

MINUTES OF THE RCEA EXECUTIVE COMMITTEE MEETING

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

February 26, 2019

5:00 p.m.

Members Present and Absent:

| NRC: | | Present | Absent |
|-----------------------|---|----------------|---------------|
| Fraser, Cathie | President, RCEA | √ | |
| Zaluski, Marvin | 1 st Vice-President, Ottawa, DT | √ | |
| Lévesque, Michelle | 2 nd Vice-President, Montreal, HHT | √ | |
| Holbrook, Bernard | Treasurer, Ottawa, MSS | √ | |
| Birt, Michael | Ottawa, AST | √ | |
| Fletcher, Shaun | Ottawa, AERO | | √ |
| Hewitt, Daniel | Ottawa, DFS | | √ |
| Pelletier, Cara | Ottawa, HHT | √ | |
| Whetter, Allan | Ottawa, ASPM | √ | |
| | | | |
| Bricault, Kevin | Boucherville, AST | | √ |
| Cloutier, Martin | Edmonton, NANO | √ | |
| Condie, Janet | Saskatoon, ACRD | √ | |
| Desjardins, Véronique | Boucherville, IRAP | √ | |
| Ei Bahh, Bouchaib | Charlottetown, ACRD | √ | |
| Fahlman, Jason | Vancouver, EME | | √ |
| Gallant, Jeffrey | Halifax, HHT | √ | |
| Kalinic, Marijana | Montreal, HHT | √ | |
| Macfarlane, Michelle | Oakville, IRAP | | √ |
| Santos, Nelson | London, AST | | √ |
| Simard, R.-Michel | Saguenay, ASPM | √ | |
| Thompson, Shannon | Winnipeg, IRAP | √ | |
| Todd, Andrea | Saskatoon, ACRD | √ | |
| Tom, Roseanne | Montreal, HHT | √ | |
| Walsh, Doug | St. John's, KITS | √ | |
| Webber, Ralph | Penticton, HAA | √ | |

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 February 26, 2019**

MOTION: “That the agenda of February 26, 2019 be approved.”
Moved by Bernard Holbrook, seconded by Marvin Zaluski
Approved

2. (a) **Approval of the Minutes – Executive meeting October 22, 2018.**

MOTION: “That the minutes of October 22, 2018 be approved.”
Moved by Bernard Holbrook, seconded by Allan Whetter
Approved

(b) **Business arising from the Minutes of October 22, 2018.**

There was a question at the October 22, 2018 meeting regarding the management fees for our investments. Are the funds back-end or front-end loaded funds?

B. Holbrook: I did reach out to RBC and I do have the answer to this question. The short answer is that we are not directly paying fees but the issuers of the investments are paying RBC 2.5%.

Historically, the union has used a variety of vehicles. Some of them were front-end loaded and some of them were back-end loaded. Starting about 2 Treasurers ago when interest rates fell, we started exclusively going with GICs because they were the investments that gave us the best rate of return for the risk models that we are allowed to use. Since interest rates have stayed low, GIC's are the only vehicle we currently have in our portfolio as the older investments have matured and been cashed out. RBC is paid 2.5% per year directly by the institution offering the GIC so we are not paying either front or back end fees. That fee is universal across the board; it does not matter if you are using a private investor or if you're using TD or CIBC; that is how brokers get paid for GIC's.

To extend on that question a bit, we do have a high interest savings account with RBC as well. There is a fee of 2.5% for this high-interest savings account that is also paid for by the fund holders who back the high-interest savings account. It takes us 1-2 business days to access those funds when needed. Every investment we currently hold at RBC has a fee of 2.5% per year paid for by the issuer of the investment so we are not directly paying fees to RBC for our investments.

There is also a separate chequing account that is used for day-to-day operations that has the standard banking fee structure which the RCEA pays a small monthly fee for.

