

Monthly Meeting

Wednesday January 16th, 2013,
at 12:00 pm
in Room S5-100,
111 Sussex Drive



Assemblée mensuelle

le mercredi 16 janvier, 2013
à 12 h 00
à la Salle S5-100,
111, Sussex

Minutes

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Minutes

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1. Call to Order

The meeting was called to order at 12:07 p.m.

2. Roll Call of the Executive:

Gordon McAllister, President
Stéphane Allard, 2nd Vice-President
Kinga Nogrady, Interim Secretary and 3rd Vice-President
Jean Lalonde, Health and Safety Officer
Archie Campbell, Chief Shop Stewart

Regrets:

Gloria Castro, Treasurer and Human Rights Officer

3. Adoption of Agenda

Gordon McAllister moved that the agenda be approved. Kinga Nogrady moved that the adoption of the minutes of the last monthly general meeting be added to the agenda. Stéphane Allard seconded the motion. All approved the agenda with the addition of the approval of the previous minutes and it was passed at 12:08 p.m.

4. Adoption of the Minutes of the Previous General Monthly Meeting

Archie Campbell moved that the minutes be adopted. Peggy Coupland seconded the motion. All were in favour and the minutes were adopted at 12:10 p.m.

5. Executive Reports

The Local Executive provided verbal reports.

a) Gordon McAllister, President

Gordon has continued his efforts regarding the MCO Reallocation Initiative. An MCO pizza lunch was hosted where MCOs could voice their concerns. A second meeting with Deputy Minister Morris Rosenberg occurred on November 28, 2012. A follow-up note was sent to Nadir Patel regarding MCO requests for work descriptions and the lack of response. This resulted in MCO receiving their job descriptions however they were instructed to go to their divisions to request organizational charts. On December 21, 2012 there was a meeting with Mr. Patel where he announced the new AS-7 positions. Positions within the AMA offices will be deleted and new positions will be created. Gordon indicated that employees who are not bilingual or have limited education are concerned that they will not meet staffing criteria's. At this time, Gordon is reviewing the organizational charts to get a sense of the current structure vs. the old structure to ensure there are sufficient positions.

Question from the floor: Will surplus or affected letters be sent to employees?

Answer: There is a sense that everyone will get an affected letter as a tool to move the employees to new positions.

Gordon has not received confirmation that there is a DRAP Part 2 in progress.

Gordon has also worked on a number of grievance files, local management items and preparations for the upcoming Local 70125 AGM.

b) Stéphane Allard, 2nd Vice-President

Stéphane has also been assisting the Chief Shop Stewart with representation and has conducted a preparatory meeting with an employee and represented an action for harassment.

c) Kinga Nogrady, Interim Secretary and 3rd Vice-President

Kinga has commenced preparing for the 2013 Local 70125 BBQ.

d) Jean Lalonde, Health and Safety Officer

Jean met with a member yesterday regarding a workplace issue. Currently he is dealing with the increasingly neglected duties of the employer regarding Health and Safety inspections for 111 and 125 Sussex Drive. He noted that inspections have not been occurring and they have not encompassed the common areas and outdoor areas, which should be included. He will be attending a corporate meeting on January 31, 2013.

Question from the floor: Will you be raising the issues regarding the Health and Safety Inspections at the next corporate meeting?

Answer: Yes.

Jean continued to describe that the Department has a legal obligation to post the minutes of Health and Safety meetings on the website, however they are not up-to-date. Additionally, Jean has been experiencing difficulties receiving documentation from the employer: as an example, a power-point presentation was presented from HSS and he was having difficulties receiving a copy of the presentation.

Gordon indicated that there have also been issues with the parking situation at 125 Sussex. Visitors must park in the back parking lot because parking is not allowed in the front. However, visitors cannot access the elevator to the parking lot unless they have a security pass. This causes problems for visitors with mobility issues.

Gordon and Jean discussed that they would remind the employee of their liability if they do not meet their legal obligations.

e) Archie Campbell, Chief Shop Stewart

Archie has been busy with the Chief Shop Stewart cases. He represented members at two disciplinary hearings in December and is also working with a group regarding a reclassification. On happier news, two alternation grievances were withdrawn because the employer was able to staff their positions from a WFA list.

