

Report of the UNDE Executive Vice President

May – November 2022

Office Move

After over 24 years in Suite 700 – 116 Albert Street the UNDE relocated the National Office effective November 1, 2022.

The new location of the UNDE National Office is:

Suite 1505 – 222 Queen Street

Ottawa, ON K1P 5V9

The process of transitioning to the new office is now mostly completed with only a few items remaining. Staff have moved into their new offices and are settling in well. Extensive efforts by Kim Brackhahn and other staff made the move seamless with those things in our control. There was absolutely zero downtime in the functioning of the national office and the work yet to be completed to finish the move will not impede us.

National Office Staff

The LRO 2023 Selection Process concluded in May 2022 with the successful candidates Marie-Claude Chapman (MS & Quebec regions) and Lisa Greenspoon (ON & NCR regions) being offered and they accepted their new roles beginning June 2022. With great enthusiasm both have adapted well, much to the relief of the 4 regions affected but also from their LRO colleagues who had taken on additional work to bridge the gap.

For many reasons UNDE LROs are experiencing continued delays in scheduling hearings with the DND and further receiving responses for those that have been heard. Organizational change, resource shortages and timing seem to be the main contributors to these delays. LROs are meeting monthly to collaborate with each other and share their challenges, current jurisprudence, broader labour movement and especially important they are connecting with their colleagues. The LROs work exceptionally well with each other enabling everyone to take much needed time off.

All staff contributed to the successful migration to the new office.

Records Retention Efforts

COVID-19 accelerated the adoption of digital technologies by several years and most changes will be here for the long haul. Since the outset of the pandemic UNDE was thrust into learning and operating both electronically and virtually. It has been a tough & challenging transition. The PSAC has finalized a Document and Retention Disposition Schedule which we are adopting to purge excessive retained documentation with a goal of digitizing the remaining documents, scheduling a yearly exercise to purge documents as scheduled and a continual move to electronic documents where acceptable and practicable. This will be an ongoing initiative in the national office.

Local Presidents Conference 2023

The 2023 Local Presidents Conference will be held in Ottawa February 23-26, 2023. The conference will be held at the Fairmont Chateau Laurier. Regions have identified a Local President to be a part of the committee to provide input into the agenda of the conference. The first meeting of this committee (with the COMTRA members) occurred on November 3, 2022. The LP committee will meet a number of times during November to have broader discussions around the possible agenda. The COMTRA committee will meet with the LPs in early December 2022 to seek any clarity and address any concerns prior to finalizing an agenda and COMTRA will then begin to firm up planning.

EG Parity Grievances

The TBS delayed the implementation of the January 2022 arbitral award for EG wage parity to commence at the end of the current round of bargaining. As such PSAC addressed the arbitrator and we encouraged our members to file grievances. Many were filed across the country and during those filings the arbitrator ruled in favor of the TBS proposal to implement the changes when the PSAC and TBS reach a new collective agreement. We advise that all grievances filed be put into abeyance awaiting the successful implementation of a new collective agreement. If the implementation is successful, we will withdraw all grievances.

HR Subcommittee

Classification

Classification conversions Welfare Programs (WP) and Financial Management (FI) conversions are tracking well and that the Classification Team is looking ahead to the PA (Program Administration) group conversion, however DND is waiting on communication from the Office of the Chief Human Resources Officer (OCHRO). New messaging will be coming shortly, and the bargaining agents will have a chance to review prior to sending it out. Classification is working to ensure that as many SJDs are ready for the PA and Comptrollership (CT) conversion and the DND continues to work with interdepartmental committees to evaluate an internal audit of SJDs. Grievances remain low with 33 grievances, 22 job content related, 11 classification and 14 rejections on timeliness. The latter outlines the necessity to file within the prescribed timeline of 35 days.

Compensation

A RPA (Robotic Process Automation) has helped reduce 25% of late S34 submissions and overpayments. The RPA sends managers late transaction reports that are getting actioned although acting and acting extensions remain the main problem government wide. There is hope that the new HR to Pay Next Gen system will be mitigated.

FR Lieu Payments

18% percent of employees Phoenix does not service well (Firefighters & HPs) so a specialized team is in place to service this group as their cases require manual work by the compensation team. Some success has been achieved in getting lieu payments to those FRs who did not receive them at the end of the fiscal year with efforts from UNDE National, the VP ABN and the FR Steering Committee. It is recognized that there are different processes for different fire halls where some FRs are being paid and a large number of others are not. We have escalated the cases where our FR members have not been paid and that were brought to our attention and have been able to get them paid. The goal of our efforts has been to establish a consistent process throughout the department. Many FRs count on these payments

to fulfill financial obligations so it is important the process and payments are made with timeliness & consistency.

