

## MINUTES OF THE RCEA EXECUTIVE COMMITTEE MEETING

RCEA Office, Stone House, Ottawa, ON

*April 12, 2017*

5:00 p.m.

### Members Present and Absent:

<b>NRC:</b>		Present	Absent
Fraser, Cathie	President, RCEA	√	
Zaluski, Marvin	1 <sup>st</sup> Vice-President, ICT, M-50	√	
Beasley, Jim	AERO, U-61		√
Birt, Michael	AST, U-89	√	
Fletcher, Shaun	AERO, M-2	√	
Hewitt, Daniel	DFS, M-4	√	
Holbrook, Bernard	Treasurer, MSS, M-36	√	
Lowery, Mark	CONST, M-24	√	
Lussier, Steve	KM, 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	√	
<b>VIA TELECONFERENCE:</b>			
Benson, Vaughan	St. John's		√
Cloutier, Martin	Edmonton	√	
Condie, Janet	Saskatoon	√	
Desjardins, Véronique	Boucherville		√
Doucet, Jacques-Andre	Fredericton	√	
El Bahh, Bouchaib	Charlottetown	√	
Gallant, Jeffrey	Halifax	√	
Hoffmann, Anthony	Penticton		√
Lévesque, Michelle	2 <sup>nd</sup> Vice-President, Montreal		√
Macfarlane, Michelle	Oakville	√	
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 April 12, 2017**

**MOTION:** "That the agenda of April 12, 2017 be approved."

Moved by F. Toll, seconded by D. Hewitt.

**Approved**

2. **Approval of the Minutes – Exec meeting January 17, 2017**

**MOTION:** "That the minutes of January 17, 2017 be approved"

**Approved**

(b) **Business arising from the Minutes of January 17, 2017 – C Fraser**

TO Mapping Exercise

On Feb 14, 2017, the RCEA had a meeting with NRC regarding the TO Mapping Exercise. The RCEA have been told that there are potentially 8 downward reclassifications, in HHT, ICT and Construction. These positions are still tentative and are still being reviewed. There were also 83 upward classifications.

*M. Lowery stated he believes there are more than 8 downward classifications in Construction.  
C. Fraser stated she will go back to NRC and ask them again.*

If a member disagrees with their position remaining at same level or going downward there is an informal resolution process to follow, tell members to contact their HRG's.

Retroactive pay for some members who have gone through the TO Mapping process may still be waiting a while longer. The Pay Advisors are still trying to incorporate this into the new Phoenix pay system.

Financial queries from TR #6, November 2016

Re: Personal reimbursement of \$447.33. This was money C. Fraser repaid to the RCEA for mobile roaming about \$84. while on holiday. C. Fraser reimbursed an overpayment made to her online by mistake from the office of \$363.

3. **President's Report – C. Fraser**

- a. Welcome to the new RCEA treasurer Bernard Holbrook, he will be acting in the position, finishing out D. Ly's term until July 2017.

I would like to thank Dao Ly for her tremendous contribution as steward since 2013 and as Treasurer since July 2015. Dao was a dynamic and vital member of the finance committee and the management committee.

Letter from Dao Ly was read:

"It is with mixed feelings that I leave my role of RCEA representative and treasurer. Some

of you have been executive members for years, and still continue, which makes me feel humbled of my short appointment. I really appreciate and admire your dedication. I wish that I could stay longer and contribute more to the union but I am unable to give the position the time & dedication it requires. I believe that under Cathie's leadership, the RCEA is in good hands and will continue to thrive. I would like to thank Laurette for her hard work - making my job as treasurer much simpler, to Joan for being there when I needed help with members' questions, to Cathie for her unconditional support and encouragement, to Bernard for accepting the torch and finally to all of you, executive members, for your exemplary commitment. It was a privilege to know and work with you.

Kindest regards,  
Dao”

- b. The RCEA would like to thank our steward, Nathalie Raymond in Boucherville. Nathalie will be leaving NRC in May, and she has been a very active and helpful steward for all of her members.

The RCEA would like to thank our steward Cédric Martin in Fredericton. Cédric was also a very active member of the RCEA, on COSH and LLMCC.

The RCEA would like to welcome a new steward Jacques-André Doucet in Fredericton. The RCEA will be sending you the steward training manual, and we will be in touch about training.

- c. Next Executive meeting dates are Tuesday June 20, Tuesday September 26, Monday October 23, and the AGM is Tuesday October 24. The AGM will take place at the M-50 Auditorium, with guest speaker NRC President Iain Stewart.

**d. Contract negotiations in the Public Service unions**

As you may have heard many core PS unions are reaching and ratifying new collective agreements.

Pursuant to the MOU reached between PSAC and TBS around sick leave and wellness, PSAC will be striking a steering committee to examine the issues and I, representing the RCEA, have been asked to participate of this Committee

- e. **December Shutdown 2017:** A meeting was had with PIPSC, RCEA, and NRC Labour Relations on Friday, March 24 to discuss details of a new MOU. A notice from NRC will be sent to all employees stating that we have agreed in principle to the days for the shutdown, they will be the afternoon of Dec. 22, Dec 27, 28, 29.
- f. **IRAP LLMCC was held:** J. Van Den Bergh attended this first meeting but our stewards will be continuing. This first meeting also had the new IRAP VP, HR, and LR.
- g. Meetings I have attended since the last Executive meeting:
  - o Union Management Relations Committee (UMR) January 18 and March 29. The Union-Management Relations Committee reviews the organization of the National Joint Council (NJC), recommends NJC training activities and provides planning and organization for union-management seminars.

