

Monthly meeting

Wednesday, May 20th, 2015,
at 12:00 pm
in Room 310, 2nd Floor,
200 Promenade du Portage,
Gatineau



Assemblée mensuelle

le mercredi 20 mai 2015,
à 12 h 00
à la Salle 310, 2^{ème} étage,
200 promenade du Portage,
Gatineau

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
Stéphane Allard, 1st Vice-President
Pierre Lamy, 2nd Vice-President
Diego Matteo, 3rd Vice-President
Chantal Di Franco, Treasurer
Kinga Nogrady, Secretary
Archie Campbell, Chief Shop Stewart

Regrets:

Jean Lalonde, Health and Safety Officer (On leave)
Behiye Cinkilic, Human Rights Officer

Special Guest:

Jay Castonguay, PSAC Regional Representative

3. Adoption of proposed Agenda

Chantal Di Franco moved that the agenda be adopted. Pierre Lamy seconded the motion. Ten (10) were in favor and four (4) abstained from voting. The agenda was adopted.

4. Adoption of minutes of previous meeting

The minutes of the April 15, 2015 General Meeting were not available at this time. They will be tabled at the next Monthly General Meeting, occurring Wednesday, September 16, 2015.

Archie Campbell made a motion to reconsider regarding the adoption of a motion he made on April 15, 2015. This motion was with regards to the payment of \$300 to Behiye Cinkilic for registration fees to be an observer at the PSAC Triennial Convention. The motion to reconsider aims to take into account additional information that was not provided at the previous meeting.

Gord explained to the members that a motion to reconsider enables the majority in a meeting to bring back for further consideration a motion that has already been put to vote. The purpose of reconsideration is to permit a meeting to take into account added information or a changed situation that has developed since the taking of the vote. Gord emphasized that a motion may be reconsidered providing the mover and seconder of the motion to reconsider voted with the prevailing side. The motion to reconsider would go to vote however subsequent debate and voting on the issue would have to occur at the next General Meeting.

Roddie Dafoe seconded the motion.

The motion was voted upon. Eleven (11) voted in favour; three (3) members abstained from voting; and no members voted against. The motion was passed and the issue will be reconsidered at the next General Meeting.

5. Reports

Written executive reports were tabled.

Gord provided further information regarding the MCO conversion to the FS Stream. He noted that 300 PSAC members will become FS. Gord described that each classification has exclusion, however the exclusions for the FS category will now include Consular and Emergency Management functions. Property and Common Services positions are not included. In most cases, the FS will earn more money but in some cases they will get acting pay (FS-02 to AS-07).

Gord was approached by Embassy Magazine and had praise for the Department.

The reclassification of these members will result in the loss of approximately 300 members for the Local, however this loss is appropriate since the members are now in the correct stream.

Question from the floor: Apparently 150 members abroad will be reclassified, however how many PSAC members will this affect?

Response: Approximately 300.

Question from the floor: What is the effective date?

Response: June 1, 2015

Question from the floor: Regarding pay equity, how will the Department handle people who are performing the same work at HQ?

Response: There are plans for a Townhall meeting and also a technical debrief. The Local will need to pay attention to how the Department communicates.

Question from the floor: Are the FS now members of PAFSO?

Response: Yes. The reclassification applies to rotational AS. Non-rotational AS do not go on assignments.

Concern was voiced by Gord that FS are not promoted until they are assigned a position. An FS can remain in a pool for years until an assignment, which can be troubling since postings are often extended and pools sometimes expire before assignments can be made. Gord noted that the FS pay files are already at Miramichi. The remaining AS files will be transferred in September.

Question from the floor: Heather Brooker [UNE Assistant Regional Vice-President, Outside Canada] is posted in Moscow. Has the UNE notified her regarding her status since the reclassification?

Response: Not at this time, however Heather is currently acting in an AS-07 property position.

Gord noted that reclassifications would be as follows:

Old Classification	New Classification
Management Consular Training Program (MCTP)*	FS-01
AS-04	FS-01
AS-05	FS-02
AS-6 and AS-07	FS-03

*AS-05 MCTP's become FS-02

FS-04 positions will not be created. Treasury Board indicated that DFATD has created too many FS-04's because these positions are not intended to be managers.

Gord indicated that the moves between 200 Promenade du Portage and 125 Sussex continue. The new organizational chart will be distributed in the near future. It was noted that Treasury Board must approve the Executive level organizational charts.

Question from floor: Is there any news regarding the surveillance program?

Response: No. The issue will be brought up at the next DGLMCC (Director General's Labour Management Consultative Committee).

Gord noted that the proposed shift schedule change in JSW is no longer being pursued by JSW management. Gord will confirm with Labour Relations.

6. Collective Bargaining Update

Stéphane noted that the PA Bargaining Team was scheduled to meet with Treasury Board during the week of May 11-15, 2015 however all bargaining teams decided to postpone negotiations in order to evaluate possible actions due to the Budget Implementation Act (Bill C-59). Stéphane encouraged members to read Bill C-59, specifically "*Division 20: Sick Leave and Benefits Program*" which gives authority to Treasury Board, despite the Public Service Relations Act, to modify the terms and conditions of sick leave. The PSAC is working with in-house lawyers as it is their position that that this is illegal and violates the Charter of Rights. The recent Supreme Court ruling on *Saskatchewan Federation of Labour v. Saskatchewan* provides jurisprudence regarding Charter rights, as it establishes that the right to collective bargaining is constitutionally protected under Section 2(d) of the Charter.

