

**National Executive Meeting
March 7 - 10, 2005
Ottawa, ON**

1. Call to Order

The meeting was called to order with the following members in attendance:

John MacLennan, National President
Peter Cormier, Executive Vice-President
Debbie Graham, Vice-President (NL/NB)
Doug Pike, Vice-President (NS)
Phil Turcq, Vice-President (QC)
Bob Champoux, Vice-President (NCR)
Mary Chamberlain, Vice-President (ON)
Monty Montgomery, Vice-President (CSE)
Brian Molsberry, Vice-President (MB/SK)
Steve Covell, Vice-President (AB/North)
Garry Robinson, Vice-President (BC)
Daniel Verreault, Vice-President (PSP/Canex)
Pat Maxwell, Employment Equity Advisor
Linda Graham, Recording Secretary

2. Harassment Statement

The harassment statement was read by Sister Maxwell. Sister Chamberlain was named intervener.

3. Hours of Sessions

Monday - 8:30 - 10:30 (CDS Briefing) / 10:45 - 11:30 / 1:00 to 5:00
Tuesday - 8:30 - 11:30 / 1:00 to 5:00
Wednesday - 8:30 - 11:30 / 1:00 to termination of business

4. Adoption of Agenda

The agenda was adopted as amended.

5. Review of Previous Minutes

Status of SCONDVA/SCOPA Presentation - Brother Molsberry inquired as to when the presentation would be ready for the Parliamentary Committees. The direction was set many meetings ago and new information is readily available. Brother MacLennan agreed that this was

an opportune time to make our presentations what with the Defence Policy Review being completed in a few weeks. He will endeavour to get that done this spring.

The privatization committee met in January on the Army Support Review and tabled its first report at this meeting. It is attached to these minutes. (*Annex 1*)

m/s/c MacLennan and Robinson

That the Action Plan for Army Support Review be accepted as presented.

RV 1 - CARRIED

GS Fightback Campaign - Brother Molsberry suggested that very little progress has been made with this committee since its establishment at last convention.

Brother John Irving, a member of the GS committee, gave a briefing to the Presidents Conference last week, which covered information previously provided. Brother Cormier reported that the postponed training course for GS members is finally scheduled for the first weekend in April in Trenton, ON and this should get the ball rolling. Brother Pike would like to see the committee put together a report of regional activities in order to help locals help each other. Sister Chamberlain was given the green light to include Locals 619, 629, 636 and 639 on the upcoming training course. Brother Molsberry also suggested that the PSP sub-committee's work on the GS committee will conflict with the mandate of the GS committee. The mandate may have to be reviewed.

Union Services Committee - Brother Cormier reported that there is no update to provide at this time because the arbitrator has not submitted his report and therefore no further activity can take place until negotiations are completed. He has requested job descriptions from three components, but only one component has so far responded.

MASOP - Brother Daniel Rodgers' presentation to the Presidents Conference will be made available on the UNDE website once translated. There is little progress to report since the HR component of the program has yet to be released. Sister Graham wished to have more information available in writing. She receives little news since no member from NL/NB is on the MASOP committee. Brother Turcq will provide information directly to the VPs rather than rely on the website. There is no clear direction yet as to how MASOP is going to affect Wings and Bases.

AEU Negotiations - As stated earlier, there is no decision yet from the arbitrator for Unit 14. Unit 18 negotiations are in limbo until Unit 14's are done.

Classification Library - Brother Cormier reported that the online library of job descriptions will be made available as soon as possible. The UNDE classification officer is having ongoing discussions with the DCCO. It was suggested that since a list is published every month, work should begin now and updated as and when necessary. Sister Chamberlain already has a library available for the classification officer's use if needed.

LMRC Meeting Minutes - Brother Robinson referred National Officers to the UNDE Bylaws wherein a policy states that LMRC minutes are to be forwarded to VPs, not directly to staff as previously thought. USOs will be forwarded minutes from VPs if they require feedback.

m/s/d Covell and Turcq

That there be a link on the UNDE website titled LMRC/UMCC with the following sub links--National, Regional and Local--and that all LMRC/UMCC minutes be posted there.