HR Connect

12K personal pay consultations have taken place by compensation advisors who continue to undergo training to be better able to walk employees through the submission of maternity/paternity, retirement, and other forms to ensure comprehension throughout the process.

Staffing

The start to finish process for staffing is unacceptably lengthy. Capacity, PKI cards and security continues to be the issue. Competition among other Government departments is a huge issue as potential employees move on to other opportunities due to delays. The DND has begun process mapping to ensure timely delivery of onboarding items such as PKI cards and equipment.

The DND has an advance vetting framework to assist the DND's desire for culture change. They will continue to work with the CPCC to standardize language and expectations including changing language in letters of offer and more time spent on assessing integrity and respect in the selection process.

Heyder Beattie Class Action Lawsuit

Due to the persistence and tenacity of both the CAF Class representative and UNDE EVP, final payments to those claimants who had received their decision letter began in July 2022, a full 6 months in advance of the anticipated timeline. It was extremely important to push the administrator's obligation under the final settlement agreement as the financial compensation represented finality and closure to so many. To date the total value of claims has been assessed at just under \$800M and this could change once all claims have been assessed. There are approximately 4K decisions to be rendered before Jan 2023.

*Please see attached summary of CAF-DND Claim Statistics on the value of approved claims.

ODM DTA Process

With the governance of the Return to Work (RTW) process transferred from DSafeG to the Director Total Health Management (DTHM). The Office of Disability Management will be taking over RTW responsibilities including any Duty to Accommodate related requirements. It is recognized that there are different processes being used across the country where the process should be uniform, consistent, and considerate of each case's unique circumstances. The ODM's goal is to support employees and their supervisor/manager in dealing with disability-related matters due to illness, impairment, and injury. The process to identify positions suitable for accommodation of our members is inconsistent which is impeding the timeliness in accommodating some of them. Some accommodations are taking years. The DTHM has formed a new National Disability Management Consultation Committee (NDMCC) with accountability to the Department's National Health and Safety Policy Committee. UNDE VP QC Gerald Grenon & VP ONT James Potts will represent UNDE on this UMCC as officers responsible for the Health & Safety portfolio.

Pay Issues

1 in 4 public servants continue to experience pay issues and the push to recover over \$500M in overpayments has created a significant increase in the backlog of cases further impacting our members. Pay issues are the responsibility of the employer and the DND is committed to fulfilling their

responsibility. Members for many reasons were coming to the union as a first stop where it should be their HR department. Unit HR sections are either ill equipped to deal with employees' pay issues or they believe the first contact should be the Pay Center. In working with the department, a return email at payissues@unde.org was developed redirecting our members to the employer. This has reduced the number of escalations being sent to the PSAC and follow up required by the UNDE. Further we are extremely fortunate to have a member/compensation advisor within the department that has been working with our members and has been instrumental in managing/resolving our member's pay issues.

Meetings

May 17 – 19 – National Executive Meeting – Ottawa, ON

May 25 – June 3 – PSAC National Triennial Convention – Virtual

June 6 – HR Sub-Committee UMCC – Ottawa, ON

June 10 – CAF/DND Sexual Misconduct Class Action Oversight Committee – Virtual

June 13 – SV Table Essential Services Negotiations - Virtual

June 13 – National UMCC – Virtual

June 13 – National Panel on Decolonization & Labour – Virtual

June 14 – 17 – PSAC National Board of Directors Meeting – Ottawa, ON

June 20 – SV Table Essential Services Negotiations

June 21 - CAF/DND Sexual Misconduct Class Action Oversight Committee – Virtual

June 29 – UNDE Pension Advisory Committee Meeting – Ottawa, ON

July 5 – Meeting with National Human Rights Advisor – Ottawa, ON

July 6 – Meeting with DND Director Compensation re: Pay Issues – Virtual

July 19 – Lifeworks UNDE Pension Plan Brief – Virtual

July 22 – UNDE NS member Meeting – Teleconference

July 25 – SV Table Essential Services Negotiations – Virtual

July 27 - CAF/DND Sexual Misconduct Class Action Oversight Committee – Virtual

August 11 – Records Retention Schedule Meeting w/ PSAC – Virtual

August 12 - CAF/DND Sexual Misconduct Class Action Oversight Committee – Virtual

August 25 – UNDE National Executive Special Meeting – Virtual

August 29 – UNDE Local 00650 Meeting – Virtual

September 2 – Meeting DGWM – Ottawa, ON

September 6 – COMTRA Committee Meeting – Virtual

September 12 – PA Table Essential Services Negotiations – Virtual

September 12 - HR Sub-Committee UMCC – Virtual

September 16 - CAF/DND Sexual Misconduct Class Action Oversight Committee – Virtual