The bargaining team will return to the table in June. It was noted that at this time, approximately ½ of the demands have been reviewed.

The May 19th "Day of Action" resulted in a successful demonstration by PIPSC protesting that federal scientists cannot speak freely to the news media about their findings and are constrained in their ability to share their research with the public or collaborate with their peers outside government. The demonstrations received wide coverage by the media.

June 19th will be the date of the next mobilization event.

Jay Castonguay encouraged members to boycott all employer events during National Public Service Week, which occurs June 14-20, 2015. Boycotts occurred in previous years to protest Workforce Adjustment. It is important to send the employer a strong, clear message that a free hot-dog is not recognition and that employees require meaningful recognition for their hard work. She encouraged locals to host independent events as an alternative to the employer's activities.

Jay directed members to the materials provided on a table and requested that members sign a poster in support of the PA Bargaining Team. The posters are placed on the walls behind the Bargaining Team during Treasury Board negotiations and stand as evidence that the members are behind the bargaining teams.

Stéphane confirmed that these posters are displayed at each round of bargaining and were effective in sending a statement of support for the Bargaining Team. He noted that a "petition to defend our collective bargaining rights" will be posted on the PSAC website and encouraged members to sign. Stéphane encouraged members to write to their MP's about the attack on Public Servants and their bargaining rights.

The PA Bargaining Team met with Liberal Labour Critic Roger Cuzner regarding Liberal plans to defend the Charter of Rights. Mr. Cuzner is in opposition of Bill C-59.

The PSAC is planning a Leadership Tour to talk to members across the country.

Jay reiterated that Bill C-59 is an attack on Charter rights. The PSAC is planning desk drops of the Charter to demonstrate our opposition of Bill C-59. The desk drop cannot be forbidden by the employer as employees will be posting legislation in their cubicles.

Jay provided background regarding the mobilization efforts which occur every month on the 19th. She indicated that the next federal election should occur on October 19th and that, though the date of the election may change, the 19th has become symbolic as a day to support the bargaining units. Jay acknowledged that the connection between the PSAC and politics, stating that efforts need to be made to find a party that streamlines with public servant's values and principles. She stressed that the PSAC was not dictating which party members should vote for, but instead asking members to vote for someone who represents your values. And most importantly, to vote!

Jay restated Stéphane's suggestion that members write to their MP's, adding that letters should also be sent to Senators.

Jay requested that members provide the local with a personal e-mail address so that they can be made aware of mobilization events.

Gord also noted that the PSAC is encouraging members to vote on October 19th. They are focussing their efforts to rid PC candidates of seats in 3 particular Ottawa ridings: Ottawa West-Nepean; Nepean-Carleton; and Ottawa-Orleans.

Gord reiterated that members abstain from participating in the employer's Public Service Week Activities. While participation is left to the member's conscience, Local Executives cannot attend these activities and were cautioned that any participation would be subject to disciplinary measures.

7. PSAC National Triennial Convention

The PSAC National Triennial Convention occurred from April 25 to May 1, 2015 in Quebec City. The local sent 4 observers and 2 delegates. UNE Caucus meetings were held at 7:00 a.m. (with a 6:30 a.m. call for breakfast) and these early morning meetings illustrate that amount of work accomplished at Convention. Much of the discussion at the Convention centered around preparing for battle regarding Bill C-59. While efforts were made to avoid dues increases, the dues will be increasing by \$3.36 per member per month. The bulk of the dues increase was to establish a \$5 million fund to protect members' rights. Additionally, dues were increased in order to meet fiduciary responsibilities with regards to the PSAC pension fund.

Pierre noted that, while he does not normally encourage an increase in dues, certain motions were significant and substantiated a dues increase. As an example, one PSAC motion was to provide Canada Border Services Agency (CBSA) officers with access to legal counsel 24/7 for any investigations regarding use of force, which can include drawing a firearm or subduing a suspect. This brings CBSA officers into line with other police forces that have access to such a service. A 12¢ increase was carried to provide assistance to these members.

Gord noted tensions at the Convention regarding Directly Chartered Locals (i.e. Salvation Army, Bank of Canada). Tensions occurred regarding whether the amount of money contributed by Directly Chartered Locals was equivalent to the amount of work created for these locals.

Stéphane listed the key resolutions as the emergency resolution that directs PSAC to spend up to \$5 million from its surplus to conduct a strategic campaign; the resolution to fund a child care campaign and the resolution to redefine young workers as being 35 years of age or younger.

Robyn Benson was acclaimed as PSAC National President.

Chris Aylward was re-elected as PSAC National Executive Vice-President.

Larry Rousseau (Regional Executive Vice-President for the National Capital Region) was acclaimed as Alternate National Executive Vice-President. Mr. Rousseau remains an REVP but would become the National Executive Vice-President if the position becomes vacant before the next national convention.

8. New Business

There was no new business.

9. Adjournment

Archie Campbell motioned to adjourn the meeting.

Minutes prepared by: Kinga Nogrady, Secretary