

AGENDA

Union of Health and Environment Workers
Local 80820
Boardroom 1524, Queen Square
Thursday January 25, 2018

Executive:

Rhonda Doyle LeBlanc – President
Barbie Henneberry – Treasurer
Caroline Smith – Secretary
Kim MacVicar – Chief Shop Steward

Regrets:

Veronica Sherwood – Vice President

Special Guests:

Todd Panas, UHEW National President
Marc Blanchard, Regional Vice-President

Members in attendance:

Dennis Rumsby
Claude Allain
Rawan Suleiman
Allison Grant
Martin MacLellan
Davis McCabe
Ryan Hancock

Steve Smith
Donald Walter
Erin Morash
Mark Donovan
Leanne Arsenault
Dianne Lemieux

Rhonda Doyle LeBlanc welcomed members and called the meeting to order at 12:04 pm. She introduced Todd Panas (UHEW National President) and Marc Blanchard (UHEW RVP for Scotia Fundy) attending the AGM as part of the agenda to provide updates to members.

Review and Approval of Minutes from the December 2, 2016 AGM and Agenda for the January 25, 2018 AGM.

The minutes from the last AGM and the agenda for January 25, 2018 were reviewed by all in attendance. There was a question as to if Phoenix or Northgate should be added to the agenda. Rhonda clarified that they could be brought up during the round table.

No other questions were asked. Motion to accept the minutes.

Moved by: Caroline Smith, seconded by: Kim MacVicar, carried

1.0 Treasurer's Report

The Treasurer's Report and Financial Statement Audit were reviewed by all in attendance. The following recommendation from the Financial Statement Audit (performed by Bob Gaudet and Don Walter) were put forward:

- "There should be a declaration of expense form."
 - Don clarified that if there is no receipt available for the expense, there should be a declaration form. Recommendation accepted for missing receipts.

- “There should be a specific sum established for tipping (10%, 15%, 20%)”
 - Don asked if there is a set limit on tipping for other locals in the UHEW. Todd Panas clarified that there are none and added that tipping is dependent on the service provided. Recommendation not accepted.
- “There should be a set per diem for local meetings (\$50-\$100). For example: \$50.00 plus mileage; \$75.00 plus mileage; \$100.00 plus mileage.”
 - Todd clarified that there is a per diem with UHEW and locals can follow it as a practice. Don stated that he has been in receipt of comments and complaints from members that the executive is doing the local business at work and were compensated for meals. Rhonda clarified that sometimes the Executive received meals but they were meeting to work on union business. It is the same as us meeting here today, members are being asked to attend this union meeting and we feel since we are taking them away from their usual lunchtime activities that they should be provided with a lunch. It also helps to ensure there is more time to cover the union work to be discussed and completed. Todd added that if Rhonda were to meet with a member of the local after work hours, in private, a dinner would usually be provided. Rhonda stated that she would provide the allowable financial practices and reimbursements that the local approves. This information will be accessible to all local members and will be published on the local’s website.
 - Concerning union training on weekends, members approved for the training are compensated \$50 a day to cover their out of pocket expenses. This is in addition to the amount provided from the PSAC office.
- “There should be an official receipt book”
 - Until now, the treasurer kept the itemized receipt and the duplicate cheque from the chequebook. An official receipt book will be added.

Motion to accept item the finance report and recommendations.

Moved by: Kim MacVicar, seconded by: Barbie Henneberry, carried

2.0 President’s Report

Rhonda reviewed her President’s Report, which included the activities that she participated in through her various union roles. The union leadership represents the local members on the following committees: Regional Women’s Committee, Regional Human Rights Committee and the Halifax Area Council. If members are interested in joining one of these committees, please let Rhonda know. Members are also reminded that if there is something that should be brought to the executive’s attention, bring it forward, as the executive is here to help and represent their grievances.

No questions were asked.

Motion to accept the financial report.

Moved by: Rhonda Doyle LeBlanc seconded by: Caroline Smith, carried

3.0 Communication

Rhonda stated that the local's website is updated regularly with information for the members. Communication through work email has limitations; therefore, the website allows the sharing of certain information. The local also has a Facebook page with PSAC news and events.

The local tried to create more communication through the use of a newsletter; however, little feedback was received. The executive is hoping to receive feedback as to whether members find the newsletter helpful as a communication tool. Rhonda also requested that members provide their personal email addresses as a means to receive information without restrictions. Caroline will look after compiling the email address distribution list.

Starting in 2018, the local would like to hold lunch and learn style meetings throughout the year to provide members with an opportunity to learn and to meet with the Executive.

Kim MacVicar stated that the executive finds it challenging at times trying to get members to come to the meetings; we want to engage our membership. The newsletter route allowed short tidbits of information to be communicated in an inclusive manner. Our lunch and learn style meetings will allow for more of a flow of information and the executive to hear about issues. We need our members to come forward and communicate.

Marc Blanchard stated that he is happy to see the executive trying new things. His local tried to get everyone's personal email address and with time, feedback was given by the members. Government emails are not allowable for certain subjects, like bargaining. Marc expressed that communication is a two-way street; if the executive is going to do anything to help with issues; they have to know about them.

