

NATIONAL EXECUTIVE MEETING

APRIL 26 – 28, 2006

WESTIN HOTEL, TORONTO

Chairman: John MacLennan, National President
Members: Mary Chamberlain, Executive Vice-President
Debbie Graham, VP (NL/NB)
Doug Pike, VP (NS)
Philippe Turcq, VP (QC)
Bob Champoux, VP (NCR)
Debra Nadeau, VP (ON)
Brian Molsberry, VP (MB/SK -- absent 26, 27)
Marie Kennedy, VP (AB/North)
Mark Miller, DVP (BC)
Dan Verreault, VP (PSP/Canex)
Drew Smeaton, VP (CSE)
Brenda Moore, Employment Equity Advisor
Secretary: Linda Graham

Opening Remarks

Action

The National President welcomed members to Toronto and informed them that the National Executive would be in session these three days and through to the end of the convention.

The harassment statement was read and EE Advisor Moore was named intervener.

The hours of session were set as follows: Wednesday to Friday – 9 to 4:30; and throughout the following week, as needed.

Standing Items

1. FR Report – VP Pike provided a written report which is attached to these minutes (Annex A).

RV 1 - CARRIED

2. EAP Report – VP Pike provided a written report which is attached to these minutes (Annex B). There was some discussion about the relocation of RAs. Both the union and management must agree on the appointment of referral agents. A new DAOD is still under review.

RV 2 - CARRIED

3. Health and Safety – VP Champoux provided members with Annex F, to Chapter 14, Provision of Protective Safety Footwear to DND Civilian Personnel, which came into effect January 1, 2006. Protective footwear is now 100% funded for CSA approved boots. Different rates are being applied across the country. Local standing offers are encouraged where possible.

RV 3 – CARRIED

4. DRDC – VP Champoux reported on the Competency Career Management initiative. Both he and Paul Dagenais are sitting on the steering committee. There are some concerns that individual competencies will be used for classification upgrades for members of the other stakeholder organizations.

5. EVP Report – EVP Chamberlain provided a written report of her activities and those of the union services officers, which is attached to these minutes (Annex C). Grievance statistics were also distributed on a regional basis.

VP Graham requested that the EVP look into the status of a grievance in her region which is not on the list. Chamberlain

Concerned with the workload of the union services officer responsible for separate employers, VP Verreault requested the full list of collective agreements assigned to Gael Pavia. Chamberlain

EVP Chamberlain also provided more information on the GS compensatory time off issue. It is still the Department, and PSAC's, stance that the way the contract is being applied is correct. DVP Miller says that BC is still against it, and will deal with it when the department releases its bulletin.

RV 4 - CARRIED

6. MASOP – VP Turcq reports that this initiative ended on April 1, 2006. A close-out ceremony will probably coincide with the official move to MMDS in June. There are concerns that material management remains under scrutiny, with a view to contracting out some or all of the supply chain. The union will have to be vigilant.

Regional Reports

7. Ontario – VP Nadeau provided a written report of activities in her region (Annex D), including grievance training; an IMP bargaining conference; and a progress report on Kingston.

8. NL/NB – VP Graham provided a written report of activities in her region (Annex E). She highlights the problems certain members are experiencing with

the department's policy of advertising competitions online. Not all members have access to a computer, nor the technical knowledge to effectively apply online. EVP Chamberlain will raise the concern through the HR network and at the PSAC NBOD.

Chamberlain

VP Graham was also assigned to chair an investigation committee in Alberta. She reports that a complaint submitted against VP Kennedy was determined to be unfounded and VP Kennedy was fully exonerated.

RV 6 – CARRIED

9. AB/North – VP Kennedy provided a written report of activities in her region (Annex F). She also reported on the GS Committee's facilitator training sessions and the development of its communication strategy.

RV 7 – CARRIED

10. Employment Equity – EE Advisor Moore provided a written report of activities (Annex G) and current issues, including resolutions coming to the floor of the PSAC Convention. She also seeks the input of National Officers on setting up an effective communication network.

National Officers

VP Graham suggested that terms of reference need to be revised, and the current structure--which includes EE coordinators--needs to be revisited.

