

MINUTES OF THE RCEA EXECUTIVE COMMITTEE MEETING

RCEA Office, Stone House, Ottawa, ON
June 14, 2017
5:00 p.m.

Members Present and Absent:

NRC:		Present	Absent
Fraser, Cathie	President, RCEA	√	
Zaluski, Marvin	1st Vice-President, ICT, M-50	√	
Lévesque, Michelle	2nd Vice-President, Montreal	√	
Holbrook, Bernard	Treasurer, M-36, MSS, Ottawa	√	
Beasley, Jim	AERO, U-61	√	
Birt, Michael	AST, M-2	√	
Fletcher, Shaun	AERO, M-2		√
Hewitt, Daniel	DFS, M-4	√	
Lowery, Mark	CONST, M-24	√	
Lussier, Steve	KM, M-55, AD Chair	√	
Pelletier, Cara	HHT, M-54	√	
Robertson, Sandra	AERO, M-13		√
Toll, Floyd	EME, M-12, TO Chair		√
Smith, Shannon	AERO, M-7		√
Whetter, Allan	ASPM, M-6	√	
Zerhloul, Amal	CONST, M-20	√	
VIA TELECONFERENCE:			
Benson, Vaughan	St. John's		√
Cloutier, Martin	Edmonton	√	
Condie, Janet	Saskatoon	√	
Desjardins, Véronique	Boucherville	√	
Doucet, Jacques-André	Fredericton		√
El Bahh, Bouchaib	Charlottetown		√
Gallant, Jeffrey	Halifax	√	
Hoffmann, Anthony	Penticton	√	
Macfarlane, Michelle	Oakville	√	
Melnychuk, Geoffrey	Victoria		√
Polvi, Sandra	Saskatoon	√	
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 June 14, 2017

MOTION: “That the agenda of June 14, 2017 be approved.”

Moved by: A. Whetter, *seconded by:* S. Lussier

Approved

2. Approval of the Minutes – Exec meeting April 12, 2017

MOTION: “That the minutes of April 12, 2017 be approved”

Moved by: M. Zaluski, *seconded by:* A. Whetter

Approved

Thank you to stewards Arnold Tabaro in Ottawa and Cathy McDonald in Halifax, who have left NRC, and Cara Pelletier for inviting J. Van Den Bergh and I to an HHT Lunch ‘n’ Learn on May 17. J. Van Den Bergh and C. Fraser spent a lunch hour with HHT staff. They spoke for about 20 minutes with updates about the RCEA and then answered questions from the members. We really enjoyed meeting and chatting with the members. If any other group/location would like the RCEA to meet members, please let C. Fraser know.

3. Business arising from the Minutes of April 12, 2017

A question was raised about the TO mapping exercise at construction. C. Fraser received an update from Francis Lalonde, NRC, Classification and Organizational Design: At Construction, NRC currently has 10 proposed upward reclassifications, and 4 proposed downward reclassifications. NRC are still working on finalizing these reclassifications.

4. President's Report – C. Fraser

- On the RCEA website, and with the permission of the National Association of Federal Retirees, we have posted information and petition links regarding Bill C-27. Bill C-27, which would amend the Pension Benefits Standards Act and make possible target benefit pension plans for federally-regulated and Crown corporation employers. This would not affect federal public-sector employees or retirees at this time, but could in the future.

- *TO Mapping Exercise update from Francis Lalonde (NRC, Classification and Organizational Design)*

Francis Lalonde has sent a statement to C. Fraser, as follows:

NRC are currently working on the remaining reclassification requests which are a combination of a few original requests for which they’ve been having issues getting enough information to evaluate, and new requests which were a result of informal discussions between employees and management following the distribution of the personal notification letters earlier this year. The NRC is looking at the 15 informal resolution process files submitted to Classification by employees disagreeing with the mapping of their position. NRC are hoping to have the feedback to managers by the end of June however they are still waiting on additional information for a few of them. Managers will then communicate their final decision to the employee shortly after.

