

21 November 2023

Dist List

MINUTES OF THE GENERAL MEETING OF LOCAL 21007  
19 WING COMOX, UNION OF NATIONAL DEFENCE EMPLOYEES  
HELD IN THE MULTI-PURPOSE ROOM AT THE REC CENTER  
ON TUESDAY 21 NOVEMBER 2023 AT 3:40 PM

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Present:

<u>Position</u>	<u>Name</u>
President	Camille Soper
Vice President/Chief Steward	Arthur Samuels
Treasurer	Cameron Morris
Health & Safety	Fred Poulin-Pepin
Secretary	Sheila Forbes
Guests	June Winger UNDE National President Marcelo Lazaro UNDE BC Regional Vice President Martha Johnson, PSAC Rep + 10 members

Recording Secretary: Sheila Forbes

1.	<b>CALL TO ORDER</b> – Camille Soper  The President called the meeting to order at 3:40 pm
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*UNDE Statement on Harassment. The Union of National Defence Employees promotes a zero-tolerance policy in regard to harassment and discrimination.*

*The component believes and promotes full equality of all its members and the right of each member to be treated with dignity and respect.*

*UNDE will neither tolerate nor condone attitudes and behaviours at union events, regardless of intent, that are likely to undermine the dignity, self-esteem or security of an individual or create an intimidating, threatening, hostile or offensive environment.*

*If you experience harassment at this event, contact Sister Camille Soper who will assist you through the process outlined in the UNDE Harassment Policy and the Guidelines and Procedures for Managing Harassment Complaints.*

2.	<b>Welcoming of Guests</b>  We welcome June Winger, UNDE National President, Marcelo Lazaro UNDE BC Regional Vice President and Martha Johnson PSAC Rep. Thank you for taking the time to join us today.
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3.	<p><b>RATIFICATION OF THE MINUTES</b> – Camille Soper</p> <p>The minutes of the 20 June 23 meeting have been posted and distributed. There being no errors or omissions, Motion to ratify by Rebecca Dixon and seconded by Irene Dworschak that the minutes be adopted. CARRIED</p>
4.	<p><b>PRESIDENT'S REPORT</b> – Camille Soper</p> <p>My 2<sup>nd</sup> year as President pretty much started off with the bargaining teams declaring an impasse and an impending strike looming. In the new year, talk of strikes were everywhere. It seemed that every union in Canada was in a strike position. Lots of strike training preparation was held, and in March, members from all collective agreements were asked to support their bargaining team and vote for a strike. Throughout all the strike training, we were told that the general strike was the last resort and that we had lots of steps to go before actually going on strike. So when a strike was called and we were given a day and a half to prepare for it, it came as a shock to many of us here. Luckily, we had an amazing strike team and we were able to literally weather the storm the first week of three days (and oh how that weather was crappy) and I was so proud to see most of my members standing there together, with resolve in their wet, cold faces. The 2<sup>nd</sup> week was much better weather-wise, but tensions were mounting and, as the Strike escalated all over the country, I am happy to say that we maintained a professional and courteous attitude throughout despite some actions by other non-union members. And although the strike was not pleasant, there were good things that came of it, with a nice raise being the obvious. But I saw leaders shining through, I saw a previously almost non-existent local come together in solidarity and engage with one another and BE a union. Most importantly, I believe that many of our military colleagues realize that in fact we civilians actually do perform important work and when that work didn't get done for 8 days, it was noticed, and there was a renewed sense of appreciation that came from them after the strike.</p> <p>Just before the strike, as per a budget line item, we had ordered UNDE long sleeve T-shirts for everyone, which happen to come in at the end of March and we had organized a day of action for 20 April. This was of course to be interrupted by the strike but somehow, we managed to scramble for a venue, the day before the strike, with free refreshments thanks to the wonderful Wing Foods Services personnel, and were able get a set of pictures with more than HALF of our members donning their t-shirts for the photo. What a glorious sight it was! Looking back, it was the best predictor for how our strike would go in terms of solidarity and unity.</p> <p>Throughout the year we saw all three of our general meetings, now held at lunchtime after having passed a budget allowing us to bring in food, have well over 50 members in attendance each time with Pita Pit sandwiches, an awesome BBQ at Airforce Beach, and lots of delicious QF Chinese food. We are planning on continuing to hold luncheon meetings as it seems to be the most inclusive for our members and the proposed budget will reflect that.</p> <p>In August, we had our Triennial Convention, held in St. John's NL. The hospitality committee there did an awesome job and I know that our members who participated really loved receiving our UNDE "Hockey" Jerseys – even if they do look like Toronto Maple Leafs colours . We were happy to see many of our leaders re-elected, enabling them to</p>