New Business

11. Privacy Impact Assessment – VP Smeaton submitted a proposal from Deloitte and Touche LLP for a review and assessment of the union's current practices, and its requirements to meet privacy standards. The National Executive requested two more submissions before a decision is made.

Smeaton

12. Sun Life – DVP Miller raised the issue of Sun Life topping up salaries to 2/3 of the original wages in disability insurance cases. He requested that this be looked into by the HR Sub-Committee and report back to this body.

Chamberlain

13. Union Participation at UMCCs – VP Nadeau reported that there is no departmental funding for union-side travel costs to UMCCs. The National President agreed that the union will cover all travel costs, where necessary, for VPs assigned to UMCCs. He will consider funding for EE representatives.

14. 40th Anniversary Celebrations – Locals from across Canada provided written business cases for funding approval of local and regional functions to celebrate UNDE's 40th anniversary.

Motion – Kennedy and Chamberlain

Be it resolved that up to \$480,000 be approved to spend on local anniversary parties; this represents \$30 per member for all costs incurred, including memorabilia, (upon receipts being provided);

Be it further resolved that all locals who have already sent in submissions may re-submit to meet the above parameters, by 31st May 2006.

Be it further resolved that all business cases already within this parameter be considered for approval immediately so that locals may commence organizing.

RV 9 – CARRIED

15. Donation – Canadian War Museum

Motion – MacLennan and Miller

That the Union of National Defence Employees donate \$5,000 to the Canadian War Museum in Ottawa.

RV 10 – CARRIED

16. PSMA/PSLRA – VP Graham provided some informative website links. She highlighted the guideline for use of employer facilities, which came into effect on April 1, 2005, wherein it is clearly stipulated that the employer may grant the union time off and the use of employer premises to conduct its business. President MacLennan advised that UNDE is meeting with the PSAC PSMA Coordinator on May 9.

17. Local 1008 – DVP Miller brought forward a local issue requesting national intervention.

Motion *(as amended)*

WHEREAS members of UNDE Local 21008 working in the BCE Branch of CFB Esquimalt have voted to be part of UNDE Local 21016 in a vote conducted by Local 21008 supervised by the UNDE VP/BC;

WHEREAS the Executive of Local 21008 agreed to, and voted to, transfer monies along with the members over to Local 21016 in accordance with an agreement made between the 2 respective Presidents and the VP/BC;

WHEREAS the membership transfer took place in advance of the money transfer at the request of the Local 21008 President, despite the

reservations of Local 21016 Executive, but with assurances of complicity from the VP/BC and the Local 21008 President;

WHEREAS two other conditions previously agreed to by both locals have already been met, (i.e. t-shirt transfer and respect for jurisdictions);

WHEREAS the decision of Local 21008 Executive to seek membership approval took place after the affected membership had been transferred, thus effectively denying these members the right to vote on actions concerning their own monies;

WHEREAS by accepting these members complete with activists, Local 21016 has already incurred training costs of approx. 1,500 dollars;

BE IT RESOLVED THAT the UNDE National Executive reverse the undemocratic actions of Local 21008 and order Local 21008 to immediately give to Local 21016 the transferred members full share of their former Local's assets, along with any lost interest effective the date of membership transfer;

BE IT FURTHER RESOLVED THAT any monies transferred over to Local 21016 in excess of the original 75.14 dollars already agreed upon, minus interest, be returned directly to the members involved, *in the form of gift certificates*.

RV 11 – CARRIED

Thursday, April 27

Standing Items

18. Finance Report – VP Doug Pike and Comptroller Brian Loshuk presented the finance report. The National Executive reviewed the Audit Report first.

The National Executive then reviewed the financial statements for the period ending January 31, 2006.

The National President was directed to send a letter to former UNDE Education Officer Tom Clairmont, and other stakeholders involved in the Civilian Labour Adjustment in National Defence (CLAND) study, with a view to getting the next and final stage of the 10 year old study by the end of May 2006. If nothing is received, the line item will be dropped from the budget statements.

