

National Executive Meeting

Videoconference

November 10, 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)
	Eugene Stone	Vice-President (CSE)
	Carolyn Handley	Vice-President (ON)
	Mona Simcoe	Vice-President (MS)
	Bryan Meakin	Vice-President (AB/North)
	Kevin Hunt	Deputy Vice-President (BC)
	Cathy O’Kane	Vice-President (NPF)
	Paul Jones	Human Rights Advisor
Recording Secretary	Sandra Mombourquette	
Absent	T. Mark Miller	Vice-President (BC)

NATIONAL PRESIDENT UPDATE:

National President Winger reminded the National Officers that this is an official meeting since there will be motions being brought forward.

Welcome Kevin Hunt who is replacing Mark Miller, VP BC for this meeting.

Harassment Statement was agreed by the group.

Contracting-In Campaign: Continues, lots of media interest, members asking about it, the Department is speaking to NP about it. The Regional Reps have been in contact with the PSAC REVP of the region, they are working together to bring awareness to the campaign and speak about ongoing issues of contracting in the region. Highlight concerns of members having their work being contracted out. Locals can expect to be contacted, trying to get people to be more engaged with the campaign. Any contracting issues should definitely be raised up. Members are encouraged to contact MPs to bring back work into workplace.

Military Spouse Employment Initiative: The National President spoke with the Public Service Joint Advisory Committee last week concerning this initiative. She was able to give them an understanding of what the concerns are and what this could become. Still waiting on examples from workplace. Locals need to watch for new hires in their workplace and see if hiring is done appropriately, if it is impeding career progression. Reminder to VPs to talk with Locals, make sure they know this issue exists. These examples are good to motivate the employer to cease this initiative.

Human Rights Advisor said it might be hard to determine when this is happening in the region. The National President said to review the Vacancy Management Report at every union management meeting; discuss which vacancies exist, which staffing selection process is being used and why that process was selected.

699 Leave: This changed out yesterday, it is under new guidelines now, PSAC have submitted 2nd policy grievance. The National President said we need specifics of denials of 699 leave and to let her and the LRO know either by email or phone. National President advised members who file grievances on this issue should involve their LRO.

RP Ops Ontario: The DM has said that there has been no indication that the TBS will not be providing the economic increases nor is there any indication of layoffs coming in Public Service.

AGMs: Locals may contact Sandra to book the National President at AGMs when Locals are scheduling them.

Bargaining Conference: The National President said the next round of TBS bargaining is being considered and to please ask Locals to start thinking about proposals since it is fresh in their minds now that Treasury Board Bargaining just finished. There are no details at this time on a UNDE bargaining conference but please have discussions with Locals so that they are prepared and engaged.

UNDE Triennial Convention: The National President asked the Officers to continue to consider having a virtual UNDE Triennial Convention next August 2021 and what that may entail.

Motions: The National President advised that due to the nature of the two motions submitted, a two thirds majority is required for the motion to be carried.

MOTION – Local Presidents Conference

m-s Laberge/Stone

Reference Bylaw 16

WHEREAS COVID-19 continues to affect Canada and our UNDE membership, adhering to the public health directives to limit the size of gatherings, which is creating difficulties with traveling nationwide, and;

WHEREAS PSAC Executive Order 13 has suspended all timelines for in-person gatherings, and;

WHEREAS the UNDE National Executive Officers have agreed to postpone the UNDE Triennial Convention until August 2021 due to the COVID-19 pandemic and its restrictions; and

WHEREAS the COMTRA Committee wants to ensure the health and safety of its UNDE Local Presidents and membership;

BE IT RESOLVED that the UNDE Presidents Conference that was to occur in the budget year for 2020/2021 be canceled.

