

## Monthly Meeting

Wednesday November 21<sup>st</sup>, 2012,  
at 12:00 pm  
in Room **SC-B1031**,  
45 Sacre Coeur Blvd.



## Assemblée mensuelle

le mercredi 21 novembre 2012,  
à 12 h 00  
à la Salle **SC-B1031**,  
édifice L.B. Pearson,  
45, Sacre Cœur, Gatineau

**Minutes**

**21 XI 2012**

**Minutes**

*La traduction de ce document est disponible sur demande.*

### 1. Call to Order

The meeting was called to order at 12:06 p.m.

### 2. Roll Call of the Executive:

Gordon McAllister, Interim President and 1<sup>st</sup> Vice-President  
Stéphane Allard, 2<sup>nd</sup> Vice-President  
Kinga Nogrady, Interim Secretary and 3<sup>rd</sup> Vice-President  
Gloria Castro, Treasurer and Human Rights Officer  
Archie Campbell, Chief Shop Stewart

Regrets:  
Jean Lalonde, Health and Safety Officer

### 3. Adoption of Agenda

Gloria Castro moved that the agenda be approved. Kinga Nogrady seconded the motion. All approved the agenda and it was passed at 12:09 p.m.

### 4. Executive Reports

The Local Executive provided verbal reports.

#### a) Gordon McAllister, Interim President and 1<sup>st</sup> Vice-President

Gordon has led the effort regarding the MCO Reallocation Initiative. During the Town Hall in April 2012, it was raised that the current structure for MCOs is not appropriate. A proposal to move MCOs to the FS stream was accepted but was not sent to Treasury Board. MCOs are unhappy with the lack of progress. A working group was formed and as a first step, 250 MCOs were sent instructions to request their job descriptions, point ratings and organizational charts, to which they have a right of access under the collective agreement. MCOs were also provided with a history of this situation, dating back to 1992.

Gordon attended the Health and Safety Union Conference in Montreal last month, where he received information on Duty to Accommodate and the new "safe air travel policy", which is particularly pertinent to our department. There is an increased threat overseas which has led to requests for enhanced security. The Local will be advocating these issues.

There has been an increase requirement for representation and Gordon has assisted the Chief Shop Stewart in this area. Gordon has dealt with a number of cases where employees were evacuated and indicated that a process reflecting an obligation to assist these people is needed.

Gordon noted that at the Annual General Meeting (AGM) Part B next week, a number of outstanding issues will be addressed and that the Local has accomplished a great deal in the past few months.

#### b) Kinga Nogrady, Interim Secretary and 3<sup>rd</sup> Vice-President

Kinga organized the Local 70125 2012 BBQ, which was the most successful BBQ to date with a record attendance of about 500 members. Kinga has been maintaining the Events contact list and has been working to establish a PR committee. Kinga assisted the Chief Shop Stewart with a group grievance. Additionally, Kinga has been performing the secretarial duties of taking minutes of meetings.

#### c) Archie Campbell, Chief Shop Stewart

Archie has been busy with the increasing Chief Shop Stewart cases. He has handled 2 group grievances, 2 classification grievances, 2 return to work situations, 1 ethics complaint, 1 disciplinary hearing, 2 alternation agreements, 1 back pay grievance, 1 salary protection issue and 2 possible harassment cases. Archie noted that there is elevated stress everywhere and misbehaviour by inexperienced managers is occurring.

#### d) Gloria Castro, Treasurer and Human Rights Officer

Gloria tabled a copy of the Local 70125 budget. She has been handling the monthly expenses of the local and is up-to-date on her disbursements. Gloria indicated that the strike fund money has not been transferred yet.

**Question from a member:** Are the AGM costs noted on the budget indicating costs that will be incurred at next week's AGM?

**Answer:** No, these are expenses incurred for AGM Part A last March, which involved a catered lunch. An AGM Part B was attempted in April 2012, however we did not make quorum. A lunch was catered for that meeting as well and the leftover food was donated to the Shepherds of Good Hope. Because it is difficult to predict how many people will show up at meetings and the executive does not want to incur unnecessary costs, lunch will not be provided at the AGM next week.

Gloria moved that her budget report be tabled. Archie seconded the motion. The budget report was passed at 12:25 p.m.

#### e) **Stéphane Allard, 2<sup>nd</sup> Vice-President**

Stéphane has also been assisting the Chief Shop Steward with representation and has handled 1 case this month in addition to verbal advice provided to various members over the phone. He noted that managers are asking for doctor's notes when members return to work. Normally, doctor's notes are requested for employee's absences from work so some clarification on this issue is needed.

Stéphane also attended the Health and Safety Conference in Montreal and found the information on workplace ergonomics interesting and useful. If anyone is interested in viewing the slideshow, Stéphane can provide a copy of the presentation. Contact Stéphane at [stephane.allard@international.gc.ca](mailto:stephane.allard@international.gc.ca).

Stéphane attended the Health and Safety Committee for 125 Sussex and noted that it would be beneficial to have additional participants. If anyone is interested in Health and Safety, they are welcome to sit in on this committee. He noted that Health and Safety should be a concern for employers as well as employees. An annual Health and Safety inspection should occur, however it takes 6 people (3 employee representative and 3 employer representatives) to complete the inspection. If anyone is interested in participating, they should contact Jean Lalonde at [jean.lalonde@international.gc.ca](mailto:jean.lalonde@international.gc.ca).