3. **President's Report – C. Fraser**

i. **Bill-62 and repeal of Bill C-4**

Parliamentary Royal assent for Bill C-62, which repeals Bill C-4. Bill C-4 would have allowed the government to unilaterally impose a new sick leave regime on public servants without negotiation or consultation. Bill C-62 repeals Division 20, Part 3 of the Economic Action Plan 2015 Act, No. 1, which authorized the Treasury Board to establish and modify, despite the Federal Public Sector Labour Relations Act, terms and conditions of employment related to the sick leave of employees who are employed in the core public administration. It also amends

the Federal Public Sector Labour Relations Act to restore the procedures for the choice of process of dispute resolution including those involving essential services, arbitration, conciliation and alternative dispute resolution that existed before December 13, 2013.

ii. New dental care plan as of January 1/19

Major changes

The annual maximum coverage for routine and major services will increase 47%. The increase will be phased in from the current maximum of \$1,700 per year to:

- \$2,000 per year starting January 1, 2019;
- \$2,250 per year starting January 1, 2020;
- \$2,500 per year starting January 1, 2021.

In addition,

- Dental implants will be covered in their own right. (Currently, implants are partially covered by deeming them to be another procedure, i.e., a bridge or dentures. This has often led to gaps in, or problems with, coverage.)
- Coverage for replacement fillings for children will be possible 12 months after the initial filling is done (instead of 24 months).
- Congenitally missing teeth will be covered until age 21 (up from age 19).
- Coverage during suspensions is improved.
- An allowable break in service to become eligible for the plan is extended from 5 to 7 days.
- The new plan allows coverage for extra scaling to be approved retroactively. (Currently, this may only be approved in advance.)

Minor changes

- Charges for oral hygiene instructions will now be limited to once per lifetime per adult (and remain once per year for children).
- Coverage is eliminated for minor issues such as:
 - The assistance of a second oral surgeon.
 - Dental professional peer consultation.
 - Trauma control if done at the same time as treatment for caries or pain control.
 - Enlargement of the canal or pulp chamber as a part of dental treatment separate from doing a root canal.

iii. Treasury Board Secretariat (TBS) notified RCEA that again this year the pension statements would not be sent to employees.

The 2018 Pension and Insurance Benefits Statement will not be issued in either print or electronic format, as some of the data may not be accurate. A statement cannot be issued to employees until the Government is confident in the accuracy of the data from both the pension and pay systems. The statements were not issued last year for similar reasons.

The Government of Canada normally issues an annual Pension and Insurance Benefits Statements with personalized pension and benefit information to approximately 300,000 federal employees. The personalized statements draw pension and insurance benefits plan data from both the pension (PenFax) and pay (Phoenix) systems. Treasury Board of Canada Secretariat and Public Services and Procurement Canada have determined that some system data may not accurately reflect the average salary published in the statement. Incorrect employee pay data will have an effect on the average salary used to calculate pension data in the statement.

Actual plan member pension and benefit eligibility and entitlements are not impacted by the cancellation of the statement. Public Services and Procurement Canada has a robust quality assurance program in place to ensure the ongoing accuracy of pension payments.

If a member is planning on retiring please ask them to contact the pension office and only then will they issue a pension and benefits statement.

iv. **Changes in the RCEA constitution, to be presented at the 2019 AGM.**

If members or stewards have any concerns and notice that other changes are needed, please contact the RCEA office. These changes will be presented by the Constitutional Committee at the 2019 AGM, and then sent out to the membership for voting.

Three examples, a change may be needed to find more volunteer members and stewards:

Article 7 Elections and Terms of Office

7.4 Stewards

c) Eligibility Requirements

A candidate must be a member and work within the area of jurisdiction for a period of more than one (1) year.

The RCEA office received a request from a member who would like to become a steward, however he does not meet the current 1-year requirement. C. Fraser brought this to the executive committee for approval.

MOTION: “That the nomination of the member to be a steward be approved.”

Moved by Bernard Holbrook, seconded by Marvin Zaluski

Approved

Article 17 Dissolution

17.2 & 17.3

Change to FPSLRB as the acronym has now changed.

