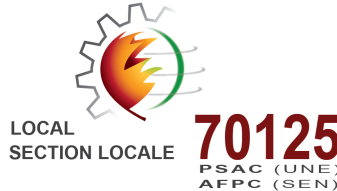


Monthly meeting

Wednesday April 17, 2013,
at 12:00 pm
in Room **B1031**,
45 Sacre Coeur, Gatineau



Assemblée mensuelle

le mercredi 17 Avril 2013,
à 12 h 00
à la Salle **B1031**,
45, Sacre Cœur, Gatineau

Minutes

17 IV 2013

Minutes

La traduction de ce document est disponible sur demande.

1. Call to Order

The meeting was called to order at 12:07 p.m. by Gordon McAllister, who chaired the meeting.

2. Roll Call of the Executive:

Gordon McAllister, President
Kinga Nogrady, 2nd Vice-President
Archie Campbell, Chief Shop Stewart
Chantal Di Franco, Treasurer
Jean Lalonde, Health and Safety Officer

Regrets:

Stéphane Allard, 1st Vice-President
Christine Comtois, Human Rights Officer
John Aboud, Secretary

3. Adoption of proposed Agenda and Minutes of Previous General Monthly Meeting

The agenda was passed at 12:12 p.m.

Archie Campbell moved that the minutes of the previous general meeting of March 20, 2013 be approved. Gloria Castro seconded the motion. All were in favor and none opposed. The minutes were adopted at 12:14 p.m.

4. Executive Reports

The Local Executive provided verbal reports.

a) Gordon McAllister, President

Gordon is working with two groups (AIM and HMO) who received affected letters through the WFA. Gord also continues to work on the BMO reorganization issue. Gord attended the President's Conference, indicating that they discussed Bill C-377. Bill C-377 requires unions and other labour organizations in Canada to file annual public reports detailing their financial statements, salaries paid to top employees, the amount of time spent on lobbying/political activities, and certain information about expenditures over \$5,000. Additionally, they discussed the Conservative MP who has indicated he may lobby his Conservative colleagues for new laws that will allow public servants to opt out of paying union dues. Both issues are troubling to the UNE.

b) Kinga Nogrady, 2nd Vice-President

Kinga continues her work on the 2013 Local 70125 BBQ and the costs for updating the Local 70125 logo.

c) **Jean Lalonde, Health and Safety Officer**

Jean indicated that they now have a member who will be sitting on the Health & Safety committee at the Labelle location. Jean has also been working on a workplace accident. Jean continues to work on the ongoing issue to ensure that Health & Safety Committee minutes are being posted on the intranet in a timely fashion and that inspections are not occurring on a regular basis. Jean noted that the Occupational Health and Safety Policy Committee meeting on April 17th was cancelled and not rescheduled.

d) **Archie Campbell, Chief Shop Stewart**

Archie advised he will be attending a grievance hearing on April 18th. He is also working on issues with the two groups who have received their affected letters. While it has been quiet recently, Archie continues to work on active, on-going files.

e) **Chantal Di Franco, Treasurer**

Chantal noted that the signatures on the Local bank accounts have been changed. She is continuing with a knowledge transfer with Gloria Castro, the previous treasurer. Chantal will be closing the books for 2012 and will be setting up automatic transfers to the Strike Fund.

5. Workforce Adjustment (WFA)

Gord apologized to the AIM group who received affected letters, indicating that he had not been able to attend their meeting with HSS on Monday, April 15, 2013. Gord indicated that there had been some communication behind the scenes between himself and HSS, as he had been in attendance at a similar meeting between HMO and HSS and wanted to ensure that AIM received the same treatment. There were some questions and confusion at the HMO meeting regarding “*reasonable job offers*”. Gord explained that the department was guaranteeing that affected employees will get job offers within DFAIT. Employees will not have access to transition measures, such as payouts or educational funds. Regarding the impact of the merge with CIDA, Gord indicated that CIDA had many cuts last year, with over 200 employees receiving affected letters, however this will not affect DFAIT alternations.

Question from the floor: I have less than 2 years until I can retire. I have 35 years of service; I am just waiting for my age. Why can't I get a package in a situation where it will save the government money? It seems like a waste of money to language test me, train me and have me move positions for such a short period of time.

Answer: I understand your frustration and I tried to raise it during the BMO reorganization. The DM feels that since there are vacant positions within DFAIT, there should not be any cash-outs. I have another meeting regarding the BMO WFA next week and I will raise the issue again.

Question from the floor: Regarding the people who are affected, is there a timeline? I should also mention that affected members have been asked to train temporary agency people.

Answer: There is no timeline for affected members to get a new job within DFAIT. Regarding the training issue, this is a Health & Safety issue. It places undue stress on employees when they are asked to train replacements who are contractors.

Question from the floor: Isn't Royal Bank (RBC) under fire for outsourcing? Why is DFAIT outsourcing the management of its records?

Answer: AIM intends to outsource the management of government records. Other departments have moved the management of their records to private companies and found that it was more expensive, so these cost-saving measures are questionable. We need to make the public more aware of these government “cost-saving” measures.

