

**UEW Local 80820  
AGM Minutes March 23, 2015  
Celtic Corner, Dartmouth, NS**

**Attendance:**

**Members:**

Renée Auffrey	Christine Baurin	Babette de Sousa
Valérie LeBlanc	Cheryl Konoff	Natalie Lavallee
Cheryl Robertson	Andy George	Nadine MacKay
Bob Gaudet	Kim MacVicar	Suzie Dech
Denis St. Laurent	Ian Hickey	Veronica Sherwood
Rhonda Doyle LeBlanc		

**Guests :**

Todd Panas  
Bob Ellis

Rhonda Doyle LeBlanc called the meeting to order at **12:00 hours** and welcomed Bob Ellis, Regional Vice President and Todd Panas, National President, Union of Environment Workers (UEW).

**Agenda**

The agenda was accepted as presented.

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Moved the minutes be accepted: Cheryl Konoff. Seconded by Denis St. Laurent. **Carried.**

**Comment:** In the future please circulate the minutes before the day of the AGM

**President's Report**

Rhonda Doyle-LeBlanc presented. Rhonda began by commenting that the report would be condensed to allow time for the speakers. The fight to protect employee's sick leave benefits is the priority issue nationally and regionally. Rhonda encouraged members to become more active and vocal in letting government officials know of any worries and concerns over sick leave benefits. Rallies will be held locally to fight the movement of the Harper government to take away our sick leave, which is protected under the collective agreement. She encouraged people to come out to events. Rhonda thanked the members of local 80820 for coming to the meeting and for their support over the year.

Motion to accept President's Report: moved by Valerie Leblanc, seconded by Veronica Sherwood. **Carried.**

### **Treasurer's Report**

The treasury report was presented by Barbie Hennebury for review. There was a question on how the money is spent. Rhonda explained how decisions are made at the meetings and in between the meetings, when requests come to the local for funding, the executive can make that decision. The national financial report will be shared with the membership once received from Ottawa. Moved that the treasury report be accepted: Babette de Sousa. Seconded by Natalie Lavallee. **Carried.**

### **Bob Ellis, RVP**

Bob introduced himself. He has been the Regional VP for Scotia Fundy region for 3.5 years. He thanked the members for coming out and participating.

Bob was pleased to say that the 2015 National Convention held in Halifax was a great success and that the Events Team did a wonderful job. The 2018 Conference is slated for Toronto, ON. Bob explained that due to the conference and the sick leave issue, it has been a very busy year for the Executive. He also referenced the work and formation of the Regional Respectful Workplace Committees. There are concerns that when asked the EC ARDG was not eager to support the regional committee without national approval. The focus of the committee is to end bullying and harassment in the workplace and for senior management to no longer deny that it exists and is of great concern to employees. Bob thanked Rhonda for her tireless dedication to the union, and acknowledged her countless hours as the local president. He encouraged members to become engaged and support Rhonda's efforts. Lastly, he invited members to view the UEW Website for any additional information and also to obtain a copy of his RVP report. Bob works with DFO and can be reached at BIO at any time.

**The following comment was made:** To clarify, Mr. Mercer, ARDG, does not deal with most people in the Atlantic Region and does not necessarily reflect the whole of senior managements' attitudes or approach to HR management.

**Comment:** The Regional Respectful Workplace Committee represents all Atlantic Canada EC employees. Members can support the committee and request continuous information regarding their progress, work plan and activities.

### **Todd Panas, President**

Todd thanked Bob for his comments, and Rhonda and the executive for organizing the AGM and to the members for attending. Todd is a member of the National Respectful Workplace Committee. He has been meeting with senior managers over the year and continues to "hold their feet to the fire" to eliminate any bullying or intimidation tactics in the workplace. Todd has also communicated with Philippe Morel and Geoff Mercer regarding these concerns in the Atlantic region. He reminded members that the RDG and the ARDG are responsible for labour relations and thus are accountable for any misconduct on the part of management. Todd is concerned that issues of bullying and harassment in the workplace are not being adequately addressed regionally. The national and regional committees are meant to deal with respect, and not simply "wellness" (i.e. social interaction). Bullying, intimidation and abuse of power is

not to be tolerated and it is disrespectful for senior management to deny that intimidation or bullying exists within the Atlantic Region. The National Public Service Commission survey (2014-15) clearly indicated that across the country many employees feel the impacts of bullying, harassment and intimidation by some managers and senior managers in the workplace.

Regarding employee's sick leave, Todd encouraged all members to write to their MP's to oppose the governments' push to have employee's sick leave taken away. This step could lead to an attack on employee pensions. In addition to building safe and respectful workplaces, sick leave are the two the priority issues for the UEW. Todd pledged to stay dedicated to these two priority areas.

**Query:** If employees lose their sick leave, can we sue the government? Yes, this would be a violation of the PSAC Act. Our rights to sick leave cannot be taken away without bargaining. The collective agreement is a legally binding document.

**Query:** What will be the role of the regional Respectful Workplace Committee? Todd reminded the members that the committee could become whatever the committee members wish it to be. The national and regional committees have a two-fold approach. PSAC leaders on the national committee will continue to advocate for employee needs in Ottawa, while regional committees are working on the ground to ensure that the workplace is safe for all employees. The hope is to build a safe workplace where employees are empowered to speak up without retribution and/or negative repercussions from some senior and/or middle managers. Each committee can institute a respectful protocol if they choose. Members have to police within, while working with management for change that is real.

Todd discussed the new Performance Management process. The UEW is very concerned that this new process will give senior management the ability to dismiss employees who do not reflect the vision of the Harper government. He encouraged members to request an internal "360" investigation of the effectiveness and performance of regional senior managers to create a balanced approach to building respect and creating a healthy workplace that all could be proud of.

In regards to support, educational opportunities and labour relations for both employees and managers regionally, Todd encouraged everyone to request Joint Learning Program (JLP) workshops to be held in the EC office on important topics such as mental health, the collective agreement, duty to accommodate, etc. He added that it was imperative that managers keep to their word and participate in these sessions as full partners in the Joint Learning Program.

Todd thanked everyone for coming out to the meeting. He added that it is always a pleasure to come to the Atlantic Region and see the dedication and passion of the UEW local 80820 members. Todd also thanked local executive for their work over the past year.

Veronica Sherwood thanked Rhonda for her dedication, leadership, and in particular for her passion regarding women's rights and equity for all. The members gave Rhonda a round of applause.

### **Elections**

Bob Ellis facilitated elections.

**President:** 3 calls for nominations. Renee Auffrey nominated Rhonda Doyle-LeBlanc, seconded by Babette de Sousa. **Successful incumbent is Rhonda Doyle LeBlanc**

**Vice President:** 3 calls for nominations. Rhonda Doyle-LeBlanc nominated Kim McVicar, seconded by Cheryl Konoff. **Successful incumbent is Kim MacVicar**

**Secretary:** 3 calls for nominations. R Doyle LeBlanc nominated Veronica Sherwood, seconded by Babette de Sousa. **Successful incumbent is Veronica Sherwood.**

**Treasurer:** 3 calls for nominations. Cheryl Konoff nominated Barbie Hennebury, seconded by Babette de Sousa. **Successful incumbent is Barbie Hennebury.**

The new executive was sworn in by Todd Panas.

**Motion to adjourn meeting** by Veronica Sherwood. Seconded by Suzie Dech at **13:30 hr.**

**Minutes Submitted** by Veronica Sherwood, **March 10, 2016.**