RV 2 - DEFEATED

UMCC national and command level minutes are already posted on the website, but Brother Covell suggested that the sharing of local-level LMRC minutes might benefit locals.

6. OPI Reports

National UMCC - The following items were identified as topics for the next UMCC meeting: Army Support Review (e.g. role of the ECs); Defence Policy Review; Military Numbers (e.g. location, deployable); and request for national UMCC meetings for Land and Air Staff.

Air Command - Brother Molsberry reported that there are still some communication issues within Air Command and more specifically within the CAS. He is receiving the information requested from 1CAD, but nothing from CAS. The National President addressed this in a meeting with the outgoing Commander of the Air Force. The next 1CAD UMCC is on May 26, 2005. Brother Molsberry reminded National Officers that all Locals in the Wings will have to be vigilant in addressing all changes proposed locally--more specifically the military structure and how it will affect our members.

Brother Covell asked about CFB Cold Lake. Brother Molsberry has no new information on Cold Lake but suggested that the local ask for information at their LMRC. It will then get pushed up to the next level.

m/s/c Molsberry and Turcq

That the Air Command report be accepted as presented.

RV 3 - CARRIED

LFWA - Since December 2004, the focus has been on the Army Support Review and more specifically how that will affect our members in LFWA. The next meeting is May 3, 2005 where it is believed we will have a more comprehensive briefing on ASR and budget 2005. Brother Molsberry provided Vice-Presidents with all available ASR documents. He stressed the importance of sharing information.

Equal Opportunities Committee - Sister Maxwell read through her written report to the National Executive which is attached to these minutes. (*Annex 2*) There was some discussion as to the responsibilities of both the employer and the union under the Duty to Accommodate policy. A precedent-setting case is available from the Teamsters Union. It may answer many of our questions as to the union's duty to accommodate.

Sister Chamberlain asked Sister Maxwell to confirm Sister Chamberlain's interpretation of the policy: that the union has a responsibility to accommodate members in union forums and functions; and that management has a responsibility to accommodate employees in the workplace. The union has a responsibility to hold management to the policy. Sister Maxwell stated that Sister Chamberlain's interpretation is correct.

Sister Maxwell also mentioned that the PSAC is reviewing its picket line protocol to accommodate members with disabilities.

m/s/c Graham and Montgomery

That the EO Committee report be accepted.

RV 5 - CARRIED

Employee Assistance Program - Brother Pike submitted a written report of activities. (*Annex 3*) In it, he mentions that an RA course is presently being held in Ottawa with 14 participants. Minutes of all advisory committee meetings are now posted on the website.

m/s/c Pike and Graham

That the EAP report be accepted as presented.

RV 6 - CARRIED

Firefighters - The FR Steering Committee met last week prior to the Presidents Conference. At that time, members of the committee were updated on the physical fitness case before the courts, as well as on other group-specific issues including pension and classification.

A petition has been submitted to Brother MacLennan from the FRs asking to be removed from Table 2. Brother Molsberry reports that members in the Manitoba/Saskatchewan region are very displeased with this divisive action, and it is causing animosity towards firefighter members. The FRs are already better remunerated than other members and they are all designated.

Communications Policy - Brother Cormier tabled a communications policy on behalf of the COMTRA committee dealing with the official languages. It is attached to these minutes. (*Annex 4*)

m/s/c Cormier and Montgomery

That the policy be accepted as presented.

RV 7 - CARRIED

Tuesday, March 8

7. Regional Reports

Manitoba/Saskatchewan - Brother Molsberry submitted a written report which is attached to these minutes. (*Annex 5*) The new Portage La Prairie local is getting a lot of pressure from the employer. The local president has already been fired and the vice-president is now targeted. UNDE will continue to help the local as much as possible including initial funding as has been provided to other new locals.

Sister Chamberlain requested that the new local start-up fund of \$500 also be forwarded to Locals 636 and 639. Some of these funds will be used for registration to the triennial convention.

m/s/c Molsberry and Chamberlain

That the Manitoba/Saskatchewan report be accepted as presented.