Archie and Stéphane dealt with an employee who has now filed a grievance to withdraw a letter of reprimand for missing three hours of work – including being half an hour late because of a traffic accident -- despite informing the manager at the time of the special circumstances surrounding her two absences. Stéphane suggested that the issue of disproportionate disciplinary measures, especially those concerning the failure to provide medical certificates, could be raised at the next DG meeting. Mental stress levels are increasing due to DRAP and employees should not have increased stress to provide doctor's notes for every scenario involving sick leave.

It was noted that managers have been taking staff relations courses and it is possible that they are being encouraged to request doctor's notes.

6. PSAC National Health and Safety Conference (April 12 to 14, 2013)

Gordon tabled the poster for the 2013 PSAC National Health and Safety Conference. The conference will occur in Montreal on April 12 to 14, 2013. The theme this year is "**Mental Health at Work – We are all Affected.**" Traditionally, this conference is attended by people within the Health and Safety portfolio; however there may be some spaces available at the last minute for a component member. Anyone interested in attending the conference should e-mail Gordon at Gordon.McAllister@international.gc.ca.

Information is available at:

<http://www.pvac-afpc.com/conferences/2013/healthsafety/home-e.shtml>

7. Input call – NJC Cyclical Review – Foreign Service Directive

Gordon tabled a letter from the UNE requesting volunteers to attend the NJC cyclical review of the FSDs. Gordon will also ask for volunteers at the next meeting with the MCOs. Anyone interested should contact Gordon.McAllister@international.gc.ca. Gordon indicated that this cyclical review can be a long process.

Question from the floor: Are the FSDs part of our collective agreement? The letter from the UNE indicates that "this is your opportunity to improve your collective agreement".

Answer: No, it is not part of our collective agreement.

8. National Joint Council (NJC) Cyclical Review – Relocation Directive

Gordon tabled a letter from the UNE requesting volunteer to provide feedback on the proposed changes to the NJC Relocation Directive. Anyone interested should contact Gordon.McAllister@international.gc.ca.

Jean suggested that the Local sent out a broadcast message and place posters in the website to promote participation. Gordon will first speak to Heather Brooker (the new of Regional Vice-President Outside Canada) to get a sense of how she would like the situation handled by Locals.

Question from the floor: Do all of the Departments (including those that collocate at missions) use the NJC Relocation Directive?

Answer: Some Departments, such as DND, have their own unique directives.

9. Notice of Annual General Meeting (February 20, 2013)

This item was added to the agenda to partially serve as notice that there will be an Annual General Meeting on February 20, 2013. Gordon has spoken to the UNE and at AGM “all answers that need to be answered can be answered”.

Question from the floor: Will lunch be served at this meeting?

Answer: The Executive have a meeting with the UNE on January 23rd regarding the finances and until that meeting has occurred, we should delay decisions regarding finances.

Discussion ensued regarding the challenges involved in trying to estimate the number of members who will attend meetings in order to plan lunches. Various options were discussed.

10. New Business

Gordon mentioned that Heather Brooker has now replaced Louise Patrice and that Heather will be attending the January 23rd meeting between the Executive and the UNE.

Gordon indicated that he still has some 2013 calendars and to contact him if any are needed.

Question from the floor: When it comes to announcements regarding the General Meetings, is the Local still using their Bulletin Boards? I have not seen any notices and additionally the website is not up-to-date.

Answer: Improvements can definitely be made regarding Local communications and a committee has been created to tackle some of these issues. The Local should definitely be using all forms of communication for meetings, including posters, broadcast messages, the web and the events mailing list.

Question from the floor: The last monthly meeting was held at 45 Sacre Coeur. Given that the majority of employees work at either 125 or 111 Sussex, perhaps the majority of meetings should be held at these convenient locations.

Answer: We are trying to ensure that off-site employees, who may face challenges with travel, can attend meetings.

Discussion ensued regarding the location of future meetings. It was noted that the AGMs occur at 125 Sussex Drive.

11. Adjournment

A motion to adjourn the meeting was tabled by Gordon McAllister. The motion was seconded by Peggy Coupland. There was a unanimous consensus and the meeting was adjourned at 1:06 p.m.

Minutes prepared by/Minutes préparées par: Kinga Nogrady