September 26 - PA Table Essential Services Negotiations – Virtual

October 4 -7 – NS Regional Conference – Dartmouth, NS

October 13 – 16 – BC Regional Conference – Parksville, BC

October 17 – Meeting with DND Director Corporate Labour Relations – Ottawa, ON

October 18 – 21 – PSAC National Board of Directors Meeting – Virtual

October 25 – Meeting DND Director Total Health – Virtual

November 2 – UNDE Local 10511 Local AGM – Virtual

November 3 – Local Presidents Conference 2023 Committee Meeting – Virtual

November 4 – UNDE Local 00650 AGM – Virtual

November 5 – UNDE Human Rights Committee Conference – Montreal, QC

Labour Relations Officer : Louis Bisson
Report for the period of:
May 2022 to November 2022

1) Staffing Complaints

3 staffing hearing were held.

New files:

Manitoba: 1
Alberta: 25
Nova Scotia: 2
Quebec: 3
NCR: 1

2) Grievances Separate Employers at final level

Newfoundland, Labrador and New Brunswick

IMP Gander:

4 new grievances on Stat Holiday.
1 new grievance on Acting Pay.
1 grievance on overtime was referred to arbitration.
5 grievances heard at arbitration (meal allowance).

Serco:

I assisted the local with several 1st level grievances.
I assisted the Representation Section and the Local for several grievances that were referred to arbitration.

Ontario

Trenton Commercial Cleaner

2 new grievances on leave benefits.
2 grievances related to discipline were resolved at the arbitration stage.

Petawawa (Dexterra or Toure)

Several grievances were filed to support the transition from one employer to two employers:
2 new grievances related to Wages and Benefits.
2 Grievances on article 21 – Family Related leave.
1 Grievance on H&S.

- 1 Grievance on union dues.
- 1 Grievance on union dues, pay stub, missing hours.
- 1 Grievance on the bargaining certificate scope.

Saskatchewan

Atco:

- 1 grievance on leave without pay
- 2 grievances on medical exemption have been resolved at the arbitration level.

Sodexo:

No new grievances during this reporting period.

British Columbia

IMP Comox

- 3 new grievances related to CTO have been referred to arbitration.
- 1 grievance on leave was resolved at the arbitration stage.
- 2 new grievances related to vacation and leave without pay.

Québec

Corporation du Fort St-Jean:

- 2 grievances resolved at the arbitration level and a 3rd one will be heard soon.
- 3 new grievances on seniority

3) Grievances Activities related to the NCR and ON region:

Between February 23, 2022 and June 20, 2022 Paul Dagenais and I voluntarily took the responsibility of the NCR region and the Ontario region for TBS grievances. A new LRO has been hired to handle the grievances for the ON and NCR region.

NCR

I worked on 3 new grievances related to religious exemptions. They have all been heard at final level and referred to adjudication.

Ontario:

I worked on 1 new grievance related to religious exemption and 1 new grievance on leave without pay. They both have been heard at final level and referred to adjudication.

May 9, 2022 – November 4, 2022
Labour Relations Officer– Brendalee Blaney
Atlantic Region, Manitoba and Saskatchewan and Alberta/NWT

Activities

This period of review saw us extensively involved with dealing with issues resulting from the employer's Mandatory Vaccination Policy. A total of approximately 30 grievances in relation to this topic were received from my region. Only approximately 5 of these 30 were grievors who refused to attest to their vaccination status as they were against the policy in general. The other remaining grievance files were those who had request accommodation for either religious beliefs or medical contraindication. Approximately 27 of these files have been heard, and 3 have hearings pending in the coming two weeks. Of the responses we have received at 3rd level, **all** continue to be denied and referred to the Alliance for reference to adjudication.

Attended the UNDR Steering Committee Meeting over a two-day period in September 2022

Continued with several conversations with a number of corporate HR representative regarding on-going mediation talks on several files including rejection on probation and discrimination/harassment in the workplace. These types of meetings have been occupying a great deal of my time and include meetings with local representatives; meetings with corporate HR representatives as well as a combination of both.

