

**Thur., Jun 16, 2016**

- 1) **Opening of Conference:** Sister Cheryl Sullivan, RVP – Ontario  
10 Sister Jayne Powers, RVP – NCR
- 2) **Administration:**
  - a. Hours of Sitting
  - b. Round table – brief introductions (Local, position)
- 3) **Harassment Policy:**
  - a. Introduction
  - b. Appointment of Harassment Coordinator for the Regional Conference
- 4) **Grievance Training** – Luc Paquette – all day

**Fri., Sat., Jun 17, 18, 2016**

- 1) **Administration:**
  - a. Prioritize agenda items
  - b. Claim forms
- 2) **Local Best Practices (& icebreaker)** – each local will be given 5 (timed) minutes to summarize either their locals best practices or areas that they need help with (or both if time allows). Only one person from each local will speak to this as an opening to discussion. Follow with open discussion with all to take us to coffee break.
- 3) **Mental Health in the Workplace** – Rotha Lennox – 2 hrs (presentation and discussion)- Fri 10:30-12 – finish discussion after lunch
  - a. Mental Health presentation
  - b. Privacy Act/Dr info
  - c. Larsen presentation/jurisprudence
  - d. Q&A + Discussion following Rotha’s presentation
  - e. Difference between Fit to return to work and functional abilities reports – when appropriate? Who pays Dr. fees? On work time? (Local 00709)
  - f. Training to be promoted (Rotha, Cheryl)
- 4) **How can we improve LMCC** (ONT RVP, Local 00175, Local 00709, Local 70712))
  - a. Intro – ONT RVP – what is being done now; joint local/reg’l LMC’s; does each local have a formal Local LMC; engaging your members; utilizing bilats.
  - b. Within the Regional LMCC table
    - i. - do we need to explore a regional approach by branch instead of geography; sometimes lack the decision making bodies of appropriate branch to make decisions/rulings; currently not effective for ECCC – seems to be more decision

making power through the RDGO of DFO, so issues not as bad with this department.

- ii. Within ECCC – mechanism to raise to National – falls solely on the bargaining agents as management is telling us there is no mechanism for them to raise to National, even if they feel the issue is important.
- c. Should we be forming more special local or regional LMC's to deal with specific issues or branches that have had a series of concerns, toxic work environments, etc.

**5) Topics for Resolutions to 2017 UEW Triennial Convention:**

- a. Intro – ONT RVP – importance of member engagement – setting up resolution committees within your locals
- b. Increase the 'At Sea Departure amount from \$10 per arrival/departure off a ship (to ??) (Local 00145)
- c. Eyeglass coverage be increased to min \$300 (Local 00145)

**6) Report of the Regional Human Rights Representatives (Mitra Brown, Rubin Kooner)**

- a. Human Rights structure – what is missing; do people want this network; how can we improve on structure; what key roles/activities would you like to see it lead. (Intro – Mitra?Rubin; Discussion – all)

**7) Duty to Accommodate &OHS (Local 00709, Local 70742))**

- a. Management standards and practices
  - i. -HOIRs & investigations – who participates, who sees reports, etc; management not completing HOIRs in a timely manner (sometimes delayed by months); employer co-chair of local OHS doing the HOIR investigation, but no HOIR is ever finalized or sent to employee; involving mental health – training for local OHS members; qualified person to perform investigations
  - ii. -Functional Abilities requests – when appropriate; who pays fees; is/what leave is required of employee when done on government time?
  - iii. -Fit to Return to Work requests – when appropriate; who pays fees; is/what leave is required of employee when done on government time?
  - iv. -FAF's and FTRW – do's and don'ts – letters of consent, up to date work descriptions (list of required duties), how is this information used?
  - v. -Doctor information (see handout from AgriFoods)
  - vi. -consultation with member/union reps in laying out accommodations
  - vii. – management sending employees home on sick leave because they have not found other meaningful work for employees to do, in case of injury, restrictions and limitations (accommodations)
- b. Should Accommodations be reflected in PMP agreements?
- c. National OHS Policy Committee: (J. Gabon) – delegating decision-making on what to investigate down to the local level (@ ECCC)– this is contrary to CLC II guidelines; local OHS

employer co-chair making decisions on investigations without consultation with employee co-chair or their alternate.

