

# HRSDC CAPE Local 514

## Executive Board Meeting

Wednesday, March 13, 2013 12:00 – 1:00 pm  
Phase II, Room 9A006

### MINUTES

	<b>Agenda Item</b>	<b>Action</b>
1.	<p><b>Introduction</b></p> <ul style="list-style-type: none"> <li>a. Participants introduced themselves</li> <li>b. Motion to adopt agenda, approved and carried</li> <li>c. Meeting minutes from February 13<sup>th</sup> were approved and carried</li> <li>d. Follow up from last meeting               <ul style="list-style-type: none"> <li>a. Walking Tour – Liam and Susan contacted renewal office and will meet with them next week to discuss ways to support this initiative</li> <li>b. Sub-Committees being set up and first meetings will be held over next 3 weeks                   <ul style="list-style-type: none"> <li>i. March 20 – Political Action Sub-Committee meeting and opportunity to discuss dues increase and CAPE survey engaging local leaders</li> <li>ii. April 3 – Communications Sub-Committee</li> <li>iii. April 10 – Constitution and Membership Sub-Committee</li> </ul> </li> </ul> </li> </ul>	<p>Executive to send out meeting invites for sub-committees</p>
2.	<p><b>CAPE National Update</b></p> <ul style="list-style-type: none"> <li>a. Labour Relations Officer, Lionel Saurette, provided an update on a number of files, including:               <ul style="list-style-type: none"> <li>a. Workforce Adjustment and how CAPE has provided clarity of mis-interpretation by departments                   <ul style="list-style-type: none"> <li>i. The right to claim EI by opting employees (issue first brought forward by Local 514)</li> <li>ii. Periods if LWOP should be included in years of service when calculating Transition Support Measure</li> <li>iii. Lionel is now supporting Claude Poirier at the National Workforce Adjustment Committee, replacing Claude Danik</li> <li>iv. Adjudication decision regarding the time in which opting employees (who have resigned under C1 option) must submit tuition receipts – TBS trying to enforce 2 years, but no time limit</li> <li>v. Tuition reimbursement and financial counselling reimbursement are taxable benefits under CRA rules</li> <li>vi. Discussed ways to support employee-manager relationships when employee returning to work after disability/sick leave</li> </ul> </li> </ul> </li> <li>b. Member asked Lionel to provide update on HRSDC policy grievance (EC-07/08 case)</li> <li>c. Member flagged upcoming work around newsletter for 514 members “know your rights/emerging issues”. Will work with Lionel to verify and</li> </ul>	<p>Lionel to follow up regarding who is HRSDC harassment screener.</p>

	<p>provide content</p> <p>d. Question around dealing with/responding to harassment in the workplace</p> <p>a. CAPE can help employee understand the process and guiding them through</p>	
3.	<p><b>Mental Health in the Workplace Motion</b></p> <p>a. Background: Mental Health Commission of Canada championed the development of a National Standard on psychological health and safety in the work place. It is a voluntary standard intended to provide systematic guidelines for Canadian employers that will enable them to develop and continuously improve psychologically safe and healthy work environments for their employees. The development of the report was supported through funding by HRSDC, Health Canada, and Public Health Agency of Canada. The report can be found at:  <a href="http://www.mentalhealthcommission.ca/English/Pages/workplace_guide.aspx">http://www.mentalhealthcommission.ca/English/Pages/workplace_guide.aspx</a></p> <p>b. Liam worked with the Health Canada CAPE Local to draft a motion to push the Government of Canada to adopt these best practices</p> <p>c. The motion was moved by Meaghan and seconded by Jeanne</p> <p>d. There was discussion regarding some wording of the motion and the link to workers compensation and federal legislation</p> <p>e. Motion tabled until next meeting to provide more time to discuss</p> <p><b>Motion in support of the adoption of the Canada Standards Association Psychological Health and Safety Standards</b></p> <p>Whereas mental illnesses claims are the fastest growing disability claim in the federal public service;</p> <p>Whereas stress, often a trigger of mental illness, is likely to increase as public servants face uncertainty, layoff or increased workloads as part of the Government of Canada efforts to eliminate 19,200 positions over the next three years;</p> <p>Whereas the Canada Standards Association has developed voluntary Psychological Health and Safety Standards, which encourage employers to:</p> <ul style="list-style-type: none"> <li>• Consider the mental well-being of employees and identify hazards.</li> <li>• Assess workplace hazards such as stressors from job demands.</li> <li>• Strive for work/life balance.</li> <li>• Help workers feel they are treated with fairness, respect and rewarded for their contributions.</li> <li>• The framework addresses prevention, promotion and implementation, such as through audit tools.</li> </ul> <p>Whereas the development of the standard was funded in part by the Government of Canada (through Human Resources and Skills Development Canada, Health Canada and the Public Health Agency of Canada);</p> <p>And whereas these standards have been endorsed by mental health professionals, and applauded by the Minister of Labour.</p> <p>Therefore, be it resolved that the National Executive Committee of the</p>	Local to revisit motion at next meeting

	<p>Canadian Association of Professional Employees (CAPE) publically endorse the recent Psychological Health and Safety Standards released by the Canada Standards Association and pressure the Minister responsible for the Treasury Board to adopt these standards across government.</p> <p>Be it further resolved that CAPE's local leadership pursue the adoption of these standards in their department through Policy Occupational Health and Safety Committees, the Workplace Health and Safety Committees, Human Resource Committees and Joint Union-Management Committees and other consultative for a (as necessary)</p> <p>CAPE local 514 Input from Richard Duranceau March 9, 2013</p>	
4.	<p><b>Local Leaders' Meeting Debrief</b></p> <ul style="list-style-type: none"> <li>a. Ryan and Johanna discussed a recent Local Leaders' meeting held by CAPE National. 8 of 14 participants where from the National Executive Committee, and were not there to represent local views.</li> <li>b. The majority of the meeting was spent discussing the dues increase vote, why it failed, and the new plan for establishing a second dues increase vote</li> <li>c. Ryan and Johanna reiterated concerns around CAPE's governance structure, the ways in which CAPE could do a better job of engaging its members, especially on important and transformational issues such as a dues increase.</li> </ul>	
5.	<p><b>Brainstorming Proposals for a Second Dues Increase Vote</b></p> <ul style="list-style-type: none"> <li>a. Members discussed the upcoming dues increase but ran out of time. Further discussion will be provided at first Political Action Sub-Committee meeting on March 20<sup>th</sup>.</li> <li>b. Executive also shared a survey being conducted by CAPE National to engage local leaders on the topic. Local 514 will ask for input from members</li> </ul>	<p>Meeting scheduled to discuss second dues increase vote. Email sent to engage members on CAPE survey regarding dues increase to be completed by local leaders</p>
6.	<p><b>Roundtable/Next Steps</b></p> <ul style="list-style-type: none"> <li>a. Executive engaged Directors regarding best meeting time for local meetings. Going forward, local meetings will alternate between Tuesdays and Wednesdays</li> <li>b. Next meeting schedule for Tuesday, April 16</li> </ul>	