Attended a number of monthly PSAC Component Representative Meetings where topics such as Overpayment Recovery, Jurisprudence on the Vaccination Policy, 699 Adjudication decision and the direction the Labour Relation Board and the Alliance were going in addressing the volume of vaccination grievances that have been received.

Some grievances continue to cite the health and safety provisions in the CA (PA, SV, TC – A.22; EB -A.34) which do not contain any individual rights provisions and should also not be grieved (see *Spacek v. Canada Revenue Agency 2006 PSLRB 104* at paras 31-40 and *Ristivojevic v. Canada Revenue Agency 2020 FPSLRB 79* at paras 242 and 244).

Thoroughly reviewed the updated/revised TB Manager's Toolkit on Mandatory Vaccination Policy following the lifting of the Mandatory Vaccination Policy.

Responded to numerous telephone calls and e-mail queries from the Regions including conference calls with local representatives and members regarding various topics such as vaccination policy, attestations, harassment, denial of leave, LWOP issues, etc.

Continue to complete and work on several Memorandums of Agreements/Memorandums of Settlements (MOAs/MOSs) in the resolution of several grievance files that included: harassment, overtime, duty to accommodate and

discrimination. I am currently in the process of pursuing additional settlement agreements on several files. Continue to be hopeful that the ability to find resolution to outstanding grievance files through mediated settlements continues.

Spent a great deal of time in discussions with various local representatives as well as occasionally with grievors, concerning workplace conflict issues and specific grievance wording or other forms of conflict resolution such as harassment complaints and designated recipients and/or violence in the workplace complaints and human rights complaints. Have also spent time discussing 699 leave and local employer policies with local union representatives and departmental representatives.

Continued in the preparation of notes on grievances files including extensive review and research into existing jurisprudence both at the FPSLRB, CHR Tribunals, and various levels of the courts.

Had discussions around the EG Arbitral Award and TB's implementation (or not) of same and provided grievance wording as requested.

Continued to update the UNDE Grievance Jurisprudence Data Base.

In terms of outstanding 3rd level grievance files, the subjects include:

Harassment	Discrimination
Final Investigation Reports	SunLife DI Benefits and Applications
Rejection on Probation	Canadian Human Rights Issues
Requirement to use VL prior to 699	
Requirement for Medical Certification	
Stand-By Pay and denial of Stand-by	
Denial of accommodation requests related to vaccination policy	
Compensatory Leave Provisions of the CA	

Spent a lot of time attempting to resolve issues with the department where grievances have not yet necessarily been presented in an effort to address workplace conflicts without issue being escalated. There are a number of situations outstanding and continuing along these lines with the department.

The majority of the grievances heard during this time were all focused on the vaccination policy and grievors on LWOP. Once the 3rd level decisions were received, prepared each file with all supporting documentation for referral to the representation section for reference to adjudication.

Finally, as indicated above, when able, did follow ups with the department regarding the status of MOAs and negotiations related to same in order to continue to move towards resolution on a number of files. Sometimes the length of time required to finalize agreements is being held up by the requirement to obtain a legal opinion from the

Department of Justice (DOJ) as it pertains to the employer's obligation in relation to any human rights compensation. This can take several months to be achieved.

In Solidarity

Brendalee Blaney

LRO Atlantic Region, Manitoba and Saskatchewan & Alberta and the North

Québec & Manitoba /Saskatchewan region Regions

LRO Report - June 20 to November 4, 2022

My first day at UNDE was June 20, 2022. During the first 2 weeks there were some meetings with other UNDE staff for the purpose of orientation as well as transitioning back to me files that had been temporarily reassigned while the position was vacant (since December 2021). During my first month at UNDE (June - July) I spent a considerable amount of time reading the grievances in the active grievance folder as well as general information about the DND and its structure. During this time, I was also very solicited for information, guidance or advice on interpretations of collective agreement articles, on grievance wording for various types of grievances as well as follow-ups on files that were ongoing since before my arrival at UNDE.

Scheduling grievance hearings has been challenging until recently as I had to request several follow-ups. I believe this was in good part due to reduced Labour Relations staff at DND during the summer vacation period. A total of 10 grievances have been presented at 3rd level upon submitting this report. Thankfully, things have picked up and several grievance hearings (5) have been recently scheduled for the next two months, and I have pending requests for hearings for 5 other grievances, which I hope to present before the end of December.

In the meantime, I consulted with local representatives and/or members on several active grievances to be presented and have been gathering information, doing research and preparing drafts of presentations (arguments) for outstanding grievances. As such, a good amount of time is spent per week on the phone or in Teams meeting, as well as sharing information via email.