	<p>continue providing the best service to their members. It was a great venue, and the town of St. John's was very welcoming. Kudos to the organization team.</p> <p>In closing, I would like to thank all of you here today, and all of our members for their continuing support this past year, especially before, during and after the strike. I would like to thank Arthur for his 2 years of serving as our VP and I am happy that he will be continuing on as a Steward. I would also like to thank Sheila, for stepping up as interim secretary when Shannon left. And last but certainly not least, a HUGE thank you to all of the executive for your help, guidance and friendship throughout this past year. I am sad that Laurie has accepted a position in a different union and wish her all the best in her new career. I remain proud to be your President and will continue to serve you to the best of my ability for at least another year, and then after that, we'll have to wait and see.</p>
5.	<p><b>TREASURER'S REPORT – FINANCIAL AUDIT</b> – Cameron Morris</p> <p>Balance Sheet, Income Statement and accounts of UNDE local 21007 covering the fiscal period from October 1, 2022 to September 30, 2023 were audited by Sarah Faux and Maylene Gintetz. We have spent \$4,635.34 and spending was broken down between food meetings, coffee breaks, strike expenses. Currently we have \$23,118.58 in the bank. Motion to accept the financial audit as presented – 1st Cameron Morris, 2nd Rebecca Dixon - CARRIED</p>
6.	<p><b>BUDGET</b> - Cameron Morris</p> <p>On track with our budget with \$23,118.58 in the bank. The new budget is very similar to the old budget with similar expenditures. Cameron presented the budget line by line. An email will be sent with the minutes of this meeting, the budget and the audit. Motion to accept budget as presented - 1st Rhonda Fleming, 2nd Kerry Rathbone. CARRIED</p>
7.	<p><b>COMMITTEE REPORTS</b></p> <p><b>A. Welfare</b> – Sherri Moran</p> <p>Sherri was not available for the meeting and Camille read out an email sent to her by Sherri. Throughout the past year, 3 get well cards and 15 sympathy cards were sent out. Members and supervisors are encouraged to contact Camille Soper when a co-worker is ill, bereaved, in hospital, wedding, births etc. Sadly, Sherri is stepping down - thank you for all you've done! We are looking for a volunteer to be a replacement before the end of the year. Please contact Camille Soper if you are interested.</p> <p><b>B. Employee Assistance Program</b></p> <p>EAP is still currently being handled by Esquimalt. Jessica Englehart's EAP representative training is almost complete and Lyanne Ruest will be receiving training during the coming months.</p> <p>FOR EAP Assistance: Call anytime 24/7, 365 days a year 1-800-268-7708 or 1-800-567-5803 (hearing impaired) Or visit <a href="http://hrciv-rhciv.mil.ca/en/h-employee-assistance-program.page">http://hrciv-rhciv.mil.ca/en/h-employee-assistance-program.page</a></p>

