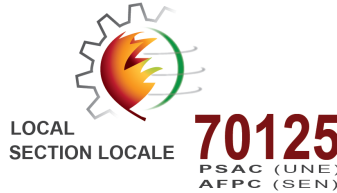


Monthly meeting

Wednesday October 16, 2013,
at 12:00 pm
in Room **A1-500**,
125 Sussex Drive, Ottawa



Assemblée mensuelle

le mercredi 16 octobre 2013,
à 12 h 00
à la Salle **A1-500**,
125, promenade Sussex, Ottawa

Minutes

16 X 2013

Minutes

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1. Call to Order

The meeting was called to order at 12:04 p.m. by Gordon McAllister, who chaired the meeting.

2. Roll Call of the Executive:

Gordon McAllister, President
Stéphane Allard, 1st Vice-President
Kinga Nogrady, 2nd Vice-President
Archie Campbell, Chief Shop Stewart
Chantal Di Franco, Treasurer
Jean Lalonde, Health and Safety Officer
Christine Comtois, Human Rights Officer (by phone)

Regrets:

Helen Miller, 3rd Vice-President

3. Adoption of proposed Agenda

Question from the floor: I would like to add the election of a new secretary to the agenda.

Answer: We cannot elect a new secretary at this meeting as an election requires 30 days' notice. As this is new business, please bring this forward during item 9 of the agenda.

Stéphane Allard moved that the agenda be adopted. Behiye Cinkilic seconded the motion. All were in favour and the agenda was adopted at 12:10 p.m.

4. Executive Reports

The Local Executive provided verbal reports.

a) Gordon McAllister, President

Gordon has been attending the monthly meetings with CIDA. He has been working on a number of grievances, many of which involve bereavement leave for grandparents and the new sick leave codes. He has been working with Chantal and Kinga on executive issues. He attended the PSC NCR National Council meeting with Stéphane. At this meeting, there was a push that Canadian Labour needs a unified message that is quick, simple and communicates what unions have done for the population in general.

Christine Comtois suggested that we post highlights of this meeting on the Local website.

b) Stéphane Allard, 1st Vice-President

Stéphane attended the Human Rights Conference with Christine Comtois and Behiye Cinkilic. Further details of this conference will be discussed as item 7 of the agenda. Stéphane will be attending the 125 Sussex Health and Safety meeting on Friday, which experienced delays until a Management co-chair could be identified. In addition, he is also assisting with grievances.

c) Kinga Nogrady, 2nd Vice-President

Kinga has commenced acting as secretary and over the past couple of days, worked with Gordon to set up some internal procedures. She has been working to compile a record of all Local meetings. In addition, Kinga has been researching retention periods for Local 70125 records, speaking with UNE reps and looking into retention authorities.

d) Jean Lalonde, Health and Safety Officer

Jean has been working on a number of issues and has had meetings with members regarding labour relation issues. These have progressed nicely and to the satisfaction of the members. He indicated that all committees should have a co-chair and that this is an ongoing challenge. Jean has also been working on updating the Local 70125 website.

e) Archie Campbell, Chief Shop Stewart

Archie has been off due to a family illness and thanked the executive for handling the Chief Shop Stewart duties during his absence. Currently he is working on a grievance regarding a flawed competitive process, a grievance regarding vacation leave and a reclassification case

f) Chantal Di Franco, Treasurer

Chantal tabled a budget report. The Local has spent \$18,384 and has \$23,616 remaining for the final 3 months of the fiscal year. She indicated that the local will have to decide how much they would like to move into the strike fund. Gord, Stéphane and Chantal will be meeting with the Royal Bank to open an account for the strike fund.

Question from the floor: Is the \$23,616 surplus?

Answer: This money needs to last us for the remainder of the year. Additionally, some of this money is earmarked for observers of conventions. As detailed in our budget passed this year, there is a 3-year cycle for saving for the conventions, so that we can cover those expenses as they arise.

Question from the floor: Can you provide a forecast of the expenditures for the year to the members?

Answer: Yes.

Christine Comtois requested that she be provided with budget documentation that is not a .pdf file in order to provide comments to the budget. This topic will be discussed at a future executive meeting.

g) Christine Comtois, Human Rights Officer

Christine indicated that she would discuss the HR conference as item 7 of the agenda.

Christine described that some members are being discriminated against due to their age and asked Gord to respond to how the Local was dealing with this issue. Gord indicated that the issue had not come to his attention other than in the context of retirement questions. Regarding retirement, Gord indicated that managers have a right to ask an employee about possible retirement once a year, in order to make necessary operational decisions. However, further questioning should not be necessary. If an employee is asked a second time, they should reiterate that they have already advised management of their plans. If the employer asks a third time, they should consider a grievance.

Christine indicated that members are in varying circumstances regarding their age or number of years of employment. Retirement is a personal decision, however members are being approached by management. This could be due to cuts or the CIDA amalgamation. Regardless of the cause, Christine is collecting information on the issue and encourages members to contact her if they are experiencing any problems.

