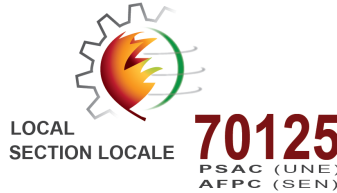


Monthly meeting

Wednesday January 15, 2014,
at 12:00 pm
in Room **A1-500**,
125 Sussex Drive, Ottawa



Assemblée mensuelle

le mercredi 15 janvier 2014,
à 12 h 00
à la Salle **A1-500**,
125, Sussex, Ottawa

Minutes

15 | 2014

Minutes

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1. Call to Order

The meeting was called to order at 12:05 p.m. by Gordon McAllister, who chaired the meeting.

2. Roll Call of the Executive:

Gordon McAllister, President
Kinga Nogrady, 2nd Vice-President and interim secretary
Helen Miller, 3rd Vice-President
Archie Campbell, Chief Shop Stewart
Chantal Di Franco, Treasurer
Jean Lalonde, Health and Safety Officer
Christine Comtois, Human Rights Officer (via phone)
Special guest : Behiye Cinkilic, 2nd Alternate National Equity Representative for Women

Regrets:
Stéphane Allard, 1st Vice-President

3. Adoption of proposed Agenda

Kinga Nogrady moved that the agenda be adopted. Jean Lalonde seconded the motion. All were in favour and the agenda was adopted at 12:08 p.m.

4. Adoption of minutes of previous meeting

It was noted that an effort is being made to hold Local 70125 General Monthly Meetings at various locations to facilitate participation by members who are not located at HQ. The minutes of the November 2013 Monthly Meeting were tabled and it was specified that this meeting occurred at 219 Laurier Avenue.

Archie Campbell moved that the minutes be adopted. Chantal Di Franco 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 been assisting with a number of representation cases, the largest case regarding the MCO reallocation. An agreement has been struck with Labour Relations whereby they will skip the first level and

go directly to the second level. Grievances accepted before December 31, 2013 will be handled initially and grievances accepted after that date will be dealt with separately. It was noted that the strike and the CIDA amalgamation have slowed the process.

Gord has been attending the Labour Management monthly meetings.

Gord has also been participating in the Departmental Consultative Group regarding the amalgamation, however his participation is as an employee and not as a Union representative, though he makes efforts to wear both hats.

Gord noted that there is a 90-day deadline for the new DFATD organizational chart.

DFATD will have 3 main locations: 125 Sussex, 111 Sussex and Promenade du Portage. A number of members located at 45 Sacre Coeur will be relocated to Promenade du Portage. The lease at 219 Laurier Avenue West expires in July and the landlord is looking to refit the space. Other locations, such as 125 Sussex, have plans in the works to convert to Office 2.0 workstations. Retrofitting an older building is a big job but should result in space for more people.

The department is looking into a shuttle service between the mail buildings.

Comment from the floor: There is an RFP for an 8-month shuttle pilot project.

Question from the floor: Will the shuttle service be for mail, personnel or both?

Answer from the floor: The shuttle service is for personnel, with hopes that it will save money currently spent on taxis. The plan is to have about 4 shuttles. This will be a service, not just one bus.

Gord indicated that there have been some complaints regarding broadcast messages being sent late in the day. This section will be attempting to change the timing of broadcast messages.

Gord reminded members that the Annual General Meeting (AGM) will be held on Wednesday, February 12, 2014. In preparation for this meeting, a budget committee has been formed. This committee is seeking members not just from the executive, but from the membership as well. Anyone interested in participating in this committee should e-mail Gord McAllister or Kinga Nogrady. In addition, a bylaw committee has been formed and anyone interested can contact Gord or Kinga if they wish to participate.

An AGM Part B has also been planned as a follow-up if the agenda items are not all covered on February 12th.

A special meeting will be organized to discuss Convention items, as this is a Convention year.

Our contract expires in June and bargaining will begin. Gord encouraged members to look at the PSAC website for more information and to be vocal regarding issues such as sick leave.

Question from the floor: Is there any chance that our accumulated sick-leave will be lost?

Answer: It is hard to say. We don't know what this government will do.