Question from the floor: Regarding timelines for new jobs, what happens when our files are outsourced and I still don't have a job? Will I be expected to sit at my desk and do nothing?

Answer: You are an indeterminate employee until you receive the new job offer. This is why we are stressing the issue of mental health to the managers. It is a stressful situation to have to report to work with nothing to do and we are pointing out that these waiting periods for new jobs cause stress in many ways.

Question from the floor: I am concerned about my vacation leave. As per the collective agreement, I have already submitted my summer leave and it was approved by my manager. While I am told this will be honored in my new position, but I have additional concerns. I was told I could send questions to HSS, however it's been 48 hours and I am still waiting for a response.

Answer: [from Jean Lalonde] It's important that affected employees who network and find acceptable/available positions properly document the steps they have taken and informed their managers and Human Resource advisor. Should they

refuse your reasonable proposal(s) and as part of the “reasonable job offer” they place you in an “inadequate” position which is not beneficial to you and the Employer, then you have supporting documentation to argue against their actions and seek redress.

Answer: [from Gordon McAllister] During the last round of the WFA, many experienced problems receiving responses from HSS. They were told to contact HR and that they’d receive a response. Weeks and months would pass. You need to push for an answer and c.c. me on the e-mail.

Question from the floor: We have a guaranteed job-offer with no expiration. If it is fast for them to move the files out to the private company, what happens to me when the file room is empty? Will they make me perform other duties?

Answer: They will have to find you something. If they are giving you meaningless work or no tasks, this is a form of harassment. My understanding from Francis Trudel (HSD) is that they are pushing this issue at the Workforce Review Committee (WFR).

Question from the floor: When we move to our new jobs, can they guarantee us that the new jobs won’t be cut in the future?

Answer: There are no guarantees.

Question from the floor: How many have received affected letters?

Answer: Since April 4th, there have been 20 letters.

Question from the floor: This is not what was announced last year. Last year at the Townhall, they indicated all cuts would occur during the first round and that savings would be found through other means.

Answer: Last year there were 47 people at HQ: some were affected and some were deemed surplus.

Jean Lalonde indicated that regarding leave, if managers are not approving leave due to the WFA, that is harassment. Any situations where you feel your rights are not being met, make sure you put it in writing and c.c. the President [Gordon McAllister]. Sometimes just c.c.ing the union on an e-mail can get results. There have been instances in the past where an employee received an affected letter and subsequently went on medical leave: this person received a job offer when they returned. It appears that a reasonable job offer cannot be proposed to an affected employee on (medical) leave.

Gloria Casto indicated that she came from CIDA 3 years ago and letters were sent to every employee. They were provided with the choice to stay, provide a retirement date or leave. More people opted to leave than was expected. There were no new projects at CIDA. With the merge between CIDA and DFAIT, both departments may be getting nervous because there will not be a need for double common services.

Jean suggested that some of the CR-04s consider requesting a reclassification to an AS-01 level, in order to open more employment possibilities, understanding that there would be a requirement for the PMPs including yearly training. If interested, this can be pursued through Archie Campbell, Chief Shop Steward. Jean also pointed out that there are a large number of contractors in the AIM branch. Jean also asked if the WFR Committee had posted their Terms of Reference and their minutes on the intranet. Additionally, jobs are supposed to be posted on a website and nobody is guiding members through this process.

Gord again indicated that there is a strain on permanent employees to train temporary help replacements, which is contributing to the failure of someone’s health and interferes with providing a harassment-free workplace.

Gord indicated that if anyone would like to meet with him, either as a group or individually, that they should feel free to contact him.

6. Future Events

PAFSO is still in a strike position and MCO’s abroad have been asking how to handle additional workloads. It isn’t likely that the FS group will strike, as there are employing other tactics.

Comment from the floor: Hani indicated that he was providing posting training for MCO’s and that 6 called in sick.

Answer: I understand that the FS group is not impeding access to buildings but that they have a right to strike. I also understand that their work-to-rule is causing a strain, particularly when the PM visits. The MCO’s are feeling the strain. Should a strike occur, it will likely happen overseas first.

As mentioned by Kinga, the annual BBQ is in the works and is scheduled for Thursday, June 13, 2013. If we have good participation from employees located outside Pearson HQ (via the events@70125.ca mailbox), we will consider organizing shuttle-buses to accommodate transportation needs instead of paying for taxis.

Also note that the Local continues to rotate monthly meetings at various locations for employees outside Pearson.

7. New Business

A member informed the Local Executive of her interest regarding the vacant 3rd Vice President position. Gloria Castro has been proposed for that position. Gord suggested that a broadcast message be distributed in time for the May general meeting and that elections can take place at that meeting.

Jean indicated that he would like to thank the 45 Sacre Coeur members for their participation in the Health & Safety Committee meetings. There is excellent participation at this location.

8. Adjournment

A motion to adjourn the meeting was tabled by Archie Campbell. There was a unanimous consensus and the meeting was adjourned at 12:58 pm.

Minutes prepared by: Kinga Nogrady, 2nd Vice-President