

HRSDC CAPE Local 514

Executive Board Meeting

Wednesday, May 15, 2013 12:00 – 1:00 pm
Phase IV, Room 3-8

MINUTES

	Agenda Item	Action
1.	<p>Introduction</p> <ul style="list-style-type: none"> a. Participants introduced themselves b. Motion to adopt agenda, approved and carried <ul style="list-style-type: none"> a. Added agenda item on new Performance Agreement c. Meeting minutes from April 16th were approved and carried 	
2.	<p>Sub-Committee Updates</p> <ul style="list-style-type: none"> a. Johanna provided an update regarding May 1st outreach event, and first event planned and executed by the Communications Sub-Committee <ul style="list-style-type: none"> a. The event was successful in recruiting a few new members and sharing information to current members. b. Better signage is required for next time (CAPE National did not have a banner for us to use) b. Ryan provided an update regarding the Political Action Sub-Committee <ul style="list-style-type: none"> a. Participants at the last meeting discussed ways to make linkages to other unions and activities 	Constitution committee to plan next meeting
3.	<p>Workforce Adjustment Update</p> <ul style="list-style-type: none"> a. Local 514 held a special session on alternation and WFA for colleagues in the Homelessness Partnering Secretariat. Our LRO presented, as well as a colleague who went experienced WFA and alternation last summer b. The WFA Committee has said there will be no more 'waves' of cuts, but did not give advance notice regarding cuts to HPS 	
4.	<p>Performance Agreement/Performance Pay Update</p> <ul style="list-style-type: none"> a. Liam provided an update on a resent co-union meeting held with Alliance and PIPSC b. Unions have been consulted on the new PA process, and focus groups were held with ECs c. Outstanding issues/concerns raised by unions: how the new PA will impact training budgets; how employers are evaluated (implication/link with Executive performance pay); budgeting for an organization with outstanding employees (will everyone get performance pay?) d. Management believes it already has the ability to withhold pay increments; however, CAPE disagrees and has written management. Still waiting to hear back 	<p>There will be another meeting to discuss more fully</p> <p>Local Executive will draft document outlining rights employees have regarding PA as articulated in our collective agreement</p>

5.	Dues Increase Update a. Participants discussed the upcoming dues increase, concerns and positions	
6.	Roundtable a. A second meeting will be scheduled to focus exclusively on the dues increase	