

Meeting Notice Meeting Minutes

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| Meeting Name: | General Meeting |
| Meeting Purpose: | Regular Union Meeting |
| Facilitator: | David Green |
| Date and Time: | 2025-06-04. 4:30pm |

| Participants | | Participants | |
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| David Green | Y | Morris Shannon | Y |
| Mark Devink | Y | Karen Allaire | Y |
| Lyndon Howe | Y | Antionette Del Vasto | Y |
| Steve Currie | Y | Jesse Mitchell | Y |
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Y= Present; T=Teams; R= Regrets

| # | Agenda Items: |
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| | See meeting agenda |
| | Agenda additions? |
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| 1. | Welcoming to AGM and introduction |
| 2. | Reading of Harassment Statement-By David Meade |
| 3. | Reading of Wolastoq Acknowledgment-By Darci Arch |
| 4. | <p>Presidents report to the membership at the GM— Dave Green</p> <ul style="list-style-type: none"> -UNDE BBQ went very well with lots of members attending. Thank you to all who volunteered to help make it a success. -Apologies for not having last meetings minutes due to technical issues. -Review and adoption of June 4/2025 agenda. Motion to adopt agenda by Dave Meade, Seconder Marsha Dearman. -Review and adoption of April 23/2025 Meeting Minutes. Motion to accept Dave Meade. Seconder Kevin Stanford. -Moment of Silence for deceased past members Peter Tulk and Donnie Cook. |
| 5. | <p>Old Business</p> <ul style="list-style-type: none"> -Discussion on CRA payout from Phoenix of 2500\$ for taxes reimbursement. Some members report long lag times from submission of inquiry to confirmation of receipt. One member received payout 2 yrs from original inquiry submission. All members urged to ensure they are receiving the correct amount; errors have been made. |

-By Laws Committee completed the review of Local Bylaws. Proposed changes are posted to UNDE Facebook page. Morris Shannon reiterated that these are only proposed changes, and they are open for discussion at upcoming Bylaw meeting at the Days Inn, July 8/2025 at 4:30pm. Member Kevin Stanford asked why there wasn't a proposed bylaw change regarding the process in which the union replaces executive members that step down from their position. He believes there should be a vote.

Morris Shannon stated that in the Bylaws, the president has authority to appoint an executive when members leave for various reasons. The appointed executive is to stay in place until the Annual General Meeting in November when the position will become available for election. It wouldn't be practical to have the Regional Vice President fly in for an election every time an executive member quits.

Kevin Stanford feels the executive is ignoring what people are asking.

Further discussion about bylaws with some more clarity regarding the process...

"After Bylaws are reviewed by the local Bylaws Committee, they are then voted on by the local. A 2/3rd majority is required to pass each amendment. Then the amended bylaws are sent to the Regional Vice President for recommendation to be sent to the National Vice President, for approval"

Dave Green clarified what our bylaws say and elaborated more on the impracticality of having more special meetings to replace executive committee members. Also mentions that Steve Warren (RVP) would have to fly in every time as well, and he is not likely to want to do that. Dave Green suggests that we table discussion on this bylaw change until the bylaw meeting July 8/2025.

Jean Maillet expressed displeasure with the process for replacing executive members as well and stated that other locals have a cap on how many executive members they can appoint at any given time.

Morris Shannon reiterated that none of these proposed bylaw's changes are written in stone. They can be changed at the upcoming bylaw meeting.

Proposed changes and amendments to the Bylaws can be heard at the meeting on July 8/2025 at the Bylaw meeting. All proposed bylaw changes are posted on the Facebook site (both of them)

-Curling Event by UNDE/PSAC for membership engagement discussion. It will be a "Funspiel" like the RP OPS curling event. Membership agrees "Early November" would be the best time to have it. Al Gavereau volunteered to look into the curling rink schedule and report back.

