

HRSDC CAPE Local 514

Executive Board Meeting

Tuesday, April 16, 2013 12:00 – 1:00 pm
Phase IV, Room 6D224

MEETING MINUTES

	Agenda Item	Action
1.	Introduction <ul style="list-style-type: none"> • Introductions/Approval of Previous Meeting Minutes 	Minutes are approved
2.	Prime Minister's advisory committee on the public service <ul style="list-style-type: none"> • Cuts and attacks on organized labour are the order of the day, especially with this government. This highlights the need for a stronger organization to fight back. • As noted in the budget, the prime minister's advisory on the public service, the government will go after sick leave and health benefits, benchmark performance, change learning agreements and continue with ongoing cuts to various departments • A lot of this was actually foreshadowed in the Lahey report in 2006, but during minority parliament it was too controversial to implement. • At HRSDC, they are piloting new performance agreements. We worry about HR budgets, training, and fair assessments. 	A link to the Advisory committee and the Lahey report will be placed on the CAPE local 514 blog.
3.	Sub-Committee Updates <ul style="list-style-type: none"> • The communication committee met and will investigate the use of twitter and Facebook to communicate with members. The comms committee is also organizing a membership drive in the lobby of Phase IV on May 1st. • Political Action Committee met and discussed the disciplinary action against our former president and ways to oppose the austerity agenda. • The Constitution committee met and discussed the constitution and the Rand Membership list 	The Rand list was circulated at the meeting. Members were asked to review the list and approach colleagues who are not yet members of the union.
4.	Mental Health in the Workplace Motion <ul style="list-style-type: none"> • The motion was approved unanimously 	Liam will send the motion to CAPE national. The president of Health Canada, a member of the NEC, will move the motion. We will ask Lee Whitmore, an HRSDC rep on the NEC, to second the motion
5.	Workforce Adjustment Update <ul style="list-style-type: none"> • Update on the cuts: There are still 1500 HRSDC employees throughout all classifications that are about to enter a SERLO, are in a 	

	<p>SERLO, or are on the surplus list.</p> <ul style="list-style-type: none"> We have been told that there will be no new waves of cuts at HRSDC, but that cuts could occur on an ongoing basis due to future budget constraints and program renewal. 	
6.	<p>Dues Increase update</p> <ul style="list-style-type: none"> CAPE national expected to approve a vote increasing dues by 13 dollars per month, and link future dues increases to inflation. CAPE national was going to use results of a local leaders' survey as validation of this increase. The locals at HRSDC, and other like-minded departments indicated that this was a consultative tool and should not be used to validate the dues increase. After all, the survey was limited in scope, and local leaders were not directly asked whether they approve an increase. It is expected, that even if the upcoming dues proposal is successful, the union could find itself in a deficit situation again in as early as three years. 	<p>Our local will participate on the CAPE national conference call on the dues increase (June 6 and 7). An invite will be sent to our members inviting them to participate.</p>
7.	<p>Roundtable/Next Steps</p> <ul style="list-style-type: none"> Nil 	