

MINUTES OF THE RCEA EXECUTIVE COMMITTEE MEETING

RCEA Office, Stone House, Ottawa, ON

January 17, 2017

5:00 p.m.

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	√	
Birt, Michael	AST, M-2	√	
Fletcher, Shaun	AERO, M-2	√	
Hewitt, Daniel	DFS, M-4	√	
Holbrook, Bernard	MSS, M-36	√	
Lowery, Mark	CONST, M-24	√	
Lussier, Steve	KITS, M-55, AD Chair		√
Pelletier, Cara	HHT, M-54	√	
Robertson, Sandra	AERO, M-13		√
Tabaro, Arnold	CSC, M-55	√	
Toll, Floyd	EME, M-12, TO Chair	√	
Smith, Shannon	AERO, M-7		√
Whetter, Allan	ASPM, M-6	√	
Zerhloul, Amal	CONST, M-23A		√
VIA TELECONFERENCE:			
Benson, Vaughan	St. John's		√
Cloutier, Martin	Edmonton	√	
Condie, Janet	Saskatoon	√	
Desjardins, Véronique	Boucherville	√	
El Bahh, Bouchaib	Charlottetown	√	
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		√
Polvi, Sandra	Saskatoon	√	
Raymond, Nathalie	Boucherville	√	
Saini, Jack	Vancouver		√
Santos, Nelson	London	√	
Simard, R.-Michel	Saguenay	√	
Tom, Roseanne	Montreal	√	

The meeting was called to order at 5:00 p.m. Cathie Fraser, chaired this meeting.

1. **Approval of Agenda of the Executive Committee Meeting of January 17, 2017**

MOTION: “That the agenda of January 17, 2017 be approved.”

Moved by B. Holbrook, seconded by F. Toll

Approved

C. Fraser welcomed new stewards.

The RCEA would like to welcome new stewards:

Cara Pelletier, Ottawa - M54

Jack Saini, Vancouver

Arnold Tabaro, Ottawa - M55

Alan Whetter, Ottawa - M6

The RCEA office is very pleased to introduce Shelagh Till. Shelagh joined us in December 2016 as the RCEA Dues and Insurance Coordinator. She can be reached at shelagh@rcea.ca

2. **Approval of the Minutes – Exec meeting October 17, 2016**

MOTION: “That the minutes of October 17, 2016 be approved”

Moved by D. Hewitt, seconded by F. Toll

Approved

(b) **Business arising from the Minutes of October 17, 2016** – C. Fraser

I am pleased that some regional stewards were able to join us for the Executive and AGM in October. I hope you feel that meeting the RCEA stewards and staff, the training Q&A and both meetings were worth the travel.

3. **President's Report – C. Fraser**

Constitution

RCEA constitution revisions passed by 74.7%, with 37% of the membership returning their ballots.

Bill C-27

Bill C-27 is a parliamentary bill that may introduce to changes pension plans. There is a petition going around to send to Minister Bill Morneau to try to stop this. C. Fraser asked if the executive would like this posted on the website.

MOTION: “That information regarding Bill C-27 and link to petition be posted on the RCEA website.”

Moved: J. Beasley, second: S. Fletcher

Meeting on Premises MOA

On December 19, 2016, the RCEA and NRC mediated a Memorandum of Agreement regarding the RCEA being able to meet members on NRC premises.

Mental Health in the Workplace

NRC will be implementing a Mental Health in the Workplace program in 2017. For a better understanding of this program, C. Fraser took a 2-day training workshop on Mental Health in December. This was a free workshop from the Joint Learning Program of Treasury Board and it now certifies C. Fraser as a mental health first-aider.

Contract negotiations

Contract negotiations in the Public Service unions have begun. One agreement, at ACFO, has been ratified. Some unions who have not agreed on the contracts will be sent to binding conciliation. Some negotiations have incorporated a Memorandum of Understanding about sick leave and short term disability into these contracts. Essentially the MOU states that a steering committee or taskforce will be established and the sick leave and short term plans will be consulted on. Different agreements have different MOUs

Core public service union ratification or proposed contract amendments included:

Economics

Anywhere from 1% wage increase for a specific year to a signing bonus.
Rates of pay increases of 1.25% each year of a 4-year contract.

Definition of family

Expanded definition of family in various articles.

Personal leave

More flexible use of personal leave.

Maternity and parental allowance

Reduction of waiting period from two weeks to one week for eligibility for the allowance.

Leave with pay for family-related responsibilities

Removal of caps that previously limited the amount of leave related to school and daycare closures and functions.

Gender identity and expression

Expansion of grounds for discrimination to include gender identify and expression.

Duration

Expansion from 90 to 120 days for the implementation of the agreement.

Memorandum of Agreement on Wellness

Current sick leave plan and banks to be maintained until an Employment Wellness Support Program is negotiated and implemented.

Questions:

S. Fletcher asked when will RCEA sit down with NRC to begin negotiations. C. Fraser said J. Van Den Burgh, RCEA negotiator, contacted NRC. NRC does not have a mandate from Treasury Board yet.

V. Desjardins inquired about a survey sent out to IRAP members. C. Fraser noted that the replies, albeit few, have been tabulated and she has contacted NRC VP HR and the new VP of IRAP for a

meeting.

4. **Treasurer's Reports No. 4, 5, and 6.** – D. Ly

D. Ly met with the financial advisor that Deloitte auditors had recommended. There was nothing gained from that meeting.

D. Ly suggested that in May 2017, the financial committee should meet to plan the next fiscal year budget.

F. Toll asked for clarification on the Dues line items for Reports 4 and 5. Why was one month \$0? D. Ly clarified that sometimes we receive 2 deposits in a month.

F. Toll asked for clarification on the Personal reimbursements line item on Report 6. C. Fraser said she would look into it and report at the next meeting.

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

Since the constitution amendments have been ratified, M. Zaluski moved to dissolve the constitution committee.

6. **Grievance Committee Report** – C. Fraser

Since the last Executive Meeting, one new grievance has been filed. Two existing grievances have been completed, one was allowed and another was partially allowed.

7. **Category and Group Committee Reports**

An update on bargaining has been covered in the President's Report.

8. **RAND Report**

S. Till prepared a report for each Steward on their RANDs. Stewards were asked to speak to their RANDs to deliver the letters prepared and encourage them to visit the RCEA website to sign their Membership Enrolment cards.

9. **New Business**

D. Ly has stepped down as a steward. She will be staying on as RCEA Treasurer until a new person steps forward. C. Fraser asked for volunteers for the Treasurer position. Anyone in the RCEA membership may apply.

The Treasurer position requires constant interaction with the RCEA office, the finance committee, the investment broker, and the auditors. We rely on our Treasurer to forecast the annual budgets and keep the RCEA "on track". This work is underrated as we do not see first-hand the amount of time spent on this position. It is much more than giving a quick overview at Executive meetings. The RCEA would like to thank Dao Ly for her tremendous contribution to the office and membership.

D. Ly was presented with a plaque for her contributions to the RCEA office and membership.

F. Toll requested an update on TO Mapping Exercise letters. Members have heard that there would

be a delay until April or May. C. Fraser has not heard it is off track, but will contact NRC.

R.-M. Simard requested clarification regarding the results of Steward elections. Stewards were reassured that all stewards whose terms were up for renewal were renewed. Letters confirming such would be sent out immediately.

MOTION: "That the meeting adjourn"

Moved: F. Toll, second: D. Ly.

The meeting adjourned at 6:00 pm.

New Steward training and refresher for existing stewards was conducted after the meeting.

Minutes prepared by Shelagh Till