

MINUTES OF THE RCEA EXECUTIVE COMMITTEE MEETING

RCEA Office, 5300 Canotek Road, Suite 100, Ottawa, ON

January 23, 2018

5:00 p.m.

Members Present and Absent:

NRC:		Present	Absent
Fraser, Cathie	President, RCEA	√	
Zaluski, Marvin	1 st Vice-President, DT, M-50	√	
Lévesque, Michelle	2 nd Vice-President, Montreal		√
Holbrook, Bernard	Treasurer, M-36, MSS, Ottawa		√
Beasley, Jim	AERO, U-61	√	
Birt, Michael	AST, U-89	√	
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	√	
Peter, Bobby	AEP, M-50	√	
Robertson, Sandra	AERO, M-13		√
Toll, Floyd	EME, M-12,	√	
Whetter, Allan	ASPM, M-6	√	
Bricault, Kevin	Boucherville		√
Cloutier, Martin	Edmonton	√	
Condie, Janet	Saskatoon	√	
Desjardins, Véronique	Boucherville	√	
Doucet, Jacques-Andre	Fredericton	√	
El Bahh, Bouchaib	Charlottetown	√	
Fahlman, Jason	Vancouver	√	
Gallant, Jeffrey	Halifax	√	
Macfarlane, Michelle	Oakville	√	
Santos, Nelson	London	√	
Simard, R.-Michel	Saguenay	√	
Thompson, Shannon	Winnipeg	√	
Todd, Andrea	Saskatoon	√	
Tom, Roseanne	Montreal	√	
Walsh, Doug	St. John's	√	
Webber, Ralph	Penticton	√	

The meeting was called to order at 5:01 p.m. Cathie Fraser, chaired this meeting.

1. **Approval of Agenda of the Executive Committee Meeting of January 23, 2018**

MOTION: “That the agenda of January 23, 2018 be approved.”

Moved by Allan Whetter, seconded by Floyd Toll.

Approved

2. (a) **Approval of the Minutes – Executive meeting October 23, 2017.**

MOTION: “That the minutes of October 23, 2017 be approved with corrections.”

- Corrected spelling of Joan Van Den Bergh in the Category and Group Committee Reports section.
- Corrected wording to “35 appointments without competition” under Steward Report for Montreal at the request of R. Tom.

Moved by Cara Pelletier, seconded by Marvin Zaluski.

Approved

(b) **Business arising from the Minutes of October 23, 2017.**

Approval for honoraria was done by email November 7, 2017. It was passed by majority, approved by 17, not approved by 0, no responses from 7.

3. **President's Report – C. Fraser**

Thank you to stewards who are leaving the Executive this year.

Sandra Polvi, who retires in April, she was a steward in Saskatoon since 2009.

Vaughan Benson stepped down in December and was our steward in St. John's since 2009.

Geoff Melnychuk, Victoria since January 2014

Jack Saini, Vancouver since December 2016

Amal Zerhloul since April 2016

I would like to welcome our new stewards joining us in 2018:

Kevin Bricault, Boucherville

Jason Fahlman, Vancouver

Bobby Peter, Ottawa

Shannon Thompson, Winnipeg

Andrea Todd, Saskatoon

Doug Walsh, St. John's

Ralph Webber, Penticton

Regarding the AGM in October 2017, it was hard to predict how many members participated. The RCEA used the internal NRC audio/visual system, and NRC had hoped to let us know how many were online but they were unable to. Unfortunately, the static and movement sounds on the audio were very distracting, but C. Fraser, NRC President Stewart and NRC VP Gingras proceeded. Next year the RCEA will go back to our own A/V specialists.

C. Fraser would like to thank NRC President Iain Stewart and VP HR Isabelle Gingras for attending this year and being so open and candid when answering numerous questions. C. Fraser would also like to thank the membership for asking such pertinent and timely questions. She believes it showed corporate NRC the RCEA members' true concerns, and that our concerns are different and separate from those of the PIPSC union, and the RO/RCO group.

C. Fraser attended two sub-committee meetings on Phoenix pertaining to Union Dues since the last Executive meeting in October. The RCEA along with 6 other unions sit on this committee with Treasury Board. The RCEA's missing dues, related to the new Phoenix pay system are reducing due to Shelagh Till in your RCEA office, not due to Phoenix working correctly. Shelagh diligently reconciles the dues every month and then corresponds with the NRC pay office to get the numbers figured out. We also thank the NRC Pay office and the hard work of the compensation advisors, as they are committed to help with the dues shortfall.

Other meetings for C. Fraser since the last Executive meeting in October have been a Bargaining Agents Side and a full National Joint Council meeting. Several National Joint Council committee meetings that C. Fraser is a member and attending included Union Management Relations committee and 3 meetings of the Service Wide Occupational Health and Safety. Joan Van Den Bergh is a member of the NJC Relocation Committee. C. Fraser has also attended the Public Service Policy Suite Reset (Policy on People Management) consultation meetings with other unions and Treasury Board. These included consultations on Interchange, Occupational Health and Safety, and Learning, Training and Development. In the new year, several more union/Treasury Board meetings will take place and the RCEA has requested to be included in the discussions/consultations on Probation, Duty to Accommodate, Employment Equity, Diversity and Inclusion, Terms and Conditions of Employment, Phoenix, Union Dues, Harassment, Leave and special work arrangements.