RV 1 – DEFEATED

Recorded Vote	#1
Allard, M	1
Frost, D	1
Handley, C	1
Kiley, T	2
Laberge, B	1
Meakin, B	2
Hunt, K	2
O’Kane, C	2
Simcoe, M	2
Stone, E	1
Wrinn, J	1
Winger, J	3

MOTION – Election of Locals

m-s Allard/Frost

Election of Locals

WHEREAS we are in the midst of a pandemic;

WHEREAS we cannot get together to have our local Annual General Meetings;

WHEREAS the vote must be by secret ballot (Bylaw 10, Art 1 of the UNDE Bylaws);

WHEREAS the Conventions where the elections of our National Leaders have been postponed for one year;

WHEREAS we have locals who are currently facing Bylaw 8 art 5 of the UNDE Bylaws, that is to say 3 elected positions either the President, the VP and the secretary-treasurer.

BE IT RESOLVED that any timelines contained in Local and Component ByLaws regarding the scheduling of Annual General Meetings and the election of Local Officers be suspended until December 31, 2021;

BE IT FURTHER RESOLVED that the Local Executive shall have the authority to postpone their AGM or local elections by up to one year through a motion approved by a two thirds majority of the Local Executive;

BE IT FURTHER RESOLVED that the Local President must advise their Regional Vice President and the National Office of their executive's decision to postpone the AGM or Elections as well as provide copies of the minutes of the meeting that the decision was made and any other documentation relevant to the decision.

RV 2 - CARRIED

Recorded Vote	#2
Allard, M	1
Frost, D	1
Handley, C	1
Kiley, T	1
Laberge, B	1
Meakin, B	1
Hunt, K	1
O'Kane, C	1
Simcoe, M	2
Stone, E	1
Wrinn, J	1
Winger, J	3

The National President said a communiqué will be sent out to all Locals with this new update on suspension of timelines.

REGIONAL UPDATES

BC Update:

Nothing to report.

ABN Update:

Not much to report. Yellowknife elections last week went well. Next Tuesday another AGM and then 2 more after that. Covid is an issue in Alberta, the Chief Medical Officer is talking about further restrictions in the next week or so. The financials for June are in, sent off questions to Soufiane, UNDE Comptroller, about concerns with the June report, need to talk to Finance Committee to discuss what is in report and how to move forward. Soufiane is looking at new internal process to overcome the delay of reports. FR Steering Committee worked with National Office regarding submission of a policy grievance on pay structure, more to follow. DRDC is status quo, townhalls completed.

ON Update:

Not much to report from Ontario region, just in process of booking AGMs.

NCR Update:

One Local so far has scheduled an AGM virtually for Nov. 25. Other Locals are asking about how to have them but with the approved motion above can now explain this to them. A few emails on 699 have come in, will forward to National President.

CSE Update:

Still in negotiations, had bargaining session yesterday, Management refuses to move from their position, now members are discussion possibility of strike vote. First time in 12 years that issue is with CSE and not TB.

QC Update:

Investigation for Violence in Workplace at Firehall is complete, report to be sent soon. VP QC will have first AGM on Nov. 18 by Webinar.

Man/Sask Update:

Presidents Conference Calls continue.

AGMs are being arranged by our PSAC Regional Offices with support from Sandra and Kim at UNDE National Office.

Nov 16 40802 Moose Jaw TB - in house w zoom

Nov 26 50705 WPG - zoom

Dec 01 40801 Dundurn - zoom

Dec 10 50704 Shilo - zoom

TBD 40800 ATCO - in house w zoom

TBD 40807 Aramark/Sodexo - in house w zoom

** Note that Zoom has been a great way for Locals to be introduced and get comfortable.

Uncoverthecost.ca: This campaign has been moving in the prairies. There have been no media hits in the prairies at this time.

We have done a media release in MB-WPG, Sask-Moose Jaw, AB

We continue to have teams meeting with REVP and communications rep. Our last meeting the Staff Supervisor was in attendance. We have asked for the PSAC RO for UNDE to help the locals with planning MP lobbying for their locals. We have a webinar planned for Nov 12 at 17:30 MB time.

699 Leave: We have many issues with 699 leave.

Members currently on 699 that are immunocompromised are being asked to use their leave before they can continue on 699.

Members in Dundurn are being told with yesterday's snowstorm that those that couldn't make it in have to use leave as the base wasn't closed.

