



**Local Leadership Council Meeting
Thursday, October 25th, 2018
National Office (Boardroom 1967) 4th floor
100 Queen St., Ottawa, Ontario**

MINUTES

Present: G. Phillips (*Chair*), M. Charron-Tousignant, N. Giannakoulis, A. Nemeč, A. Picotte, L. Ramsingh, J. Rothschild, N. Stewart, B. Sharamen, K. Poplawska, T. Wilcox, H. Alsousi, S. Mir, H. Gibson, D. Hager, N. Perron, J. Akins, L. Kinnie

Staff: J. Courty, C. Vézina

Via Teleconference: K. McKerlie, A. Charrière, P. Timusk

1. Call to Order / Opening Remarks

The Local Leadership Council meeting was called to order. Three attendees identified themselves via teleconference.

2. Update on Collective Bargaining

The Chair recited the Collective Bargaining update as written by the Chief Negotiator which outlined a timeline of events spanning June of this year to present, survey administration and review, preparation of contract language, a comprehensive package preparation, meeting events with the Employer and future planned meetings set for the New Year. The bargaining team rosters were listed for the various organizations. Preparation of the coming round of bargaining will begin shortly.

Questions/Comments:

- In response to a member's inquiry, the Chair explained the strategic rationale used by CAPE of not sharing results of the bargaining surveys. It can be suggested that pay raises, more vacation and continuity in salary in the wake of Phoenix are typically priorities in general terms without compromising any negotiating positions.

- The Chair confirmed arbitration is the position at all tables this round in the event of an impasse.
- One of the members suggested that the general outlook as described should be communicated to membership via the website. To that effect, the Chair explained that the communication area is understaffed but will be remedied in the near future and website updates etc. will occur. The communication area for CAPE is currently hindered by the planning of the upcoming AGM.

Action Item: *The Chair will confer with the Chief Negotiator Claude Dannick to verify what can be published on the website*

- It was confirmed that several other tables will be opting for conciliation strikes and therefore it is in members' best interest to sign up for membership to obtain a membership card. Membership additionally has the benefit of allowing a vote on acceptance or rejection of the collective agreement if and when it's put to vote and lends a voice to the process. Regarding any delays, this is not known to be an issue, although possibly the machine to produce cards may have been malfunctioning. It typically takes 2 days, however Canada Post labour issues may impact delivery of the cards.
- The Chair expressed that all indicators suggest a desire for a speedy round. Although Treasury Board has also indicated a preference towards a fast round, actions to date don't appear to support this notion.
- One of the members requested that the collective bargaining tag appear boldly on the website landing page in order that members can have easier access to locating the information, which was acknowledged.

3. Update and follow-up on Phoenix

There have been no developments of significance and work is being undertaken in conjunction with other unions on identifying the best strategy to address this ongoing issue. The Employer has recognized one deficiency in the development of Phoenix was a lack of union involvement. The solution appears to be in the creation of a new system. A brand-new HR system that would run the scope of hiring to retiring and encompass more than simply pay, but the full range of HR is being explored. A number of workshops were organized in a very short timeframe where a series of consultations were started. Some local leaders were able to attend and participate. No information has been received yet.

Action Item: *The Chair will follow up with local leaders who attended workshops for debriefing*

It was summarized that it is unlikely to see Phoenix being repaired and the way forward will be towards the institution of a brand-new system.

Discussion Points:

- It was clarified that Phoenix is being addressed by people and not cases, referred to as "pay pods." The Chair opined that case by case resulted in more problems, and going forward it will be performed by solving one person's pay issue prior to moving on to the next person.
- Timelines for resolution remain unclear with periods of months to a year being used. No information has been shared with the Chair on this topic.
- It was outlined that LROs should be contacted on the issue of retro pay. Each LRO is handling Phoenix issues internally. It was recommended for Local Presidents to develop a strategy with their LRO to address specific situations.
- Both Environment Canada and Climate Change Canada have been fairly proactive. The pay pod delays in processing were due to having lost the individuals who possessed the expertise to handle the complex pay issues.
- With respect to a timeline for the new system to become active, the Chair speculated that movement is fairly rapid. As the IT lead on this project and on LinkedIn and Twitter, Vernon Von Finckenstein has been a source of updates.
- It was noted that for Local 506, file transfers between departments is a chief concern, notwithstanding the lack of communication accompanied with a message to keep waiting. The Chair stated that the National Joint Council is well aware of the situation and PSAC is taking a leadership role and are kept apprised on the situation. In response to a comment, the Chair suggested Local President Richard Derosso is advised to contact him directly in order that a meeting can be set up with the Deputy Minister.
- One of the members stated that the DG of HR at HROMCC informed that a deal was struck to send individuals to those departments to work onsite on pay files, and suggested this be requested at Transport Canada.

Action Item: *The Chair will follow up and an update will be posted to the website as to what NJC is doing about Phoenix*

4. Priorities for the Local Leadership Council

Participation in these meetings including the President's Council meeting has dwindled over the years. Rather than the traditional meeting format adopted over the years, it was deemed useful to determine the tools and support required to enhance the work at the local level through a forum that would enable local leaders to share ideas and initiatives amongst themselves so it can be leveraged by other locals.