RV 8 - CARRIED

Essential Services - Brother Molsberry has been tasked with this national responsibility. His written report is attached. (*Annex 6*) The proposed 'essential services' process, in short, is that management will decide what constitutes an 'essential service' and the union may argue how many employees will be needed to carry out that service. The key discussions should take place at the local level. Training will be required and perhaps a co-developed course may be the best avenue.

m/s/c Molsberry and Graham

That Brother Molsberry's report on essential services be accepted as presented.

RV 9 - CARRIED

8. USO Reports

The National Executive reviewed the grievance report. Brother Molsberry thanked Brother Cormier for the information provided by Sister Ronda Seguin at the National Office. The report consists of staff relations grievances, classification grievances, NJC grievances, CSE grievances, and appeals from 2004 to present now being handled by staff in the National Office. Brother Molsberry requested that ALL active grievances be reported or the list is incomplete. He also asked that there be some indication as to whether the grievance was upheld, partially upheld or lost. Brother Cormier was hopeful that this could be done by the respective USO.

Brother Covell asked if CFHA grievances could be identified in some way on the list. Brother Cormier will investigate and report back at next meeting.

9. New Business

Naaman Litigation - The National Executive reviewed the civil action a member of UNDE Local 905 has filed against the union. The PSAC's legal counsel discussed the ramifications, sequence of events and possible outcomes of the case, as well as the requirement for separate legal counsels for both PSAC and UNDE.

7. Regional Reports

NL/NB - Sister Graham submitted a written report which is attached to these minutes. (*Annex 7*)

RV 10 - CARRIED

Fightback Campaigns - Sister Graham submitted a second report on the three fightback campaigns in her region: Gagetown Firehall, Gander, and Goose Bay. This report is also attached hereto. (*Annex 8*)

Work on the Gagetown campaign is ongoing. Many of the activities are carried out by individuals on their own time and therefore costs have been kept to a minimum.

In Gander, SOS (Save our Squadron) flyers, as well two billboards, are visible throughout the area. Feedback is extremely positive and every opportunity to get the message out has been seized.

The Goose Bay campaign received a major setback last month with the cancellation of Canada's participation in missile defence. Sister Graham reports that this campaign has run over budget and she is not receiving information as requested. Brother MacLennan agreed to provide the breakdown of expenditures to the National Executive. All future reporting and accounting is to be vetted by the VP and no further funding will be provided until a second business case is submitted.

m/s/c Graham and Pike

That the fightback campaign report be accepted as presented.

RV 11 - CARRIED

9. New Business

PSMA - Brother Molsberry asked about the union's role in the new changes to the legislation. Management is training its staff but the union is silent. Is there union training available? Brother Cormier reported that the PSAC has scheduled a number of briefings for Alliance and component staff, and that a symposium organized by the Canadian Institute is slated for the end of April. Sister Chamberlain will attend the symposium along with Brother Cormier and Sister Charron since PSMA is important to the HR portfolio.

Brother Montgomery requested that the UNDE USOs provide the National Executive with a report following these Alliance briefings.

CLC Convention - Since the Defence Policy Review will be completed this spring and a new White Paper unveiled, it was decided that all National Officers should attend the Canadian Labour Congress Convention in Montreal from June 13 to 17.

Harassment Policy - Brother Molsberry suggested that the UNDE harassment policy be reviewed due to the many discrepancies between ours and the PSAC's 23B.

6. OPI Reports

Bylaws Committee - Sister Graham submitted a written report on behalf of the committee. (*Annex 9*) The National Executive dealt with the first recommendation concerning the UNDE Regulation on Disciplinary Procedures. The regulation was developed and adopted by UNDE in the spring of 2003. The PSAC has since developed global disciplinary procedures for all members of the Alliance.

m/s/c Graham and Montgomery

That UNDE remove the regulation adopted in 2003.

RV 12 - CARRIED

It was also decided that all disciplinary reports from locals be vetted by the UNDE Standing Bylaws Committee before coming before the full National Executive for decision.

The second part of the Bylaws Committee report dealt with the position of EE advisor.

Brother Molsberry suggested that these recommendations were not in order and the National President agreed explaining that such major changes to the union structure require a decision of the convention.

Sister Graham challenged the chair on the basis that it is the committee's right and responsibility to recommend changes to the National Executive. It will be up to the National Executive to decide whether the proposed changes are forwarded to the Convention Bylaws Committee and in turn for that committee to present to the convention for a final decision.