### **5. Shop Steward Network**

As mentioned in the executive reports, the Chief Shop Steward cases have increased. An example of a reoccurring issue involves managers who now require a doctor's note before employees can return to work. While this was a practice for long term absence, it is now occurring in short term situations. This may be the result of an increased awareness by the employer on mental health issues and management may be attempting to have documentation that shows prudence on their part; however this practice can occasionally incur hardship on employees who are forced to take leave without pay or be suspended until they can obtain a note. As another example, there are situations where employees are being suspended for personal use of an AMEX card. The formal progressive discipline process – which involves a discussion about the problem and a letter on file – is not followed and employees are being suspended immediately. With this increase in cases, it is becoming more and more urgent to have Local representatives assist employees. There is training available through the PSAC for anyone interested in joining the Chief Shop Steward Network and assisting employees. If anyone is interested, they should contact Archie Campbell at [archie.campbell@international.gc.ca](mailto:archie.campbell@international.gc.ca).

**Question from member:** Regarding the return to note work and the progressive discipline, did you intend to link those two issues? If someone is depressed, they might not be the best person to decide if they are able to work. I view this situation as due diligence on the part of management to ensure the safety of the other workers.

**Answer:** There is an obligation for management to ensure a safe workplace, however in these cases, managers were using the return to work notes as a punitive measure. The Local is suggesting that Staff Relations provided clarification regarding the circumstances in which this measure should be used.

**Question from member:** I sent a note to the Local through the address on the website and never received a response.  
**Answer:** The names of the Local Executive are on the website and it is suggested that an e-mail is sent to them through their work e-mail addresses, as this e-mail system is checked more frequently.

### **6. RAND Campaign**

The RAND involves employees who are paying union dues but have not signed a membership card. This situation effects the number of delegates we can send to conferences. Stéphane is heading the RAND campaign and, with the assistance of Kinga, will be going out to meet members in the coming months.

### **7. PSAC Calendars**

Are now available and will also be available at next week's AGM.

### **8. MCO Reallocation Initiative**

Background regarding this issue was provided in Gordon McAllister's verbal report (see item 4a). Information has been sent out to 250 MCO's, including the EX MCOs who are part of the MCO community. It includes MCOs ranging from an AS-04 to an AS-07 and includes some EX-02. A separate e-mail was sent to EXs as clarification that they are not included in this effort, but that information has been provided to them so that they are aware of what is happening in their community. All requests for job descriptions, point ratings and organizational charts are being sent to Louise Blais. The local is spearheading the issue of having John Baird present this to Treasury Board. While this action may lead to the loss of about 200 members from Local 70125, we are obligated to assist them as members of our Union. Additionally, rectifying this situation will create a better working environment, which is in the best interest of members.

**Question from member:** DRAP didn't fully achieve its objectives. Can employees expect a DRAP Part 2?

**Answer:** In meetings with the DM and AGMs, it has been vocalized that there will not be a DRAP Part 2. Treasury Board has already cut dollars from the DFAIT budget and the department is not meeting its target. There may be some realignment of the AMAs and it was noted that there have been some staffing actions for AS-07, first as non-rotational and then rotational. Once the AS-07s have been hired, the reorganization can occur. This reorganization could lead to workforce adjustment; however the Department seems confident that current vacancies will facilitate reassignments. All acting opportunities have been suspended as a way of controlling the budget. If a DRAP part 2 is planned, it is possible that the union will not be made aware, but at this time there has not been any indication of it.

**Question from member:** When we lapse, is it operational?

**Answer:** Grants and Contributions is the area most affected.

**Question from member:** Are salaries or programs being cut?

**Answer:** Cutting has occurred for some positions. When a cut occurs, it can be an 8-12 month process, so the savings aren't immediate. The MCO conference was cancelled as well, as has hospitality.

**Question from member:** Have there been any discussions about the availability for off-site fitness centres? Not all employees have access to the fitness centre located at 125 Sussex. Additionally, it is not convenient to travel to the other building nor is parking readily available. The sedentary nature of work makes having a gym a Health and Safety issue.

**Answer:** An e-mail with your concerns can be sent to Jean Lalonde at [jean.lalonde@international.gc.ca](mailto:jean.lalonde@international.gc.ca).

**Question from member:** Any news on the collective agreement for the GTs?

**Answer:** Gordon will look into the matter and provide an update to the member.

## 9. New Business

This meeting is the first in a series of monthly General meetings that will take place at DFAIT off-site locations. This is the first step in facilitating participation by members at various locations throughout the National Capital Region. Meetings are planned for 219 Laurier, 111 Sussex and other locations in the future. The AMG next week will occur at HQ.

## 10. Adjournment

A motion to adjourn the meeting was tabled by Gordon. The motion was seconded by Archie. There was a unanimous consensus and the meeting was adjourned at 1:04 p.m.

*Minutes prepared by/Minutes préparées par: Kinga Nogrady*