

**Prairie Region Council Meeting
December 8 – 9, 2020
Zoom Meeting**

Present:

Marianne Hladun, Regional Executive Vice-President (REVP) Prairies
Satinder Bains, Regina Area Council Rep
Neha Channan, Racially Visible Persons Rep
Alec Goertzen, Calgary Area Council Rep
Glenn Hollyoake, Young Workers Rep
Tim Hubick, Southern Saskatchewan Geographical Rep
Frank Janz, Alternate REVP Prairies
Evelyn Jackson, Saskatoon Area Council Rep
Glen Johnston, Westman Area Council Rep
Michelle Lang, Directly Chartered Locals (DCL) Rep
Stasi L'Hirondelle, Northern Alberta Geographical Rep
Heather McKinnon, North-West Manitoba Geographical Rep
Dragana Ristivojevic, Edmonton Area Council
Kirsten Strachey, Southern Alberta Geographical Rep
Krysty Thomas, Lethbridge & District Area Council Rep
Leila White, Regional Women's Committee Rep (December 9 only)
Pennie Young, Prince Albert Area Council Rep
Lisa Garnier, Regional Coordinator – Prairies
Alanna Makinson, Political Communications Officer – Prairies
Shelley Jamieson, Term Assistant to REVP – Prairies

Regrets:

Nestor Galarnyk, Winnipeg Area Council Rep
Gus Mardli, South-East Manitoba Geographical Rep
Steve Sukhbir, GLBTQ2+ Rep

Absent:

Sandra Ahenakew, Indigenous Peoples Rep

Observers:

Janette Husak, UNE 40195, National NIPC Rep – Prairies (December 8 only)

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1. Call to order at 10:15 a.m.

Sr. Hladun welcomed everyone to the meeting and did an overview of Zoom features for the Council Reps.

2. Adoption of Agenda

Delete Agenda Item 7a

m/s Glen Johnston / Heather McKinnon

MOTION CARRIED.

3. Hours of Session

10 a.m. – 12 p.m. and 1 – 4 p.m. with breaks at the will of the Chair and Council.

m/s Stasi L'Hirondelle / Tim Hubick

MOTION CARRIED.

4. Opening Remarks – Sr. Hladun

Since Sr. Sandra Ahenakew is not with us, Sr. Hladun did the Land Acknowledgement recognizing that she is on Treaty 1 Territory and also acknowledged all Treaty Lands that Council are on.

This has really been a challenging time for everyone. It really is a balancing act on even though Public Health Orders may allow us to do something it is a question of are our members comfortable participating and can we ensure their safety.

I know it has been a challenge for members, working from home or continuing to go to work with all of the additional pressures and stresses. We have had a lot of members laid off, temporary, or permanent. A lot of members that did not get called back in the academic sector. As we move forward, we need to do some planning.

There was a moment of silence for members that we have lost since the last meeting.

Discussion of Vacant Positions on the PRC:

Northern Saskatchewan Geographic Rep:

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Vallie Illingworth resigned a couple of weeks ago via email to the Council. First Alternate was offered the position and respectfully declined. Still working with Second Alternate to determine MIGS. Position may not be filled.

Persons with Disabilities Rep:

Vacant since Leila White accepted the Regional Women's Committee Rep position last fall.

Separate Employers Rep:

No alternates. Two attempts to obtain new Rep failed.

5. Approval of Council Reports

Br. Frank Janz assumed the Chair.

Marianne Hladun:

Additions:

It has been a busy time and a different time. Initially upon the shutdown, we were dealing with members that were forced to go to work in unsafe conditions. We were dealing with layoffs in so many different workplaces. Separate employers, airports, universities and casino wanted MOUs to change the CA sometimes to minimize the impact and other times like with the Winnipeg Airport to use COVID to do things that they tried to do during the strike (that we didn't let them get away with). The number of calls over and over and talking with Locals, it was just a different world. Having conversations and making decisions with things that have just never happened before. There is nothing we can do about layoffs and having members call because they don't know what they are going to do. It was and continues to be stressful, but I will say that initial time period was truly unprecedented. We started having weekly AEC Updates and weekly NBoD meetings. Even though the significant majority of our members continue to get paid, we have members that have been seriously impacted by layoffs sometimes permanent and it is not over yet. To stay connected, we tried to have more PRC Calls and All Committee Calls.

