few complaints received, the National President is concerned that hiring processes could be done covertly given the current environment, please encourage Locals to be vigilant and bring up instances where this staffing process has been used to the detriment of members to her.

Carry-Over of Leave: There are pockets of issues in relation to the carry-over of leave. A couple in Alberta that VP ABN is working on. Otherwise no other problems reported. Some members have mentioned they had no knowledge of this carry-over directive, the National President asks that the VPs ensure messages such as these get shared with the members.

NJC Uniform Directive: The National President has sent out email from PSAC as per NJC directive review on this. PSAC is looking for information asap.

NJC Cyclical Review of the isolated post and government housing directive: The National President said please provide input to her asap.

Treasury Board Bargaining: PSAC sent out email on the weekend about Bargaining Input Submissions and asked for all submissions to be sent directly to them. Members can submit demands online to PSAC, there are no limits on Component demands like in the past, therefore no need to prioritize them any longer as they can all go forward. Members can log in on the

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PSAC site and submit demands there. PSAC will then forward each Component's theirs. We will split them up by region and send to the VP to be reviewed. The VP will then send back to us with any feedback. UNDE National Office will then compile them in a structured submission to send back to PSAC. The National President reminded the VPs demands will be compiled hence there is no benefit to having the demands submitted by multiple Locals. Input of demands is due by Jan. 31 and all is to be completed by Feb. 25, 2021. We will have to have them translated. This information will be posted on UNDE website, social media and word of mouth to Locals. The National President hopes our members send in a lot of demands. There is a PSAC virtual bargaining conference scheduled for April 26-30, 2021. UNDE will revert back to a past process on delegate selection before we had a UNDE Bargaining Conference. The National President requests NE Officers provide suggestions and/or identify concerns if any.

UNDE Triennial Convention:

The National President again reiterated the timeline of penalty fees with the hotel in St. John's. She said Sandra spoke to the hotel again to see if more could be done, they said that if we sign a new contract now for a Convention in 2023 there would be no penalty fees to make this change. Or we can wait until Feb 2021 and hope to be able to use the Force Majeure cause.

National President Winger says that some members have approached her about needing to make this decision sooner rather than later, to consider the needs of those members who are medically vulnerable and to ensure fiscal responsibility, she has assured them that the National Executive will be making an informed decision.

VP MS says all of her Locals have agreed they want a virtual Convention.

VP ON said her Locals support virtual and going to St. John's in 2023.

VP NS said his Locals want face to face, move the location and/or date if necessary.

VP CSE region does not want virtual. Stay status quo with meeting in person in August.

VP NPF says her Locals want virtual for 2021 and do in person one in 2023.

VP BC Locals, members majority say it is premature to make the decision, but face to face if pushed.

EVP says convention should be delayed until it can be held face to face.

HRA said it is not viable to have in person for persons with disabilities, decision need to be made now.

VP QC said his Locals don't want a virtual Convention, they say wait to make decision a bit longer, they don't care what location or move date but have it in person.

VP NCR says Locals prefer face to face, move it to another location if needed.

VP ABN says the news says delay in getting all vaccines needed. None of his Locals want to get on a plane next year nor sit in a conference room with a crowd of people.

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MOTION - UNDE Triennial Convention

m-s Meakin/O’Kane

2021 UNDE Triennial Convention to be Virtual

WHEREAS the COVID-19 Pandemic has not been contained Globally and cases are continuously increasing Nationally;

WHEREAS large group gatherings are prohibited and pose a serious threat of infection. Further spreading of the virus can have serious impacts on the health of Canadians, including the possibility of death;

WHEREAS the 2020 UNDE Triennial Convention was postponed to August 23-27, 2021 with the hope that the threat of the virus would be contained or disappeared and that a face-to-face convention would be possible.

BE IT RESOLVED that the 2021 UNDE Triennial Convention be held virtually for both debate and voting of resolutions and budget, as well as elections for all positions as defined by UNDE’s By-laws;

BE IT FUTHER RESOLVED that the location of the first possible Face-To-Face Triennial Convention be held in St. Johns Newfoundland as was proposed and secured for the 2019/2020 Triennial Convention.

RV 1 – DEFEATED

RECORDED VOTE 1

Allard, M..	2
Frost, D.	4
Handley, C.	1
Kiley, T.	2
Laberge, B.	2
Meakin, B.	1
Miller, M.	2
O’Kane, C.	1
Simcoe, M.	1
Stone. E.	2
Wrinn, J.	2
Winger, J.	3

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REGIONAL UPDATES

BC Update:

Covid cases have gone up in BC but the island is doing well, numbers improving there. Employees returning to work will increase, all the bargaining agents are involved in this. A lot of work coming up for the fleet. Some issues with having to divulge when employees travel around the province on their time off. Flu Clinics have been successful.

ABN Update:

Teleconference with Locals. Yellowknife doing well. Wainwright brought up point about a circuit breaker after Christmas. DRDC Suffield, the Director told everyone to relax and rest on time off, if working from home don't check emails or voice mails. A couple of leave issues, being worked on and will be resolved shortly. Edmonton doing great. In lockdown now.

Man/Sask Update:

Locals Presidents' calls, had 2 since last meeting. Two locals left to plan their AGM. VP Simcoe says she prefers Zoom of all platforms and asked for feedback from other VPs. VP Stone does not recommend Zoom as it is not secure. Had 2 conference calls with Young Workers Committee, educating them on AGMs and finding young worker reps. Still dealing with Dundun staffing with no SWE.

Ontario Update:

Covid numbers are going up in Ontario, might go into lockdown after holidays. AGMS either are done or deferred. VP Handley has already received a bargaining demand from a Local. Contracting-In campaign teleconference, members have asked to have it added on the agenda for the LPC.

NCR Update:

Not much happening. Locals have asked about call-out for bargaining, VP said something will come out from NP. One Local had a virtual AGM, a few others so far have asked to be deferred.

CSE Update:

Having a UMCC tomorrow but there is nothing on the agenda. A few grievances heard lately, members are very happy with work of LRO Dan Verreault.

NPF Update:

In Ottawa another tentative agreement was reached, this is the fourth Local now that reaches an agreement. Attended LMC last week. VP NPF put in a work refusal.

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Human Rights Update:

Not much to report. Committee planning a teleconference in January 2021.

VP MS asked to be copied on email sent to HRA coordinators so they she can ensure the rep in her region gets it. VP NPF asked to be copied as well.

Quebec Update:

Met the MP for St-Jean-Sur-Richelieu on the contracting in campaign, she listened and understood. Tomorrow meeting with another MP on the base. Quebec residents have been mandated to work from home and non-essential services will be closed until after the holidays. FR in Valcartier received report from investigation, they changed the person in charge of the Firehall, who now is a Major as an FR4 instead of FR6. The investigation report will now go to Health & Safety Committee.

Nova Scotia Update:

Covid cases are down in his region. Gave an update on his Locals.

National Health & Safety: had meeting last Thursday. Bill C-65 will come into play January 2021.

Education will come out on this.

EVP asked for email from VP NS that he will bring to DGWM about the situation of HR not speaking the language of the member so they need to go to Winnipeg.

NL/NB Update:

Absent

EVP Update:

LRO have started to receive responses for 3rd level grievances. The Dept seems to want to do more MOAs as before. Only received 2 names so far for reps for LPC.

Adjournment.

*Next meeting is on Jan. 5, 2021 at 1:30pm (EST).