This does not account for consultation discussions with local representatives and/or members on various other issues such as VLT complaints, duty to accommodate process, medical retirement, Sun Life application for DI process and appeals, conflict of interest, investigation process, as well as several other topics. I also had consultations with PSAC colleagues for grievances at adjudication, inquiries sent to the PSAC legal team and worker's compensation files.

In October I participated in the NJC training session "Demystifying the NJC Grievance Process". Though I had taken this course in the past, it was a good refresher as we don't often have NJC grievances.

Upon my arrival there were approximately 37 active grievance files, not including another 11 files in the incomplete folder. An additional 17 grievances have been submitted since, of which 16 came from the Quebec Region.

Current status of files per region:

QC Region

Active files that remain to be heard as of Nov 4:

Abuse of authority: 4

Discrimination (Union activity): 1

699 Leave: 3

Phoenix/pay issue: 4

Investigation process: 2

Discipline: 5

Harassment: 1

OT pay: 2

DTA: 2

NJC: 1

Implementation of EG parity arbitral award: 10

For a total of 35, not including 9 files that are in the incomplete folder.

Grievances Presented at 3rd level:

Termination: 1

Abuse of authority: 1

699: 3

Duty to Accommodate: 2

For a total of 7 grievances presented for this region.

It should be noted that one termination grievance was received in July, which was presenting in August, contained over 150 documents, several of which were between 5-10 pages or more. This was a massive file which took between 3 to 4 weeks of reading and preparation for the hearing, while also providing the usual LRO services to locals and members.

Additionally, I am currently working on an MOS to resolve 2 grievances. As well, one phoenix grievance has been closed with the approval of the member after he confirmed his pay issues were resolved.

Saskatchewan/Manitoba region

Active files that remain to be heard as of Nov 4:

699 Leave: 1

Discipline: 2

Phoenix/overpayment recovery letter: 1

For a total of 4, not including 2 files that are in the incomplete folder.

Grievances presented at 3rd level:

699: 1

Breach of Privacy: 2

For a total of 3 grievances presented for this region.

It's important to note that the number of grievances presented is not indicative of the total workload. A good amount of time is spent in phone calls or Team meetings. Furthermore, a considerable amount of time is spent responding to email, most of which require some research, and therefore can be time consuming. Furthermore, preparing grievance presentations requires quite some time due to information gathering as well as researching relevant jurisprudences, policies, directives, etc.

There is also a requirement for LROs to keep up to date on recent jurisprudences as well as changes to legislation, directives, policies, etc. in general.

Respectfully submitted,

Marie-Claude Chapman

Report of Paul Dagenais
For May 2022 to November 2022

Classification/ LR Grievances: May 2022 to November 2022 within this period, I represented:

Classification grievances: 01, waiting for their answer.

In addition, I heard, 5 staff relation grievances, I am still waiting for the answer.

In addition, I also provided advice and guidance on classification and labour relation grievance on WD, mostly the difference on classification and LR, member and local rep, how wanted to file a classification grievance but didn't agree on the SJD/WD, so I must explain to them the difference of the two, and guide them to the right choice.

Another question/ concern of the members is, the SJD, they don't understand why they are not more explicit of their work, in other words very vague. I asked the members to send me their WD and what they did on a workday for me to be able to properly explain the difference and direct them on what they should do.

All of this was done via numerous E-mails and had numerous conference call and Teams video conference.

Also, numerous meetings with members to prepare them for the LR and classification grievance.

I also, with the EVP, had meetings with the department to negotiate and come to an agreement on the ESA for the PA and SV group.

Furthermore, I responded to numerous E-mails and had numerous conference calls, as required, on subjects but not limited to including interpretation of collective agreements, harassment, and discrimination.

LRO: Lisa Greenspoon

Region: Ontario/NCR

Activities:

- Answered telephone calls and email queries on a daily basis from members and local representatives.
- Assisted Local reps in resolving issues at the lowest levels, often without the need to file a grievance.
- Attended virtual training on NJC grievances.
- Virtually presented information on the LRO role at the Ontario regional conference in Kingston.
- Consulted and exchanged ideas with colleagues.
- Consulted with analysts at PSAC Representation on several files.
- Consulted with PSAC Legal Services on several queries from Local reps.
- Prepared presentations for 3rd level grievance hearings.
- Represented members at 3rd level grievance hearings.
- Negotiated settlements for several grievance files.

