

CAPE Local 514
Executive Board Meeting
Wednesday, January 13, 2010
12:00pm-1:00PM
Promenade du Portage, Phase IV
Room 2-3

Attendance: Damian Londynski, Brian MacDougall, Richard Duranceau, Liam Lynch, Christian Strano, Normand Faulkner.

- I. Approval of the Agenda
The agenda was approved
- II. Approval of the Minutes of October 28, 2009 and December 10, 2009
The minutes were approved
- III. Elections and Local Membership AGM - Wednesday, February 25, 2010
- Creation of an Elections Committee

*Richard: The AGM is tentatively scheduled for Wednesday February 24.**

Todd agrees to organize the AGM. Christian and Richard indicate that they will support Todd with this task.

Richard will prepare an invite letter based on last year's meeting and will send it to CAPE for distribution.

** Since the meeting on January 15, 2010, the AGM has been pushed back to March 3, 2010 and Richard Duranceau will coordinate the AGM logistics*

- IV. Globe and Mail Article on Public Sector Pensions (To be distributed)

Brian MacDougall: It has become clear that this government will target the public service in the upcoming budget.

Brian presents a motion on this threat, which prompts our union to take action in two non-traditional ways.

a) Develop a common front with other public sector unions to confront the government action.

b) Call for the NEC to deal with the issue through the mobilization and education of union members.

The union is at a critical juncture, how it reacts to the government plan will truly determine its relevance in the eyes of its members.

Should the motion pass, Brian will send it to the other union local and will have the motion place on the agenda of the NEC . Richard and Damian will also attend the NEC meeting.

The motion (attached Annex A) passed unanimously by the CAPE 514 Executive

V. Hazard Prevention Program – Motion on Expanding Definition of Psychosocial Definition (Christian Strano)

Christian Strano: For additional context on this issue please see the Ottawa Citizen article on mental illness in the public service and the work done by former finance minister, Michael Wilson.

Currently, the OHS hazard prevention document was finalized, but the category of physiological hazards only included violence and nothing on stress.

Basically, this motion is calling for the inclusion of excessive stress as a physiological hazard.

The term excessive was used to make the motion more palatable for senior management at the OHS committee.

The motion (Annex B) was passed unanimously by the CAPE 514 Executive

This issue will be raised at the OHS policy meeting on March 10. Isabelle Barré at CAPE national will also be contact on this matter.

VI. Roundtable

Damian raised the issue of the treatment of our members once CAPE national takes on their grievances.

Richard said that we are getting a new labour relations officer and he will speak to them about getting regular updates on the nature and quantity of grievances filed at the department and also a progress report on how files are moving along

Motion to begin mobilizing against the forthcoming attack on the public service by the Harper Government

Whereas

(1) The financial crisis that began in 2008 created a need for employers and governments to scapegoat workers for problems they did not create (e.g., the loss of trillions of dollars of capital, and the development of government deficits to save the financial system) and pay for the crisis with reduced wages and diminished pensions and union rights;

(2) and whereas Canadian governments at all levels have joined employers to launch unprecedented attacks against unionized workers by force open existing contracts (e.g. to reduce wages, benefits and pensions of CAW autoworkers) and by making concessionary demands of public servants (e.g., municipal workers who were forced to strike in Windsor and Toronto this year);

(3) and whereas the Harper government already initiated its attack on federal public servants during recent contract negotiations with legislation (i.e., the *Expenditure Restraint Act*) that breaks collective agreements, imposes rates of pay, overrides previously negotiated wage increases and diminishes workers' right to freedom of association and collective bargaining;

(4) and whereas the Harper government has launched an unprecedented assault on the independence and non-partisan character of the federal public service with its attacks on (Linda Keen, former president of the Canadian Nuclear safety Commission, Parliamentary Budget Officer Kevin Page, Diplomat Richard Colvin, etc.) in its efforts to diminish the capacity of the public service to speak truth to power, and make us submissive scapegoats for its policy failures (e.g. in Afghanistan);

(5) and whereas the Harper government has prorogued parliament to evade parliamentary accountability (e.g., the committee investigating torture in Afghanistan), openly defied parliament in refusing to produce documents, continued to amass unparalleled executive power and diminished possibility for dissenting voices to act as 'checks and balances' to their power (e.g., parliamentary committees, a neutral public service, etc.);

(5) and whereas the Harper government has signalled its intention to initiate a new round of attacks against the federal Public Service (especially pensions) with the upcoming March 2010 budget,

Be it therefore resolved that

(i) The CAPE NEC begin immediate preparations to defend the wages, pensions and union rights of CAPE members and all federal public servants, and

(ii) The CAPE NEC call a special pre-budget meeting of all CAPE local leaders and activists to discuss the current situation, prepare a tentative plan of action, and form a new committee of CAPE members (the Mobilization Committee) to begin informing and mobilizing the members, and

(iii) The CAPE NEC schedule a special meeting of all CAPE members to take place no later than 5 working days after release of a federal budget that includes new attacks on the federal public service, to discuss a proposed plan of action and expand the membership of CAPE's Mobilization Committee, and

(iv) The CAPE NEC issue an immediate public statement calling on other federal public service unions (i.e. PSAC and PIPSC) to join CAPE in solidarity against the forthcoming attacks by creating a common front to develop a single plan of action in defence of union rights, existing wages and benefits (e.g., pensions), and in defence of democracy.

Brian McDougall, HRSDC local

Annex B Local 514 motion

Context:

To comply with Part XIX of the *Canada Occupational Health and Safety Regulations* (Hazard Prevention Program), every federally-regulated employer is required to implement and maintain a hazard prevention program (HPP) in consultation with the OSH Policy Committee.

A HRSDC Departmental HPP is currently under development and will entail outsourcing to a contractor. Proposals from contractors are expected at the beginning of January, 2010. Once the contract is awarded, the practical hazard identification and assessment will be carried out and recommended preventive measures to reduce risks (if necessary) will be outlined by March 31, 2010

An annex (A) to the Departmental HPP has already been drafted and provides guidelines for the hazard identification process. It categorizes workplace hazards into five main categories: physical, chemical, biological, ergonomic and psychological hazards. Each main category is then broken down into subcategories (v.g.. noise and vibrations with respect to physical hazards).

The current version of Annex A solely includes workplace violence as a psychosocial hazard subcategory. Consideration might be given to add excessive work-related stress as a specific subcategory.

Draft motion:

In view of the fact that the current version of Annex A of the HRSDC Departmental Hazard Prevention Program does not refer to excessive work-related stress within the existing psychosocial hazard category, CAPE local recommends that excessive work-related stress be explicitly included in Annex A of the HRSDC Departmental HPP as a distinct psychosocial hazard subcategory and that the matter is brought to the HRSDC OHS Policy Committee for consideration