

24 November 2025

Dist List

MINUTES OF THE GENERAL MEETING OF LOCAL 21007
19 WING COMOX, UNION OF NATIONAL DEFENCE EMPLOYEES
HELD IN THE SGT&WO's MESS
ON 6 OCT 2025

Present:

<u>Position</u>	<u>Name</u>
President	D'Arcy McDonald
Vice President	Fred Poulin-Pepin
2 nd Vice President	Vacant
Treasurer	Absent
Secretary	Vacant
Health & Safety	Ryan Lynch
Guests	June Winger UNDE National President Marcelo Lazaro UNDE BC Regional Vice President + 19 members

Recording Secretary: President

1.	CALL TO ORDER – D'Arcy McDonald The President called the meeting to order at 11:52am
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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.	Welcoming of Guest - D'Arcy McDonald We welcome June Winger, UNDE National President, and Marcelo Lazaro, UNDE BC Regional Vice President.
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3.	<p>RATIFICATION OF THE MINUTES – D’Arcy McDonald</p> <p>The minutes of the 18 June 2025 meeting have been posted and distributed. There being no errors or omissions, there was a motion to adopt the minutes by Kyle Stairs and it was seconded by Patricia Englehart. CARRIED</p>
4.	<p>PRESIDENT'S REPORT – D’Arcy McDonald</p> <p>President announced that he had called 2 executive meetings with the first on 31 July at the Jr Ranks Mess and the second on 22 Sept 2025 at the Canex. The former meeting was called in conjunction with a site visit by Jessica Degasso from PSAC. She was here to support our local with event and training propositions, and to gather information to prevent contracting out public services. We discussed strategies to fill vacant executive positions and recruit stewards for each sub-group, including hosting and end of summer event. I also proposed shift of communication from DWAN to PSAC member link and one drive with all members in favor. The second meeting was scheduled to discuss many of the same issues with executive membership decision to cancel the end of summer event due to a shortage of time and labour. We also discussed requirement for delegates for upcoming PSAC training events and conferences. No minutes were generated from these meetings due to the position of secretary remaining vacant.</p>
5.	<p>BUDGET – D’Arcy McDonald</p> <p>President provided a summary of expenses and funds available as of the date of meeting, based on written summary provided by Treasurer. Executive members acknowledged the requirement to perform a financial audit of our budget and present the information at a general meeting before the new year.</p>
7.	<p>COMMITTEE REPORTS</p> <p>A. Welfare – Tania Woodbeck</p> <p>Tania was not available for the meeting. Members and supervisors are encouraged to contact Tania Woodbeck when a co-worker is ill, bereaved, in hospital, or for happier occasions like weddings or births.</p> <p>B. Employee Assistance Program</p> <p>EAP is still currently being handled by Esquimalt. Jessica Englehart’s EAP representative training is one course shy of being 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 1-800-663-1142 (English) or 1-800-398-9505 (French) Or visit Defence Employee Assistance Program - Canada.ca</p> <p>C. Health & Safety – Ryan Lynch</p>

	<p>Ryan gave a summary of Health and Safety issues addressed at the Wing GSC meeting. He included reminder to complete safety inspections of the workplace, warning to adjust to colder, darker, more slippery fall conditions. He reminded personnel to prepare for flu season by getting vaccinations, washing, cleaning and staying home when sick. He also notified personnel that MSS has requested sound surveys to be completed at the workplace and suggested our members also remind supervisors about performing sound survey where members are subjected to loud noises.</p> <p>D. Bursary –</p> <p>No new bursaries were awarded, but members with graduating children were reminded to apply early for bursaries through their school bursary programs.</p>
8.	OLD BUSINESS – None
9.	NEW BUSINESS - None
10.	<p>GUESTS’ ADDRESS - June Winger – UNDE National President</p> <p>Our National President reminded members of opportunity for locals to host events with \$10/member subsidy available from UNDE. She encouraged members to meet and get involved with supporting our bargaining teams.</p> <p>She asked us to monitor for management proposals to contract out services and provide examples to UNDE Regional Vice President. She would like a sit rep from all tables on this critical issue.</p> <p>Our president informed us there are concerns and challenges associated with management’s decision to use hiring pools to staff vacancies and she advised us to seek out training to understand how the pools are created and used to fill vacancies.</p> <p>She reminded us that there will be a regional convention in Aug 2026 and advised us to send representation to identify local labour concerns and bring suggestions to fix them.</p> <p>Our president reminded us about a BC Regional PSAC convention that will happen May 22-24, 2026, in Victoria and advised us to forward request for delegates to attend before the new year.</p>
11.	<p>ELECTIONS UNDE 21007</p> <p>UNDE Regional Vice President (BC) Marcelo Lazaro officiated the elections.</p> <p>A. PRESIDENT</p> <p>Nomination President – D’Arcy McDonald Nominated by 1st Stephanie Graham, 2nd Kevin Hunt No other nominations. Nomination accepted.</p> <p>B. TREASURER</p>

	<p>Nomination: Treasurer – Cameron Morris in absentia Nominated by 1st Ryan Lynch, 2nd Patricia Englehart No other nominations. Nomination accepted via email statement</p> <p>C. 2ND VICE PRESIDENT & SECRETARY</p> <p>Nomination: 2nd Vice President & Secretary – no nominations No other nominations. 2nd Vice President and Secretary remain vacant.</p>
12.	Next meeting planned for end Nov or early Dec to include nomination of delegates and results of financial audit. We will also canvass for a nomination for secretary.
13.	Meeting was adjourned at approximately 12:15.

D’Arcy McDonald
President , 252-8721

Vacant
Secretary

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All Members with E-mail Access