



Annual General Meeting

**Wednesday, February 18th, 2015,
at 12:00 pm
in the Cadieux Auditorium
125 Sussex Drive, Ottawa.**

Assemblée générale annuelle

**le mercredi 18 février 2015,
à 12 h 00
à l'auditorium Cadieux,
125, promenade Sussex, Ottawa.**

MINUTES

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Gordon McAllister, President, presided the AGM.

1. Call meeting to Order.

The meeting was called to order.

2. Introduction of the Executive.

The executive introduced themselves as follows:

Gordon McAllister, President
Stéphane Allard, 1st Vice-President
Pierre Lamy, 2nd Vice-President
Kinga Nogrady, Secretary
Archie Campbell, Chief Shop Stewart
Jean Lalonde, Health and Safety Officer

Regrets:

Chantal Di Franco, Treasurer
Harold Thériault, 3rd Vice-President

Introduction of Guests.

Gordon introduced the UNE representatives who were present at the meeting:

Doug Marshall, UNE National President
Karl Lafrenière, UNE Regional Vice-President, Outside Canada
Rose Touhey, UNE Assistant Regional Vice-President, Outside Canada
Isabelle Beaudoin, UNE Regional Representative for Human Rights, Outside Canada
Manon Desormeaux, UNE Labour Relations Officer for DFATD
Jay Castonguay, PSAC Regional Representative

3. Adoption of the proposed Agenda.

Gordon reviewed the proposed agenda.
Stéphane Allard moved that the agenda be adopted.
Barbara Delaney seconded the motion.
All were in favour and the agenda was passed.

4. Adoption of Minutes of Previous Meetings

The minutes of the Annual General Meeting (AGM) Part A (February 12, 2014) and Part B (March 26, 2014) were tabled.

Archie Campbell moved that the minutes of AGM Part A and B be adopted.
Jean Lalonde seconded the motion.
All were in favour and the minutes of AGM Part A and B were passed.

5. Finances

Three documents were tabled on behalf of Chantal Di Franco, Local 70125 Treasurer:

- 1) Financial Statement
- 2) 2014 Expenditures
- 3) 2015 Budget

Gord spoke on behalf of Chantal Di Franco, who was not in attendance. He detailed each line of the reports so that members could fully understand the financial status of the Local, where their money had been spent in 2014 and the proposed budget for 2015. It was indicated that the 2015 expenditures listed under the unrestricted funds would be one-time costs.

Upon completing her report, Gord asked if there were any questions from the members. There were no questions.

Archie Campbell moved that the Financial Statement, 2014 Expenditures and 2015 Budget be approved.
Pierre Lamy seconded the motion.
All were in favour and the Financial Statement, 2014 Expenditures and 2015 Budget were passed.

6. Elections of Executive Positions.

Jay Castonguay reviewed the rules of order for the elections. She specified that voting booklets had been distributed and that the booklets contained numbered pages of different colours. As each position is called for voting, members would receive instruction to use a specific numbered/coloured page. Jay stressed that the correct page should be used for voting, otherwise the vote would be considered spoiled and would not count.

Karl presided over the elections for the positions of:

- 1st Vice-President
- 3rd Vice-President
- Treasurer
- Chief Shop Steward
- Human Rights Officer

a) Election of 1st Vice-President (2 years)

Karl indicated that he had received 1 nomination form from Stéphane Allard for the position of 1st Vice President.

Karl asked for any other nominations. There was no response.
A second request for nominations was put forth without response.
A third request for nominations was put forth without response.

Stéphane Allard was acclaimed as 1st Vice President.

b) Election of 3rd Vice-President (2 years)

Karl received the following 3 nominations for the position of 3rd Vice President:

- Diego Matteo
- Lyne Loiselle
- André Lavictoire

Karl asked for any nominations.

Peggy Coupland nominated Behiye Cinkilic

Nancy Desrosiers seconded the nomination.

Karl asked if Behiye Cinkilic accepts the nomination. Behiye declined the nomination.

Karl asked for any other nominations. There was no response.
A second request for nominations was put forth without response.
A third request for nominations was put forth without response.

Speeches were made by the Diego Matteo and André Lavictoire. Gord McAllister spoke for Lyne Loiselle. Members were asked to vote.

While the ballots were being counted, Gord briefed the members on the pending moves. Roughly 1,600 employees are moving between 200 Promenade du Portage and 125 Sussex. The Local has been vocal about the impact of the moves on members with regards to daycare, parking and taxes. A number of members have sought new positions in order to avoid moving. Management has stated that the moves will save the Department money, however the Local remains doubtful. Delays with the move have occurred because the planned "briefcase moves" are not turning out to be minimal. The Local has requested that a pool be created for job-swapping of people with similar job competencies. Additionally, the Local is attempting to find solutions to the higher tax rate in Quebec, as many Ontario residents cannot afford a large decrease in pay. The Local is quoting a bulletin from 1977 that states that taxes should be charged based on residency.