5. Update on DFAIT/CIDA Amalgamation

Gord is attending the monthly meetings. Tomorrow a notice will go out regarding the rotation postings. The posting process for DFAIT and CIDA differ, as DFAIT uses a rotational approach and CIDA uses a competitive approach. With the merging of the departments, employees will be able to apply for rotation postings to either department. Concern was expressed that CIDA will have competitions that will contain parameters that exclude DFAIT employees. DFAIT has the exclusion order and CIDA does not. A message with a higher-level organizational chart will be distributed soon. The corporate offices for CIDA and DFAIT have merged and so far, there have not been any cuts. There has been discussion about moving all corporate services off-site from Pearson, with the Pearson building being dedicated to program-specific units.

Question from the floor: With regards to the amalgamation, what is happening with the Locals? Are they merging?

Answer: Currently there are 2 separate locals for DFAIT and CIDA, which are in 2 separate locations. The locals will remain separate at least until the August 2014 UNE. In the past, the locals followed the structure of the government. Note that the amalgamation will remain a standing item on the agendas for the general meetings, as it will take years to complete. We will post some items regarding the amalgamation on the website.

Question from the floor: Who confirmed that the 2 locals will remain separate?

Answer: Confirmation came from Heather Brooker, Regional Vice-President Outside Canada.

Question from the floor: Will they amalgamate after the August 2014 UNE?

Answer: Not necessarily. We know that they will remain separate until that at least August 2014. An amalgamation would impact the number of delegates we have at the Conference. Additionally, it will be interesting to see what happens with Passport. If they disappear, we may move to NCR Treasury Board and not have an Outside Canada Regions. The creation, merger or disbanding of a local is a UNE decision.

Question from the floor: Will Passport merge?

Answer: The normal process would be that Passport would change Component locals. However, Passport members have made a petition to stay within the UNE, since they have offices outside of the region. The final decision is up to the Alliance.

Question from the floor: The Passport office wants to remain with Outside Canada?

Answer: Yes, with the UNE.

Question from the floor: Can you update the website with this information?

Answer: We will discuss this at a future executive meeting.

Question from the floor: Is there not duplication of positions within CIDA and DFAIT?

Answer: At this time, they are saying that there is no reduction in staff and that staff from each department will be retained. Reductions have only occurred at the Executive level.

Question from the floor: Have we lost any CR or AS positions?

Answer: No. There have been no reductions.

Question from the floor: Will there be reductions in the future?

Answer: It is possible. The government is not meeting its budget, so cuts could come down. The election is in 2015. And DFAIT will be given work to perform with no additional money, so as a department, we may have to do our own cuts.

Question from the floor: What about compensation and HR?

Answer: Under the amalgamation? They have merged.

Question from the floor: But where are these people? With which Local?

Answer: They remained with their own locals. Our locals are sharing some cases, for example some employees in the compensation section are not interested in moving to Miramichi.

6. Upcoming Bargaining Demands

Our collective agreement is in effect until June 2014 and, as such, the bargaining process has commenced. The technical group just signed their new agreement, which also expires in 2014, which illustrates that this can be a lengthy process. We have received a list of regulations and Regulation 15 outlines the democratic bargaining process. The UNE can send

the PSAC up to 25 demands. We will be having a meeting to discuss what bargaining demands we want to submit. For example, members may want us to add grandparents who do not reside with employees into the definition of family. A special meeting will be called.

Once demands are submitted, there will be 2 conferences: East and West. We can elect delegates to this National Conference. Seven members can sit on the bargaining committee.

Question from the floor: Is there a deadline?

Answer: Yes. November 30, 2013.

Question from the floor: How soon will we have the special meeting?

Answer: We first need to find out the date of the UNE deadline.

Question from the floor: If people approach a member of the Executive to express concerns, will their items be put on the list?

Answer: We will discuss this at a future Executive meeting. We are limited to how many demands we can submit.

Question from the floor: Will you look at similarities between requests on the list?

Answer: The executive will discuss the best methodology for compiling a list of demands.

7. Report on UNE Human Rights Conference – Winnipeg (October 3 to 6, 2013)

Christine Comtois represents Human Rights. During the conference, she vocalized concerns regarding sick leave and received good feedback from conference participants. She was also vocal about accommodation and access. Christine advocated for those with silent handicaps, such as depression or addiction. Christine used this opportunity to speak with UNE and PSAC representatives regarding duty to accommodate and duty to comply. Movement within these issues is encouraging.

Christine is the 2nd Alternate National Equity Representative for persons with disabilities.

Behiye Cinkilic is the 2nd Alternate National Equity Representative for women.

8. Adjournment

Due to time constraints, items 8 (future activities) and 9 (new business) could not be addressed.

A motion to adjourn the meeting was tabled by Stéphane. There was a unanimous consensus and the meeting was adjourned at 1:02 pm.

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