At NRC, the RCEA has participated in the quarterly meetings of NCOSH and JCC. These meetings are with both PIPSC and NRC. Numerous and interesting topics are discussed at NCOSH and the JCC and C. Fraser encourages members to read the minutes posted on the RCEA website.

The RCEA open house on December 4th was a huge success. Guests included NRC management, NJC, JLP, PSLREB, other unions, and RCEA lawyer, IT team, benefit providers, and broker. All guests liked the new office space. I would like to thank the RCEA staff for helping out with all the planning, invitations, organizing, shopping, set up and clean up.

4. **Finance Committee: – C. Fraser**

a. Treasurer's Report Nos. 1, 2, 3, & 4

C. Fraser presented the Treasurer's Reports for July 2017, August 2017, September 2017, and October 2017.

On the July 2017 and August 2017 reports, the amount for rent is less than normal as we had negotiated with NRC a rent for the Stone House to match the rent at the new office beginning July 2017.

Entry on August 8, 2017, there was a direct deposit for painting the new office. Our payment to the painters went into the wrong account. This error was reversed in September 2017 report.

M. Lowery asked about a bank error on August 1, 2017. C. Fraser clarified that that was an error made by a bank teller when petty cash was withdrawn.

On September 2017 report, the Dues and Insurance entries were reversed.
On October 2017 report, there is the purchase of the VOIP phones for the new office.

On October 2017 report is the entry for printing the ratification kits.

F. Toll noted that the Investment totals on the July and August Treasurer's Reports match the total in the Appendices for those months. However, the September and October Investment totals do not match. C. Fraser said we would look into it.

F. Toll asked if we are re-investing the investments that came due January 22, 2018. C. Fraser confirmed that they are being reinvested.

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

At the AGM in 2016, a member tasked the RCEA to look for new auditors because they believed the Deloitte cost was getting too high. At this year's AGM, C. Fraser reported that the RCEA would be looking at new auditors.

Four (4) Ottawa Auditor firms were approached, and the RCEA received 2 proposals. The Management Committee are going through the proposals and will choose one.

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

No new grievances have been filed since the October Executive Meeting. Joan Van Den Bergh has given two grievance hearings and assisted members in several investigations.

There are 8 outstanding TO generic classification grievances. Joan Van Den Bergh will meet with NRC to determine the process for these TO grievances – The outstanding issue to be determined is if these are classification grievances or job description grievances and that would determine who would hear them.

A number of other grievances are being prepared.

7. **Category and Group Committee Reports**

a) **Admin. Support Group (AD) – C. Fraser**

The AD bargaining team and NRC reached a tentative agreement on November 14, 2017. Voting packages were sent out on a three week turn around, and the deadline was December 15, 2017. Ballots were counted on December 18, 2017 and the ratification was passed by the group membership.

The RCEA informed the NRC immediately and the NRC has begun its own approval process.

b) **Admin Services Group (AS) – C. Fraser**

The AS bargaining team and NRC reached a tentative agreement on November 14, 2017. Voting packages were sent out on a three week turn around, and the deadline was December 15, 2017. Ballots were counted on December 18, 2017 and the ratification was passed by the group membership.

The RCEA informed the NRC immediately and the NRC has begun its own approval process.

c) **CS Group (CS) – C. Fraser**

The CS bargaining team and NRC reached a tentative agreement on November 20, 2017. Voting packages were sent out on a three week turn around, and the deadline was December 15, 2017. Ballots were counted on December 18, 2017 and the ratification was passed by the group membership.

The RCEA informed the NRC immediately and the NRC has begun its own approval process.

d) **Operational Category (OP) – C. Fraser**

The OP bargaining team is meeting with NRC on January 24 and 25, 2018. Any updates will be posted on the RCEA website.

e) **Purchasing Group (PG) – C. Fraser**

The PG bargaining team and NRC reached a tentative agreement on November 14, 2017. Voting packages were sent out on a three week turn around, and the deadline was December 15, 2017. Ballots were counted on December 18, 2017 and the ratification was passed by the group membership.

The RCEA informed the NRC immediately and the NRC has begun its own approval process.

f) **Technical Group (TO) – C. Fraser**

The TO Ratification package was sent out the first week of October 2017 with a deadline return date of Friday, October 27, 2017. Ballots were counted on Monday October 30, 2017 and the ratification was passed by the TO membership. The RCEA informed the NRC immediately and the NRC began its own approval process. This requires Treasury Board and Ministerial agreement and recommendation for an Order-in-Council approval. The new contract was signed on Tuesday, January 16, 2018, and changes in the new agreement are effective this date. NRC has 90 days to implement the new collective agreement (retroactive pay process).

V. Desjardins asked for clarification on if it is 90 CALENDAR days or 90 WORKING days. It was clarified that it is 90 CALENDAR days.

8. RAND Report – S. Till

S. Till prepared a RAND report for each steward. A RAND is a member of the union who has not signed their membership card or signed up online. These members still pay union dues as they still benefit from all the work of the union but cannot vote as they have not signed their membership card. 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. Stewards were also given a poster to encourage all members to update their information with the union.

9. New Business

No new business.

10. Adjournment

Motion to adjourn: F. Toll

The meeting adjourned at 6:05 pm. →

Minutes prepared by S. 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
JLP	Joint Learning Program
PSLREB	Public Sector Labor Relations and Employment Board