d. Lack of Accommodation for Mental Health issues: lack of willingness by employer – concept of Due Diligence

**8) Union Management Relations: (Ont RVP, Local 00709, Local 00175, Local 70712)**

- a. Local/Regional Consultation: (Ont RVP)
  - i. Etiquette amongst bargaining agents
  - ii. Motivation of agenda items
  - iii. Pre-meeting caucas'
- b. Bilats/1 on 1's: (Ont RVP, Todd)
  - i. –know the guidelines/know your rights/know your contract
  - ii. – could be requested by either management or bargaining agent
  - iii. – utilize this as first course of action
- c. Managers are allowed to manage; initiate reorganizations, etc.
  - i. –good manager will give a courtesy call to unions and a heads up that changes are coming, but technically there is no requirement to do so and no requirement to consult prior to initiating management plans/actions
  - ii. –can step in if there is unfair application of actions; people could potentially be displaced/WFA'd;
  - iii. –monitor and step in when there are unfair staffing practices/lack of transparency

**9) Abuse of Authority - Management not approaching meetings with members in good faith (Local 00709, Local 70712)**

- a. Not providing context/reason/purpose for meetings called with employees; telling employees that it is NOT the employees right to have union present, but rather a courtesy
  - i. Employees asked to come and chat with manager about work and when they arrive the Director and LR is also present – not advised of their right to have a union rep present
- b. Lack of employer flexibility in starting/finishing work time, micro-managing and requesting employees to take LWOP or other type of leave when they are a few minutes late to work and have contacted the employer in advance to notify them (suggest discussion)
- c. Support and providing more time to deal with Union issues

**10) Violence/Bulling/Harassment in the Workplace:**

- a. Suggested Training (Todd; Ont RVP)

b. ECCC Policy on Violence in the Workplace – required under CLC II to do review of policy/directive every 3 years. Has not been done. Waiting on roll out of on-line training module on Violence in the Workplace including a module on Bullying

c. need outline of steps to take when these issues are brought forward (i.e. Section XX complaint; grievance; internal complaint – may be covered in Luc’s training session)

d. Management conducting administrative review under guise of being a meeting to try and resolve the situation between the member and the one doing the bullying (Local 00709)

**11) Respect in the Workplace: (Todd, Ont RVP)**

- a. initiatives/progress to date
- b. National update (Todd, NCR RVP)
- c. Regional Update (Ont RVP)
- d. Plans for Nov 17, 2016 – National Day of Respect (Todd, both RVP’s)

**12) New OT policy for WSC (Local 00175)**

- a. Intro – Andrew Olinksi
- b. want to get a feeling for whether this policy warrants a grievance
- c. discussion with others, share their thoughts regarding how to approach the issue

**13) OCM/VICR: Conflict resolution: (Todd)**

- a. problems with OCM (ECCC)
- b. problems with VICR (DFO)
- c. including OCM/VICR in grievance responses – is this always appropriate??

**14) Performance Management: (Todd, Local 70712)**

- a. what to watch for
- b. what to include in your comments
- c. employer using unsupported comments to rate employees with less than a “3” in core competency or work objectives (Local 00709)
- d. lack of recognition for union work in performance agreement - even though supervisor may verbally agree with the contribution it provides, they refuse to acknowledge in PMP. Is the only option to include our own accolades in the comment section?
- e. signing (check box) – is this mandatory? Can you be disciplined or cited for insubordination if you refuse to sign? Is signing and then grieving the best use of resources and does this ultimately serve the member?

**15) Pheonix Update (Todd, Local 70742, all)**

-need to make a detailed list of issues to forward up to Chris Aylward (PSAC – NVP)

**16) Update on Term Employee Rollover freeze: (Local 70712, Todd)**

**17)UEW Welcome Package/membership lists: (Local 70712)**

**18) Canadian Environment Assessment Agency (CEAA) Update: (Local 70712, Todd)**

- 19) Conflict of Interest involving union executives: (Local 70712)**
- 20) Regional Conference and Presidents' Conference: (Local 70712)**
- 21) PSAC Education/UEW Education: Differences between NCR & ONT regions?: (Local 70712)**
- 22) Applying for Jobs in the Public Service: (Local 70712)**
- 23) NRU dispute update: (Todd)**
- 24) Building Co-location and Merger Update – Todd**