Question from the floor: People are frightened and are starting to use their accumulated sick leave in fear that it will be taken from them.

Answer: This is a tactic to have employees liquidate their sick leave. A special meeting will be organized regarding bargaining. We work for the people who makes the laws, so it's not impossible for them to suspend bargaining. The issue at hand is that people are saving their sick leave as insurance, which could potentially cost the government millions of dollars.

b) Kinga Nogrady, 2nd Vice-President and Acting Secretary

During the past month, Kinga has been focused on various duties as interim secretary, including organizing meetings and drafting minutes.

c) Chantal Di Franco, Treasurer

Chantal noted that she is closing the books for 2013. She requested that the executive submit any outstanding receipts she had not received any claims for the executive and encouraged them to submit any

claims before year end. She indicated the Local has a surplus of \$28,000 to cover expenses until the end of December 2013.

d) Helen Miller, 3rd Vice –President

Nothing to report.

e) Archie Campbell, Chief Shop Stewart

Archie is working with three members whose problems will likely result in grievances. He represented a member at a disciplinary hearing in December and answered two queries from members last week. Following this meeting he will be meeting with a member about a matter that may lead to a grievance.

f) Jean Lalonde, Health and Safety Officer

Jean continues to provide representation on issues regarding the workplace. Jean is participating in the RAND campaign and participated in the OSH for 111 Sussex. Jean noted the National Health & Safety Committee has not met since last May. This committee is mandated to meet 4 times per year. CIDA will be joining the committee and new terms of reference will be necessary.

Gord indicated that CIDA did not have terms of reference and, as such, they will be making some cosmetic changes to DFAIT's terms of reference. Gord will follow-up on the status of the terms of reference, as it was his understanding that this was not an issue.

Jean also indicated that a risk analysis project was performed in 2012 and this report was to be presented by the employer. Jean has still not seen this report.

g) Christine Comtois, Human Rights Officer

Christine has been active with the Equity Committee. This committee is currently looking for a management chair. Christine has also been representing some members regarding Sun Life and disability issues. A number of members who are disabled are being pressured to use their sick leave. Christine has been contacted by a number of members who indicate they have experienced discriminatory actions with managers repeated asking them when they will retire. Christine asked that she be made aware if any further complaints are submitted regarding this issue. She is also working with members who, after returning to work from an illness, are being called into Staff Relations and being pressured to become disabled and leave work.

Christine noted that she will be a delegate at the Convention on January 31st to February 2nd. She will be attending a course on January 24th and attend the NCR on January 25th. She will also be attending meetings with the PSAC and UNE in February.

Christine noted that there are still spaces available for the January Convention and that this invitation is extended to members. Gord indicated that 5 of the executive will be attending and that he believes there are some overseas members who will also be attending, as they normally do not have access to training. Gord will be checking with Heather Brooker to find out how many spaces remain.

Question from the floor: Regarding sick leave, there have been occasions in the past where sick leave balances were paid off, i.e. 4 days was equal to \$XX.00.

Answer: No, this hasn't occurred with the public service. Teachers lost their ability to carry-forward sick leave. There is the potential that people would liquidate their leave, in addition the new rules of using sick-leave for appointments will also exhaust members sick leave. But most organizations have a cap on how much sick leave an employee can accumulate.

Question from the floor: What is the maximum you can carry-forward for leave?

Answer: For the PA group, you can carry-forward a maximum of 7 weeks vacation.

Question from the floor: Will they try to abolish this rule or change it?

Answer: Our department has seen some employees who cash in their vacation leave before retiring, however managers can deny these request for operational reasons.

Question from the floor: Managers are asking employees to use sick leave for appointments. What do you do if you have a chronic condition that requires regular appointments?

Answer: Based on the Treasury Board policy, the first appointment on a medical issue is free and any subsequent appointments need to be claimed against sick leave. To fight this issue, we require a member to grieve their situation. We had a situation where an employee had a collapsed lung and they required appointments.

Question from the floor: If there are multiple grievances, can we put forth a group grievance regarding this policy?

Answer: The Component or the PSAC handle policy grievances. It is not done at a Local level. Christine will work with the component on the issue.