PSAC is calling on the government for national standards for long-term care homes and a public long-term care system. Here in Manitoba, the 2 Revera Homes that had significant and horrific outcomes not from COVID but from dehydration and malnutrition of its residents. Revera lied to the health authority about having enough staff. Revera is owned by the federal superannuation plan. They created that company and we own it from our federal pension plan. We have been challenging the pension board on that ownership. It is a crown corporation that reports to TB and now say 'we have no control over it.' We have 2 asks: Make Revera Public and establish ethical standards within our pension fund. We will be asking Area Councils to participate. We are working closely with

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the Manitoba Health Coalition and will be talking with Friends of Medicare in Alberta.

We are dealing with Provincial governments. Alberta members will have received a mail out in the last week. We wanted to continue that connection with members. We started with Alberta primarily with the legislation that they have tabled. There is also information on CLC Campaign and information from us. We were factual about the information in the mail out. This is about your family and your friends are subject to this legislation. We stand with provincial labour against this legislation as it is an attack on labour.

Just as in Manitoba when we filed a constitutional challenge against the Pallister government and won, the Manitoba government has responded by introducing even worse legislation. The Manitoba mail out has just gone out or is about to go out. We are just finalizing the Saskatchewan flyer and we are working with the SFL to identify some of the provincial issues including protection of crowns. It is also anticipated that the Saskatchewan government will introduce anti-labour legislation similar to Alberta and Manitoba in the spring session. We will be looking to the Area Councils to come up with support and actions based on what we are allowed to do.

The other piece that we have in the newsletters is a survey which will be open until the middle of January. It is not a short survey and it will take members about 15 – 20 minutes to fill out. It is about how do you want to connect with your union? How do you want your education, would you participate in Zoom training, have you participated in our webinars, have you participated in Area Councils, why or why not? We are not going to be back to business anytime soon. Please encourage members to fill that out. Bargaining continues virtually. We are still doing arbitrations and adjudications virtually.

Question: Can you address the CLC endorsing Former Finance Minister Bill Morneau?

There was no consultation. When the endorsement went out, Chris Aylward notified the NBoD that he was not consulted. The AEC was unanimous that PSAC we did not support that endorsement. Chris advised Hassan Yussuff, President of the CLC. Chris tweeted that this was not a PSAC decision and PSAC does not support endorsement of Morneau.

Question: Was there a request to rescind the endorsement?

Not sure but will follow up and advise PRC.

Question: Regarding the survey, what information are we are gathering and what happens to it? What are you going to do with the information and how will it

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get disseminated down to areas responsible?

The draft survey was shared with the Communications Committee. Once the information is rolled up it will be fully shared with PRC and staff.

m/s Marianne Hladun / Glen Johnston

MOTION CARRIED.

Sr. Hladun resumed the Chair.

Sr. Channan left at 11:00 a.m. for another meeting.

Sr. Janette Husak joined as an Observer at 11:15 am.

Satinder Bains

m/s Satinder Bains / Frank Janz

MOTION CARRIED.

The PSAC Statement on Harassment is in effect. If there are any questions or concerns, please contact Lisa Garner at 204-330-9330 or by email at garniel@psac-afpc.com.

Tim Hubick:

m/s Tim Hubick / Michelle Lang

MOTION CARRIED.

Frank Janz:

The past few months have been really busy with COVID outbreaks in the institutions. Currently going through an outbreak at Stony Mountain and it has been spreading inside the institution. Very taxing.

Question: What is the status at Stony Mountain and other Prairies institutions.

124 inmates and 15 staff members tested positive. Continues to spread and getting more virulent. Full PPE, and taking all precautions. Red Cross is in advising about pandemic outbreaks. Correctional Officers are in there every day; they are not moving to anywhere. They are doing a great job. Management is trying to do business as usual. Very difficult and a fight with management.

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Question: What is the employer's response to mental health?

The usual response, we are not responsible. They are not being as responsive as we would like. In conjunction with the union, the Local is offering refreshments to workers. It drains people. The cost is going to be dealt with years from now. A lot of good people are going to get hurt.

