

## Monthly meeting

Wednesday, January 21<sup>st</sup>, 2015,  
at 12:00 pm  
in Room A1-500,  
125 Sussex Drive, Ottawa



## Assemblée mensuelle

le mercredi 21 janvier 2015,  
à 12 h 00  
à la Salle A1-500,  
125, Sussex, Ottawa

### Minutes

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

#### 1. Call to Order

The meeting was called to order by Gordon McAllister, who chaired the meeting.

#### 2. Roll Call of the Executive:

Gordon McAllister, President  
Stéphane Allard, 1<sup>st</sup> Vice-President  
Pierre Lamy, 2<sup>nd</sup> Vice-President  
Chantal Di Franco, Treasurer  
Kinga Nogrady, Secretary  
Archie Campbell, Chief Shop Stewart  
Jean Lalonde, Health and Safety Officer

#### Regrets:

Harold Thériault, 3<sup>rd</sup> Vice-President

#### 3. Adoption of proposed Agenda

Stéphane moved that the agenda be adopted. Barbara Delaney seconded the motion. All were in favor and the agenda was adopted.

#### 4. Adoption of minutes of previous meeting

The minutes of the November 19, 2014 General Meeting were tabled for adoption. Chantal moved that the minutes be adopted. Kinga seconded the motion. All were in favor and the minutes were adopted.

#### 5. Reports

The Executive Reports and the Financial Report were tabled. Each executive provided a synopsis of their written reports.

Gord supplemented his report by indicating that a letter was sent from Locals 70125 (x-DFAIT) and 70044 (Development) to UNE National President Doug Marshall requesting that, as per UNE bylaws, Passport should not be part of the Outside Canada Region because they no longer have representatives working abroad. Mr. Marshall replied to the letter, with a difference of opinion regarding whether passport has positions abroad. A second letter of clarification will be sent to Doug Marshall.

Additionally, in follow-up to the planned employee relocation moves between 125 Sussex and 200 Promenade du Portage, Gord has received a number of calls from members asking whether a grievance can be made when the employer relocates an employee to a different building. Because the location of work is not part of the Letter of Offer for employees, location of work cannot be grieved. Some members have voiced concern regarding additional (Quebec) taxes being taken from their

paycheques. It is Gord's understanding that Revenue Canada has a form which people can sign to waive the removal of these taxes. Gord will check with Revenue Canada and Labour Relations regarding the matter.

**Question from the floor:** Are there any plans to amalgamate the two locals due to changes to employee locations?

**Response:** Discussions have occurred regarding a possible merge of the Locals 70125 and 70044. Merging the locals presents a number of challenges such as managing a large group of members with a smaller executive and the reduction of delegation seats available for conventions and conferences etc. Gord confirmed that the decision to merge the two locals rests with the UNE National Executive.

**Question from the floor:** How many members are in each Local?

**Response:** Local 70125 has approximately 1600 members. Local 70044 has approximately 1100 members. The two Locals represent about 12% of the National Component.

**Question from the floor:** I've heard that some members, now working within a Foreign Affairs capacity, would prefer to be affiliated with Local 70125, as this Local would be cognizant of the issues and challenges of their position.

**Response:** During discussion regarding the structure of our Locals, one notion was to split the Locals by location or perhaps by classification e.g. AS' rest with 70125, PMs rest with 70044 etc. Ultimately, these decisions will be made by the National Executive.

Stéphane indicated he would supplement his written report under agenda item 7 "Collective Bargaining Update".

Pierre supplemented his written report by detailing a case in which a member had travelled with his BMO card and made personal purchases with the card. If a BMO card is not paid in full within 60 days, a copy of the statement is given to their manager, who could see that personal purchases were made. Pierre reminded employees to use their BMO cards for business expenses only.

Jean gave a brief description of his report. Stéphane supplemented Jean's report by indicating that he and Behiye Cinkilic sit on the Health and Safety Committee for 125 Sussex. The committee is always looking for volunteers, particularly to assist with workplace inspections. Any member interested in volunteering should contact Stéphane.

Kinga supplemented her written report by describing how the e-mail campaign of the President's Holiday Message was used as a mechanism to inform members of the [www.70125.ca](http://www.70125.ca) website. The campaign generated over 200 hits to the website, with over 2,000 hits to various pages on the website, indicating that members explored the website. Kinga has also started preparations for the 2015 BBQ. Anyone interested in volunteering for this event should contact her.

