

Meeting Notice Meeting Minutes

Meeting Name:	General Meeting
Meeting Purpose:	Regular Union Meeting
Facilitator:	David Green
Date and Time:	2025-04-23. 4:30pm

Participants		Participants	
David Green	Y	Morris Shannon	R
Mark Devink	Y	Karen Allaire	R
Lyndon Howe	Y	Antionette Del Vasto	Y
Steve Currie	R	Jesse Mitchell	Y

Y= Present; T=Teams; R= Regrets

#	Agenda Items:
	See meeting agenda
	Agenda additions ?
1.	Welcoming to AGM and introduction
2.	Reading of Harassment Statement-By David Meade
3.	Reading of Wolastoq Acknowledgment-By Antionette Del Vasto
4.	<p>Special Guest Speaker- Tasha Salesse Chair of PSAC Saint John Regional West Committee and VP for the New Brunswick Federation of Labour responsible for women’s issues.</p> <ul style="list-style-type: none"> -N.B Federation of Labour is a group of affiliated unions established in 1913 representing 38K plus New Brunswicker workers. -There is a current “identity crisis” with the NB Fed of Labour. Not enough awareness on how the federation can support its members. -PSAC pays all dues and fees to be affiliated to the federation and we should use it to our benefit. -What can we do? Members may put forth resolutions to the union executive to have them discussed at the federation’s biennial convention. Purpose of resolutions is to plan mandate of the Federation for the next two years. Deadline for resolutions Apr. 25 2025. -NB Federation of labour advocating for more legal training for RCMP, crown prosecutors etc. To be more knowledgeable about safety concerns and investigation techniques surrounding workplace deaths. Over 1000 workplace deaths per year. Only 11 employers convicted since Westray Act of 2004.

	<p>-Women’s committee advocated to have menstrual products in the workplace. Since Dec 2023 all federally regulated workplace must have them available in all washrooms. Advocating for all workplaces. Next amendment of NB health and Safety Act will state that menstrual products must be made available in all workplace washrooms.</p> <p>-PSAC members are encouraged to sign up for one of the many conventions PSAC facilitates for its member groups.</p> <p>-Next NB Federation of Labour Convention scheduled for May 25-27/2025</p> <p>-Cost for convention is \$300 per delegate. Discounted room rate at Saint John Delta.</p> <p>-Dave Green discuss costs associated with sending members to Fed of Labour Convention in Saint John. Cost will be \$1600-\$1850. Depending on whether the member chooses to stay two nights or one. Also dependent on said members’ wages. President or designates cost will be covered by National. Dave Green cannot attend so a member will go in his place.</p> <p>-Motion put forward by Dave Meade to send 4 members to NB Fed of Labour Convention, President spot included. Seconder Easson Haskin. Motion passed unanimously.</p>
5.	<p>Presidents report to the membership at the GM— Dave Green</p> <p>-February meeting did not meet quorum, so it was cancelled. Apologies for not sending out a second email reminder.</p> <p>-Review and adoption of Sept 18/24 meeting minutes. Motion to accept by Dave Meade. Seconder Easson Haskin. Motion passed unanimously.</p> <p>-Review and adoption of Oct 30/24 meeting minutes. Motion to accept by Kevin Smith. Seconder Dave Meade. Motion passed unanimously.</p> <p>-Review and adoption of Jan 22/25 meeting minutes. Motion to accept by Kevin Smith. Seconder Dave Meade. Motion passed unanimously.</p>
6.	<p>Old Business</p> <p>-Discussion on CRA payout from Phoenix of 2500\$ for taxes reimbursement. 3 members report receiving payout. Dave Green spoke to PSAC National Regional VP Paul Jones for clarification.</p> <p>-Of the \$2500. \$1500 is taxable and is for stress, aggravation, pain and suffering. \$1000 is tax free and is for the late implementation of the collective agreement. Estimated to receive \$400-\$500 reimbursement.</p> <p>-If you haven’t received your payout, you may submit an inquiry via your personal CRA account.</p> <p>-Bylaws committee completed audit of our local bylaws. Morris Shannon Chair of committee not in attendance but reported to Dave Green. Proposed changes will be posted, the membership will have 30 days to review. Looking at some time in June meeting to adopt changes to bylaws. Will advise membership of date.</p>
7.	<p>Recurring Business</p>
5.	<p>Treasurers report to the membership at the GM-Mark Devink</p> <p>Total income Mar 2025- \$9549.30</p> <p>Expenditures-\$4995.69</p> <p>Total Net Income- \$4553.61</p> <p>Account Balances</p> <p>Hardship Fund-\$2997.38</p>