Question: What about the spread of workers to community. Can't something be done to highlight this? Why hasn't PSAC highlighted this to force management's hand?

There is a good procedure in place but it could be stronger. Very few interactions on the hot ranges. The Red Cross is assisting in managing. They have the quick test but staff are concerned about bringing this home. Should reduce the footprint by sending people home. We have been trying to work with management but USJE has not yet gone to the media.

m/s Frank Janz / Glen Johnson

MOTION CARRIED.

Michelle Lang:

m/s Michelle Lang / Glen Johnston

MOTION CARRIED.

Stasi L'Hirondelle:

Question: Regarding 699 leave as it relates to our members, have you seen the number of WCB claims go up exponentially in Alberta mainly with the service industry with the employer forcing our members to use other leave up first? Has the message gone out that they should be filing a WCB claim? There is no medical history let alone data to know the long-term effects of someone who has been exposed even if you recover. Even if WCB doesn't approve their claim it is recorded on file.

I haven't heard of it but it is something to consider. There are a few people in Canada Place that have COVID. Valid point.

Marianne Hladun: Has made note that since we don't know the long-term effects of COVID, it is worth exploring filing WCB claims to have it documents.

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Action:

Marianne will talk with Clint Wirth, Regional Health & Safety Representative.

Comment: AFL has been pushing that all essential workers get presumptive coverage as of April 8. There has been no uptake by the provincial government.

m/s Stasi L'Hirondelle / Kirsten Strachey

MOTION CARRIED.

Heather McKinnon:

m/s Heather McKinnon / Michelle Lang

MOTION CARRIED.

Kirsten Strachey:

m/s Kirsten Strachey / Tim Hubick

MOTION CARRIED.

Steve Sukhbir:

m/s Michelle Lang / Glen Johnston

MOTION CARRIED.

Krysty Thomas:

m/s Krysty Thomas / Kirsten Strachey

MOTION CARRIED.

Glen Johnson:

m/s Glen Johnson / Tim Hubick

MOTION CARRIED.

Dragana Ristivojevic:

Comment: Report mentioned the upcoming municipal elections. Edmonton District Labour Council has a campaign *Act for YEG*. They have a Facebook

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Page and Instagram. No website.

m/s Dragana Ristivojevic / Glen Johnson

MOTION CARRIED.

6. Committee Reports and Business:

Deferred

7. Agenda Items:

a) Here for Canada art contest – submitted by Krysty Thomas

Lethbridge RWC has been up to some amazing work. One project that was carried out over the summer in conjunction with the Lethbridge RWC, the Lethbridge & District Labour Council and the Medicine Hat Labour Council. Theme was everyday heroes with calls to action on how to be an everyday hero. Children aged from 4 – 12. Prizes were awarded. The art was put into a calendar and calendars were sold for \$10 each with full proceeds split between the women's shelters in Lethbridge and Medicine Hat. A calendar is in the mail to Marianne. Facebook page received almost 7,000 hits for the call out.

b) Bill 32 and what it means for unions – submitted by Krysty Thomas

In July, Bill 32 Restoring Balance in Alberta's workplaces was passed. Easier for employers to access union financial statements which shows union's position and opens to raiding. Requires union to show amounts spent on political or donations resulting in reduction of union power. First step on right to work. Will be 2 pots of funds, basic union responsibilities such as bargaining and representation and other; union members will have to opt in on political spending. Unions are checks and balances in society. Remove timeline for cert, remove secondary picket lines. There is a legal challenge to go against it. Thank you to Marianne for contributing to voluntary Federation fund. Government is calling provincial unions for consultation. There are many fight back campaigns including online campaigns against the UPC.

Question: Would you be willing to come to a meeting with the Area Council or all Prairie Region Area Councils to let them hear what is happening?

Yes. One thing that is a bit difficult is that as a National Union we are not asked to the table. We need to rally and educate our members as this government is steamrolling us. Would like to see coordination with this.

