

**MINUTES FOR THE RCEA EXECUTIVE COMMITTEE MEETING**  
**Stone House – Building M-1B**  
**Wednesday, March 9, 2016**

**ATTENDEES:**

<b>NRC:</b>		<b>Present</b>	<b>Absent</b>
Fraser, Cathie	President, RCEA	√	
Van Den Bergh, Joan	Labour Relations Negotiator, RCEA	√	
Zaluski, Marvin	1 <sup>st</sup> Vice-President, ICT, M-50	√	
Lévesque, Michelle	2 <sup>nd</sup> Vice-President, HHT, Montreal	√	
Ly, Dao	Treasurer, M-54, HHT, Ottawa	√	
Fletcher, Shaun	AERO, M-2		√
Foster, Kerry	ITSS, M-58, CS Chair	√	
Hewitt, Daniel	DFS, M-4		√
Holbrook, Bernard	MSS, M-36		√
Holmes, Gina	MSS, M-36		√
Lussier, Steve	KM, M-55, AD Chair		√
Toll, Floyd	EME, M-12, TO Chair	√	
<b>VIA TELECONFERENCE:</b>			
Benson, Vaughan	St-John's		√
Catalli, Adriana	Charlottetown		√
Cloutier, Martin	Edmonton		√
Condi, Janet	Saskatoon	√	
Desjardins, Véronique	Boucherville	√	
Gallant, Jeffrey	Halifax	√	
Hoffmann, Anthony	Penticton	√	
McDonald, Cathy	Halifax		√
Melnychuk, Geoffrey	Victoria		√
Moraw, Franz	Vancouver		√
Polvi, Sandra	Saskatoon		√
Raymond, Nathalie	Boucherville	√	
Simard, R.-Michel	Saguenay	√	
Smith, Shannon	AERO, M-7	√	
Tom, Roseanne	Montreal	√	

The meeting was called to order at 5:00 pm. Cathie Fraser chaired the meeting.

**1. Approval of the Agenda of the Executive Committee Meeting of March 9, 2016**

**Motion:** “That the agenda of March 9, 2016 be approved.”  
Moved by F. Toll, seconded by M. Zaluski.  
**Approved.**

**2. (a) Approval of the Minutes of the Executive Committee Meeting of October 27, 2015**

**Motion:** “That the minutes of October 27, 2015 be approved.”  
Moved by F. Toll, seconded by M. Zaluski.  
**Approved.**

**(b) Business Arising from the minutes of October 27, 2015**

Member lists, including information about RANDs and home emails, have not yet been completed. D. Marion will be in the process of doing these updates as soon as possible.

The RCEA congratulated and thanked Marvin Zaluski, who has been acclaimed 1<sup>st</sup> Vice-President for 2 years, ending December 2017.

The AGM was very well attended this year. There were 180 viewers online during the meeting. About 100 of those viewers stayed online for the entire length of the meeting. There were about 25 participants present at the Stone House and 6 on teleconference.

**3. President’s Report and Correspondence – C. Fraser**

C. Fraser introduced Denise Marion as the new RCEA Membership, Insurance & Dues Coordinator. She added that Denise started in January 2016 and specified that all questions or information required from the RCEA Executive Committee should be going through her at denise@rcea.ca.

The Research Council Employees’ Association is 50 years strong. 2016 will mark the 50<sup>th</sup> anniversary of the RCEA as your bargaining agent. Founded in 1966, the RCEA became the certified bargaining agent, following the implementation of the *Public Service Staff Relations Act* (PSSRA) in 1967.

This legislation extended collective bargaining rights to government workers and allowed them the option of arbitration or the right to strike to settle disputes. Unfortunately, the controversial Conservative Bill C-4 is now challenging these arbitration/strike dispute options. The 18 Federal Unions have filed a legal challenge to this provision in Bill C-4 at the Supreme Court of Canada.

### **Pay, Benefits and Pension**

Because of unions, public service workers in Canada have decent pay, benefits and pensions. But they had to fight to win those gains. Today, public service unions continue to fend off attempts by governments to roll back wages, pensions and benefits for federal government workers.

### **Safety and Health in the Workplace**

Unions fought hard to give Canadians three important areas of power: the right to refuse unsafe work, the right to know about hazards in the workplace and the right to participate in health and safety discussions. Unions continue to fight hard to enforce employers fulfill their obligations to keep workers safe.

### **Maternity leave**

Maternity leave benefits began in 1971 in Canada, and comprised of a limit of 15 weeks and 66% of salary. Unions negotiated a longer paid maternity leave with a higher level of benefit that topped up the portion of salary paid by unemployment insurance. The model of longer periods of paid maternity leave soon became main-stream across Canada. Unions also began negotiating guarantees that women could return to the jobs they held before their maternity leave. Unions didn't stop at maternity leave. Adoption leave, paternity leave, family related leave and parental leave – available to either parent – were routinely negotiated with employers.

Unions continue to work hard every day to protect the rights we've won, and to win new rights for all workers. We will keep fighting for the membership, in all areas including compensation, public pensions and social programs that insure people keep working, like health care and child care.

### **Bargaining Committees**

The PG group mail-out, to all 25 members, asking for volunteers to join their bargaining committee, received no responses. For other bargaining groups, we have volunteers for: OP group, 2 members; CS group, 4 members; AD group, 2 members; and AS group, 2 members. If more group members do not volunteer, groups may need to be combined for bargaining.

C. Fraser will try again to contact the PG group members. More participants are needed for all groups and encouraged to join all the bargaining committees.

S. Smith asked about the PG group details. C. Fraser explained the process of the PG group mail-out more in depth. He was surprised no volunteers came forward.

R.-M. Simard asked if they have to be local or regional participants to be on the bargaining committee. C. Fraser pointed out that the participants can be located throughout Canada. They can participate by teleconference for committee preparatory work. R.-M. Simard is part of the PG group. He will check to see if he can recruit members.

C. Fraser stated that the committees may start only in April or May 2016. There is still enough time to recruit new members. But face to face bargaining at NRC is many months away.

S. Smith will also contact PG group team members in person at M-22.

### **Nomination forms**

For unrepresented locations (where there are no stewards), nomination forms will be sent out within the next week. C. Fraser specified that should any current steward who would need another steward in their area, to advise her. The RCEA office will then send out nomination forms to their locations (buildings and or cities) as well.

There are 6 RCEA stewards who are not returning this year: Jean Erik Sink, Andrew Anderson, Michelle Levasseur, Allan Gillet. On leave or retired, Jacques Dazé and André Leblanc.

C. Fraser pointed out that the draft AGM minutes will be sent to all the representatives as soon as the final review has been done. These minutes are not to be posted as they will not be approved until the October 2016 AGM.

C. Fraser added that the NCOSH meeting will be next Tuesday, March 15 between 1:00 pm and 4:00 pm. We need an alternate for Gordon Fougère as he is unable to attend. Anyone interested will let Cathie know. Stewards do not have to be in Ottawa as they can join the meeting through the NRC Skype

The next Executive Committee meetings will be held in May or June, September, October and December 2016. If other meeting dates are required, they will be added.

R. Tom asked when the bargaining will begin.

C. Fraser answered not until the Treasury Board receives a new mandate from the new Liberal government which should be after the budget.

## **4. Finance Committee**

### **(a) Treasurer's Reports, Nos 2, 3, 4, 5, 6 and 7 – D. Ly**

D. Ly went through the reports and pointed out specific expenses which are legal fees in report no 2, audit fees in report no 3 and consulting hiring fees in report no 7. All other transactions are normal operating expenses.

F. Toll asked to justify the consultation fees at \$8,136.00 on report no 7, on the "Direct Deposit – Randstad – Consulting fee" line.

C. Fraser answered that this is the Randstad consultation fee for the RCEA new staff hiring. She stated that she approached three agencies. The placement agency takes a percentage of salary. Randstad dropped their percentage by two points and the decision was to work with them.

**Motion:** "That all 6 Treasurer's Reports be approved."

Moved by M. Lévesque, seconded by K. Foster.

**Approved.**

**(b) Investment Reports, August 2015 to January 2016 – D. Ly**

D. Ly stated that we have one GIC maturing on March 18, 2016. She had a consultation with Don Moore, the RCEA investment advisor at RBC and she presented the renewal options to the Finance Committee. When she receives the committee's consensus, she will proceed with the decision. According to the Finance Committee TOR, one position is open on the Finance Committee. She invited everyone to notify her if they are interested or if they know someone who would be interested in sitting on this committee.

C. Fraser added that it is not necessary to be on the Executive Committee to volunteer for the Finance Committee.

F. Toll asked about the investment report regarding "Mutual Funds".

**Note:** C. Fraser called RBC on March 11, 2016, confirming that the RCEA does not have mutual funds, only GICs and cash. The RBC report, for some reason, labels them Mutual Funds. It is a fund account but with a high daily interest savings account fund. Money can be taken out at any time, with no penalties. This is a corporate account, with the best interest rates, and a guaranteed and insured investment.

**5. Management Committee Report and Recommendations – M. Zaluski**

M. Zaluski mentioned C. Fraser's father's recent passing. The Management Committee made a donation to the Canadian Cancer Foundation to honour Jim Fraser, on behalf of the RCEA Staff, Management and Executive Committee. No questions were raised.

**6. Grievance Committee Report – J. Van Den Bergh**

J. Van Den Bergh cited that there have been numerous and ongoing grievances. She has done four grievance hearings in the last few weeks. From a labour relations stand point, there have been no changes seen yet with the new government.

There is one case going to The Public Service Labour Relations and Employment Board in May 2016, which is an individual grievance, which will have legal fees. In June 2016, another case will be going to the PSLREB, which is an unfair labour practice complaint, about the NRC preventing the RCEA from meeting its' members on their premises. There are many more cases that could lead to legal issues and expenses.

R.-M. Simard questioned about the 2012 TO grievance that was mentioned in our last October, 27 2015 Executive Committee meeting minutes.

J. Van Den Bergh answered that there is a TO group grievance concerning severance pay and workforce adjustments. There have been numerous delays and the Labour Board meeting was held last July 2015. We are still awaiting a decision from the Arbitrator of the PSLREB. It can take up to a year. There is a huge back log of cases at the PSLREB.

R. Tom mentioned that the TO job description re-mapping exercise being done with all the portfolios, such as HHT in Montreal, has not started yet. She asked if there were any complaints coming to the RCEA.

C. Fraser answered that we have not received any complaints. M. Lévesque added that no official announcement about the mapping has been sent out from the NRC.

R. Tom pointed out that people are asking about being re-classified to a “higher level”. Some people are getting ready to raise an issue about this. The NRC Management will decide if the TOs stay at the same position or change.

## **7. Category & Group Committee Reports – C. Fraser**

(a) **AD Group –**

(b) **AS Group -**

(c) **CS Group –**

(d) **OP Group –**

(e) **PG Group –**

(f) **TO Group –**

No reports were provided. Please refer to the President’s report.

## **8. New Business – Round Table**

F. Toll asked about the monthly software fees indicated in numerous reports, totalling \$354.00.

C. Fraser mentioned that the RCEA office uses Quick Books, Industrial Alliance software upgrades as well as other software upgrades.

J. Van Den Bergh added that we also use QualiCell® for research purposes.

C. Fraser will obtain more details about these expenses for the next meeting.

V. Desjardins asked about the AD/AS group re-classification.

C. Fraser stated that she received no updates from the NRC. The next step is to negotiate the rates of pay.

J. Van Den Bergh added that perhaps it is because of the new government change, that the NRC had to go back to the Treasury Board for approval before moving forward.

V. Desjardins asked about the job classification system that is used. C. Fraser mentioned the new group will be in the HAY classification system.

C. Fraser will request more information from the V.-P. at the NRC Human Resources.

C. Fraser mentioned that S. Lussier has started a Constitution Committee and volunteers are needed. Once again, anyone interested should contact him or D. Marion directly via email.

V. Desjardins pointed out the general email change (...@canada.ca).

C. Fraser added that we were told by Shared Services, and the new Liberal government, that it will go through but will not be implemented until 2017.

C. Fraser spoke about the new Phoenix pay system that will be implemented at the NRC on May 4, 2016. Changes include: union dues, over 24 pays instead of 12, the small adjustment pay will be taken out, all overtime will be in the same pay as regular pay and deposits are all into one bank account.

V. Desjardins added that this may cause complications and problems for database information and emailing from the Black Zone computer to the Green Zone computer.

C. Fraser brought this issue forward to Shared Services and PWGSC. There was no response. There was also a discussion about the owa.nrc.ca site not being a secured site and being unavailable on the NRC Green Zone.

C. Fraser will confirm the next meeting with all the Executive Committee members and thanked everyone for attending this meeting.

**The meeting adjourned at 5:41 pm.**