MacLennan

VP Pike raised a concern with the expenditures under the line item for Federation of Labour Conventions. The National President informed the National Executive that the large amount represents, for the most part, our participation at the Ontario Federation of Labour Convention, which will not occur again in this mandate.

The comptroller reported that only three locals had not submitted annual financial statements.

Revised terms of reference for the Finance Committee were also distributed (Annex H).

Motion – that the finance report be accepted as presented.

RV 12 – CARRIED

Motion – Kennedy and Graham

That Private Sector training be accounted for within the region of their location.

RV 13 – CARRIED

Motion – Kennedy and Chamberlain

That in the Education budget, expenditures for CSE and PSP be accounted for as separate line items as they are in Collective Bargaining.

RV 14 – CARRIED

New Business

19. 40th Anniversary Celebrations – The following local business cases were reviewed and accepted:

National Capital Region - \$10,000
Local 620 - \$940
Local 704 - \$2,000
Local 905 - \$7,319.90
Local 908 - \$2,500
Local 910 - \$5,000
Local 911 - \$990
Employment Equity - \$5,000

Other local requests for funding will be reviewed for approval by the National President, if criteria are met.

The National Executive also approved the purchase of the following items: 250 golf shirts, 10,000 pins, 300 silver coins, 3,000 pens, 100 business card holders, and a stock of jackets. All items, except the pins, are intended for sale to locals.

20. Alternate Dispute Resolution Presentation – DGADR Chris Ford, OMM, CD and Cdr Lucille Boettger, discussed how ADR is working in the National Defence community. Each VP gave Mr. Ford a synopsis of how the DRCs are handling business in their respective areas. In some cases, mediation is working or had been working in the past...in other regions, mediation is still not a viable option. There were problems with confidentiality, follow-up, staffing and training. Most felt the process was not working, but the union remains committed to some form of a mediated conflict resolution. Mr. Ford took UNDE's concerns under advisement and committed to working with the union to improve the process. He agreed that training opportunities will be made available to civilian employees. UNDE and DGADR are now consulting on a training initiative.

21. Honours and Awards Committee – VP Smeaton submitted two items for consideration by the National Executive.

Lionel Provost, a former field negotiator, and long-time local officer at DRE(Suffield) was proposed for life membership.

MOTION CARRIED

Renaming of scholarships – a request was received from DVP Miller to rename the Ken Green Scholarships to recognize other leaders who have made an impact on our union. The Committee agreed with the suggestion and recommended that the four scholarships be renamed the UNDE Memorial Scholarships—one dedicated to Ken Green, another to Gary Smith.

RV 15 – CARRIED

Standing Items

22. Bylaws Committee – VP Graham presented a recommendation for disciplinary action received by Local 303 Gagetown.

Be it resolved that the following members of Local 303 be suspended as indicated:

Strike Breakers

Ashe, B. 3 years, 4 days (22, 28, 30 Sep, 12 Oct 04)

Barton, T. 3 years, 4 days (22, 28, 30 Sep, 12 Oct 04)
Bridgeo, M. 3 years, 4 days (22, 28, 30 Sep, 12 Oct 04)
Graham, B. 3 years, 4 days (22, 28, 30 Sep, 12 Oct 04)
McArthur, K. 3 years, 4 days, (12 - 15 Oct 04)
Moore, D. 3 years, 4 days (22, 28, 30 Sep, 12 Oct 04)
Sharpe, D. 3 years, 4 days (22, 28, 30 Sep, 12 Oct 04)
Young, B. 3 years, 1 day (12 Oct 04)
Bourque, A. Life, 4 days (22, 28 30 Sep, 12 Oct 04)
Briggs, C. Life, 4 days (12 - 15 Oct 04)
Jasper, G. Life, 4 days (12 - 15 Oct 04)
Kierstead, B. Life, 4 days (12 - 15 Oct 04)
Smythe, W. Life, 1 day (12 Oct 04)

Designates - all 1 year (22, 28, 30 Sep 12 Oct 04)

Arsenault, R.
Barrett, D.
Benoit, J.
Blinn, JC.
Haynes, T.
Holloway, C.
Mazerolle, JP.
Parker, DJ.
Price, D.
Rice, B.
Ross, F.
Russell, J.
Smith, H.
Smith, J.
Stennick, D.
Wilson, D.
Wood, R.