6. **Recurring Business**

7. **Treasurers report to the membership at the GM-Mark Devink**

April 1/25 – May 31/25

Total income-9,427.12
 Total Expenses-\$6,987.41
 Total Net Income-\$2,242.54

Account Balances April 2025

Credit Union Ownership Shares- \$5.00
 Bank-Hardship Fund-\$2,997.38

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| | <p>Bank Savings Account- \$144,650.42 Bank Chequing Account-\$28,735.10 Total Balance- \$176,387.90</p> <p>Account Balances May 2025 Credit Union Ownership Shares- \$5.00 Bank-Hardship Fund-\$2,998.02 Bank Savings Account- \$144,681.13 Bank Chequing Account-\$31,305.95 Total Balance- \$178,990.10</p> <p>Motion to adopt financial report by Dave Meade. Seconder Wayne Dawson. Passed unanimously.</p> |
| 8. | <p>CSS and DCSS Grievances Report- Karen Allaire and Morris Shannon</p> <ul style="list-style-type: none"> -There is a large backlog of grievances, too many for current shop stewards to handle. -Morris Shannon stressed the need for more shop stewards. He is currently handling 20 grievances alone. Stresses the need for more shop stewards. -Members question if they would be able to handle shop steward demands while working? The collective agreement states you must notify your supervisor when you are going to handle union business and notify them upon your return to regular work. The agreement does not state a time duration, it states “an adequate amount of time” When inputting this leave into Oracle/Peoplesoft, previous shop stewards have always used “Other Paid Leave Union” but you should confirm with your supervisor prior to using. -According to the bylaws the member must have completed either “Talking Union Basics” or Greivance Handling. Dave Green is in discussion with RVP Steve Warren about the possibility of doing joint courses with Nova Scotia to meet the quorum for the training. More to follow. -Dave Green looking for volunteers for potential shop steward and grievance handling courses. -Anyone interested can contact any executive member for further information. |
| 9. | <p>Health and Safety Report-Jesse Mitchell</p> <p>Nothing to report on Health and Safety. Members urged to contact Jesse if they have any safety issues that are not being addressed.</p> |
| 10 | <p>Communication Stewards Report-Antionette Del Vasto</p> <ul style="list-style-type: none"> -If you are not getting any union emails please contact Antionette. It is likely a minor clerical error. -Pictures of recent BBQ will be posted to Facebook. -Question asking why there are two Facebook pages for the local? One was initiated by a former executive member. Antionette to discuss with the administrator of the of the other page, the possibility of using one page exclusively. -Comments on the Facebook page have been turned off due to issues with negative comments in the past. -If anyone has anything they’d like to post on the UNDE 60303 Facebook page they can contact Antionette. |

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| 11. | <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. --Scholarships. May 30th was the deadline for applicants. There were 6 applicants. The Scholarship Committee needs more time to review all applicants and randomly select winners with an online randomizer tool. Should be completed within a week. |
| 12. | <p>New Business-Dave Green</p> <ul style="list-style-type: none"> -If you receive an email from the Phoenix pay center about a re-payment. Make sure you do the math and ensure the amounts are correct. Errors have been made in the past. -David Martin UNDE Human Rights Coordinator for Newfoundland, Labrador and New Brunswick has emailed Dave Green regarding naming a Human Rights activist and an alternate for our local. Dave is asking for two members to volunteer for the positions. Antionette to post a link to Facebook from PSAC national webpage with information regarding the Human Rights position. Anyone interested in the position can email 60303@unde.org. Would like to have all responses by Aug 1/2025. If there are more than two volunteers the executive will vote. -Update on NB Federation of Labour Convention (Karen Allaire) The convention was held May 25-27/2025 in Saint John, N.B. The financial report for the Federation was presented. It was discovered that the Federation was a victim of theft and cyber fraud. People were impersonating NBFL signing officers and gained access to FED NB email accounts. They impersonated the Secretary Treasurer with a fake email account they created on the NBFL server. Then they impersonated the interim President over the phone to approve transactions. All accounts were frozen upon discovery of the fraud. The investigation is ongoing internally in coordination with the RCMP. On April 30/2025 \$206,060.98 was transferred out of the NBFL chequing account. On May 13/2025 a \$300k bond expiring in 2029 was cashed out and transferred into the NBFL chequing account. On May 14/2025 \$306,060.98 was transferred out of the NBFL chequing account. Along with two other transactions of \$3k and \$2800. The credit union was able to intercept these 3 transactions and continues to work to gain access to reverse the initial \$206,060.98 theft. Legal council has been obtained, and insurance claims have been filed by the Federation. The NBFL intends to report the theft to the Canadian Anti-Fraud Centre. The floor was open to new resolutions by members. One member made a resolution to encourage the federation to work toward cutting funding to the military because they thought all the funding was being used to purchase “more bullets” This resolution was met with much opposition. It was made clear that the funding is not just used to buy equipment for military members but also for infrastructure and maintenance. It was noted that the funding would be a benefit for all DND employees, military and civilian. The resolution was voted down. |

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| | <p>-Special Guest Speaker Elizabeth Weir addressed the women’s caucus. She is very politically involved with her initiative to get 50% female representation in parliament. It is currently up to 38%</p> <p>-Elections for NBFL executive positions. President: Chris Warren (CUPE) Vice President: Catherine Little Second Vice President: Matthew Barnable (Aerospace Workers) Secretary Treasurer: Nicolas Maltais (PSAC) First Vice Women’s Issues: Christine Hawks (CUPE) Vice President Young Workers: Riley Hallahan</p> <p>-Some discussion on BBQ days when RTA is working. Sometimes they are unable attend due to work requirements. Food can be brought out to them by a volunteer or have their supervisor come pick it up. Buying pizzas for them was also discussed as an option.</p> |
| 13. | <p>Points From Floor</p> <p>-Member Dave Meade made recognition of the executive and all that volunteered to make the UNDE BBQ a success.</p> <p>-Member Kevin Stanford asked when the next election for the executive will be? The next election will be in the fall. A bylaw has been passed to make the executive positions a 3-year term. This was done to align with PSAC and UNDE which hold their national conventions Tri annually.</p> <p>-Wesley Baker made mention of TC bargaining being ongoing and inquired for further information. Dave Green received an email regarding that topic and intends to have it distributed to all TC members in the local.</p> |
| 14. | <p>Prizes</p> <p>\$25 Tim’s Cards were purchased as prizes Wayne Dawson, Dave Meade, Al Gavereau, and Bill Clerk were the winners</p> |
| | <p>Adjournment</p> <p>-Next meeting to be held July 8th (Special Bylaws Meeting)</p> <p>Motion to adjourn by Dave Meade. Seconder Darci Arch.</p> |
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