Throughout the document:

The Executive Committee name could be changed to reflect the true meaning of it. “National Board of Representatives” or “National Steward Committee” or a term that better represents the national importance of your roles.

v. **Minister Scott Brison announced on January 10, 2019 that he will not be seeking re-election in October Federal Election and therefore stepping down as President TBS.**

On January 14, 2019, Prime Minister Trudeau announced the new Treasury Board President is Minister Jane Philpott.

vi. **RCEA Executive meeting minutes are now posted on the RCEA website.**

vii. **Bernard Holbrook has been appointed to another 2-year term as RCEA treasurer.**

On behalf of the RCEA, thank you, Bernard.

viii. **Call for bargaining committee members.**

Negotiations most likely will begin in the summer.

On the RCEA website is a link to send any ideas or issues members would like to see in bargaining this round.

M. Kalinic: What does it take to be at the bargaining table? Are there any qualifications?

C. Fraser: A committee member needs to be part of their group and a member in good standing. For example: If you are an AD, you sit on the AD bargaining group. Members need to send either Joan Van Den Bergh or Shelagh Till an email with a request to sit on the bargaining team.

B. Holbrook: What is the difference between a bargaining committee and a bargaining team?

C. Fraser: There is a preparatory bargaining committee, on which there can be as many members as volunteer. That committee will get together, either on the phone or in the office, usually at lunch hours. This is the committee that defines all of the issues, concerns and demands for the group. If this bargaining committee has numerous members, then a bargaining team for face-to-face bargaining is chosen from that committee. For example, if there are 10 members sitting on a committee, we would probably choose 4 or 5 to sit on the bargaining team. If you are interested, or if any member is interested, just get in touch with Joan or Shelagh at the office.

M. Zaluski: Would NRC have a mandate to bargain by June?

C. Fraser: They have a partial mandate right now, they are telling us. So that probably means everything except money at this point.

S. Thompson: Do you have to be in Ottawa for any of these bargaining meetings?

C. Fraser: For the bargaining committee meetings, members can join over the phone. It is just the RCEA and the members at this point. For the face-to-face bargaining, you could come to Ottawa or you could be on the conference call.

S. Thompson: How long are the meetings, generally?

C. Fraser: The preparatory bargaining committee meetings last about 1 hour, maybe 4 lunch hours over a few months. The face-to-face bargaining with NRC would be scheduled for about 3-4 days in a row. All correspondence is also done via personal emails.

S. Thompson: Three full days?

C. Fraser: Yes, full days. If a bargaining team member needs to travel to Ottawa, the RCEA will pay for that.

4. Finance Committee: – B. Holbrook

a. Treasurer's Report Nos. 4, 5, and 6

B. Holbrook presented Treasurer's Reports Nos 4, 5, and 6 for October 2018, November 2018,

and December 2018.

b. Investment Reports: October, November, and December

B. Holbrook presented the Investment Reports for October 2018, November 2018, and December 2018.

5. Management Committee Recommendations – M. Zaluski

As the RCEA is looking at changes to the constitution, a Constitution Committee needs to be formed:

Article 16 Amendments to the Constitution of the RCEA

16.1 Constitution Committee: The Management Committee, with the approval of the Executive Committee, shall appoint members to a Constitution Committee. The Constitution Committee shall receive input from members on changes to the Constitution and shall submit a report containing recommended revisions to the Constitution to the Executive Committee.

The Executive Committee will discuss and then approve the changes before submitting them to the membership. The Membership will then have a vote on the changes, to be held within 90 days of being presented with the changes at the AGM.

Should any member have any interest in sitting on the Constitution Committee, they should contact Marvin Zaluski or the RCEA office.

This year it is also possible that we have elections as both President and the 1st Vice-President's terms end this year. Therefore, an Elections Committee must also be formed.

Article 7 Elections and Terms of Office

7.1 Elections Committee

The Executive Committee may appoint up to 5 members to an Elections Committee when required, to supervise elections occurring within the year as provided by the Constitution of the RCEA. Members seeking election during the year shall not be eligible to serve on the Elections Committee. On the recommendation of the Elections Committee, the Executive Committee shall set the date of elections.

The Management Committee would like finalize these committees by June 2019. Any member who is interested in sitting on the Elections Committee should contact Marvin Zaluski or the RCEA office.