Grievances are being filed on all of them.

We have probably five that I am aware of as of today.

Shilo: Army has put a freeze on all hiring. Several legacy positions and casual/terms have gone through the staffing processes, security clearances done are now frozen. If these are delayed any amount these positions may not fill again easily due to the small hiring pool in the area. Currently these positions are at risk for contracting out as they can't fill them so how does the work get done. Management does say that will not happen. The National President asked VP NL-NB to find out about these freezes before his next meeting with the Army and let VP MS know.

Aramark: Starting process to try and get the 9 members that clean on base back in house.

WPG: More cleaners are needed to accommodate facilities such as the gym.

We had several mtgs with Wing Cleaning and have come to a plan to ensure that this work is to be done by public service employees.

Sodexo/ATCO/Moose Jaw: Status Quo

Manitoba going into full lockdown as of Thursday.

NS Update:

Not much new. Maintaining safety protocols, meeting with Base Commander to make sure all is going smoothly. Less people in workplace, more working from home. Contracting In, had a few meetings on that, there will be a Day of Action on Nov. 19. There has been a lot of hiring in Halifax lately but it seems they went through the proper channels.

National H&S Committee: No meeting recently but working on Workplace Harassment and Violence Prevention, Bill C65, legislation that went through HoC, they want it to be done in 6 months.

NPF Update:

Dealing with layoffs, 2 in Kingston being laid off from the mess, asking for clarification. VP NPF has heard about this through the Local and not management. The National President advised the VP NPF that she may want to talk to management and request advance notice before layoffs are announced. Bagotville has been ratified. Ottawa is going to bargain 1st week of Dec. Some have been without a contract for 3 years. Been quiet in NPF otherwise.

Human Rights Update:

Diversity and inclusion plan meeting a while back and has been quiet since but the Human Rights Advisor has recently been approached by DM Bastien to have a discussion at a virtual event on International Day of Person with Disabilities on Dec. 3. Also, had first meeting with the Oversight Committee for the class action lawsuit, they have approved some funding within the plan and will be sending out a supplementary plan and will be displaying ads in the Esprit de Corps magazine to get the word out further. Human Rights Advisor suggested that the Unions could help further and is in discussion with PSAC on this, they expressed they would help any way that can be helpful. The member on 699 leave in the Middle East has been asked to fill out another form to keep them on 699. The employer has said they will NOT be cutting her off. Trying to figure out how to best support her.

NL/NB Update:

Serco having issues, had townhall and said they were doing layoffs but did not say where or who which is adding worry on top of pandemic for members. Local is having meetings with Management. Locals are taking care of normal day to day business. Meetings with Base Commander are ongoing, townhall happening Dec. 17th. Staffing for the Army on the Base there are going to be challenges, they say the SWE will not be increased but they have asked for more money. RPOps in Gagetown, they have started staffing positions, but that they are short of SWE.

EVP Update:

Grievances response: 3rd level grievances have been heard but responses not provided, members are still waiting for responses, EVP has talked to DGWM since February but not much progression on it, he has sent them lots of emails on this but they have no plan. Members are

reaching out to LROs by email because they are frustrated. EVP says he needs an intervention from someone higher than him to get a response. The National President asked the EVP to send her a list of those he is waiting on and she will discuss with the DM again.

VP MS working with her LRO on grievance language regarding 699 leave. PSAC sent some generic language for members to use but not all Local Stewards have the same expertise and when sending out generic language it gets confusing and difficult. VP MS has sent an email to her Locals to show an example and told them to seek assistance from the LRO when preparing these. Some Stewards are not familiar with Human Rights violations and recourse mechanisms as their experience is limited. Asking EVP to explain this to LROs so that they can perhaps provide education to help with grievance template. The EVP said the VP can also provide guidance to their Stewards on this. The National President advised that Stewards should consult the LRO when preparing these as the LRO is the subject matter expert who provides technical advice.

Adjournment

** Next meeting is scheduled for November 24, 2020 at 1:30pm (EST)