

Local 514 Meeting
September 18, 2014

1. Occupational Health and Safety Committee (OHS)

Maureen Williams who is the ESDC representative on this committee in Phase IV spoke briefly about the work on this Committee: it includes her, plus 5 PSAC reps. It deals with Health and Safety inspections and involves one meeting/month. It deals with the health and safety aspects surrounding such issues as: mice, soap dispensers, garbage, light fixtures.

2. Local 514 Vacancy – Vice-President (VP)

Current VP Joanie Portelance-Galarneau has left the department, which created a vacancy. The members at the meeting unanimously accepted the nomination of Fadi Otari and Liam Lynch to be co-VPs until the next AGM in early 2015.

3. Elections for CAPE National - Update

Ryan provided an update on the CAPE Members Stand-Up Slate of which he is a member. A discussion took place about the project being undertaken by members of the CAPE Members Stand-Up caucus to transform our union as well as the state of current politics within CAPE. It was noted that many incumbents on the National Executive are not running again. The update concluded with a motion to endorse this Slate that Local 514 members in attendance passed unanimously:

CAPE Local 514 endorses the CAPE Members Stand-Up slate in upcoming CAPE Elections

- ***Whereas the model of unionism currently practiced by CAPE is not capable of defending our rights in the post Bill C-4 era (eg. no strike fund, no elected bargaining committees, etc); and***
- ***Whereas the efforts of the current leadership of CAPE has not focused on the structural reforms needed to transform our union into a strong, capable and mobilized union; and***
- ***Whereas the stakes for protecting our rights have never been higher (e.g. sick leave, pensions, etc); and***
- ***Whereas the key to protecting our rights and standard of living for others is through rank and file mobilizing; and***
- ***Whereas, CAPE Local 514 has consistently supported actions to democratize and transform CAPE; and***
- ***Whereas the CAPE Members Stand-Up slate is the only group of rank and file activists committed to building the type of union we need to fight back; and***
- ***Whereas the CAPE Members Stand-Up slate represents workplaces and locals from throughout our union and is committed to a common program that addresses the most critical issues facing members (e.g. lack of strike fund and capacity to mobilize membership); and***
- ***Whereas the CAPE Members Stand-Up slate is committed to working with other unions, connecting CAPE with the broader labour movement and actively aligning our union with other social movements in Canada.***

- ***CAPE Local 514 hereby endorses the CAPE Members Stand-Up slate and encourages all members to support its candidates in the upcoming CAPE elections.***

A meeting will be held at a later date to communicate this motion to members and answer any questions about our decision.

4. Announcement of Collective Bargaining Presentation by Claude Danik, CAPE Chief Negotiator

The event will take place on October 9th from noon-1pm at a place TBD. Members are encouraged to provide questions in advance that they would like Mr. Danik to address. Details on the event and an invitation to attend will follow shortly by email.

5. Update on Sick Leave – Proposal by Treasury Board

The offer includes:

- Reducing the allowable number of sick days to 5 per year
- After the 5 days, requiring 7 days of unpaid leave before application to the new Short-term Disability plan
- Removal of all accumulated sick leave for existing employees

During the discussion on this topic, members in attendance agreed that this offer is even more detrimental than that offered to CUPW a few years ago. Under the CUPW plan, existing employees were allowed to keep their accumulated sick leave and use it towards sick days until it expires.

The discussion ended with a sharing of the Sick Leave Event organized by the SAA Public Service Caucus on September 30 at 7pm at the McNabb Community Centre in Ottawa. Members were strongly encouraged to attend.

6. Next Meeting and Other Business

- As committed to at our July 3, 2014 meeting, a letter to members on Performance Agreements has been prepared to raise key issues with members in time for their mid-year performance reviews. Input from the national office has been incorporated into the message.
- The next meeting date of Local 514 is to be determined.
- Stay tuned for an invitation to the Collective Bargaining Presentation by Claude Danik on October 9, 2014—the invitation will be sent by CAPE National to all Locals. Local 514 members are encouraged to send their questions in advance to the CAPE Local 514 Executive for Mr. Claude Danik.