Recommendations/Discussion Points:

- It was suggested the Local Leadership Council meeting occurs more frequently than on a biannual basis and incorporates an online forum to facilitate the exchange of information. While the Chair was in support of this notion, he indicated that a similar initiative was attempted in the past through an Insight discussion forum which ultimately petered out, and therefore would require close monitoring to ensure arguments or disputes don't escalate. A new Director of Communications has

been hired and will be tasked to revamp the website, which would likely entail a member log in. Local leaders and membership will be consulted on desired outcomes for the new website.

- With the idea of an online work area to share ideas and information being well-received, it was suggested developing an agreement to ensure adherence to the rules of this workspace as a pop up to mitigate negative behavior. The Chair noted that CAPE is finalizing a harassment prevention policy that would be read, published and set at meetings. Likewise, this code of conduct could also be incorporated into a pop up.
- An issue related to the in-fighting that has occurred in the past with CAPE that may have tainted the Local Leadership Council meetings was raised. The Chair concurred and noted that often that sentiment was expressed in the past by local presidents. However, there is now a hope that over time if these meetings yield productivity and are deemed valuable, this might be an enticement for people to return.
- An observation was made that low participation is due to limited advance notice of meeting times, often resulting in people having made alternate commitments well in advance of notification of these meetings. The Chair agreed that these events need to be advertised much earlier and identified this as an area for improvement, and recommended consideration be given to scheduling fixed annual dates.
- A member noted that in the absence of an invitation to the President's Council meeting, he never attended; and therefore recommended distinct functions for both councils be clearly defined. Additionally from an operational standpoint, time management must be better exercised as meetings have run long at times, hence the need for taking measures to keep the length down.
- While negotiations are currently underway, there is yet to be a space in the contracts that addresses visibility of unions within organizations. With the Government of Canada advocating for workspace and referencing an engaged workforce, collaboration and mobility, it was asked whether this opens an opportunity for unions to negotiate into contracts something within that speaks to greater visibility. The Chair referred to the right to bulletin boards under Article 9. He also offered assistance in bringing forward programs to local leaders similar to what was undertaken by CAPE's Education Committee.
- In response to a concern raised relative to the previous administration and the operation of the online forum, the recent hiring of general counsel will enable the Association to receive assistance in the areas of security, the development of training on diversity, conflict resolution, harassment etc. The Chair also noted that the possibility of a Harassment Prevention Officer is being explored and steps are being put in place to prevent reoccurrences of issues experienced in the past.

- It was remarked that in the event meetings will only take place twice a year, one of the meetings should be dedicated to a half-day session to ensure people are proficient in the operations and administration of locals, as well as an opportunity to potentially share presentations to new ECs, or other things common to running a local. The Chair mentioned having created the Analytical Working Group as a place for local leaders (*divided into 6 topics*) to provide input into the political messaging of the Association.
- It was recommended a written summary followed by the opportunity to ask questions and having them addressed be provided. Other comments arose and echoed the sentiment of increased collaborative activities and a number of ideas were shared to enhance meetings through various interactive stations and synergistic activities. The Chair introduced the concept of a 3-person committee in advance of the next meeting to discuss and plan for meeting structure and content and solicited for volunteers to contact via email if interested.
- Tracking action items and reviewing progress updates were recommended as other components to add on the agenda. It was also suggested it be formatted in a way to avoid repetition and achieve accountability.
- In response to an inquiry, the Chair noted that the CAPE Privacy Officer had previously put a stop on sharing member lists with locals, but this issue was to be limited to private email addresses for concerns regarding privacy and confidentiality. An option is to forward content to the National Office and have it sent out from there.

5. Steward Training

The Local Leadership Council Meeting is solely intended for stewards or local executive members, and therefore invitations should only be extended to that list. LROs should be contacted in the event a local president is not receiving invitations to the President's Council meetings by sending an email to membership@acep-cape.ca to confirm being on the appropriate distribution lists.

The Steward training is scheduled to take place next week. A total of 7 participants will be attending the French training the following week, while the English steward training attendance is 28. The Chair requested for members in attendance to solicit feedback from the trainees to determine whether needs are being met.

Discussion Points:

- It was reminded that anyone can take the training to allow the attendee to determine if they want to become a steward or not. The steps to become a steward were described.

- Legal counsel will be requested to prepare position papers for CAPE to express the official position on various issues. This would then be provided to local leaders so they remain well-informed during UMCCs or LMCCs.
- Regarding the steward training, it was strongly urged there be alignment between the locals and the National Office so that information on individuals taking the steward training is communicated to the local presidents to ensure they are vetted through the local. At this time, costs for training and related expenses were outlined.
- In light of the overabundance of individuals seeking steward training, one of the members proposed that priority be given to those who are currently stewards but have not been trained yet over those thinking about the position. The Chair stated that people have not been turned away, slots are not being blocked by trainees and therefore priority is unnecessary.

6. Roundtable

Members engaged in a roundtable discussion as an opportunity to relay concerns or put forth recommendations on a wide range of thematic issues impacting the different locals. Overall, comments and concerns raised were primarily focused on the lack of communication leading to the perception of neglect on the part of CAPE. All questions were addressed by the Chair whereby he recognized that while areas of communication can be improved upon, the Association is making every effort to inform its members through website announcements and as a work in progress will continue to increase its transparency. A call will be put out for volunteers to provide feedback on required content for the website.

The Chair delineated the details of the 6 topics and the work that will be undertaken by the Analytical Working Group which will proceed on November 5th during which time, a lead for each of the respective policy analyst groups will be identified. Other updates will be provided at the upcoming AGM.

The Local Leadership Council meeting adjourned at 7:45 p.m. EDT