Question from the floor: Regarding the employee with the collapsed lung: were they required to use sick leave for their appointments?

Answer: yes. As mentioned, it is the employer's goal is to exhaust sick leave.

Question from the floor: Is short-term disability used for illnesses of 3-days plus?

Answer: Short-term disability varies from business to business, so it depends on the type of insurance that is purchased.

6. Financial Reports

Chantal tables two financial reports. The first report contained an overview of revenues, assets and expenditures. It was noted that last year, we spent \$19,310 and have a free balance of \$22,690. The second report itemized the Local's expenditures. Chantal opened the floor for any questions.

Question from the floor: Why do we have a locker?

Answer: The locker is used for retention of documents. We have a business need to store documents off-site. The Local used to rent an off-site office, however the locker is more cost efficient.

7. DFAIT/CIDA Amalgamation

Gord is attending the monthly meetings and noted that the consultative group is doing a good job with the amalgamation. There appears to be a concurrent posting process. 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. Formerly, Ian Dawson was the champion for the non-rotational group. There is discussion regarding changing the wording of "champions". It has been recognized the HR is the department's strongest asset and a lack of Human Resources is the biggest risk. Former CIDA groups are trying to adapt to the DFATD, for example the symbols. At this time, there are no plans for any further cuts; however this story may change with the 2015 Budget.

Question from the floor: Regarding grievances, DFAIT has 3 levels. How many levels did CIDA have?

Answer: We actually have 2 levels to the grievance process and CIDA has 3, however there is talk that CIDA will be converting to 2 levels. There is an ad-hoc committee to discuss the issue, which will occur in the next month. We aren't using the word "takeover" for the amalgamation, but to some extent, it is a takeover of CIDA. CIDA will be learning the DFAIT ropes and our different mentality. Certainly this is more true with regards to a mission environment, where the MCO and HOM are accountable for CIDA expenditures.

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.

Question from the floor: Have you heard anything about contracting services going to outside Canada?

Answer: No, though there is a move to regionalized financial tasks, but there is no word on travel. There have been some questions as to whether to regionalize for this time zone, given that services can be provided from HQ in real-time. CIDA is decentralized and we're not sure how this issue is going to be handled moving forward.

Question from the floor: Regarding employees whose jobs have been affected, have there been any consideration for employment?

Answer: Our understanding is that there isn't anyone remaining from Workforce Adjustment. The process has finished and those priorities have been fulfilled. There aren't any outstanding letters for DFAIT employees, and we're not sure about CIDA. I believe there were some surplus letters.

Question from the floor: A problem exists that affected members were placed in bilingual positions who may not be able to meet the language level by deadline. This would mean that the employee would need to be offered another equivalent position. Is there a risk that they will be demoted?

Answer: Gord will look into this issue.

Question from the floor: Some affected members were not offered French language training for months, which puts a delay on their ability to learn the language.

Answer: There is some responsibility on employees to request language training from their employer. Some diligence on their part is required.

Christine Comtois indicated she would like to sit on the Departmental Consultative Group. Gord explained that he attends the committee meetings not as a union representative or labour representative, but as a designated representative with experience. The committee is not open to new individuals.

8. Bylaw Committee

Gord indicated that a Bylaw Committee is being formed to examine the Local bylaws. Anyone interested should contact Gordon McAllister or Kinga Nogrady.

9. New Business

Gordon indicated that there was not sufficient time to address any new business.

Question from the floor: For the next general meeting, I would like an issue added to the agenda. The issue is that MCO's are being put on standby at all times but are not being compensated.

Answer: Gord indicated that he will be reinstating specific MCO meetings in the future. The department is exploring the possibility of creating a new classification for MCO's, which would be outside of the AS or FS stream. Issues may arise from this and meetings will become necessary for discussion. Archie indicated that he received a call from a member who was concerned about a situation where, as an MCO, they refused to perform FS duties. This person feels there have been professional implications for this refusal.

10. Adjournment

A motion to adjourn the meeting was tabled by Archie. There was a unanimous consensus and the meeting was adjourned at 1:10 pm.

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