6. Group Committee Reports – C. Fraser

The RCEA has served Notice to Bargain for all 6 bargaining units. The RCEA is looking for volunteers to sit on all bargaining committees. Contact office@rcea.ca if interested.

7. Rand report and home emails – S. Till

S. Till prepared a RAND report for each steward. A RAND is a member of the union who has not yet 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 the RANDs to deliver the letters prepared and encourage them to visit the RCEA website to sign their Membership Enrolment cards.

The RCEA has moved to an online voting format. Going forward, only members for whom the RCEA has home emails will be sent confidential voting links and, therefore, be able to vote. As such, S. Till has prepared a report for each steward listing their members for whom the RCEA does not have home

emails. Stewards are asked to speak to their members and deliver the letters prepared and encourage them to visit the RCEA website to complete a Member Information Change form. Posters for the stewards to post on their union bulletin board encouraging members to update their information was also provided.

8. New Business

C. Fraser thanked Floyd Toll who has stepped down as a steward. He has been a steward since 2004 and was the TO chair since 2014. The RCEA has a plaque for him that will be presented to him upon his retirement on behalf of the Executive and the RCEA.

The RCEA office has heard from several TOs who are feeling overburdened by their workloads lately. They believe this is due to ROs and RCOs being hired instead of TOs and some TO positions are not being re-filled when TOs retire. If stewards have heard or seen anything like this, please let Cathie Fraser know so that she can bring this issue up with JCC and with HR and NRC management. The next JCC meeting is on March 20, 2019.

In October 2018, it was suggested that the AGM possibly be held in one of the regions in October 2019.

M. Levesque, R. Tom, and M. Kalinic have discussed the possibility of hosting the AGM in Montreal. M. Levesque has confirmed that the conference room would be available and they will put together a proposal in the next two weeks to present to the Executive.

S. Thompson also suggested Winnipeg as a location. C. Fraser invited S. Thompson to create a plan to present to the Executive.

The RCEA received the following questions from stewards prior to the meeting:

Q: LWOP How many times can you take it?

A: With respect to leave without pay, for personal needs, (and remember there is no such thing as sabbatical leave) an employee is entitled to two periods of leave during their career, one of up to 3 months and one between 3 months and 1 year. There is no personal needs leave of several years. The maximum over the career is 1 year and 3 months. Normally these periods of leave are not granted consecutively. They are meant to be taken on two separate occasions. So yes, the employee can take one. Of leave up to three months and then several years later take another period of leave of between 3 months and 1 year.

Q: The Flex time employees get screwed up when it's time to use 0290 (bereavement) due to missing 0.83 fractions.

A: Sigma doesn't have/allow a flexible banking of overtime credits to make up for the compressed work fractions. Under Hours of Work, Variable hours of work, leave is accounted for as 7.5 hours in a day. So, she will have to enter 7.5 for bereavement and if that means there is a shortage at the end of the period, she will have to make it up or use annual leave.

The collective agreement determines that leave for variable hour of work is 1 day =7.5 hours.

The next meeting will be Tuesday, April 9, 2019.

9. Adjournment

Motion to adjourn: B. Holbrook

The meeting adjourned at 6:33 pm.

Minutes prepared by S. Till

Frequently Used Acronyms

| | |
|---------|---|
| AGM | Annual General Meeting |
| BAS | Bargaining Agents Side |
| COSH | Committee on Occupational Safety and Health |
| HRC | Human Resource Coordinator |
| HRG | Human Resource Generalist |
| JCC | Joint Consultation Committee |
| JLP | Joint Learning Program |
| LLMCC | Local Labour Management Consultation Committee |
| LR | Labour Relations |
| MOA | Memorandum of Agreement |
| MOU | Memorandum of Understanding |
| NCOSH | National Committee on Occupational Safety and Health |
| NJC | National Joint Council |
| PIPSC | Professional Institute of the Public Service of Canada |
| PSAC | Public Service Alliance of Canada |
| PSPC | Public Services and Procurement Canada |
| FPSLREB | Federal Public Sector Labour Relations and Employment Board |
| SWOHS | Service-Wide Committee on Occupational Health and Safety |
| TBS | Treasury Board Secretariat |
| UMR | Union Management Relations Committee |