- TO Mapping Update with NRC on Feb. 14
- Bargaining Agents (BAS) Feb 28, next meeting is May 30.
- National Joint Council (NJC) March 1 – Overview of the NJC (from the NJC website): Participating employers and bargaining agents take joint ownership of broad labour relations issues and develop collaborative solutions to workplace problems through the auspices of the National Joint Council. Employers and bargaining agents have agreed that the National Joint Council is the "Forum of Choice".
  - To share information;
  - To consult on workplace policies;
  - To co-develop directives which provide public service-wide benefit

Created in 1944, the National Joint Council today includes 18 public service bargaining agents, Treasury Board and a number of "separate employers" as official members.

Partnership and co-development are keys to the modernization of public service labour relations. At the National Joint Council, government and union representatives demonstrate that partnership and co-development improve the workplace and provide important benefits.

NJC complements collective bargaining between individual unions and employers by offering an alternate and innovative way to address issues on a public service-wide basis.

- Joint Consultation Committee (JCC) March 8 - minutes of these meetings can be found on MyZone.
- National Committee in Occupational Safety and Health (NCOSH) March 16, the RCEA is posting these minutes on our website, they can also be found on MyZone.
- Service-Wide Committee in Occupational Safety and Health (SWOSH), C. Fraser, representing the RCEA has been appointed by the BAS to sit on this committee. The role of the Service-Wide Committee on Occupational Health and Safety (SWOSH) is to participate in the development and review of all Treasury Board of Canada Secretariat policies, programs and issues relating to occupational health and safety. The SWOSH Committee provides advice and leadership to the departmental or agency policy committees.
- PIPSC representatives and C. Fraser met with Roger Scott-Douglas, NRC Vice President, Policy and Governance, for an update on the NRC Dialogue, on April 5. We had the opportunity to provide union perspective and input to the NRC Dialogue.

**h. Email systems for Steward duties:** - A. Whetter.

To avoid using your NRC email for Steward duties, something very inexpensive to use are Gmail accounts because it is easier to pass emails and contacts and conversations along to the next person who takes over the job.

Sandra – Likes the idea of the Gmail, but was wondering if other stewards were going to do it, if we could set up a standard format for that.

It was suggested that if a steward would like to set up a Gmail account, the format should be **<region/building>.RCEA@gmail.com**. (examples: M6.M9.RCEA@gmail.com or Boucherville.RCEA@gmail.com)

4. **Treasurer's Reports No. 7 & 8** – C. Fraser (for B. Holbrook)

Legal costs have risen this report. This was due to the higher number of grievances that are occurring and the need for legal advice associated with them.

F. Toll asked about the investments that are coming due. He inquired as to whether we knew what we are doing with those. C. Fraser informed him that we have a call in to our investment broker at RBC and we are waiting for him to call us back. We will be probably be reinvesting them.

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

Nothing to report at this time.

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

Since the last Executive Meeting: two new grievances have been filed. Two grievance hearings have been held. As well, mediation of an existing grievance took place, which resulted in a settlement.

7. **Category and Group Committee Reports** – C. Fraser

(a) **Admin. Support Group (AD)**

The AD/AD/PG committee met on March 27 with J. Van Den Bergh. Next meeting on April 20<sup>th</sup>. The committee is starting to go through their proposals.

(b) **Admin Services Group (AS)**

The AD/AS/PG committee met on March 27 with J. Van Den Bergh. Next meeting on April 20<sup>th</sup>. The committee is starting to go through their proposals.

(c) **CS Group (CS)**

3 CS members have come forward for the committee, but a meeting has not taken place yet.

(c) **Operational Category (OP)**

OP group committee met with J. Van Den Bergh on March 20 to prepare demands. There are 4 members on the committee.

(d) **Purchasing Group (PG)**

The AD/AS/PG committee met on March 27 with J. Van Den Bergh. Next meeting on April 20<sup>th</sup>. The committee is starting to go through their proposals.

(f) Technical Group (TO) – F. Toll

Committee met with J. Van Den Bergh on April 5 with our finalized demands and 5 members have been chosen to sit on the negotiating team. There are 3 dates set – May 17, May 25, and Jun 6. (these dates have been changed to May 26, June 1 and June 2)

**8. Rand Report – S. Till**

The RCEA office received 45 new enrolments from the RAND exercise. There were 233 RANDs on the lists provided to stewards in January. Stewards are encouraged to continue to speak to RANDs and explain the benefits of signing their membership cards. New lists will be provided to any steward who requests one. Otherwise, the exercise will be repeated next January.

It was agreed that, once a member has signed their enrolment card, an email from the RCEA office, will be sent to them confirming their enrolment.

**9. New Business**

That Frequently used acronyms be added to the minutes.

Motion: F. Toll, second: S. Fletcher.

The meeting adjourned at 5:55 pm.

Minutes prepared by Shelagh Till

**Frequently Used Acronyms**

BAS	Bargaining Agents Side
COSH	Committee on Occupational Safety and Health
HRG	Human Resource Generalist
JCC	Joint Consultation Committee
LLMCC	Local Labour Management Consultation Committee
MOU	Memorandum of Understanding
NCOSH	National Committee on Occupational Safety and Health
NJC	National Joint Council
PIPSC	The Professional Institute of the Public Service of Canada
PSAC	Public Service Alliance of Canada
SWOSH	Service-Wide Committee on Occupational Safety and Health
TBS	Treasury Board Secretariat
UMR	Union Management Relations Committee