

## Monthly meeting

Wednesday, March 18<sup>th</sup>, 2015,  
at 12:00 pm  
in Room A1-500,  
125 Sussex Drive, Ottawa



## Assemblée mensuelle

le mercredi 18 mars 2015,  
à 12 h 00  
à la Salle A1-500,  
125, Sussex, Ottawa

### Minutes

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#### 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  
Pierre Lamy, 2<sup>nd</sup> Vice-President  
Diego Matteo, 3<sup>rd</sup> Vice-President  
Chantal Di Franco, Treasurer  
Kinga Nogrady, Secretary  
Archie Campbell, Chief Shop Stewart  
Jean Lalonde, Health and Safety Officer  
Behiye Cinkilic, Human Rights Officer

##### Regrets:

Stéphane Allard, 1<sup>st</sup> Vice-President

#### 3. Adoption of proposed Agenda

Chantal Di Franco moved that the agenda be adopted. Nancy Desrosiers seconded the motion. All were in favor and the agenda was adopted.

Gord explained that a broadcast message was not published for the meeting due to some inefficiencies in the Labour Relations Office. He noted that the Executive will be discussing ways to streamline the process of advising members of meetings, including those overseas. To date, the Local has been unable to include members who are posted due to the high costs of teleconferencing (up to \$3 per minute, depending upon the country).

**Question from the floor:** Does Labour Relations approve the broadcast message and agenda? Can we send requests for intranet broadcast messages directly to the broadcast messages office?

**Response:** While Labour Relations does not technically approve agendas, they do request that the agendas be included in the broadcast message and show some interest. At times, they have requested that items be removed from the agenda, such as discussions on strike pay. Labour Relations must approve the broadcast messages: their approval is required not only because the Local does not have a Director to approve the message, but also because their approval provides the Local with an authorization to use an on-site boardroom. Technically, the Local should not be using the employer's facilities.

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

The minutes of the January 21, 2015 General Meeting were tabled for adoption. Chantal Di Franco moved that the minutes be adopted. Peggy Coupland seconded the motion. All were in favor and the minutes were adopted.

## 5. Reports

The Executive Reports were tabled. Kinga Nogrady moved that the Executive Reports be adopted. Behiye Cinkilic seconded the motion. All were in favour and the Executive Reports were adopted.

## 6. Personnel moves between Ottawa and Gatineau

Gord gave an interview to Embassy Magazine regarding the moves, which he detailed in his Executive Report. To summarize, Gord acknowledged that employees must move where the employer tells us to move, however the Local takes exception to the reasons behind the move. Delays have occurred with the move and it is suspected that this is due to costs. Gord indicated that media involvement in an issue can sometimes affect departmental activities, as evidenced by the window replacements, which were modified after an article ran in Embassy Magazine.

Gord continues to bring issues to Labour Management regarding the moves, such as the tax implications to employees and the parking issues. Of particular concern is whether the parking facility at 200 Promenade du Portage, which is privately run, will accommodate members with disabilities who have Accessible Parking Permits.

**Question from the floor:** Is the issue of the move being brought to the bargaining table, i.e. are there any demands that the employer should consult with the Unions regarding these issues?

**Response:** The employer already consults with the Unions.

**Question from the floor:** I heard a rumour that the Executives have been allowed to retain their parking at 125 Sussex and use the shuttle services to travel to other locations.

**Response:** The Local has heard the same rumour and this issue will be brought up at this afternoon's Labour Management meeting. It was noted that employees cannot use the shuttle to travel between buildings due to parking. Shuttle sign-in sheets are being monitored.

**Question from the floor:** Can we use the shuttle for union business?

**Response:** Yes, you can use the shuttle until we are instructed not to use it.

Jean Lalonde indicated that there are some Health and Safety concerns regarding the shuttles. The shuttles advertise a certain company on the side of the shuttles, however internet searches have revealed that the company does not exist. At this time, the Local is not aware of which company runs the shuttles. Additionally, there are issues with regards to whether the drivers are being given proper breaks according to pertinent labour laws. It was noted that many of the drivers work part-time and don't appear to get breaks. Lastly, there are concerns that the shuttles do not have fire extinguishers or first aid kits: nor is it likely that the drivers have first aid training. These issues will be brought up with the Accommodation Policy and Planning Section.

