

**National Executive
Videoconference Meeting
July 14, 2020**

Chairperson	June Winger	National President
Members	Benoit Laberge	Executive Vice-President
	Dan Frost	Vice-President (NL/NB)
	Terry Kiley	Vice-President (NS)
	Michel Allard	Vice-President (QC)
	Jeff Wrinn	Vice-President (NCR)
	Serge Desbiens	Vice-President (ON)
	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	Kim Brackhahn	
Absent	Mona Simcoe	Vice-President (MS)
	Eugene Stone	Vice-President (CSE)

NATIONAL PRESIDENT UPDATE:

National President Winger reminded the National Officers that this is an official meeting since there will be a motion being brought forward by the Standing Finance Committee.

NBoD Update:

Bargaining: Late last week a tentative agreement was achieved with the PA group and in addition to negotiating for Phoenix damages, common issues team worked out their issues. National President Winger sincerely thanked the team of members including Brother Serge Desbiens (VP ON) and Brother Marcelo Lazaro for their work, it is not work that is done easily and a is a lot of pressure.

CRA, EB, SV and TC are at the table now, they are continuing negotiations in the coming weeks.

Damages awarded due to Phoenix: The NBoD accepted the recent settlement offer as opposed to the previous offer the other Bargaining Agents broke the solidarity pact for by agreeing to take five days leave and one more additional day as each subsequent year of Phoenix continues. UNDE did not feel that this was fair or reasonable, damages are not awarded based on someone's earnings. When this first came out, National President Winger had rejected it on behalf of UNDE and raised the issue with the Deputy Minister about how they were improperly applying the collective agreement articles and not allowing carry-over at various locations at National Defence, was able to get that corrected. Every UNDE member working for DND who is paid via Phoenix will be entitled to the damages. There will be an automatic payment to all current employees, and for those who have left or retired there will be a claim process put in place. PSAC will be sending out a communiqué shortly on how retirees will be able to claim the damages. Still awaiting CRA decision on taxability. Students are not considered employees nor are they bargaining members.

PSAC is currently preparing for the ratification vote for the PA members. The National President will forward the information links to the NE when they are available.

699 Leave: Last week the PSAC presented their 699 Policy Grievance presentation with Treasury Board which went well. PSAC was able to address their concerns around the different jurisdictions and public health advisories, to highlight specific cases, not wanting to send children to school within a jurisdiction that have elevated COVID cases, response is due 30 days from July 7.

PSAC Webinar: An Introduction to Anti-racism for White Folks: the title has raised concerns as being controversial, this is not the intent of the training. Many feel the title is racist, targeting Caucasians, in addition the facilitator is known to lobby against law enforcement. PSAC recognizes the controversy, while UNDE has three received emails from UNDE members and PSAC have received less than a dozen emails, an official communiqué to come from Chris.

Meeting with DM:

Microsoft 365 used by members to telework: National President Winger spoke with the Deputy Minister regarding the use of Microsoft 365 – no one is required to download anything on their personal computer. If there are issues in the region, have the member send it up to get addressed. This is cloud based software, there is a piece of software for authentication purposes. If there is a person who needs to telework, the department should be providing them with the appropriate equipment for them to perform their work. DND is anticipating direction from Treasury Board shortly regarding additional costs and equipment in a long term plan.

Discrimination in the department: The department is developing an action plan to tackle racism in the department, but UNDE will continue to hold their feet to the fire and highlight egregious cases like the one highlighted in the news recently to make sure these reports aren't lost in the shuffle recognising reports alone won't end racism. The government needs to address the root

causes of discrimination and stamp them out. It is also acknowledged DAGs are not working as intended and have devolved into just situational awareness.

National President Winger also said there is a need to prioritize grievances, we need to address issues like discrimination and harassment promptly. Racist action must be blatant with witnesses for the Department to uphold them, however actions are typically micro-aggressions which are difficult to prove. The Minister, DM and VCDS are going to work on this in consultation with unions.

REGIONAL UPDATES

BC Update:

The only issue is email from Assistant Deputy Minister (HR TB) on the 10th July 2020 causing issues with middle managers to go interpret on forcing members to go on annual leave, which is a concern for some of the locals. Insight on how the department on how they plan to will be administered. The National President said that members are not forced to go on annual leave, members have a right for carry over as per the collective agreement, in addition the cap has been suspended by Treasury Board since the start of Phoenix, members should not be using 699 to go on vacation, those who are on vacation take annual leave. If members are being forced and this cannot be handled regionally, send it up to National Office who will have it addressed with ADM HR CIV to send a clearer direction on leave.

ABN Update:

Currently nothing new to report from the ABN region.