The chair was not sustained and the recommendations were ruled in order.

Brother Montgomery stated that the EE advisor's duties and responsibilities needed to be more clearly defined. The change from advisor to vice-president will involve minimal cost.

There was some discussion as to the election process at convention for the EE advisor. Must the EE advisor come from one of the designated groups? Who will be entitled to vote for this position?

Sister Graham will develop a comprehensive resolution for the National Executive to consider tomorrow.

m/s/c Graham and Montgomery

That amendments proposed in Bylaw 6, Article 1(a), Bylaw 8, Article 4 and Bylaw 9, Article 5, be accepted.

RV 13 - CARRIED

Negotiations and Strike - The National Executive discussed the problems in their regions following the strike last fall. One of the main concerns is the 25% designated members are required to provide to the hardship fund. Some regions are diligent in collecting, while others don't bother.

Brother Turcq reports that he has not been able to collect the 25% from all his locals as stipulated in the Constitution. Some have paid in full, while others have been dealt with differently. This special consideration has now caused major problems and those who have paid in full want to be reimbursed. He asked for direction from this body.

The National President agreed to contact Sister Turmel for her interpretation. However, it was commonly felt that she will cite requirements under the Constitution and will not deviate from that.

Sister Graham reminded members that Locals, indeed National Officers, can be charged for not taking disciplinary action against members who do not abide by the Constitution.

In the prairies, the hardship fund is now at over \$90,000 and all 52 requests have been met.

On another issue related to the strike, Brother Turcq asked about holding ratification votes on employer premises. He was told this was not allowed, but has since found out that many locals do so. Holding the meeting off the worksite not only caused inconvenience for members, but also incurred rental costs.

Brother MacLennan quoted Regulation 15 wherein it states that PSAC will be responsible for the costs incurred for ratification voting. Brother Turcq will seek reimbursement from the Alliance.

Brother Covell stated that components should be responsible for strike organization. The Regional Offices don't organize strikes effectively.

Wednesday, March 9

6. OPI Reports

Finance Report - Brother Pike presented the Finance Committee report including the financial statements and the annual audit for review. (*Annex 10*)

There was some discussion as to whether regional conferences could be held in conjunction with the triennial convention. For some regions, this is the only way they can afford to hold their conference. The National President reminded members that the regional funds were intended for educational conferences in the regions. This, of course, does not preclude regions from holding caucuses in conjunction with the convention.

Sister Graham inquired as to whether the changes previously requested, and agreed to, for human rights/employment equity accounting had been implemented in the budget. Brother MacLennan replied that no changes were made. All expenses associated with the Human Rights Committee are still charged against the Employment Equity line item. Brother MacLennan stated that the costs associated with employment equity would be tracked better and properly accounted for in the next set of financial statements.

The National Executive discussed options to handle the budget surplus. Some officers suggested a reduction in dues, while others felt it should be drawn on to maintain or improve services to members.

The allocation to each National Officer under the line item Expense and Travel was also discussed. The convention allots a set amount for the 10 regions which is divided equally for accounting purposes. Hence, some regions which encompass a vast territory will show a deficit due to travel costs, while other central regions' budgets are hardly used. It was felt that a more equitable division of the budget allotment should be put in place to better reflect the reality of geographically challenged regions.

The National President asked the chairs of the National Executive Standing Bylaws and Finance Committees to speak with the convention committees in May prior to their deliberations.

It was stated that Locals who have not submitted their financial statements as required by the UNDE Bylaws, Regulations and Policy Guidelines, will not be allowed to attend this summer's convention. Those locals who have not done so yet, have been given a deadline of April 8 to get their statements in to National Office.

Finally, there was some discussion on the increasing travel costs. It was decided that the pre-booking of seats for members travelling to conferences, conventions, etc. will be discontinued due to the extra fee now charged by Air Canada when booking online. Only persons requiring special accommodations, such as members with disabilities will be entitled to pre-assigned seating.

m/s/c Pike and Verreault

That the Finance Report be accepted as presented.

RV 14 - CARRIED

Sister Graham wished to be recorded as against because the changes she had previously requested concerning human rights and employment equity accounting procedures had not been implemented.

