

Atlantic Regional Council Meeting minutes for December 5, 2019

Present: A. Poirier (PEI), S. Crawford (PEI), A. Eyrich (Halifax), F. Phelan (NFLND), K. Clark (Halifax), S N. Ir, (Moncton), J. Bradley (NFLD), R. Racine (Moncton), J. Sitland (Halifax)

Staff: G. Phillips, M. Vallière, M. Nungisa, J. Courty

1. Call to Order

The Atlantic Regional Council was officially called to order at 9:05 am and Presiding was G. Phillips. G. Phillips welcomed everyone.

** At this time, CAPE's Statement on Harassment was read aloud*

2. Agenda

The agenda was presented, minor changes were made. The agenda was approved as amended.

3. Approval of minutes from May 2019 meeting

It was noted that under point 5- Terms of Reference, the document should be amended with the following: French documents will only be provided upon written request, one week ahead of time.

Minutes were approved as amended.

4. Approval of Terms of Reference

The document was approved as amended.

5. Presentation on changes to the Collective Agreement

A general overview of the changes to the collective agreement was presented by M. Nungisa and M. Valliere. Questions on the provisions were posed and answered accordingly.

At this time G. Phillips suggested that 1 member of this council should volunteer to sit on the Collective Bargaining team in order to have representation from the regions.

6. Update on Phoenix replacement

F. Phelan requested an update on this subject. G. Phillips informed the council that he had a seat on the committee and that there was no new activity to report. 3 pilot projects are under way. K. Clark mentioned that an email had been received informing them of “My GC Pay”.

7. Resolving the Phoenix backlog

Members of the council requested an update on the outstanding pay cases. G. Phillips mentioned that CAPE did not have a seat on this committee but that we are pushing to obtain one. M. Valliere mentioned that cases have mostly been about retro and that they have been minimal.

8. Update on Retro Payments

All retro payments should have been made. If people were experiencing problems with receiving their retro pay, then they should discuss with their LRO.

9. Digital Government Update

The presentation focused on the evolution of federal government services through the adoption of digital technology including artificial intelligence, data analytics, natural language processing, and cyber-security system. The presentation (see attached) suggested that CAPE develop awareness in order to address possible labour disruption (work force adjustment) that is caused form technology disruption. Examples included automating economic analysis,

translation services, and financial services. As we position ourselves for the next rounds of collective bargaining, we should be looking for digital skills training for CAPE members by the employer or possibly CAPE delivered programming including data analytics, AI programming, cyber systems, robotic process automation (e-marketing etc.) S. Crawford and M. English were scheduled to present to the NEC on Dec 11th.

10 a. Protocols in case of strike-Other unions

A member of the council requested information on this issue. G. Phillips mentioned that CAPE has a historical protocol that needs to be looked at.

This conversation led the members of council to inform the President that some of their members do not have membership cards should they need to show ID in order to respect picket lines. A broader conversation took place in order to clarify roles during such events. Local leaders would be encouraged to show support by way of providing coffee, or by walking during lunch time or breaks etc.

New Agenda item

10 b. Data Science 101:

It is important to acknowledge the gaps that exist between current EC skill sets and the skill sets of a full-fledged "data scientist". Advanced data analytics may not be in the typical EC analyst's toolbox. "Data Science" techniques are even less likely to be in the typical EC analyst's toolbox. However, the work of Data Scientists is clearly within the scope of the work done by ECs, and that when staffing these positions in the government, they should be classified as ECs. Local leaders should be aware of this, and bring it to the National Office's attention should they be staffed into different classifications.

Currently only one type of training offered by Employer. Plenty of private training opportunities exist. These are flexible and online -- it is imperative that the Employer adopts a flexible approach in this type of training.

M. English and S. Nicole discussed the existence of a twenty-five-year-old EC-05 at the Treasury Board Secretariat as an actual data scientist. Employer is now actively recruiting talent from Data Science, rather than Social Science/Economics streams in university. There exists a potential

"generational" skills gap, which keeps shortening with the hyper speed of tech developments.

Example: universities are now incorporating advanced data analytics in their Political Science curricula. This course simply did not exist five years ago.

How can CAPE support its members in this transition? Mixed approach: create a potentially new classification/stream and/or push the Employer to continually support CAPE EC members looking to update their skill set.