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Marianne Hladun:

Yes, we can coordinate this. That Bill was the main reason for the mail out. The content of this bill and other bills such as changes to health care to make it a 2-tier system. We don't know if any aspects of Bill 32 will apply to us. We will post the original flyer on the website. But Wait, There is More is posted on the Prairies website.

Action:

We can have a webinar to educate members.

8. New Business:

a) TB/Agency bargaining update:

Agreements were ratified for CRA, Parks Canada, CFIA and the 4 TB Tables, implementation is proceeding. FBs have applied for a PIC. PA, TC, SV and EB input demands and bargaining conference delegates called for via the Component. Agreements expire in June and August. Locals through their Component and members can submit bargaining demands through the PSAC portal until January 31. All demands will be sent to the applicable Component. Components will then prioritize demands through their own procedure. Will have until February 25 to submit demands.

Question: Are members going to be informed that their demands will go to the Component as otherwise they may have the wrong impression that their demand is in fact going forward. It would be appreciated that the process is made clear.

Action:

Marianne will request that this be clearly indicated on the online bargaining demand website.

Question: What about National Joint Council? Most requests are for the Health Plan and members want to know how to change it.

Will check when next meeting for PSHCP negotiations is. Health Plan was up for discussion in Spring 2020 but not sure if this occurred. Dental Plan negotiations have concluded.

TB National Bargaining Conference is April 26 – 30, 2021 and will be virtual. Delegate seats are assigned to components based on the number of members they have in that bargaining unit. Additional delegates may be appointed by the AEC from young workers, equity and women. These delegates must hold office and be dedicated union activists engaged in union activities committed to union principles social justice and human rights. Using same process as virtual conventions.

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Neha Channan rejoined at 2:35

b) 2021 PRC Meeting & conference call schedule

Question: On the preset meetings could we look at least a month in advance for the leave letters?

That is one of the reasons for pre-scheduling for the year.

Action: Shelley Jamieson will flag it in the calendar.

The PRC Meeting on January 28th is the same day as the National Officers Call so the National Officers Update will be February 4th instead.

Question: Are we able to join the National Officers call?

No. Due to the large number of National Officers, we've kept PRC and National Officer calls separate.

Question: Has there been any plan to schedule a call under General Resolution By-Law 12 (national call for Area Council Presidents)?

Has been raised several times. Want to make sure we have something to discuss to make the time spent effective. With a potential federal election call, will raise it again.

Question: Were we going to do an all Committee Training again?

It is in the budget but will need to be passed at convention first.

Recorded Vote on PRC Dates (**Appendix C**) subject to confirmation of June 2021 Convention Election of REVP and Council.

MOTION CARRIED.

Regulation 4 meeting dates, all committee calls and National Officer call dates for information of PRC only.

There was a brief discussion of working on priorities as a region for Committees and Reps at the January meetings. Topics discussed included federal election, domestic violence, childcare, pay equity, municipal elections, and anti-racism.

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c) Status of Regional Offices submitted by Marianne Hladun

What we are getting from National is that the offices may not be open until June 2021. Staff may be in there at reduced capacity.

Lisa Garnier:

Sits on a national Return to Work Committee which meets every two weeks. Offices are being prepared for a return. Priority has been given to webifying TUB and Grievance Handling courses for roll out in the early new year. PSAC 101 and Precarious Work courses are being developed. Information gathered from the Education Forums held in the Region is also being implemented. During the ratification votes 80,000 members updated their contact information on the PSAC website. We are going to be having regular Regional webinars (perhaps every 2 or 3 weeks) to connect with members and to provide timely information. Please let your RO know if you have any suggestions for webinars.

Neha Channan Report:

Additions:

I had a meeting today with the National Human Rights Committee in which we had the opportunity to come up with an anti-racism action plan from the perspective of black and racially visible perspectives which is going to assist in defining the objectives, the key areas and the actions taken going forward.

There was a lot of discussion regarding education and training and defining contexts and causes of racism and how to move forward with antiracism and consequences and impacts that are on those groups. Training for allies was identified as definitely lacking in certain Components across the Union.

Representation was discussed. There is a disproportionate level of precarious work, the reliance on students and casual work employment practices and how racially visible, indigenous and black members are affected more by these employment practices and what we can do to work against this.

