

CAPE Local 514
Executive Board Meeting
Wednesday, March 4, 2009
12:00pm-1:00PM
Promenade du Portage, Phase IV
RM 3-9

MEETING MINUTES

Attendees:

Richard Duranceau –Phase II – Labour Program
Bianca Ligondé – Phase II – Labour Program
Cynthia Donahue – Phase II – Labour Program
Tracy Wilcox – Phase II – Labour Program
Christian Strano – Phase II – Labour Program
Bevin Worton – Phase II – Labour Program
Nicholas Charney – Phase IV – SPR
Damian Londynski – Phase II – Labour Program
Brian McDougall – Phase IV – Strategic Policy and Research Branch
Dorin Petriu – Phase IV – Skills and Employment Branch
Liam Lynch – Phase IV - Strategic Policy and Research Branch

Absent:

Todd Johnson – Montcalm – Learning Branch
Normand Faulkner - Workplace Skills Branch
Victoria Hanga Phase II - Labour Program
Bianca Ligondé Phase II - Labour Program

- I. Approval of the Agenda
 - The agenda was approved. Richard Duranceau, local president, called the meeting to order.
- II. Approval of the Minutes of January, 2009
 - Copies of the minutes were distributed and approved. The minutes will also be distributed electronically.
- III. Issues arising out of the New EC collective agreement
 - a) Membership Communications and Involvement
 - b) EC Conversion
 - c) Other?
 - New EC agreement has been approved and will go into force early March. Back pay will be paid within 150 days of the official signing. It could be well into August when employees receive their back pay.

- EC conversion will come into effect on June 22, 2009. Members will have 25 days to grieve the conversion. A discussion occurred about whether this file is a priority for the union. It was decided this conversion has been a long time in the coming and that most controversial issues have been resolved. The union will monitor this matter as the conversion approaches.
- Brian McDougal suggested that the ES development could be the largest single issue which the people may be concerned about.
- The ESDP process, for the most part, is somewhat outside of CAPE's mandate as it is not bargainable. We should still talk to members and develop the issue. CAPE local could present what it views as an ideal ESDP program, as there are some shortcomings to management's program.
- Overall, there is a general sense that this is still early days for the ESDP. People are optimistic that it will work in their favour and people see what they want to see. Therefore, we should take a wait and see approach. Paper burden, expectations high, and departmental budgets are some key issues. The jump from ES-4 to ES-5 requires a secondment outside department will managers approve the time away?
- Another thought was to engage people around the issue of getting time off for the long weekend in August instead of the St-Jean Baptist day. However, it was reported that many units deal with this matter informally
- Membership communication is a key issue for the upcoming year. The employer is now obligated to distribute an EC kit with CAPE information. The employer needs to approve the content. We have a list of rank members, the next step is to develop a strategy to communicate with them and develop materials for the kits.
- Record of Decision: **The executive agreed to develop local content in kit**

IV. Policy Health and Safety Committee Report

V. File and Committee Responsibilities for 2009-2010

a) By-Laws Committee

- By law committee will really get underway in the Fall. Cynthia and Bevin agree to lead the committee

b) Employee Survey

- Damien has agreed to lead this committee. Dorin is also interested in working on this committee. The Committee will look into getting a break down of HRSDC employees in the ES classification. This info could shed some light on priority issues for our members and serve to verify that overtime is still a major issue for our members.

c) Occupational Health and Safety

- OSH policy has still not moved forward in over a year. The only thing approved is the guidelines for footwear. Job hazard analysis and printer emission are still a work in progress. The Deputy has approved a defilbulator project in Phase II, but legal still reviewing the issue.
- Moving forward, it was suggested that that CAPE should also present mental health as an issue for OHS committee

d) Membership Communications

- This will be a key committee for us as all. Cynthia and Bianca will lead the committee. Cynthia is still working on getting e-mail access to our members. Management replied our request for access with a later saying that they were examining the issue as part of discussion with other unions.

VI. Priority Setting Retreat for 2009-2010

- March 24, 5:30 pm to 8:30 pm at CAPE national

Meeting is adjourned