Chantal tabled the final financial report for 2014. An overview was provided of the expenditure line items. The approved budget for 2014 was \$45,450, total expenditures processed for 2014 were \$32,112, leaving a surplus of 13,338.00. Chantal will now prepare the necessary documents for the auditors. She will also prepare a detailed financial statement of 70125 bank accounts, investments and incoming revenues for 2014 and the proposed 2015 budget for the Annual General Meeting (AGM) on February 18<sup>th</sup>, 2015.

**Question from the floor:** Have there been any contributions to the strike fund?

**Response:** At the AGM, it was decided that \$1 per member per month would be transferred to the strike fund. As such, \$18,000 was put into a new GIC for 2014. The GICs are not reflected in today's financial report; this report is in regards to the 70125 operational budget only.

**Question from the floor:** Does the \$18,000 come out the \$45,450 which was voted on for the 2014 budget?

**Response:** No, it comes off the initial \$3 income from dues. \$1 per member is put towards the strike fund each month and \$2 is put towards the operating budget. Additionally, any carry-over amounts (i.e. money not spent) are also included in the operating budget.

**Response (from Gord):** Carry-over amounts also include money that is being saved towards Conventions. Note line-item where the Local purchased t-shirts, which will be raffled at the AGM. The t-shirt is a joint t-shirt with 70044, as both Locals now support the Department. The t-shirts are grape-purple and come in various sizes.

**Question from the floor:** Can you clarify the note on line item "Travel and salary reimbursement for conventions" that reads \$200 Donation to Highland Links (Victoria Conference)?

**Response (from Stéphane):** At Conventions, it is common for donations to be sought in support of other initiatives. At the June 9, 2014 Executive Meeting, at motion was passed to allow the Local to donate up to \$500 towards any charitable initiatives. During the Convention, a cause was brought to the floor and various Locals went to the microphone to pledge donations. Gord was not on the floor at that time, so Stéphane made the donation on behalf of the Local.

Archie moved that the Executive Reports, which were tabled, be adopted. Roddie Dafoe seconded the motion. All were in favour and the Executive Reports were adopted.

## 6. Election of Observers to the PSAC Convention

The PSAC 2015 National Convention will be held from April 25 to May 1 2015, at the Québec City Convention Centre. Gord McAllister and Stéphane Allard have already been elected as delegates; however the Local is free to send observers to the Convention. The Local has the funds to send up to 4 observers to the convention. In addition, the Local would be voting for 2 alternates to the convention, who take the place of an observer should they not be able to attend the Convention. Gord encouraged members to run for observer, as the Convention is an excellent opportunity to see how the UNE and PSAC work, as each is responsible for different areas. For example, the PSAC oversees bargaining and the UNE handle grievances.

**Question from the floor:** I don't remember voting on delegates for the Convention.

**Response:** Delegates were voted at the Component level. Voting took place at the UNE Convention in Victoria. However, observers are elected by their union brothers and sisters.

Gordon reviewed the rules regarding elections. Elections for the observers involved a single vote with 4 people on a single ballot. The people with the top 4 votes would be the observers to the Convention. It was noted that if a ballot had only 1 or 2 names but not 3 names, it would be considered a spoiled ballot. If ballots did not contain 3 different names (i.e. a ballot repeats a candidate's name), it would be considered a spoiled ballot.

While observers are not numbered by priority, alternates need to be prioritized so that we are cognizant of who will step in should an observer be unable to attend. Voting for observers would take place on separate ballots.

Gord asked for nominations for observers from the floor.

- **Chantal Di Franco** – moved by Barbara Delaney and seconded by Marion McDonald
- **Pierre Lamy** – moved by Stéphane Allard moved and seconded by Robin Claridge
- **Lyne Loiselle** – moved by Pierre Lamy and seconded by Kinga Nogrady
- **Kinga Nogrady** – moved by Chantal Di Franco and seconded by Selina lafelice
- **Behiye Cinkilic** – moved by Jean Lalonde and seconded by Peggy Coupland
- **Peggy Coupland** – moved by Behiye Cinkilic and seconded by Roddie Dafoe
- **Archie Campbell** – moved by Kinga Nogrady and seconded by Pierre Lamy
- **Sara Proulx** – moved by Pamela McKale and seconded by Barbara Delany

Gord asked for any other nominations for observers. There was no response.