Karl indicated that 51 ballots had been submitted and that 26 ballots were required to win a position. Positions must have a 50% plus 1 vote. If a majority vote does not occur, the 2 members with the top votes will remain as candidates and members will be asked to vote a second time.

Diego Matteo received 25 votes.

Lyne Loiselle received 14 votes.

André Lavictoire received 12 votes.

Members were asked to vote a second time between Diego Matteo and Lyne Loiselle.

While the ballots were being counted, Stéphane Allard, member of the PA bargaining team, briefed the members on his recent activities. 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. 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 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. Proposals were made to address these issues. 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.

Karl announced the results of the vote.

Diego Matteo received 32 votes.
Lyne Loiselle received 18 votes.

Diego Matteo was duly elected as 3rd Vice President.

c) Election of Treasurer (2 years)

Karl indicated that he received 1 nomination form from Chantal Di Franco for the position of Treasurer.

Karl asked for any other nominations. There was no response.
A second request for nominations was put forth without response.
A third request for nominations was put forth without response.

Chantal Di Franco was acclaimed as Treasurer.

d) Election of Chief Shop Steward (2 years)

Karl indicated that he received 1 nomination form from Archie Campbell for the position of Chief Shop Steward.

Karl asked for any other nominations. There was no response.
A second request for nominations was put forth without response.
A third request for nominations was put forth without response.

Archie Campbell was acclaimed as Chief Shop Steward.

e) Election of Human Rights Officer (2 years)

Karl indicated that 1 nomination had been submitted for the position of Human Rights Officer;

Karl asked for any nominations.

Stéphane Allard nominated Behiye Cinkilic.
Jean Lalonde seconded the nomination.

Pierre Lamy nominated André Lavictoire.
Kinga Nogrady seconded the nomination.

Karl asked if the candidates accept their nomination. André and Behiye accepted.

Karl asked for any other nominations. There was no response.
A second request for nominations was put forth without response.
A third request for nominations was put forth without response.

Speeches were made by each candidate. Members were asked to vote.

While the votes were being counted, Gord briefed the members on the recent complaints regarding the slow process for receiving acting pay. Some members have waited up to one year for their acting pay. Compensation has indicated that they are back on track and acting pay will be issued faster. Additionally, Compensation Advisors have removed their automatic messages to e-mails. It was noted that Compensation will be moving to Miramichi and that DFATD has guaranteed the Compensation Advisors reasonable job offers here in Ottawa.

Archie Campbell briefed the members on departmental grievances, noting that he is currently involved in the initial stages of two big reclassification grievances. Archie voiced concern regarding workplace harassment, indicating that the workplace is becoming more stressful. He noted mediation for harassment cases is not always an option because often the problems fester long before the issue is brought to the attention of the Local. Harassment cases can take months to investigate and resolve, which leaves the grievor emotionally drained. Archie noted that his workload is increasing but has been made easier with the assistance of Manon Desormeaux, our Labour Relations Officer.

Karl announced the results of the voting. 49 ballots were cast and 1 ballot was spoiled.

Behiye Cinkilic received 30 votes.
André Lavictoire received 18 votes.

Behiye Cinkilic was duly elected as Human Rights Officer.

Richard Davidson moved that the voting ballots be destroyed.
Christine Pendragon seconded the motion.
All were in favour and the ballots were destroyed.

7. Bylaws

The UNE has issued standard bylaws to be adopted by each Local. Local 70125 reviewed the bylaws and incorporated some existing bylaws into the document, however were informed that some of the changes conflicted with UNE bylaws. The Local will be reviewing the comments provided by the UNE. The Local is required to provide 30 days' notice to members when changes to the bylaws occur. As such, Gord announced that a special meeting will take place, possibly towards the end of March, where members will review and vote on the bylaws. A broadcast message will be published in the coming weeks.

8. Executive Reports

Executive reports have been tabled and distributed. Members were asked to contact the specific Local Executive if they had any questions regarding a report.

Jim Davidson moved that the Executive Reports be adopted.
Kinga Nogrady seconded the motion.
All were in favour and the Executive Reports were adopted.

9. New Business

Doug Marshall spoke about the coming year, which will involve Collective Bargaining and the Federal Election. Local 70125 is fortunate to have a member from their local on the bargaining team. Doug stressed the importance of supporting the bargaining team and acting together as a collective.

10. Adjournment

Newly elected Local Executives were asked to stay behind after the meeting to take their Oath of Office.

Archie Campbell moved that the meeting be adjourned.

Minutes drafted by: Kinga Nogrady, Secretary.