
MINUTES OF EXECUTIVE MEETING

December 13th, 2004

IN ATTENDANCE:

President	Tim Buckle
1 st Vice President	Marlene Jesso
2 nd Vice President	Warren Sullivan
Treasurer	Todd Barron
Secretary	Paul Woodruff
Executive Assistant	Kerry Chaytor

COMMENCEMENT:

President Buckle called the meeting to order at 11:10am. Minutes of the November 29th, 2004 meeting were approved and adopted.

BUSINESS ARISING:

Resolutions

The Executive reviewed resolutions that were recently discussed by the RNCA Executive Board. Two of these resolutions including 1) Voting on amendments to the collective agreement and 2) Voting on the RNCA Budget require a general membership vote. The executive is targeting mid-January for voting on these resolutions; information will be circulated to the membership prior to voting day.

Restructuring of Street Patrol

Marlene has conveyed our intentions of negotiating the inclusion of the new Street Patrol Shift Schedule into the next collective agreement to the Chief. The RNCA has been attempting to solidify the shift schedule into the collective agreement since 1991.

NEW BUSINESS:

Course Selection

Executive discussed the need for clearly identified specifications in the call for course applications. Specific language regarding the call for course applications should be included in

the collective agreement similar to that of the call for applications for positions. This will be discussed during the next round of negotiations. A policy grievance has been filed on the most recent course selection. Executive will request a meeting with the Insp. Keith Barrett, Training Section, to try and remedy the repetitive issues arising from course selections.

Meeting with Office of the Citizen's Representative

Tim and Kerry met with Mr. Don Hynes, an investigator for the Office of the Citizen's Representative, on December 8th, 2004. Discussions focused on the portability of pensions; information was provided to Mr. Hynes on past interest arbitration awards noting the pension plan issues awarded at the time. Former member Cst. Andre Wyatt, filed a complaint with the Office of the Citizen's Representative Office a couple of years ago based on the refusal of the Employer to allow a reciprocal agreement that would see a transfer of his pension to his current employer.

Meeting with Public Sector Unions – Labrador Benefits Agreement

On Friday, December 10th, 2004, Tim met with NAPE, CUPE, and the Nurses Union to discuss the Labrador Benefits Agreement that expires in March 2005. Traditionally, this agreement has been negotiated as a group. Tim will discuss this issue further with members in Labrador.

Grievances

Joe Gullage and Kerry met with Chief Deering and Ms. Raelene Thomas on December 7th to discuss outstanding grievances awaiting arbitration. The following order for the arbitration hearings was established: 1) Staff Sergeant Position – Effective Date of Promotion, 2) Alleged Failure to Award Position in CID, and 3) Acting Sergeant Position in Labrador. Arbitrators were agreed upon for each hearing and will now be contacted to finalize hearing dates. Affected members will be contacted once confirmation of hearing dates has been received. Discussions on other outstanding grievances awaiting arbitration are still ongoing.

Joe and Kerry raised concerns about the Grievance Committee not meeting on a regular basis and how this is causing undue delays in having these grievances processed in a timely manner. Ms. Thomas stated that she will have discussions with the Chief to have this rectified early in the new year.

RNC Historical Society

We received a request from the RNC Historical Society for a representative from the RNCA to become a member of the RNC Historical Society. Tim Buckle will attend these meetings on behalf of the RNCA.

Meeting with Fenety Marketing

A meeting is scheduled for December 21st at 11:00am with Bruce Tobin and Mark Fenety, Fenety Marketing, to discuss the Annual Community Guide.

ROYAL NEWFOUNDLAND CONSTABULARY ASSOCIATION

Christmas Reception

The RNCA will provide a shuttle service from 6:00pm – 10:00pm for members attending the RNCA Christmas reception on Wednesday, December 15th.

Members on Long Term Disability/Sick Leave

Warren Sullivan will act as a liaison for the RNCA and periodically inquire with the RNC Human Resources Department for updates on members retiring, on sick leave, or long term disability.

Sick Members/Bereavement

In the event of death of a member or a member's relative, the RNCA will send flowers or a donation to one's charity of choice in lieu of flowers.

In the event of sickness of a member, the RNCA will send a fruit basket to members only; this does not include members' relatives.

Firearms Training

Training has been completed for the Use of Force Instructors to start the transitional firearm training in the new Sig-Sauer semi-auto's, and the collapsible batons. The training of St John's street patrol will begin on January 4, 2005 and will continue until all members are trained. Training for the CID, Corner Brook and Labrador will follow.

Donation Requests

Donations were approved for the following organizations:


- The Salvation Army Christmas Campaign \$65
- Janeway's Christmas Appeal \$100
- NL Crime Stoppers – Police Officers of the Year Awards Luncheon \$240

Donations were denied for the following organizations:

- RNC Historical Society
- Better Business Bureau

ADJOURNMENT:

The meeting adjourned at 1:00pm.



Kerry Chaytor
Executive Assistant