

Local 514 Meeting

July 31, 2014

1. Collective Bargaining – Update

Bargaining Updates are now posted on CAPE's website

- Wages: First Employer offer is 0.5% rise; Employee offer is 3.25%
- Vacation: Employer has proposed to reduce bankable annual leave from current 7 weeks; overtime taken in leave will be similarly reduced and overtime passing the threshold will be paid out.
- Sick Leave: no proposal tabled by Employer (messaging changing, possibly in response to the recent report of the Parliamentary Budget Office)

*Questions were raised as to what will be done in the event of an impasse; CAPE is giving mobilization courses in the fall but it is unclear what preparations are being made for possible job action.

*Proposal to invite Claude Danik (head negotiator) to next Local meeting in early September to speak about the negotiations and answer questions.

2. Elections for CAPE National - Update

- Election campaigning will commence in the Fall
- A motion to plan the AGM and debates prior to the vote taking place has been proposed and will be drafted by the Local Executive and sent to members for approval.

3. Roundtable

- It is suggested to hold a “meet and greet” with all local ADMs per the PAs
- There is a worry that after sick leave, there may be a proposal to abolish the RAND formula
- A suggestion was made to have a “RAND Day”, using the RAND list to sign up new members.

4. Next Meeting(s) and Other Business

- The next Local meeting is planned for the first week of September. Claude Danik will be invited to provide an update on Bargaining.
- CAPE Local 514 will take the lead in organizing a large meeting on the subject of pensions in the Fall. Guest speakers will be invited and the event will be open to all Union members.
- CAPE Local Executive will draft motion on placing AGMs and Debates before the Election
- Per the previous meeting on July 3 on the subject of the Performance Agreements, Local 514 Executive will draft a letter to request: aggregate employee ratings by department and by branch; and to request revival of the ECDP.