Grievances heard from July – October 2022:

- Vaccine-related grievances = 4
- 699 Leave grievances = 1
- Discipline grievances = 6
- Performance evaluation grievances = 1
- Termination grievances = 1

Grievances to be heard for the NCR:

- Vaccine-related grievances = 8
- Leave grievances = 1
- Pay equity grievances = 3
- Discrimination/harassment = 4

Grievances to be heard for Ontario:

- Vaccine-related grievances = 6
- 699 leave grievances = 12
- Discipline/Demotion = 1
- PSPM = 1

Currently working on settlements for 1 discipline grievance for NCR, 1 discrimination/DTA grievance for NCR, and 6 discipline grievances for Ontario.

Also awaiting a third level decision for 1 termination grievance, 1 PSPM grievance, and 1 vaccine grievance.

Brought forward a concern that was raised by members at RPOPS Petawawa regarding DND having installed GPS tracking devices on DND vehicles and asking our members to sign a consent letter that indicated the data collected by these tracking devices would be used for performance management purposes, among other things. DND did not consult with the union about this very serious matter and our EVP had to send this letter to the attention of the ADM of DGWM to deal with it. I have instructed our members not to sign the letter at this time.

I am still trying to schedule many of Bev Gallagher's old grievance files as well as new ones that have been assigned to me. It has been difficult at times to determine who is the DND representative responsible for the different files as many of the representatives have gone on leave or retired and it often takes a lot of work to find out who has taken over a particular file.

LRO REPORT
DANIEL VERREAULT
May 2022 to December 2022

Following is my report of activities for the above period.

This report is divided in 4 sections.

1. Meeting / Training and Conferences
2. Range of Services to membership
3. Representations
4. Notes and comments

1. Meeting /Training and Conferences

- Create or maintained a contact information format for my 3 regions.
- Continued discussions with all union representatives.
- Conversation with the 3 Regional Vice-Presidents; (When required)
- Acted as LRO replacement from May to August 2022
- Participated at several Grievances hearings: Treasury Board members. CSE Chief (equivalent to Deputy Minister), NPF LR Lawyers.
- Participated at NLMRC NPF.

***Had to remove myself from all NPF committees as the workload limited my availability for my primary responsibilities as LRO.

This is and has always been a requirement for the NPF LRO, the reason being is that the VP NPF is always alone and does not benefit of a second VP like some other VP's on National committees. Secondly, because of the structure, UFCW union will normally show up with 5 and up to 7 union representatives creating potential unfairness during the various National meetings. ***

These only reflect some of my activities but are not limited to, as the position requires many adjustments has a normal day progress.

2. Range of Services to Membership

My responsibilities for region representations are.

My regions are:

- CSE, 1 Collective agreement, 2562 members plus.
- NPF 10 Collective agreements, 561 members plus.
- BC 3 Collective agreements, 1331 members plus.

NUMBERS OF ESTIMATED MEMBERS PER REGIONS ARE LIKELY MUCH HIGHER AS COVID 19 GENERATED LOTS OF LAYOFFS AND DEPARTURES FOR VARIOUS REASONS.

REGION	MEMBERS October 21	LOCALS	Collective Agreements	GRIEVANCES IN	GRIEVANCES TO BE RECEIVED
BC	1320 1393 + 73 Oct 22 1331 - 62	9	3	Grievances are still late coming from the locals	
CSE	2200 2571 + 371 Oct 22 2562 - 9	1	1		Local is STILL working on a report for me
NPF	620 574 -46 OCT 22 561- 13	10	10	Local is working on a report for me	Locals are high maintenance due to lack of experience
TOTAL	4538 + -	20	14		Not available

Difficulties do occur, as I have 3 different employers with multiple LRO's wanting to schedule consultations.

3 different sets of policies.

3 different ways to proceed at third level.

14 different Collective Agreements (Please note that NPF Collective Agreements are different from one to the other with separate certificates and they are negotiated separately on 10 different negotiating tables at various times.

Still difficulties with Treasury Board as now we have multiple Employer LRO, s that want to schedule consultations. I have advised them to consult among themselves and then communicate with me as they all had their own priorities.

They now know that my agenda and priorities are for the members and not the employers.

We do need the files to be sent in to UNDE office from the locals.

I WILL NOT SCHEDULE USING THE EMPLOYERS' DOCUMENTS!

Because the grievances all deserve the same quality of representation I can only schedule one month ahead as I require to be available for any other emergencies or tasking that may arise within the 3 different regions.

3. Representation

I have continued conversations with the multiple employer's representatives in reference to several grievances/complaints at 3rd level.