The Economic Update with respect to the Task Force on the Employment Equity Act was a positive. Political action – the disconnect within the Components around the issues of systemic racism and anti-black racism lobbying and some of the challenges that are faced and what more can be done locally within the municipalities and provincially both short immediate actions that can take place that have definitive outcomes. What can you do as an individual? Supporting social justice organizations and making conscious efforts on where you spend your money.

Mentorship was brought up and is still lacking and required. Lack of mobilization

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and engagement by these groups and it is looking at why this is the case, what can be done to encourage engagement and mobilization. Definitely a big disconnect with the HR Committees in the Region on actions and plans. Winnipeg is the leader on Human Rights at this point. I encourage everyone to register for the December 10 webinar hosted by the Winnipeg HRC.

m/s Neha Channan / Pennie Young

MOTION CARRIED.

Adjourned at 3:35 pm.

December 9, 2020

Meeting called to order by Sr. Hladun at 10:10 am.

Frank Janz will join later in the morning.

Communications Committee:

m/s Tim Hubick / Glenn Hollyoake

MOTION CARRIED.

Committee Recommendation:

Renaming Award to the *Sheilagh Hanson Building Futures Award*

Recorded Vote (Appendix C).

MOTION CARRIED.

Finance Committee:

m/s Alex Goertzen / Glen Johnston

MOTION CARRIED.

Revised Quarter 4 - 2019 PRC Statement

Due to audited financial statements we needed to revise the 2019 Quarter 4 statement for transparency. In Note 1, there was a typo of \$.10 which was \$5,198.52 which should have been \$5,198.42. Will be corrected in final minutes.

m/s Alex Goertzen / Glen Johnston

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Recorded Vote (Appendix C).

MOTION CARRIED.

Audited Financial Statements for 2019

m/s Alex Goertzen / Glen Johnston

Recorded Vote (Appendix C).

MOTION CARRIED.

**Quarter 1 PRC Statement
Quarter 2 PRC Statement
Quarter 3 PRC Statement**

m/s Alex Goertzen / Glen Johnston

Recorded Vote (Appendix C).

MOTION CARRIED.

d) 2021 Committee Reporting discussion

Assignment of HRC's to Equity Reps

The Area Council reporting packages are sent to the AC Reps and they are to go through them, sign them off and send them to the REVP Office.

The RWC reporting packages are sent to Leila White, RWC Rep to go through them, sign them off and send them to the REVP Office.

RIPC reporting packages are to be sent to Sandra Ahenakew, Aboriginal Persons Rep to go through them, sign them off and send them to the REVP Office.

For the Regina and Edmonton HRC reporting packages, they should be sent to Neha Channan, Racially Visible Persons Rep to go through them, sign them off and send them to the REVP Office.

For the Calgary and Winnipeg HRC reporting packages, they should be sent to Steve Sukhbir, GLBT Persons Rep to go through them, sign them off and send them to the REVP Office.

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There are no Young Workers Committees and we are in the process of closing their bank accounts. The funds will be held for when they become active again.

It is the responsibility of the PRC Reps to receive the packages, ensure they are complete, if they are not, request the information, once complete, sign them off and send them to the REVP Office.

Action:

REVP Office will let the Committees know who to send their reporting packages to.

Marianne Hladun:

I truly do appreciate the participation and input of the Finance Committee in the review process. Extremely helpful and truly appreciate your help.

Suggestion that the packages for the RWC Rep be uploaded to Google Drive or One Drive as there are so many packages. Marianne and Lisa will discuss.

Discussion regarding accessing the Committee materials from the ROs; training of the Committees for the reporting packages; the quality of the reporting package submissions; and late submissions of reporting packages from Committees.

Action:

The Finance Committee, Marianne and Lisa will discuss what information can be kept at home from the Committee's financial materials during the period of office closures.

Action:

REVP Office will send out a letter to all Committees in January with a link to the updated reporting package, the new handbook along with the reporting deadline and who they submit their package to including email address.

Action:

Lisa Garnier will ask Reps to let Committees know that they have taken a blank cheque and sent it to the REVP Office for direct deposit purposes. In certain cases, a signor from the Committee may have to sign a form to make direct deposit happen. Direct depositing should be in place sometime in 2021.