	<p>Savings-\$144,650.42 Checking Account- 28,735.10</p> <ul style="list-style-type: none"> -No report on January income as we have migrated to a new system and it won't generate old reports. -Investigation expenses incurred by the local used up all funds received from dues for the month of Jan. -Interest rates have dropped substantially so we are not earning as much as previously. <p>Motion to adopt financial report as presented by Easson Haskin. Seconder Jodey Snare. Passed unanimously.</p>
6.	<p>CSS and DCSS Grievances Report- Dave Green (Karen Allaire and Morris Shannon not present)</p> <ul style="list-style-type: none"> -There is a large backlog of grievances, too many to many for current shop stewards to handle. -Dave Green looking for volunteers for potential shop steward and grievance handling courses. -Anyone interested can contact any executive member.
7	<p>Health and Safety Report-Jesse Mitchell</p> <ul style="list-style-type: none"> -Broken asbestos tiles in building H5 is an ongoing concern. Estimated removal completion is Apr 23-25/2025. -B10 Ceiling tiles are an ongoing issue which was just denied funding. Initial estimates may have been too high. Jesse working with Deputy Base Commander to find a suitable resolution. - The EAP is a great service providing mental health assistance to employees. -Download the "Homewood Health" app to your smartphone for more information or contact Jesse. -Jesse to find or make posters with information and contacts for EAP as per member request. -Easson Haskin reports that posters are already made and can be updated with new contact info. -Safety concerns regarding the exhaust system in the kitchen not being taken seriously by employer. Jesse to follow up. -Scott Wetmore suggested that filling out daily exposure reports (document 633) a potential way to initiate the mitigation of air quality issues ie; asbestos, kitchen ventilation. -National Day of Mourning at main gate Friday, Apr 25/25. All members encouraged to attend.
8.	<p>Education-Dave Green</p> <ul style="list-style-type: none"> -Local still looking for members to volunteer as shop stewards. -Many self paced courses available on PSAC national website. Including; "Welcome to Your Union", "Grievances: An Overview", "Understanding Your Collective Agreement", "Respectful Workplace" and "Anti Harassment". Deadline to apply Apr. 25/25 -UNDE willing to facilitate a shop stewards course if we can get 20 attendees. Dave to inquire if members from Nova Scotia will attend.
9.	<p>New Business-Dave Green</p> <p>Scholarships</p> <ul style="list-style-type: none"> - 2 qty \$1000 and 3 qty \$500 scholarships.

-Setup of Scholarship committee; 3 Members volunteered. Ashley Sangster, Dave Meade and Darci Arch. Applications to handed to or emailed to any Committee member or emailed to Ashley Sangster sangstas@gmail.com

UNDE BBQ

-To be held in June 4/2025 at Main Gate.

-**Motion** by Dave Meade to allow local to spend \$4000 to restock t-shirts and other “swag” for upcoming BBQ. **Seconder** Wesley Baker. Motion passed unanimously.

Union Engagement Initiatives from National.

-National willing to allocate \$10 per member for union engagement event.

-Curling Event being held in Fall. Details to follow.

-Member Antionette Del Vasto made point about performance reviews. They are not meant to be emailed to you and signed off. Your supervisor must sit down with you and discuss your performance face to face or via teams. If you disagree with their assessment you must still sign but be sure to input comments regarding your issues with the review.

-Updates to website and Facebook page are ongoing. Photos and contacts of executive members and contacts for shop stewards to be uploaded.

10.

Points From Floor

-Member Darci Arch suggested victory meat market to purchase BBQ items. Other members suggested other local businesses as well.

-Executive to organize and work at BBQ. Any members interested in volunteering are welcome.

-Precooked burgers must be used ?

-Member Scott Wetmore brought up that all supervisory positions in the Federal Public Service will be changed to bilingual regardless of position.

-Darci Arch (official language coordinator) clarified that change will happen June 2025. Current supervisors will be offered training.

-Scott Wetmore questioned national locals spending on various causes representing “marginalized groups”. “What about the people who don’t fall into these groups?” He also questions why federal employees won’t be allowed to use AI technology for translation. What is the unions plan to help those who are potentially unable to pass course?

-Suggested that course of action would be to submit a resolution.

-Antionette Del Vasto suggested that further discussion with membership is necessary to gage the opinions of the entirety of the local.

-Current supervisors who are unable to meet language requirements will be grandfathered in but unable to advance or make a lateral move to another supervisory position.

-Several points made by various members in opposition and support of mandatory bilingual certification for supervisors.

-**Motion** by Dave Meade to allow local to purchase Bluetooth speaker (estimated cost \$300-\$400) and microphone. **Seconder** Easson Haskin. Motion passed unanimously.

	<p>-Easson Haskin asks that the local follow up on request to join The Fredericton Area Council for PSAC. The initial course of action would be to submit the request to join to Steve Warren PSAC regional VP. Easson to send further details to Dave Green.</p> <p>-Dave Green asks for volunteers and nominations to go to NB Federation of Labour Convention.</p> <p>-Motion by Easson Haskin to nominate Jean Maillet to attend convention. Second Jerry Moore.</p> <p>-Motion by Dave Meade to nominate Jesse Mitchell to attend convention. Second Easson Haskin.</p> <p>-Motion by Easson Haskin to nominate Dan Hovey to attend convention. Second Jesse Mitchell.</p> <p>-Motion by Easson Haskin to nominate Jason Garagan as an alternate to attend convention. Second Jesse Mitchell.</p> <p>*All motions passed unanimously.</p>
	<p>Adjournment</p> <p>-Next meeting to be held June 4.</p> <p>Motion to adjourn by Easson Haskin. Second Dan Hovey.</p>