Some members are still attempting to file vaccination grievances

TREASURY BOARD BC REGION

TO COME!

Difficulties working with employers' side for multiple reasons.

❖ Continuous changes of representative's / LRO.

NON-PUBLIC FUNDS

Since the last report, this region has been extremely busy.

All NPF locals are expecting LRO assistance constantly as they struggle to maintain local representation. For ALL SUBJECTS.

CSE

Grievances

CSE has multiples grievances and are all scheduled through the Chief at 3rd level as per the collective agreement.

CSE has a great working relationship with the UNDE LRO.

4. NOTES and COMMENTS

TO BE NOTED FOR MY 3 REGIONS

- Several grievances from local's have yet to be received at UNDE National office.

- **WORDS OF ADVICE!**

The regions and services should not be looked at only by looking at numbers and the potential of possible calls.

Most regions have full executives and more and can respond to H&S issues, EAP assistance and or guidance, chief shop stewards and various shop stewards and assistance on various committees.

However, this is not the case across all the regions, for example, we have 10 locals that **ONE PERSON** could have to do it all, **WITH ABSOLUTELY NO EXPERIENCE**

- Negotiating tables
- Local Health & Safety committees
- Shop steward with no grievance course aiding members, assisting with the representation, requesting advises, interpretation and language on regular bases.

Of course, this is time consuming, and it is great to be able to assist these members as they are the reason we exist. However, it comes at a cost. I can't always provide the expected work I'm requested to do in a timely matter.

CAF-DND Claim Statistics

- [Quick Summary.](#)
- [Processing Status](#)
- [Assessments](#)
- [Claim Category.](#)
- [Claim Type](#)
- [Employment](#)
- [Restorative Engagement](#)
- [Gender and Language](#)
- [Province/State/Region](#)
- [Allegations Decade/How Found Out](#)

[Payments](#)

Grand Total Value of Approved Claims

Grand Total Value of Approved Cat A claims:	\$57,145,000.00
Grand Total Value of Approved Cat B claims:	\$306,065,000.00
Grand Total Value of Approved Cat C claims:	\$6,800,000.00

Payor CAF Only

		No. of Claims	Grand Total Payable
Cat A Only	(\$5,000)	2692	\$13,460,000.00
Cat A	(\$5,000)	7555	\$37,775,000.00
Cat B1 Low	(\$5,000)	1382	\$6,910,000.00
Cat B1 Medium	(\$10,000)	3088	\$30,880,000.00
Cat B1 High	(\$20,000)	2593	\$51,860,000.00
Cat B2 Low	(\$30,000)	104	\$3,120,000.00
Cat B2 Medium	(\$40,000)	945	\$37,800,000.00
Cat B2 High	(\$50,000)	3212	\$160,600,000.00
Cat C Low	(\$50,000)	3	\$150,000.00
Cat C Medium	(\$75,000)	5	\$375,000.00
Cat C High	(\$100,000)	6	\$600,000.00
Total		21585	\$343,530,000.00
Total CAF Only Initial Payments Paid:			\$70,080,000.00
Total CAF Only Balance Owing:			\$273,450,000.00

Payor CAF + DND

		No. of Claims	Grand Total Payable
Cat A Only	(\$5,000)	132	\$660,000.00
Cat A	(\$5,000)	203	\$1,015,000.00
Cat B1 Low	(\$5,000)	9	\$45,000.00

		No. of Claims	Grand Total Payable
Cat B1 Medium	(\$10,000)	28	\$280,000.00
Cat B1 High	(\$20,000)	47	\$940,000.00
Cat B2 Low	(\$30,000)	0	\$0.00
Cat B2 Medium	(\$40,000)	9	\$360,000.00
Cat B2 High	(\$50,000)	48	\$2,400,000.00
Cat C Low	(\$50,000)	0	\$0.00
Cat C Medium	(\$75,000)	1	\$75,000.00
Cat C High	(\$100,000)	0	\$0.00
Total		477	\$5,775,000.00
Total CAF + DND Initial Payments Paid:			\$1,540,000.00
Total CAF + DND Balance Owing:			\$4,235,000.00