Stasi L'Hirondelle has a training course and will be back one hour after lunch.

Resumed at 1:00 pm.

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e) 2021 Virtual Convention:

- o Revised Timeline for 2021 Convention:

We issued a Convention Bulletin last week announcing the virtual Convention and that additional information would be coming out. The revised call-out will go out on December 15 and we will post the Convention Resolutions Committees and Budget that was done in February so that Locals can see what resolutions were already submitted.

In January, we will print a list of all delegates and observers and that will be sent to Locals with a copy to the RVPs/NVPs/Branch Presidents to confirm that all delegates stand. The Local will have the opportunity to switch out but will have to be done at a meeting. Same for Committees and Area Councils that are in good standing.

Question: If a local/branch had named delegates and alternates, is that acceptable?

Yes, they will not have to have another meeting.

Question: Our delegate to Convention by Area Council is currently laid off but still in good standing until March 31, 2021. She is currently member of Local Executive and has been granted permission under Reg 5.

The delegate will be in good standing at the time of registration.

Dates of Note:

January 13, 2021:

Convention Bulletin going out with a reminder. List of delegates and observers will be sent out.

January 15, 2021:

Registration fee refund cheques will be sent out from the REVP Office.

February 19, 2021:

Deadline for supplemental resolutions and registration.

February 24, 2021:

REVP Office will send a list to the RVP/NVPs for confirmation.

March 5 - 6, 2021:

PRC Virtual Meeting

March 7, 2021:

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Convention Committees

March 9, 2021:

PRC Reports due for those eligible to submit a supplemental report and for Leila White in her current position.

April 7, 2021:

Prairie Voice Award applications open and a Convention Bulletin will be issued.

April 12, 2021 at Noon CST:

All nominations for all positions will be open online at noon. There will be a blank nomination form posted and all nominations will go to Lisa Garnier, Prairies Regional Coordinator and will be marked as to time of receipt. First nomination speaks last. Open for everyone except Area Council Reps. Must be signed by a delegate to Convention.

April 23, 2021:

REVP Office will post supplemental resolutions reports.

April 29, 2021:

Another Convention Bulletin will go out and it will say that the supplemental resolutions have been posted online. Will let them know have been mailed out. Also reminder of the May 12 deadline for the Prairie Voice Awards.

Day before convention will be a PRC Meeting on Zoom.

○ Registration fees:

We will send out in January rather than having outstanding cheques in our year end.

○ Selection of delegates and observers:

At the time of the shutdown, over 100 people never registered. Everyone may have to confirm their registration details specific for a virtual convention. We need self-id ahead of time and geographic ahead of time. Self-id for requirements for technology in advance. We will have to redo registration process to a certain degree.

There was a discussion regarding sending out paper copies and it was agreed that paper copies should be made available as members will mostly have only one monitor to view the convention proceedings. It was further agreed that members should have the option to opt out of receiving paper copies.

For those PRC Reps that submitted a Report to Convention 2020, they will

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be entitled to submit a supplemental report if their report was received by the 2020 deadline. Leila White will be eligible to submit a report as the RWC Rep as she came into the position last fall. The deadline for PRC Reports is March 9.

Action:

The REVP Office will sent PRC Reports to Convention back to the PRC Reps at the earliest opportunity.

○ Overview of virtual platform:

Marianne will send out the video link to the virtual platform so that the PRC can view the system ahead of time. For Convention, delegates will receive a username and password. It is all secure. You cannot share your link. There will be an orientation to the platform for everyone a minimum two weeks before convention or have videos. Convention platform is supposed to be open a couple of weeks before convention so people can download documents and get familiar with it.

We have asked them how can a delegate test computer before convention day? Then PSAC can figure out what we can do. The last thing we want is with minimal time on the floor is to spend the first two hours with delegates having technical questions.

The main stage will be Winnipeg and it is like a tv studio. Limited people there. There is a help and question function in the platform, and it goes to the Encore Staff and PSAC Staff at the same time to respond to questions quickly. Chat function will be closed during official sitting of Convention.

