

## Monthly meeting

Wednesday, April 15<sup>th</sup>, 2015,  
at 12:00 pm  
in Room A1-500,  
125 Sussex Drive, Ottawa



## Assemblée mensuelle

le mercredi 15 avril 2015,  
à 12 h 00  
à la Salle A1-500,  
125, Sussex, Ottawa

### Minutes

### Minutes

#### 1. Call to Order

The meeting was called to order by Stéphane Allard, who chaired the meeting.

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

Stéphane Allard, 1<sup>st</sup> Vice-President  
Pierre Lamy, 2<sup>nd</sup> Vice-President  
Diego Matteo, 3<sup>rd</sup> Vice-President  
Chantal Di Franco, Treasurer (*via phone*)  
Kinga Nogrady, Secretary  
Archie Campbell, Chief Shop Stewart  
Jean Lalonde, Health and Safety Officer  
Behiye Cinkilic, Human Rights Officer

#### Regrets:

Gordon McAllister, President (*vacation*)

#### 3. Adoption of proposed Agenda

Archie Campbell moved that the agenda be adopted. Jean Lalonde seconded the motion. All were in favor and the agenda was adopted.

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

The minutes of the March 18, 2015 General Meeting were tabled for adoption. Kinga Nogrady moved that the minutes be adopted. Pierre Lamy seconded the motion. Nine members abstained from voting and twelve were in favour. The minutes were adopted.

#### 5. Reports

Written executive reports were tabled. Executives verbally briefed members on the content of their written reports.

During Behiye's briefing, she invited members to bring any issues regarding Health and Safety to the attention of 70125. Stéphane noted that PSAC NCR Committees are listed on the [www.psaunion.ca](http://www.psaunion.ca) website and that these committees are open to all members.

Jean indicated that he will submit a written report next month but verbally briefed the members on his recent activities. Regarding Health and Safety, Jean has written to Labour Relations requesting that updated membership lists and minutes be made available on the website; however he has not received a response. Stéphane will be sending a request to the policy committee that more attention be given to Health and Safety, since information is difficult to find on the intranet.

Behiye noted that on the billboard to the right of the Info60 screen, the information posted is from 2003. Jean also noted that the First Aid room at 125 Sussex is not inspected because it is locked. Behiye described that, during the inspection, a

key was provided that did not work, noting that if there was an emergency, the room is not accessible and the phone outside apparently doesn't work. Stéphane indicated that the inspections for 125 Sussex are almost complete and that a report will be submitted to Accommodations. Jean noted that the PSAC Regional Office provided instruction that any unresolved issues should be escalated to the Regional Committee.

Stéphane invited members to participate in the Health and Safety inspections. At this time, there is a significant lack of follow-up on issues; however the local has seen some small victories through participation. Currently Stéphane and Behiye participate at 125 Sussex and Jean participates at 111 Sussex.

Archie has seen a significant increase in his grievance cases with Pierre away on leave. He is concerned with the number of grievances involving sick leave and fitness to work issues. He described a case whereby a manager demanded a sick note for 2 hour of leave, despite the member having 200 of sick leave hours banked.

**Comment from the floor:** It is particularly frustrating that employees are treated differently with regards to medical certificates, depending on the manager.

**Response from Archie:** While it is within the manager's right to request a doctor's certificate, abuses of authority occur.

**Comment from the floor:** The rule-of-thumb managers used in the past was that a certificate would be necessary after 3 days of sick leave. A lot of members are now being asked to produce certificates for 1 day of sick leave. Additionally, some managers are controlling how many hours members can take for medical appointments, despite the ½ day specified in the Collective Agreement. Most members try to schedule appointments in the early morning or late afternoon to avoid longer absences from the office; however it is becoming increasingly difficult to get these appointments, particularly with specialists where patients often aren't given a choice regarding appointments.

**Comment from Pierre:** The medical community is beginning to push back.

**Comment from the floor:** I get charged \$20 for a medical certificate.

**Comment from the floor:** The standard is \$55 for a medical certificate.

**Comment from the floor:** I find it frustrating that my sick leave is posted on the division calendar.

**Response from Pierre:** This should not occur due to privacy issues.

**Response from Stéphane:** In these instances, members should request that manager notes "Not in office" on the calendars out of respect for the employee.

**Comment from the floor:** In my section, the manager makes us claim time for any appointments.

**Response from Stéphane:** Time off for routine appointments should not be charged to your bank of sick leave.

**Response from Diego:** There is a Treasury Board Directive that outlines the types of appointments that will or will not use banked sick leave.

**Comment from the floor:** These details are not in our collective agreement. Our manager tells us that we must put all appointments into the system for tracking. This has caused some concern regarding the usage of these statistics: will managers begin to deny medical appointments after an employee has reached a certain number? Or will they make employees use banked sick-leave if they feel the employee has had too many "routine" appointments?

**Response from Stéphane:** In situations such as this, contact the local immediately.

**Comment from the floor:** Are there Health and Safety inspections at 200 Promenade du Portage?

**Response from Jean:** Yes. Local 70044 are on the team.

**Comment from the floor:** Recently, the company who provides paper towels in the washrooms and kitchen has changed. I put in a request that they provide paper in the "pull" dispenser in the bathroom, as it is used by the disabled. The request was refused due to the expense.

**Question from Jean:** Was this at 111 Sussex?

**Response from the floor:** Yes, on the 1<sup>st</sup> and 2<sup>nd</sup> Floors of the Bytowne Pavillion. Also, we would like paper towels in our kitchen.

**Response from Jean:** The DG of facility management responded in an incomplete way regarding these issues. I will contact them regarding this issue. At the current time, it seems that paper towels are being provided in an inequitable manner. The employer states that it is a budget issue however it is a legislative issue.