MOTION

m/s Meakin-Desbiens

VP ABN, Chair of the Standing Finance Committee, presented the recommended budget for the upcoming fiscal year 2020-2021.

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, the other Premiers of the Provinces of Canada, and the Chief Public Health Officer demonstrate potential risks to the health and safety of all Canadians;

WHEREAS to prevent the spread of the COVID-19 virus, the Chief Public Health Officer of Canada Minister have advised that large gatherings not be held at this time;

WHEREAS UNDE's 2020 Triennial Convention has been postponed until August 2021 due to the Global COVID-19 virus pandemic;

WHEREAS UNDE's current budget was approved at the 2017 Triennial Convention until the end of this current Fiscal Year (September 31, 2020); and that business operation expenses shall continue beyond this date;

WHEREAS the UNDE NE Standing Finance Committee was tasked to develop a 1-year budget for Fiscal Year 2020-21 due to the postponement of the UNDE Triennial Convention to allow for the continuation of business until the 2021 UNDE Triennial Convention.

BE IT RESOLVED that the UNDE NE adopt the attached 1-year budget for Fiscal Year 2020-2021.

Amendment to Budget

m-s Meakin/Desbiens

VP ABN amends draft budget and increases line item for Human Rights, from \$20,000 to \$30,000 to allow for the added costs of simultaneous translation.

RV 1 – CARRIED

ADOPTION OF MOTION

RV 2 - CARRIED

Recorded Votes	#1	#2
Allard, M	1	1
Frost, D	1	1
Desbiens, S	1	1
Kiley, T	1	1
Laberge, B	1	1
Meakin, B	1	1
Miller, M	1	1
O’Kane, C	1	1
Simcoe, M	4	4
Stone, E	4	4
Wrinn, J	1	1
Winger, J	3	3

ON Update:

Nothing new in Ontario. Locals are having still having issues with Phoenix overpayment and recovery, but this is being dealt with at the local level. VP ON is part of the SV Bargaining team which will be starting up bargaining again next, asking for support from the locals, make some noise. The FRs are mostly all back on strength in the region.

NCR Update:

Quiet in the region. The only concern in the region is the resumption plan set out by RPOps through the L1 representative, some locals are not being invited to attend resumption meetings. All locals should have a representative for the meetings, if this is not the case, please advise the VP NCR so that it can be addressed at the next UMCC meeting.

QC Update:

Nothing much to update. The return to work in the region is going very well. Will be meeting with BGen Carpentier, 2nd Division this coming Thurs, will provide a follow up on the next conference call. Besides that, everything else is okay.

NS Update:

FMF- is back to work at 70%. The weekly health and safety meetings are moving very well.

QHM pollution are having their weekly health and safety meetings.

CFED Bedford- are getting busier with getting ammo on the ships. Holding regular health and safety meetings. RPOps are working well.

Greenwood- there are no issues, having regular health and safety meetings. Overall, all is good in the region. Health and safety concerns for contractors and COVID19 training, they have put in place COVID19 awareness training that is required for all contractors coming on base, so far there are no problems.

NL/NB Update:

RP Ops is doing a really good job. Right now, the return to work is July 50%, August 75% and September 100%. Concern that the Army is pushing for leave plans, if they don't plan their leave that they will be putting them on leave, they are encouraging to take leave. Concern on the Base side for PPE, once the funds run out, will not be purchasing anymore. VP NCR noted that purchase for PPE is a special purchase through ADM(Fin) and that there is a special GL to use, therefore they should not be running out of funds to cover PPE if the proper GL is used. Gander, Real Properties is doing a great job.

NPF Update:

Not much to report. Just waiting to hear back for the return to work plan. There is a meeting scheduled on Thursday and will report the outcome on the next call.

Human Rights Update:

The UNDE National Human Rights Coordinators had a great call last week, they welcomed Sister Sylvie Pepin as the new Coordinator for QC. Currently working with Brother Steeve Laflamme and Sister Stephanie Torrealba for the Human Rights video. The Coordinators would like to see a direct link from the main page on website to the Human Rights page and to also add photos to the page to make it more pleasing and will be working with Sister Sandra Mombourquette from the National Office. Resolutions for Human Rights issues have been passed in most of the regions.

Man/Sask Update:

Absent.

CSE Update:

Nothing new to report at CSE. Still in Phase 1 of return to work. No talks about Phase 2.

EVP Update:

Still waiting to hear back from the Department regarding response from the 3rd level which should be by the end of this week. It is unacceptable that we are still waiting for responses from grievances that were heard over a year ago.

Adjournment

** Next meeting is schedule for July 28, 2020 at 1:30pm