**Question from the floor:** How many shuttles are running?

**Response:** Three.

## 7. PSAC regional mobilization activities

PSAC is continuing with their "Day of Action" on the 19<sup>th</sup> of each month. On the 19<sup>th</sup> of every month, in a symbolic gesture to the next federal election to be held October 19, 2015, Locals are asked to take part in a showing of unity and support for their bargaining teams.

On **March 19**, there will be a number of marches to support the campaign for healthy workplaces. The main event will be a March from 200 Promenade du Portage to Terrasses. This march will commence at 12:10 p.m.

Gord departed from the meeting in order to attend a Labour Management Meeting. Pierre Lamy, 2<sup>nd</sup> Vice President, presided over the meeting.

## 8. BBQ

The 2015 Local 70125 BBQ will be held on Wednesday, June 10, 2015. The menu will include: a hamburger or sausage or veggie burger, a bag of chips, a can of pop or bottle of water and a slice of watermelon. Watermelon was selected as a healthy alternative to the traditional ice cream cup. Members expressed disappointment that ice cream will not be served

this year and Kinga suggested that, should members wish to have the ice cream reinstated for next year, they should send a note to the [Events@70125.ca](mailto:Events@70125.ca) mailbox. Chantal confirmed that the BBQ quote is higher this year than in previous years, as the local had been enjoying a zero percent increase from Sodexo over the last 3 BBQ's. It was noted that Diego had suggested a gourmet gelato stand; however due to the higher cost of food from Sodexo there was not enough money in the budget to fund gourmet gelato. Chantal described the set-up for the BBQ, illustrating two separate lines would be made with the use of velvet ropes, one line would allow for immediate access to the courtyard for advance ticket holders and the second would usher non-ticket holders towards the back of the cafeteria where their name would be cross checked against the members list. Kinga explained the process for issuing tickets, indicating that members on the mailing list will be sent e-mail instruction for advance tickets. It was also noted that there will be an early-bird prize drawn for advance ticket holders.

## 9. New Business

Pierre described a recent situation where a RAND member requested assistance. Pierre indicated that RAND status does not affect representation and that the Local will assist RAND members. However, in this instance, the member was not aware they were RAND and had not opted-out of being a union member. It was noted that while it is a member's right to opt out of the Union, union dues are still paid. RAND members should be informed of their status so that they have the opportunity to fill out membership cards. Jean noted that letters had been sent instructing RAND members to fill out cards, but many members did not respond to the letters.

**Question from the floor:** What does the acronym "RAND" stand for?

**Response from Archie:** "RAND" is not an acronym. It refers to Supreme Court of Canada Justice Ivan Rand, who introduced the "RAND" formula as an arbitration decision. The formula states that payment of union dues is mandatory regardless of the worker's union status. It ensures that employees cannot opt out of the union simply to avoid dues yet reap the benefits of collective bargaining (such as higher wages or health insurance). If there are religious objection to paying dues, the dues may be donated to a mutually agreed upon charity.

**Question from the floor:** During the Telephone Townhall last week, one of the questions posed to the PSAC was for details regarding strike pay. The PSAC would not provide details to the member, as they stated it was too early in the bargaining process to discuss strike pay. My understanding from a past meeting is that strike pay is \$100 per day plus a \$25 top up?

**Response from Chantal:** Strike pay is \$75 from the PSAC plus the Local can top up this amount by \$35 per day for up to 5 days.

Behiye suggested that the Local arrange a lunch-and-learn session to discuss strike pay with members. Discussion ensued regarding the likelihood of a strike.

## 10. Adjournment

Archie Campbell motioned to adjourn the meeting. There was a unanimous consensus and the meeting was adjourned.

*Minutes prepared by: Kinga Nogrady, Secretary*