Payor CAF + DND + SNPF

		No. of Claims	Grand Total Payable
Cat A Only	(\$5,000)	5	\$25,000.00
Cat A	(\$5,000)	12	\$60,000.00
Cat B1 Low	(\$5,000)	1	\$5,000.00
Cat B1 Medium	(\$10,000)	2	\$20,000.00
Cat B1 High	(\$20,000)	2	\$40,000.00
Cat B2 Low	(\$30,000)	0	\$0.00
Cat B2 Medium	(\$40,000)	0	\$0.00
Cat B2 High	(\$50,000)	2	\$100,000.00
Cat C Low	(\$50,000)	0	\$0.00
Cat C Medium	(\$75,000)	0	\$0.00
Cat C High	(\$100,000)	0	\$0.00
Total		24	\$250,000.00
Total CAF + DND + SNPF Initial Payments Paid:			\$80,000.00
Total CAF + DND + SNPF Balance Owing:			\$170,000.00

Payor CAF + SNPF

		No. of Claims	Grand Total Payable
Cat A Only	(\$5,000)	14	\$70,000.00
Cat A	(\$5,000)	31	\$155,000.00
Cat B1 Low	(\$5,000)	0	\$0.00
Cat B1 Medium	(\$10,000)	7	\$70,000.00
Cat B1 High	(\$20,000)	10	\$200,000.00
Cat B2 Low	(\$30,000)	0	\$0.00
Cat B2 Medium	(\$40,000)	6	\$240,000.00
Cat B2 High	(\$50,000)	3	\$150,000.00
Cat C Low	(\$50,000)	0	\$0.00
Cat C Medium	(\$75,000)	0	\$0.00
Cat C High	(\$100,000)	0	\$0.00
Total		71	\$885,000.00
Total CAF + SNPF Initial Payments Paid:			\$195,000.00

Total CAF + SNPF Balance Owing: \$690,000.00

Payor DND Only

		No. of Claims	Grand Total Payable
Cat A Only	(\$5,000)	236	\$1,180,000.00
Cat A	(\$5,000)	393	\$1,965,000.00
Cat B1 Low	(\$5,000)	40	\$200,000.00
Cat B1 Medium	(\$10,000)	141	\$1,410,000.00
Cat B1 High	(\$20,000)	161	\$3,220,000.00
Cat B2 Low	(\$30,000)	1	\$30,000.00
Cat B2 Medium	(\$40,000)	8	\$320,000.00
Cat B2 High	(\$50,000)	44	\$2,200,000.00
Cat C Low	(\$50,000)	10	\$500,000.00
Cat C Medium	(\$75,000)	31	\$2,325,000.00

		No. of Claims	Grand Total Payable
Cat C High	(\$100,000)	15	\$1,500,000.00
Total		1080	\$14,850,000.00
Total DND Only Initial Payments Paid:			\$3,210,000.00
Total DND Only Balance Owing:			\$11,640,000.00

Payor DND + SNPF

		No. of Claims	Grand Total Payable
Cat A Only	(\$5,000)	2	\$10,000.00
Cat A	(\$5,000)	24	\$120,000.00
Cat B1 Low	(\$5,000)	2	\$10,000.00
Cat B1 Medium	(\$10,000)	8	\$80,000.00
Cat B1 High	(\$20,000)	6	\$120,000.00
Cat B2 Low	(\$30,000)	0	\$0.00
Cat B2 Medium	(\$40,000)	0	\$0.00
Cat B2 High	(\$50,000)	2	\$100,000.00
Cat C Low	(\$50,000)	1	\$50,000.00
Cat C Medium	(\$75,000)	1	\$75,000.00
Cat C High	(\$100,000)	0	\$0.00
Total		46	\$565,000.00
Total DND + SNPF Initial Payments Paid:			\$120,000.00
Total DND + SNPF Balance Owing:			\$445,000.00

Payor SNPF Only

		No. of Claims	Grand Total Payable
Cat A Only	(\$5,000)	44	\$220,000.00
Cat A	(\$5,000)	85	\$425,000.00
Cat B1 Low	(\$5,000)	9	\$45,000.00
Cat B1 Medium	(\$10,000)	36	\$360,000.00

		No. of Claims	Grand Total Payable
Cat B1 High	(\$20,000)	30	\$600,000.00
Cat B2 Low	(\$30,000)	0	\$0.00
Cat B2 Medium	(\$40,000)	7	\$280,000.00
Cat B2 High	(\$50,000)	18	\$900,000.00
Cat C Low	(\$50,000)	3	\$150,000.00
Cat C Medium	(\$75,000)	8	\$600,000.00
Cat C High	(\$100,000)	4	\$400,000.00
Total		244	\$3,980,000.00
Total SNPF Only Initial Payments Paid:			\$715,000.00
Total SNPF Only Balance Owing:			\$3,265,000.00