

CAPE Local 514
Executive Board Meeting
Wednesday October 28, 2009
12:00 pm to 1:00 pm
Promenade du Portage, Phase IV
RM 2-6

Attendance: Richard Duranceau, Brian McDougal, Liam Lynch, Massoud Khazabi, Normand Faulkner

1) Approval of the Agenda

The agenda was approved unanimously

2) Approval of the Minutes of June 4th 2009

Quorum was not achieved at the June 4th meeting. No decisions were made and no minutes were kept.

3) Appointment of new members

Massoud Khazabi joins the CAPE 514 Local executive. We are pleased to have him. He works at Place Vanier with Service Canada and has experience in the union movement through his involvement as Chief Steward at CUPE 2626 at Ottawa U.

4) Report from the Local Presidents' meeting of October 27, 2009 – Richard Duranceau.
The local presidents' meeting took place on October 27. Local presidents meet quarterly. No official agenda was created, but this was a an opportunity to discuss potential issues such as workplace adjustment, government deficits, majority government, increased CAPE visibility, common front tactics, working within the parliamentary system vs. alliances with other unions, informal hiring freezes and re-classification freezes, and actings not being renewed.

Ideas discussed also included a conference between federal jurisdiction unions. Richard pushed the idea of a political action arm for CAPE. H1N1 and the initial managers guide was discussed.

Attendance at the meeting was a little low. No members of the NEC attended the meeting, but Claude Poirier, CAPE national president, was in attendance.

Claude has been making some progress, but he needs support. Richard has volunteered to put his name forward for the finance committee. Claude Poirier will give an end of year report at the upcoming AGM in November.

Normand Faulkner adds that the ESDP program has been deemed by senior management to be too lax and that it may take 3 to 4 years to get approval from one level to the next. The program has some flaws, especially going on assignment and working on competencies. Dissatisfaction with the program will likely grow as people turn increasingly to competitions. ESDP could be used to keep salary levels down.

5) Reports from Workplace OHS Committee: Phase II, Montcalm and appointment of Phase IV and Vanier OSH Committees

Richard notes that Health Canada is no longer in the business of ergonomic assessments due to finding in their strategic review. Health Canada will responsible for standards. But now external providers will do the assessments and Branch lines will assume costs.

Departmental OHS reporting being implemented. Water cooler instructions for maintenance are being circulated.

Action Items:

CAPE local 514 will monitor the issue. No problem per say as long as management has capacity to respond to ergonomic issues.

Employer co-chair for OSH often does not attend the meetings. Richard will follow up and attempt to get the situation rectified.

Local 514 will ask the LRO to let us know about any HINI related grievances

6) Report from the Policy OSH Committee – Christian Strano

Christian is away from the office on annual leave. This matter will be deferred to a future meeting

7) Roundtable:

Liam Lynch notes that local 514 had a successful lunch hour with striking PSAC workers at the War Museum. The local brought coffee and timbits to the workers. Special thanks to Richard, Brian and Todd who attended the event. CAPE National President Claude Poirier and Indian and Northern Affairs local CAPE president, Sean Maguire, also attended the event.

Financially we have just under 1500 dollars in our account. We should think about how we wish to use these funds before the end of the year. Liam suggested we might want to look into purchasing a CAPE 514 banner.

Normand added that our resources could be used to increase our membership.

Richard indicated that he would like to do another event with the striking PSAC workers as it looks like the strike will go on for a while and that we may face similar issues in the future.

Brian agrees that we should do an event with the striking workers. An event here at HRSDC to get their story out.

At the event we would also have forms for people to join up at receive their CAPE membership card.

Action Item:

Richard will contact the PSAC local at HRSDC and invite their president Janson Labond to our next meeting. Our next meeting will focus on planning an event at HRSDC for the striking workers to tell their story