A second request for nominations was put forth without response.

A third request for nominations was put forth without response.

Gord asked each nominee whether they accepted their nomination. Sara Proulx declined her nomination. All others accepted.

Gord opened the floor and allowed each candidate to speak for 3 minutes. Once speeches were completed, ballots were distributed throughout the room. Members Barbara Delaney and Maria Delgado volunteered to count the votes.

Gord announced the results of the vote:

- Chantal Di Franco received 21 votes
- Pierre Lamy received 14 votes
- Lyne Loiselle received 17 votes
- Kinga Nogrady received 23 votes
- Behiye Cinkilic received 12 votes
- Peggy Coupland received 4 votes
- Archie Campbell received 8 votes

**The four observers to the 2015 PSAC National Convention are Kinga Nogrady, Chantal Di Franco, Lyne Loiselle and Pierre Lamy.**

Gord asked for nominations for alternate observers from the floor.

- Behiye Cinkilic – moved by Peggy Coupland and seconded by Nancy Desrosiers
- Jean Lalonde – moved by Behiye Cinkilic and seconded by Peggy Coupland
- Archie Campbell – moved by Barbara Delany and seconded by Chantal Di Franco

Gord asked each nominee whether they accepted their nomination. Jean Lalonde declined his nomination. All others accepted.

Gord asked for any other nominations for alternates. There was no response.

A second request for nominations was put forth without response.

A third request for nominations was put forth without response.

Given that both candidates had already provided speeches with regards to their nominations as observers, no further speeches were made. Also, given that 2 alternates were necessary for the convention and only 2 nominations were accepted, the voting would be conducted to determine the prioritization of the alternates. Ballots were distributed throughout the room. Members Barbara Delaney and Maria Delgado volunteered to count the votes.

- Behiye Cinkilic received 9 votes
- Archie Campbell received 10 votes

**The first alternate to the 2015 PSAC National Convention is Archie Campell, and the second alternate is Behiye Cinkilic.**

## **7. Collective Bargaining Update**

The bargaining team met with Treasury Board from January 13 to 15, 2015 to put forward a number of proposals to advance PSAC's vision for a healthy workplace. Stéphane is a member of the PA bargaining team. During this round of bargaining, the team called on the government to provide better support for its employees with young children, stressing that affordable and accessible child care remains a pressing concern for many working families. They also tabled language to protect the psychological health of employees; this proposal calls for the adoption of the National Standard for Psychological Health and Safety in the Workplace. The bargaining team is confident about this proposal, as they are simply asking the employer to adopt their own standards. The team also addressed the changes made by Bill C-4 that removed or weakened significant sections of the Canada Labour Code, including the definition of danger, the right to refuse dangerous work, and the right to investigations and inspections. In an effort to expedite the adjudication process, the bargaining team put forward several important amendments to the grievance procedure. They also proposed changes to the Leave for Alliance Business article, including removing the language on operational requirements. In addition, they proposed that certain types of union leave be with pay, which would be reimbursed by PSAC to Treasury Board. This proposal assists employees volunteering for Union activities, as the current practice involves the employee taking leave without pay and awaiting compensation from the Union.

Local 70125 members are encouraged to check all PSAC/UNE websites and Twitter feeds to follow the latest bargaining news and or processes.

Stéphane indicated that the bargaining team will be meeting with Treasury Board again at the end of March.

## **8. Reimbursement of Campaign Expenses**

Due to lack of time, this agenda item will be moved to the next General Meeting.

## **9. Annual General Meeting**

It was announced that the Annual General Meeting (AGM) will be held on Wednesday, February 18, 2015 in the Cadieux Auditorium. The purpose of the AGM is to pass the 2015 budget, elect Executive positions and ratify the new bylaws. The Executive positions that are up for election are:

- First vice-president (2 years)

- Third vice-president (2 years)
- Treasurer (2 years)
- Chief shop steward (2 years)
- Human rights officer (2 years)

Members are encouraged to run for office. Nomination forms can be found on the Local website at [www.70125.ca](http://www.70125.ca)

## **10. New Business**

Due to lack of time, no new business was introduced at this meeting.

## **11. Adjournment**

Archie motioned to adjourn the meeting.

*Minutes prepared by: Kinga Nogrady, Secretary*