Encore will be running all Prairie Region caucuses. We will not be facilitating Component caucuses, but we will advertise them. There was a brief overview of what might constitute the agenda. We may offer delegate orientation ahead of time rather than the Friday morning. We may have to host the Prairie Voice Awards as a separate event depending on screen time.

- Revised resolutions process
- Structure of agenda and hours of session

We will draft it up and send out.

- Elections and campaigning in a virtual convention

There was a discussion on elections and campaigning expenses. For

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PSAC elections and campaigning, there is a regulation that has spending limits on campaigns for National President, National Vice-President, REVPs and REVP Alternates and spending must be reported. There are no spending limits for Council members at present. Awaiting further clarification from the National President.

f) 2023 Convention location:

Flagging that we are going to have to find out what happens with our contract in Regina for Convention 2021. If it will be significant penalty costs to cancel, we may need to negotiate with the hotel to see if they would be open to move it to 2023 without penalty. Normally at this time of year we would be talking about the location of the next convention anyway.

Roundtable:

Uncover the Costs Campaign:

Another campaign that we are working on is the Uncover the Costs, contracting back in work that is being done by contractors. Joint campaign with UNDE. Base Commanders would prefer to hire a term but their salary envelope is minimal, but their contracting envelope is through the roof. Contracts are not subject to ATIP so details of working conditions not known. Contract employees are working side-by-side with our members. We had a webinar for UNDE members. Just ordered signs that can be put on the entrance to the bases in the Prairies. We will be expanding on that and there will be opportunity for Area Councils to assist with that. We sent a letter to every MP in the Prairies. Website is UncovertheCosts.ca - Full report available there and you can send a letter to your MP.

Federal Election:

There was speculation this fall that the government would go down. Possible that in the spring once the budget is tabled, it could result in an election being called. Currently, Liberals are leading in the polls and Conservatives not seeing the upswing with a new leader. A Conservative government could be very scary as there is a true concern they would table an austerity budget.

Nestor Galarnyk Report:

m/s Glen Johnston / Michelle Lang

MOTION CARRIED.

Question: When we have to go for a COVID test, some departments are asking for negative test results. Are they allowed to ask for negative results?

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We will check. I believe they do as it is responsibility for those around you.

Question: What is the status of 699 leave? Members are being asked to exhaust other leave before using 699.

We have filed all the legal challenges that we can. TB changed the rules mid-November. Nothing has been heard. Locally members should continue to file grievances.

Question: In regards to vacation leave which was in excess of minimum balances being carried forward to the next year, CBSA management is still asking workers to use up leave and they're saying that agreement does not apply to FB.

Absolutely applies to FB's so should be raised to the Branch and CIU National.

Question: We have members in the workplace that work in secondary jobs. Employer is telling them cannot go to their secondary jobs? Can they do that?

Marianne will ask and report back

Question: Please send Q & A to PRC.

The REVP Office will send out the information once the answers are obtained.

There was a general discussion on the vacant positions on the PRC.

Question: Are we in contravention of the Prairie Bylaws by not running elections for vacant positions?

Marianne verbally discussed with Chris Aylward and was advised we did not have to run a mail in election.

Action: Marianne request a ruling in writing on whether we are required to run an election at this time for vacant positions.

Lisa Garnier - RO Staffing Update:

Shelley Jamieson is backfilling for Alison Davis, Assistant to the REVP - Prairies until mid-January. Monika Duggal is backfilling for Shelley as the Winnipeg RO Administrative Assistant. Tesla LeSaux is backfilling for Monika as the Winnipeg RO Secretary. Nina Babcook is the Term Organizer backfilling for Ted Klassen, Prairies Organizer who is on Education Leave. There has been a successful

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candidate for the Edmonton RO Administrative Assistant and that person will start in January. In the meantime, Tom Kjaersgaard, Calgary RO Administrative Assistant is also assisting the Edmonton RO. Jacquie Maurice, Saskatoon RO Administrative Assistant is off on leave and Keith Gauthier, Regina Administrative Assistant is also assisting with Saskatoon RO.

We now represent the Firefighters at Calgary Airport under Protec as of December 3, 2020.

Wish everyone a very happy holiday season and stay safe.

Motion to adjourn at 3:30 by Krysty Thomas.