	<p><b>C. Health &amp; Safety – Fred Poulin-Pepin</b></p> <p>Please read and be familiar with the Commander's new 19 Wing Directive on Operating in an Infectious Disease Environment. It was emailed 16 November 2023. We should all be aware of this policy.</p> <p><b>D. Bursary – Camille Soper</b></p> <p>One bursary was given out to Kaylie Proctor, one of our member’s daughter who is currently attending NIC in the Office Administration Certificate program.</p>
8.	<p><b>NEW BUSINESS</b></p> <p>a. Cam Morris thanked our President Camille for her hard work, dedication and leadership which was especially evident during the strike. Well done Camille.</p> <p>b. Talking Union Basic Course - 5 &amp; 6 December is a virtual course that you do from home via zoom. There is a pay of \$50 per day. Sign up and become informed.</p>
9.	<p><b>GUEST'S ADDRESS</b></p> <p>June Winger addressed those in attendance. She thanked us for supporting the bargaining team during the strike. The employer was consistently a no-show. The bargaining team had many things on the table and telework was not the only concern. The employer spread rumours to break the unity, but the union stood strong and a contract was reached.</p> <p>The Deputy Minister, Bill Matthews has a huge budget reduction of \$950,000,000 in year 4. He has called June for help and believes it's time to investigate the government's policy to hire contractors. UNDE has hired Elanor Sherlock full time to investigate the government's policy to hire contractors. The union is ready to prove contractors are not cost efficient. Example VAC contract in 2021 consisted of \$500,000 contract for 5 years and yet the service has significantly decreased. read the union's letter here:  <a href="#">Uncover the costs: UVAE Newsletter – Union of Veterans’ Affairs Employees (uvae-seac.ca)</a></p> <p>Please call and tell all dissatisfied veterans to call to help bring the outsourcing of Veteran's back to Canadian union workers.</p> <p>The union needs help to prove contracting public service jobs do not work and cost us way more money than hiring public servants to do the job. Any documents, emails, contracts or pictures to help Elanor prove there are issues with contracting out would be appreciated. June is not asking for this be underhanded or wrongly gathered, she is asking for your help to bring the work back to public servants. It will be respected if you wish to be anonymous. You can go directly to Elanor (<a href="mailto:sherloe@unde.org">sherloe@unde.org</a>), pass it up through the local executive or on the UNDE website under the heading  <a href="#">Stop Contracting Out – UNDE (unde-uedn.com)</a></p> <p>Pressure is upon the new health provider, Canada Life, as its system is not working and many members are having life altering consequences. The previous Defence Minister, Anita Annand, now the Treasury Board President, is in denial that this company will get things sorted out before Christmas.</p>

	<ul style="list-style-type: none"> <li>- Although doing business should be within working hours, there is an option to call on the weekends as the phone lines are open then.</li> <li>- Please send your concerns through the local union as well as your Member of Parliament. Using both routes together seems to work best.</li> </ul> <p>Union is looking to get the bilingual bonus increased as it has remained at \$800/year for over 20 years now and should be reflective of today's economy. It is also looking to include all official languages, not just French and English.</p>
10.	<p><b>ELECTIONS UNDE 21007</b></p> <p>Regional Vice President Marcelo Lazaro officiated the elections.</p> <p>Nomination: 1st Vice President - Joe Gratz Nominated by 1st Camille Soper, 2nd Kerry Rathbone No other nominations. Nomination accepted by letter - Congratulations to Joe!</p> <p>Nomination: Secretary - Sheila Forbes Nominated by 1st Camille Soper, 2nd Art Samuels No other nominations. Nomination accepted - Congratulations to Sheila!</p> <p>Nomination: Health and Safety Rep - Ryan Lynch Nominated 1st Camille Soper, 2nd Rebecca Dixon No other nominations. Nomination accepted by letter - Congratulations to Ryan!</p> <p>Nomination: 2nd Vice President - Fred Poulin-Pepin <b>** one-year term only **</b> Nominated 1st Arthur Samuels, 2nd Vanessa MacFarlane No other nominations. Nomination accepted - Congratulations to Fred!</p>
11.	There were no further discussions or questions.
12.	Meeting was adjourned at 4:35 pm

Camille Soper  
President , 7234

Sheila Forbes  
Secretary, 8507

Dist List  
All Members with E-mail Access