RV 16 – CARRIED

VP Pike wished to be recorded against the recommendation because he does not believe that designates should be disciplined for not sending in 25% of a day's wages for every day of a sanctioned strike.

Friday, April 28

New Business

23. Day of Mourning - A moment of silence was observed in memory of workers killed on the job.

24. 2008 Convention Presentations - Three bids for the next convention:

Niagara Falls - submitted by the National Capital Region and presented by Jeff Wrinn;

Quebec City - submitted by Montreal locals and presented by Daniel Rodgers;
Banff/Lake Louise/Jasper - submitted by Alberta locals and presented by Marie Kennedy.

By secret ballot, the National Executive decided that the next UNDE Convention will be held at the Fairmont Banff Springs Hotel, in Banff, Alberta, in early May, 2008.

25. Harassment - The National Executive discussed the need to provide more tools and training to local harassment interveners. Too many locals are dealing with harassment complaints and most of these could be avoided if reviewing officers were better prepared. The COMTRA committee will start developing modules for discipline training; handling scab discipline; and harassment training.

COMTRA

VP Molsberry requested a breakdown of UNDE's costs related to harassment investigations. This information will be provided at the next meeting.

MacLennan

Motion - Graham and Nadeau

WHEREAS UNDE delegates at the 1999 Convention adopted our UNDE Harassment Policy that directs the UNDE Harassment Statement shall be read at all UNDE events and that an intervener be identified; and

WHEREAS the Component has a responsibility to ensure Locals and UNDE officers are meeting the requirements identified in the UNDE Harassment Policy;

BE IT RESOLVED THAT UNDE Bylaw 7 is amended to include:

NEW article

Each Local shall ensure the UNDE Harassment Statement (Annex A, UNDE Harassment Policy) is read and that at least one intervener is identified at all UNDE meetings, socials and functions. Minutes of all meetings shall identify who read the statement and the identity of the intervener(s).

RV 17 - CARRIED

Regional Reports

26. Manitoba/Saskatchewan - VP Molsberry's report is attached to these minutes (Annex I).

RV 18 - CARRIED

Standing Items

27. Air Command - VP Molsberry's report is attached to these minutes (Annex J).

RV 19 - CARRIED

28. GLT Committee - VP Molsberry's report is attached to these minutes (Annex K).

RV 20 - CARRIED

29. Army Support Review - VP Molsberry's report is attached to these minutes (Annex L).

RV 21 - CARRIED

30. LFWA - VP Molsberry's report is attached to these minutes (Annex M).

RV 22 - CARRIED

31. Essential Services - It was reported that co-facilitated sessions at the local/base level are supposed to start this fall. UNDE is way ahead compared to other components. Training on PSMA/Essential Services for locals will be discussed with the Alliance staff.

Previous Business

32. UNDE Building - EVP Chamberlain was tasked with providing the National Executive, at its next meeting, with information on the viability of purchasing a building for UNDE's offices.

Chamberlain

33. Insurance - She was also asked to investigate and report back on insurance coverage for members of the National Executive while in travel status.

Chamberlain

34. Classification Audit - The National Executive requested that VPs in all regions be kept informed of all activities related to the audit.

35. Report on Existing Complaints under PSST - VPs requested that a report be provided at the next and future National Executive meetings.

Chamberlain

36. Scab Report - National Officers were asked to report on disciplinary action, if any, initiated at each of their locals after the last strike.

NL/NB - Local 90101 (no scabs); Local 90102 (no scabs/2 designates paid); Local 90103 (no scabs/2 designates paid); Local 60303 (8 scabs--5 life suspensions/17 designates suspended).

NS - no one reported anyone crossing picket lines; some designates have paid

QC - no scabs; some locals didn't collect from designates and some partial collections

NCR - was a mess; one local tried discipline but difficult getting witnesses to come forward; designates in one local paid up

ON - several locals still working on discipline; some designates have not paid yet

MB/SK - one local left to follow up on disciplinary action

AB/North - most locals have completed their disciplinary action; others have no scabs; some locals are not even sure who their designates are

BC - no report available

It was agreed that a report--by local, with action taken--will be filed by each officer and attached to these minutes at a later date.