Honours and Awards - Brother Montgomery presented the Standing Honours and Awards report. The report was divided to deal with two recommendations. (*Annex 11*)

m/s/c Montgomery and Robinson

That life membership be awarded to Brother Doug Brown, Local 1011.

SECRET BALLOT - CARRIED

m/s/c Montgomery and Champoux

WHEREAS UNDE currently only recognizes honorary and life memberships as honours for union service;

WHEREAS long-term membership in good standing should be acknowledged by this union:

BE IT RESOLVED THAT UNDE issue pins to union activists in good standing, upon request from a local or national officer, commemorating 10, 20 and 30 years of membership, and

BE IT FURTHER RESOLVED THAT the pin be in the style of the bilingual UNDE/UEDN crest with "10", "20", or "30" inscribed within the maple leaf on bronze-, silver- or gold-coloured pins respectively.

RV 15 - CARRIED

7. Regional Reports

Ontario - Sister Chamberlain submitted a written report of activities in the Ontario region. (*Annex 12*)

RV 16 - CARRIED

6. OPI Reports

Human Rights Committee - Sister Graham submitted the Human Rights Committee report which included a number of recommendations, and was divided into three components: Women's Issues; Employment Equity; and, Harassment. All reports are attached to these minutes. (*Annex 13*)

It was noted that Brother Bob King was absent from the Employment Equity training session in early March because he was attending an Ontario Regional Council meeting in Toronto.

m/s/c Chamberlain and Montgomery

That the report be divided as follows: Part 1 - Women's Issues; Part 2 - Employment Equity and Access Report; and Part 3 - Harassment and attachments.

m/s/c Graham and Chamberlain

That Part 1 - Women's Issues, including the relevant recommendations contained in the report, be adopted as presented.

RV 17 - CARRIED

m/s/c Graham and Chamberlain

That Part 2 - Employment Equity and Access report, including the relevant recommendation contained in the report, be adopted as presented.

RV 18 - CARRIED

m/s/c Graham and Chamberlain

That Part 3 - Harassment be adopted as presented.

RV 19 - CARRIED

The resolution concerning the EE advisor position was divided:

1st BE IT RESOLVED - That UNDE change the status of the EE Advisor to Vice-President-Employment Equity (VP-EE), with voice and vote,

RV 20 - CARRIED

2nd BE IT RESOLVED - That the VP-EE responsibilities be identified as:

- (a) serve as the Union's representative on the Public Service Alliance of Canada's Equal Opportunities Committee and submit written reports to the National Executive and all EE Regional Coordinators;
- (b) liaise with all employers where UNDE members are employed regarding all EE issues;
- (c) coordinate the activities of the EE Regional Coordinators while providing direction and support;
- (d) organize and coordinate all EE training sessions for UNDE National Executive and EE Regional Coordinators;
- (e) attend all Public Service Alliance of Canada's Equity Conferences to provide direction and support to UNDE members by conducting caucus meetings. Where VP-EE is not a member of the respective Conference, they shall replace the National President who is entitled to attend all Equity Conferences as a guest with no voice or vote;
- (f) file written reports of activities and recommendations within thirty (30) days of the activity to the National Executive and the EE Regional Coordinators;
- (g) attend all meetings of the National Executive;
- (h) file written reports on their activities and the activities of the EE Regional Coordinators to each National Executive Meeting; and
- (i) file a report of their activities and recommendations during their tenure, to the National President four (4) months prior to the Triennial National Convention.

RV 21 - CARRIED

3rd BE IT RESOLVED - That the VP-EE be nominated and elected by the delegates attending the National Triennial Convention of the Union.

RV 22 - DEFEATED

9. New Business

Table 2 Zone Committee - The National Executive discussed our participation in the committee established by the USGE component to fight for the elimination of zones. This important issue was set aside at the bargaining table. The pay study became the priority. Since UNDE has the largest number of GL members, zones is a critically important issue for this component. It was suggested that resolutions come forward at all PSAC regional conventions.

m/s/c Pike and Turcq

That UNDE's number one priority at the next round of collective bargaining at Table 2 be the elimination of zones/regional rates of pay;

And that UNDE fully supports the Table 2 regional rates of pay committee.

