

## CAPE Local 521 - Executive - 22 June 09

President's Debrief to Local Executives:

- EC Conversion & subsequent grievances
  - one on the books, 2 more waiting
  - list of all people with anomalies (i.e., not regular)
  - 2 went up
  - 4 at level
  - 1 down (TBC)
  - grievances: 2 from Local
  - salary protected - all but Acting appointments
  - \*\*\* linguistic profiles of positions need to be justified on an individual basis
  - \*\*\*training - operational requirements vs. training needs
  
- National Health & Safety
  - low # of participants in mandatory H&S training courses
  - 1/3 of PWGSC employees didn't take mandatory training
  - claims case management for injuries on a cost-recovery basis now
  - push against having on-site defibrillators on site because hospital is 15 minutes away
  - the Local is on the record as being against this
  - part of improvement of working conditions
  
- Corporate Services 1<sup>st</sup> LCMM
  - Four Branches are represented in this forum: Corporate, Finance, Human Resources and Oversight. Usually LMCCs are focused on individual branches - one Branch, one ADM and senior management attend. At the Corporate LMCC NOT ONE ADM had the courtesy to attend, instead sending an unknown to us DG to represent all three senior managers. Our Local President expressed his disappointment that after six years of trying to get Corporate to the table they could have shown minimum support for this process by having at least one of four ADMs attend the first meeting. Unfortunately, this demonstrated exactly the level of support senior management in Corporate have for union-management relations.
  - Items discussed
    - EC Conversion
    - Training
    - Staffing time process - briefing by Etienne Laliberte
    - Use of employer facilities for union business
    - Exit Interviews - should ask 6 months after the fact
    - Audit Services Canada - managers not with program concerning union business
    - Special internal investigations - investigators are heavy handed, aggressive, intimidating and jump to conclusions
  
  - Accelerated Infrastructure Program
    - PCO website has map of PWGSC AIP geographic pjts
    - 50% of PS accommodations budget goes to NCR

- The Source should link to PCO site concerning AIP info
- Work Descriptions - not all should be generic - allow for 10% job description variances to make sure that "specific skills" jobs are covered

- Informal Conflict Mgt System

- What happens when orgs are merged and employees now have to do the work of that shop

- Cases - 1 formal grievance arising from EC conversion, 2 in the wings, 1 formal false accusation case
- Real Property Branch Advisory Committee (RPBAC) - meets quarterly
  - branch & AIP focus
  - Work Description Committee
- Local Leadership Council meeting at CAPE
- Membership lists to branch level- should receive them by end July
  - draft msg to members - here's what we've been doing - this is what we're doing for you
  - management of lists - let Ray know how much we're willing to do
  - call for representatives