National Officers

37. Employment Equity - VP Graham returned to the topic of revised terms of reference.

Motion - Graham and Champoux

WHEREAS the current UNDE Terms of Reference for EE Coordinators is dated and does not meet the needs of the component; and

WHEREAS this prevents the Regional EE Coordinators from being effective;

BE IT RESOLVED THAT the HR OPI be tasked to review the current EE structure and the Terms of Reference;

BE IT FURTHER RESOLVED THAT the HR OPI provide the National Executive with a report on the outcome of the review by 31 July 2006.

Moore

RV 23 - CARRIED

38. GS Committee - VP Kennedy brought forward a motion on behalf of members of the GS Committee regarding loss of wages.

Motion - Kennedy and Molsberry

WHEREAS UNDE fully supports the elimination of zone rates of pay; and

WHEREAS members sitting on national committees are paid the employer's rate of pay (including zone variances) for performing union work;

BE IT RESOLVED THAT all members appointed to national committees affected by zone rates of pay be compensated at a rate equal to the highest rate of compensation paid to any member of that committee, excluding OPIs and national officers.

RV 24 - DEFEATED

VP Verreault wished to be recorded as strongly in favour of this motion.

39. COMTRA Report - EVP Chamberlain's report was in three parts:

The committee proposed bringing in one (1) facilitator from each of the 10 regions to update the training modules the week of May 29 to June 3, 2006.

RV 25 - CARRIED

The committee proposed a training program for UNDE's chief stewards. Five courses will be held in the regions this fall to refresh chief stewards.

RV 26 - CARRIED

Terms of reference for Regional Education Coordinators were introduced and are included with the EVP report. It was agreed that Vice-Presidents would determine if regional education coordinators are required in their respective regions and how they would be selected or elected.

RV 27 - CARRIED

EVP Chamberlain announced the dates for the Local Presidents Conference are confirmed as October 27 and 28, 2006 in Ottawa. A request for agenda items will be sent to locals in the next few weeks, with a deadline of August 15.

40. Adjournment.

RECORDED VOTES

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Chamberlain, M	1	1	1	1	1	1	1	1	2	3	2	1	1	1
Champoux, B	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Graham, D	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Kennedy, M	1	1	1	1	1	1	1	1	2	2	1	1	1	1
Miller, M	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Molsberry, B	4	4	4	4	4	4	4	4	4	4	4	4	4	4
Nadeau, D	1	1	1	1	1	1	1	1	1	2	1	1	1	1
Pike, D	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Smeaton, D	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Turcq, P	1	1	1	1	1	1	1	1	1	1	4	1	1	1
Verreault, D	1	1	1	1	1	1	1	1	1	2	1	4	1	2
MacLennan, J	3	3	3	3	3	3	3	3	3	1	3	3	3	3

	15	16	17	18	19	20	21	22	23	24	25	26	27
Chamberlain, M	2	1	1	1	1	1	1	1	1	2	1	1	1
Champoux, B	1	1	1	1	1	1	1	1	1	2	1	1	1
Graham, D	2	1	1	1	1	1	1	1	1	2	1	1	1
Kennedy, M	2	1	1	1	1	1	1	1	1	1	1	1	1
Miller, M	1	1	1	1	1	1	1	1	1	2	1	1	1
Molsberry, B	4	4	2	1	1	1	1	1	1	2	1	1	1
Nadeau, D	1	1	1	1	1	1	1	1	1	2	1	1	1
Pike, D	2	2	1	1	1	1	1	1	1	2	1	1	1
Smeaton, D	1	1	2	1	1	1	1	1	1	2	1	1	1
Turcq, P	1	1	2	1	1	1	1	1	1	2	1	1	1
Verreault, D	2	1	2	1	1	1	1	1	1	1	1	1	1
MacLennan, J	1	3	3	3	3	3	3	3	3	3	3	3	3

1 = YES

2 = NO

3 = ABSTAIN

4 = ABSENT