RV 23 - CARRIED

Discipline Report, Local 1016 - Brother Robinson submitted a disciplinary report which was reviewed by the Standing Bylaws Committee for omissions or errors. The Bylaws Committee stated all was in order.

m/s/c Robinson and Molsberry

That the discipline report (Part 1 - Findings) be adopted.

RV 24 - CARRIED

m/s/c Robinson and Molsberry

That the discipline report (Part 2 - Recommendations) be adopted.

RV 25 - CARRIED

6. OPI Reports

Health and Safety - Brother Champoux reported on a national safety policy meeting he attended earlier today. The Terms of Reference for the National Health and Safety Policy Committee are attached to these minutes. (*Annex 14*)

7. Regional Reports

PSP/Canex - Brother Verreault reports that the new CEO, Maj-Gen Langton, at CFPSA is more comfortable than his predecessor with a

unionized workforce and is receptive to discussing national bargaining. Brother Verreault is also working on reinstating a National LMRC.

As a member of a community fightback committee, Brother Verreault is helping bring awareness to the public about a rumoured downsizing of the Bagotville base.

6. OPI Reports

Ammo - Brother Robinson updated the National Executive on the meeting held last week with the Presidents of the UNDE Ammo locals while they were in Ottawa for the Presidents Conference. Since the reclassification of AMWs to GTs, there is still some work to be done. In some cases, GT-3's are supervising military persons who are paid at a rate higher than the supervisor. These discrepancies are expected to be ironed out in April.

9. New Business

Locals with Fewer than 20 Members - Only two locals were identified as having fewer than the required number to send a delegate to the UNDE Convention. As in the past, the National President agreed to invite a representative from each of these locals as official observers to the convention.

Presidents Conference Follow-Up - Brother Molsberry brought forward suggestions from his locals following the conference: name tags, smaller groups in workshops; raised head table; more time for questions to the UNDE and PSAC National Presidents; a giveaway (e.g. bag, t-shirt); committee of Presidents to set agenda; relaxed rules of order; less crowded room, preferably classroom style.

Adjournment

m/s/c Chamberlain and Champoux

That the meeting adjourn.

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	1	1	1	1	1	1
Champoux, B	1	2	1	1	1	1	1	1	1	1	1	1	1	4
Cormier, P	3	2	1	1	4	1	1	1	1	1	1	1	1	1
Covell, S	1	1	1	1	1	1	1	1	1	1	1	1	2	1
Graham, D	2	2	1	1	1	1	1	1	1	1	1	1	1	2
Molsberry, B	2	2	1	1	1	1	1	1	1	1	1	1	2	1
Montgomery, M	1	2	1	1	1	1	1	1	1	1	1	1	1	1
Pike, D	2	2	1	1	1	1	1	1	1	1	1	2	1	1
Robinson, G	1	2	1	1	1	1	1	1	4	1	1	1	1	1
Turcq, P	1	1	1	1	1	1	1	1	1	1	1	1	2	1
Verreault, D	1	4	4	4	1	1	1	1	4	4	3	1	1	1
MacLennan, J	1	3	3	3	3	3	3	3	3	3	3	3	3	3

	15	16	17	18	19	20	21	22	23	24	25
Chamberlain, M	2	1	1	1	1	1	2	1	1	1	1
Champoux, B	4	1	1	1	1	1	1	1	1	1	1
Cormier, P	1	1	1	1	1	1	1	1	1	1	1
Covell, S	2	1	2	2	2	2	2	2	1	1	1
Graham, D	1	1	1	1	1	1	1	1	1	1	1
Molsberry, B	1	4	1	1	1	2	2	2	1	1	1
Montgomery, M	1	1	1	1	1	4	4	4	4	4	4
Pike, D	1	1	1	2	1	1	1	2	1	1	1
Robinson, G	1	1	1	2	2	1	1	2	1	1	1
Turcq, P	1	1	2	2	1	2	2	2	1	1	1
Verreault, D	1	1	1	1	1	1	1	2	1	1	1
MacLennan, J	3	3	3	3	3	3	3	3	3	3	3

1 = YES

2 = NO

3 = ABSTAIN

4 = ABSENT