

**CAPE Executive Committee**

**Minutes of May 18, 2006**

**CAPE National Office**

**Boardroom**

**5:30 p.m.**

**PRESENT:** J. Aggrey (Chair), D. Brackley, R. Oslund, C. Card, M. Holyk, M. Korol, R. McVicar, A. Picotte, P. Rosen, S. Spak, C. Therrien, M. Zinck (teleconference), C. Danik, J. Ouellette, D. Martin.

**GUEST:** Sylvain Parent, A. Gordon.

**APOLOGIES:** C. Lakaski, J. Patterson.

**Presentation on Pension Feasibility Study**

Mr. Parent gave a presentation on a Pension Feasibility Study Plan for the Association's staff. A. Gordon and M. Korol, members of the Pension Feasibility Study sub-committee which was established by the NEC were also present to respond to questions. It was noted that the Sub-Committee should continue until a final decision has been reached.

It was moved by M. Korol, seconded by C. Therrien, that the National Executive Committee receive the Pension Study Feasibility as a basis for further discussions between CAPE and ESU.

In favour = 12, Opposed = 0, Abstention = 0. **Motion Carried.**

**Approval of Agenda**

The following items were added under "Matters Arising"

Server Replacement  
PSMA/PSEA Strategy  
New Government Strategy in relation to the TR's  
Audit Committee

It was moved by A. Picotte, seconded by D. Brackley, that the agenda be approved, as amended.

In favour = 11, Opposed = 0, Abstention = 1. **Motion Carried.**

## **Approval of Previous Minutes**

It was moved by D. Brackley, seconded by M. Korol, that the minutes be approved, as amended.

In favour = 12, Opposed = 0, Abstention = 0. **Motion Carried.**

## **Matters Arising**

### *Member complaint on representation*

J. Ouellette stated that he contacted the member and that this was a pension issue which commenced with the member's previous employer. The member was advised of the Association's redress procedure and that the Association could not provide representation on an issue arising from a different Employer. The complaint was resolved.

### *Legal Opinion on Privacy Policy*

A draft policy would be available at the June meeting.

### *Sub-leasing of Office Space*

The revised advertisement for the above was distributed.

### *Server proposals*

No new update to report.

### *New government strategy for TRs*

A meeting has been scheduled with the Hon. Mr. Fortier for June 5, 2006.

### *Audit Committee*

This item was tabled until September.

## **National Joint Council Seminar**

The National Joint Council will be held the week of September 18<sup>th</sup> in Vancouver this year. The Association currently has six seats. Three of the seats are reserved for the President, Executive Director and the Director of Labour Relations.

The Vice-Presidents normally alternate each year and this year the TR Vice-President was supposed to attend but as the EC/LoP Vice-President resides in British Columbia it

was suggested that he participate this year but this would not exclude the TR Vice-President from attending also.

C. