

MINUTES FOR THE RCEA EXECUTIVE COMMITTEE MEETING
Stone House – Building M-1B
Tuesday, 17 May 2016

ATTENDEES:

NRC:		Present	Absent
Fraser, Cathie	President, RCEA	√	
Zaluski, Marvin	1 st Vice-President, ICT, M-50	√	
Ly, Dao	Treasurer, M-54, HHT, Ottawa	√	
Beasley, Jim	AERO, U-61	√	
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		√
Lowery, Mark	CONST, M-24	√	
Lussier, Steve	KM, M-55, AD Chair	√	
Robertson, Sandra	AERO, M-13	√	
Toll, Floyd	EME, M-12, TO Chair	√	
Smith, Shannon	AERO, M-7	√	
Zerhloul, Amal	CONST, M-23A	√	
VIA TELECONFERENCE:			
Benson, Vaughan	St-John's		√
Catalli, Adriana	Charlottetown	√	
Cloutier, Martin	Edmonton	√	
Condie, Janet	Saskatoon	√	
Desjardins, Véronique	Boucherville	√	
Gallant, Jeffrey	Halifax	√	
Hoffmann, Anthony	Penticton	√	
Lévesque, Michelle	2 nd Vice-President, Montreal	√	
Macfarlane, Michelle	Oakville	√	
Martin, Cédric	Fredericton	√	
McDonald, Cathy	Halifax		√
Melnychuk, Geoffrey	Victoria	√	
Moraw, Franz	Vancouver		√
Polvi, Sandra	Saskatoon	√	
Raymond, Nathalie	Boucherville		√
Santos, Nelson	London		√
Simard, R.-Michel	Saguenay	√	
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 May 17, 2016

Motion: "That the agenda of May 17, 2016 be approved."
Moved by B. Holbrook, seconded by F. Toll.
Approved.

2. (a) Approval of the Minutes of the Executive Committee Meeting of March 9, 2016

Motion: "That the minutes of March 9, 2016 be approved."
Moved by B. Holbrook, seconded by S. Lussier.
Approved.

(b) Business Arising from the minutes of March 9, 2016

C. Fraser asked if each regional steward received the member and Rand lists that have been sent. If NCR stewards would like to receive a list, please advise Denise Marion, RCEA membership, insurance and dues coordinator at denise@rcea.ca. She specified what a RAND signifies and that the updated employee lists the RCEA receives from the NRC may be months behind.

B. Holbrook would like to receive a list and will contact D. Marion to this effect.

C. Fraser clarified about an investments question. C. Fraser called RBC on March 11, 2016, confirming that all RCEA investments are GICs and cash. They are not mutual funds. The cash is in a corporate account that has a high daily interest rate, is guaranteed and insured. Money can be taken out at any time with no penalties.

C. Fraser: A question was asked about software fees totaling \$354 from the July 2015 to November 2015 financial statements. These are fees associated with online payroll and software backups.

C. Fraser: there was a question about the AD/AS reclassification exercise. She inquired to NRC Human Resources and there are no updates to report.

3. President's Report and Correspondence – C. Fraser

Welcome to the 7 new RCEA stewards, and thank you for joining. New stewards are: Jim Beasley, Ottawa; Mark Lowery, Ottawa; Michelle Macfarlane, Oakville; Cédric Martin, Fredericton; Nelson Santos, London; Sandra Robertson, Ottawa and Amal Zerhloul, Ottawa.

An alternate RCEA representative is required for the June 1, 2016 NCOSH meeting from 1:00 pm to 4:00 pm. This is an alternate for Gordon Fougère who will be chairing in my place. C. Fraser will be at the National Joint Council. It is time off with pay, as it is consultation with the NRC. S. Fletcher volunteered as an RCEA alternate.

The RCEA needs to upgrade or install new database software. It may be a high cost but it is required, as the membership dues reconciliation is done manually and is very time consuming. If anyone knows of an IT firm that specializes in Access databases, please contact the RCEA office.

The PSLREB arbitration hearing scheduled for June regarding an unfair labour practice, for meeting members on premises, has been postponed. The new date is unknown.

The next Executive Committee meeting will be held on Tuesday, September 13, 2016.

4. 2015 AGM Minutes – C. Fraser

Stewards were sent the RCEA 50th anniversary posters for posting on union bulletin boards.

V. Desjardins stated that she did not receive the RCEA 50th anniversary poster. She will verify once again and advise us.

5. Proposed amendments to the RCEA constitution – S. Lussier

The RCEA constitution is being revised and updated from notes and input taken from J. Van Den Bergh, C. Fraser, J. Fraser, M. Zaluski, L. Ernst and S. Lussier.

C. Fraser added that the updated RCEA constitution will be sent out to all stewards for discussion at the Executive Committee meeting in September. Anyone who has questions or suggestions can email S. Lussier. The current constitution is on the RCEA website.

6. Finance Committee – D. Ly

(a) Treasurer's Reports, Nos 8, 9 and 10 – D. Ly

No unusual activity. The average revenue for these 3 months is exceeding the average expense.

M. Zaluski asked about the dues in February and March 2016. No dues were reported in February 2016, as both February and March were reported in the March statement.

Motion: "That all 3 Treasurer's Reports be approved."

Moved by F. Toll, seconded by S. Lussier.

Carried.

(b) Investment Reports, February 2016 to April 2016– D. Ly

February and March 2016 reports should indicate dates of 29 February, 2016 and 31 March, 2016. The Finance Committee agreed to renew a GIC investment that had reached maturity for another 22-month term.

(c) Proposed Budget 2016-17 – D. Ly

The RCEA budget fiscal year is from July 1, 2016 to June 30, 2017. The "actual amount" indicated is for the first 3 quarters of this year – ending March 2016. There are still 3 months to go before the end of this fiscal year.

The budget expense, up to \$40,000, as indicated in this report, is if all the regional stewards attend the AGM in Ottawa in October 2016.

A more thorough discussion on AGM expenses was held later during the meeting.

M. Macfarlane asked about the RCEA staff salaries, Telpay, banking expenses and photocopier rental costs.

In the past 2 years, the RCEA has reduced its debt drastically by examining and reducing all office costs where possible.

M. Zaluski credited C. Fraser and the RCEA staff for acting upon this issue and that the expenses have greatly decreased.

V. Desjardins asked about Federal Bill C-4 as unions can't go into arbitration for dispute resolutions.

An explanation of Bill C-4 was presented. Details of essential designation of employees, no arbitration for disputes in negotiations and strike/conciliation.

S. Smith asked about the right to privacy that Bill C-51 takes away from each NRC employee regarding security checks.

C. Fraser mentioned it is a legislated Bill and each employee must abide by the new security screening rules. If an employee refuses, it could be grounds for termination.

The RCEA has fought the changes in security check procedures with the NRC.

C. Fraser will follow up about the tele-banking costs and photocopier/printer expenses at the next Executive Committee meeting in September 2016.

7. Management Committee Report and Recommendations – M. Zaluski

M. Zaluski stated that the Management Committee will make the recommendation that, in celebration of the 50th anniversary of the RCEA, and for a greater cohesion and networking of all stewards, that all stewards should attend the Annual General Meeting held on Tuesday, October 18, 2016.

There will be a special meeting of the Executive on Monday, October 17 and training on the Tuesday afternoon. All stewards should let the RCEA office know what training they would like to have on October 18.

Executive Committee concerns: Insure that all expenses for the AGM are kept to a minimum.

The AGM will be in person, by teleconference call in and video link.

If all stewards attend, an estimated cost to the RCEA for the AGM could be \$40,000. It includes the following: accommodation with breakfast, travel/car, catering service, training, incidentals and salary replacement (if all submit).

A discussion was held about the AGM expenses and to bring in the regional stewards to Ottawa. Although it was thought of as a good idea to have all stewards meet for exchange of ideas and concerns, concerns were raised about the AGM costs, possible members' dues increase to cover the cost and the use of RCEA's limited budget.

M. Zaluski made an action item for regional stewards to send an email to him if they want to attend the AGM or not. A decision will be made from there by the Management Committee.

8. Grievance Committee Report – C. Fraser

There were no new grievances filed since the last meeting, but we have a few regarding the Commitment to Excellence (CTE) process. We are still waiting for decisions on grievances that J. Van Den Bergh has already presented: one on acting pay, one on sick leave, one on wrongful dismissal. One decision was received, in our member's favour, about a long-term term.

A discussion on the CTEs followed:

C. Fraser emphasized to fill out the employee comments section and comment about what the member disagrees with.

CTEs can be signed for having been read, there is a box to check, stating that the employee accepts. Meetings may occur twice a year and writing down comments is strongly suggested.

CTEs and its implications towards NRC employees' re-classification and advancement were also discussed.

9. Category & Group Committee Reports – C. Fraser

For upcoming bargaining group committees:

- (a) AD Group:** 3 volunteers, one from NCR, two from regions.
- (b) AS Group:** 2 volunteers, one from NCR, one from region.
- (c) CS Group:** 4 volunteers, all from NCR.
- (d) OP Group:** 2 volunteers, both from NCR.
- (e) PG Group:** 1 from region.
- (f) TO Group:** this group is complete (15 members are on the bargaining committee)

Bargaining will most likely be in the Fall 2016. More people are needed on these committees. If we don't get enough people on each committee, we may have to combine groups.

10. New Business

C. Fraser thanked K. Foster who will be retiring in August 2016. She congratulated him and mentioned his involvement in many committees throughout the years: CS group bargaining, NCOSH and RCEA Executive Committee.

The next meeting will be held on Tuesday, September 13, 2016

11. Adjournment

The meeting adjourned at 6:12 pm.