A member mentioned that the newsletter, although informative, was lost in the sea of emails we receive at work. The bathroom placement was appreciated, if a little odd in placement.

For 2018, the website will continue to be used for communications. The executive will also try to communicate using personal emails since government emails are not always allowable.

Rhonda advised that due to lack of time, we would move forward with item 6 of the agenda and go back to five.

6.0 Election of Officers, facilitated by RVP, Marc Blanchard

President

First Call: Nominated by Kim MacVicar is Rhonda Doyle LeBlanc. Seconded by Colleen McNeil.

No other nomination. Rhonda was elected by acclamation.

Vice President

First Call: Nominated by Rhonda Doyle LeBlanc is Allison Grant. Seconded by Marc Donovan

Second Call: Nominated by Caroline Smith is Barbie Henneberry. Seconded by Dianne Lemieux

No further nominations. Allison declined to stand and Barbie was elected by acclamation.

Treasurer

First Call: Nominated by Caroline Smith is Leanne Arsenault. Seconded by Claude Allain

Second Call: Nominated by Barbie Henneberry is Caroline Smith. Seconded by Kim MacVicar

No further nominations. Caroline declined to stand and Leanne was elected by acclamation.

Secretary

First Call: Nominated by Kim MacVicar is Caroline Smith. Seconded by Mariette Emond.

There were no further nominations. Caroline was elected by acclamation.

7.0 Update from UHEW National President, Todd Panas

Todd thanked the outgoing executive and welcomed the incoming team. Todd stressed that if Rhonda or Marc are unable to solve an issue, he can step in. He gives the DM the first chance to correct an issue but is always able to step up and involve the Media or the Minister. Todd stated that he has a meeting with the Minister coming up.

By merging with the Health component, we have doubled our membership to about 9500. The Health's component cannabis division will be huge and this will bring a challenge because personal use is involved, as are workplace issues and considerations. During the 2017 UHEW Convention in Toronto in August, there were three candidates for the National President role. Todd won by 91 percent. He stresses that he is not afraid of a challenge.

In 2018, six departments will celebrate Respect Day. Respect Day started with EC three years ago in an effort to change a 75 years old paternalistic culture. A new Respect Liaison Officer position was created to be able to consult with unions. This differs from an Ombudsman role because an Ombudsman does not have enforcement capabilities and work is confidential. The RLO can triage and assist when results are not obtained via management or the union.

The largest disaster in the history of the Federal Government is Phoenix. The DM is treating this issue very seriously and a compensation office of 30 employees has been established, led by Joseph Silva. For the future, we have to consider that we might face claw backs in order to recoup monies that were allotted to repair the Phoenix issues.

Todd informed Rhonda that for future Phoenix issues that she should go to Marc Blanchard. There is an escalation process. Todd would like to see a 48-hour response to Phoenix issues and a 5-day response inclusive of fact-finding. Health Canada, NRCAN, and DFO are onboard with that request. We are waiting to hear from ECCC.

Treasury Board will be coming out with a new design for the PA group this year. The PA group will have four sections and will be assigned new pay scales. They will take your job description to see where you fit in order to classify your position. It is critical that we ensure the current job

descriptions actually state what the employee completed in terms of work; otherwise, the new PA classifications will not work.

Bargaining is approaching for the new contract negotiations. Rhonda will be representing the PA group; Justin Cook from Enforcement will also be there. Our goal is to have an EG and a GT on the negotiating team. There are a number of issues with Enforcement and there is an important distinction between EED and WED. Side arms come with much responsibility and we are hoping for distinct job descriptions inclusive of the side arm for positions requiring one.

Kim MacVicar shared that a grievance was submitted in 2011. By 2014, there was no forward motion and management stated that they would not deal with 45 individual grievances. Management invited everyone, even those who had not initially filed grievances, to take part in the process. It is now 2018 with little progress to show.

Todd is aware that there are many issues and Kim explained that the staff is losing faith in the process. Todd needs more input from the staff (officers) regarding the issues. He needs their input in order to be able to represent them. In addition, Northgate has caused much concern for safety and brought many issues to light that they need to be looked at individually.

There is a National UMCC meeting taking place in the spring. It was decided that Kim MacVicar, Mark Donovan, and Dave McCade will attend, representing WED and EED (another officer, Kristen Thompson from Burlington is also slated to attend). We also need to resurrect the committee for monthly meetings and be better structured: five EED and 5 WED representatives are required for the committee.

Reg 20 regarding violence only counts if it is a verbal complaint. Todd believes that the complaint process is a great process and he would like to see a two-day response and five-day fact-finding baseline. There is due diligence for zero tolerance and we are asking for the violence directive to be resurrected and updated.

8.0 Update from UHEW RVP, Marc Blanchard

Mark would like to thank outgoing RVP Bob Ellis for his years of work.

Communication: Because there are many files, two-way communication is important. We need to know how well we are doing, and what is going on through the local, to the RVP then the National President. If there is something that Rhonda or your executive can help with, please use them. Rhonda and the team know where to go if they require help or questions answered.

ATL Regional Conferences: This will be taking place in Halifax and we get three fully funded members in the local delegates to the conferences. Send as many as you can, as these conferences are a great place to get information and network.

Meeting adjourned at 1:31 PM.