11. Classification issues

VAC continues to express concern that vacant EC positions are being reclassified to other positions (PM or AS) in order to accommodate candidates that may not have qualifications for being considered in an EC pool. Questions were raised about the process for having an inventory of EC positions being eliminated.

12. LMCC lack of meetings

S. Crawford raised questions around the consistency of regional departments holding local union management consultative committees between representatives. There were great inconsistencies for holding LMCCs throughout the region. ACOA PEI at that time did not have an LMCC in over 20 months. CAPE reps from VAC suggested it had been almost 3 years since their last LMCC. It was suggested by G. Phillips that local leaders take the initiative to reach out to management to request LMCC.

13. President's Report

- Joining the CLC as a resolution has passed to look into the pros and cons of joining. A committee will be formed to do the work and to present to the membership for the next AGM
- AGM was a huge success as we had the biggest turnout out since the creation of CAPE. Larry Rousseau was the keynote speaker. Monique Manatch, an elder from the Algonquins of Barriere Lake, was present to bless the event. This is a new tradition for CAPE that we would like to continue. This year's theme is #StrengthInDiversity. The joint learning

program gave a presentation. G. Phillips mentioned the benefits of this program and mentioned the courses that they offer.

Past year's activities report:

- CAPE successfully bargained 4 agreements
- Creation of Phoenix MOU
- Increase of LROs at CAPE national from 9 to 13 with 500 cases that are currently ongoing
- Increased in the number of members that want to participate in stewards training
- Currently developing training for Local Leaders
- Participated in advocacy events such as the Women's March, LGBTQ + parade, Federal Black Employee Caucus, Global Climate Strike, interview with the President of Movember
- On the government relations side, G. Philips has had meetings with Senior Officials at TBS as well as a meeting with Minister Joly for the Official Languages Act
- CAPE continues to participate on many of the NJC committees
- G. Phillips now has a seat as co-chair on the steering committee for the PSES
- On member engagement we are doing the cross Canada tour and inviting members of the National Executive Committee to join for them to better understand the different needs in the regions. Members are also engaged through various committees such as the Analytical Working Group as well as the Communications Committee.
- On communications and public affairs, the Communications committee was revived. We have also hired an Advocacy and Public Affairs Advisor. We are working on a new website that is set to launch in the summer.

- On the IT infrastructure and Finance front, we have revamped our Investment policy. Cumberland is the new company whose services we have retained for our investments
- A brief update was given on the misappropriation of funds. G. Phillips also gave a short update on the lawsuit filed against CAPE by the former President while keeping in mind that not much could be shared due to the confidential nature of the complaint.
- On the year to come; CAPE will fight Bill c-27, advance the Employee Wellness Support Program as well as improve our services in all areas.
- On the research and learning front, CAPE will have position papers.

14. Brainstorming on future presentations

- F. Phelan suggested having 1 member of the council being given 15 to 20 minutes at each meeting to give an update on what they are working on. We would move on to a new member of the council to do the same at each meeting.
- Members of the council were open to having 2-day meetings if the agenda is heavy enough.
- This council would like to look at ideas on how to engage members by possibly invoking a Rand campaign

New Agenda item

15. Bed Bugs

In the spirit of being proactive, S. Nicole raised the issue of bed bugs in Ottawa and mentioned that some colleagues had been denied telework but had since found alternatives. G. Phillips mentioned that anyone having these issues should be in contact with their respective LROs to ensure proper attention is given to these issues.

16. Round table

- Eyrich announced that she going to DFO in Ottawa therefore will no longer be part of the Atlantic Regional Council. J. Sitland will be replacing her.
- Policies on teleworking seem to be different from one department to another. How do we protect our members' rights? G. Phillips mentioned that telework is not part of their collective agreement which leaves the employer room to impose rules.

Action items

1. CAPE to send out the Strike Protocol to its members
2. G. Phillips to follow up with Katia about holding a Rand campaign
3. Put out a call to members (data analysis) to help us with PSES results
4. Michel to organise a special Atlantic webinar to outline the different types of leave etc.
5. Action for G. Phillips to provide Local Leaders with best practices on telework

17. Adjournment

The meeting adjourned at 4:30pm.