In summary, this applies to positions that were under consideration for reclassifications only: 76 upwards, 8 downwards, 2 were non-supported, 10 to re-evaluate, and 15 are at the informal resolution phase within the NRC classification group.

- The Public Service Dental Care Plan is in a cyclical review, this means negotiations with Treasury Board will begin for changes and (hopefully) upgrades to the plan. C. Fraser asked stewards to canvas

members and to send suggestions for input to her. C. Fraser will then send the RCEA members input information to the Bargaining Agent Dental Care technical committee.

- The Memorandum Of Understanding (MOU) on December Shutdown has been agreed to in principle, but there are still some outstanding clarifications needed before all parties sign. The MOU was discussed at the JCC on June 14, 2017, and a final statement should be sent out to all employees by NRC soon. As soon as that is done, the RCEA will also post on our website.
- The RCEA has signed a 5-year lease for new office space at 5300 Canotek Rd for September 2017. It is 3.1km from the current office. There are a few minor renovations that need doing before we move, but we are expecting no downtime. The new lease cost will be 54% of the current rental cost.
- The NRC will continue the internal mail delivery services for the RCEA office. The RCEA will pick up and drop off mail to M-19.

5. Treasurer's Reports Nos. 9, 10, 11 – B. Holbrook

- *Treasurer's Reports: Nos. 9, 10, 11*
B. Holbrook presented the Treasurer's Reports for March 2017, April 2017, and May 2017.
- In the RCEA constitution, Article 11.1 a), there is an increase in dues of \$1 per year, applied at the beginning of the fiscal year, July 1. This increase is automatic unless the Executive Committee votes it down. There was discussion about the motion, but none opposed that the increase be applied. A \$1 increase in members' dues will be applied, starting August 2017.
- *Investment Reports: March 2017, April 2017, and May 2017*
There were some GIC investments that came due. The majority of them have been rolled back in to be reinvested, staggering the years for maturity dates.
- *Budget Forecast for July 2017 to June 2018*
B. Holbrook presented the Budget Forecast for July 2017 to June 2018. Some items of note:
 - Legal costs are climbing due to the number of grievances and WSIB cases.
 - Miscellaneous: Includes the costs for the office move in August/September.**MOTION:** "That the Budget forecast be approved as written and presented."
Moved by: C. Pelletier, *seconded by:* D. Hewitt.
Approved.

6. Management Committee Recommendations – M. Zaluski

No report.

7. Grievance Committee Report – C. Fraser

Since the last Executive meeting in April: 3 new grievances have been filed, 3 grievance hearings have taken place since April. We received two grievance decisions, one we were successful, the other has been transmitted to the final level.

8. Category and Group Committee Reports

a) Admin. Support Group (AD) – S. Lussier

J. Van Den Bergh has prepared draft demands; they have not been submitted. The committee agreed to participate in an expedited process and NRC has proposed a settlement. The team met and went through it. So far, it looks good. They are not asking us to get rid of anything and they are giving us a lot that we asked for.

b) Admin Services Group (AS) – S. Lussier

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c) CS Group (CS) – C. Fraser

The Public Service CS group settled. RCEA CS committee meeting to be scheduled.

d) Operational Category (OP) – C. Fraser

A meeting with the Bargaining Committee is to be scheduled.

e) Purchasing Group (PG) – S. Lussier

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f) Technical Group (TO) – C. Fraser

The first bargaining session was held on May 26, the next meeting is June 22 – waiting for NRC mandate – NRC will likely provide settlement proposal, based on core public service. The TO group met on May 26th. Meetings on June 1-2 were postponed to June 22. NRC says they are still waiting for a mandate.

9. New Business

Next Executive meetings are Tuesday September 26 and Monday October 23, and the Annual General Meeting will be in Ottawa on Tuesday, October 24, 2017. The RCEA has booked the M-50 auditorium and the President of NRC, Iain Stewart, has accepted our invitation to speak to members.

If stewards are planning on attending the AGM this year, please contact Laurette Ernst, in the RCEA office, as soon as possible.

The meeting adjourned at 5:56 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