Chantal Di Franco moved the Executive Reports be adopted. Gloria Castro seconded the motion. All were in favour and the motion was passed. The motion was carried.

## 6. Collective Bargaining Update

The PA Bargaining Team met with Treasury Board on March 24-26, 2015. During this round of bargaining, an agreement was reached to establish a task force on mental health in the workplace. An MOU was signed to create a task force with a steering committee and technical committee and, as part of the MOU, the task force will publish a findings report in September. Stéphane indicated that the PA Bargaining Team worked hard to ensure that the MOU language committed the task force to continue their efforts after the report was complete. The bargaining team were unsuccessful in their attempts to gain agreement by Treasury Board adopt and implement the *National Standard of Canada for Psychological Health and Safety in the Workplace*, however Treasury Board did agree to take recommendations from the from the task force. Stéphane believes this is a major victory for members because mental health issues in the workplace are finally being recognized. Stéphane noted that the bargaining team often worked into the evenings.

The task force will be made up of an equal number of union and employee representatives and that the steering committee will appoint representatives. It is likely that the task force will include Robyn Benson, National President for the Public Service Alliance of Canada.

**Question from the floor:** If a new government is elected, do the negotiations start over?

**Response from Stéphane:** No. Treasury Board does not change and some of the items have already been signed-off.

**Question from the floor:** The Treasury Board and PSAC demands were on the PSAC website. I looked for them this week and they are no longer posted.

**Response from Stéphane:** I will look into the issue. It may be a technical glitch.

**Question from the floor:** My colleagues want to know about how to support the bargaining team and if/when a strike may occur.

**Response from Stéphane:** At this time, there is no clear answer as to whether there will be a strike, however it is not a bad idea to put aside money.

## 7. Upcoming events/meetings

### BBQ:

The Local BBQ will take place on Wednesday, June 10, 2015 on the patio outside the cafeteria of the Lester B. Pearson building (125 Sussex). There will be an early-bird prize for those who request their tickets in advance. An e-mail invitation will be issued to those members on our mailing list, which includes any member who has participated in a meeting or a previous BBQ. A broadcast message will also be published with details on procuring tickets.

**Question from the floor:** Will there be a BBQ at 200 Promenade du Portage?

**Response:** Not this year, however depending upon participation, this may be explored next year.

**Question from the floor:** Will Local 70044 host a BBQ?

**Response:** Local 70044 co-hosts a joint BBQ with the PSAC. This BBQ will take place at 200 Promenade du Portage.

### May General Meeting:

It was noted that the next Local 70125 General Meeting will take place at 200 Promenade du Portage, at the PSAC offices.

### PSAC Free Screening of "Citizenfour":

It was also noted that the PSAC will be presenting a screening "Citizenfour" at the Bytowne theatre on April 9, 2015. Admittance is free.

### PSAC Triennial Convention:

The PSAC Triennial Convention will take place from April 25 to May 1, 2015. Gord and Stéphane will be attending as delegates. Pierre, Kinga, Chantal and Lyne Loiselle will attend as observers. It was noted that all convention materials on the PSAC website.

Behiye indicated that she would like to make a motion to the membership for reimbursement of the \$300 registration fee

necessary for her to attend the Convention as an observer. She will cover most of the expenses from her own pocket, including travel, accommodations and meals. However, she appealed to the Local to pay for the \$300 registration fee to support her attendance to the Convention for learning purposes.

Stéphane provided context by explaining to members that there was a vote last fall at the UNE Triennial Convention to elect the delegates and the observers were voted at a general meeting in March 2015. The Local budget allows for 4 observers.

Behiye indicated she had registered herself as an observer.

**Question from Chantal:** Do you have the support of the Local President?

**Response from Behiye:** He is aware that I am going.

**Question from Chantal:** My understanding is that there are only a certain number of observers for the Convention and that the observers must be elected.

**Response from Behiye:** Observers need only be elected if the local is paying, however I am covering my own costs.

**Question from the floor:** Can anyone go as an observer? Any member who wants to go can register themselves?

**Response from the floor:** As someone with past experience with Conventions, members or executives can register themselves as observers. This is allowed because some people experience problems with the Local Executive and this allows them attend without interference. Anybody can go to a Convention as a learning activity. A Convention should not be denied to anybody.

Chantal noted that this issue was never raised at an Executive meeting. Jean noted that the President and 1<sup>st</sup> Vice President are being funded by the PSAC and the observers are funded by the local.

Discussion ensued as to whether the budget could accommodate the \$300 request. Chantal indicated that there is an open balance of \$5,500 in the unrestricted budget or money could be transferred from the training line.

Stéphane indicated that there would be no further discussion unless there was a motion from the floor. Behiye appealed to the membership, stating that she had worked hard on various committees and wanted to attend the Convention to see if

Archie Campbell moved that Behiye be reimbursed the \$300 registration fee for the PSAC Triennial Convention from the education and training line of the Local budget. Peggy Coupland seconded the motion. Seven members abstained from voting and fourteen were in favour. The motion was passed.

## 8. New Business

There have been delays with the upcoming moves between 111 Sussex and 200 Promenade du Portage. The current plan is to have the moves completed by September 2015. It was noted that the moves can affect mental health.

Diego suggested that a Communications Committee be created to improve information sharing and increase the visibility of the union. Gloria Castro moved that a Communication Committee be created. Pierre Lamy seconded the motion. All were in favour and the Local will set up a Communications Committee. Diego noted that the new Local has a budget line for a new website and the communications committee will develop recommendations for the new site.

## 9. Adjournment

Archie Campbell motioned to adjourn the meeting.

*Minutes prepared by: Kinga Nogrady, Secretary*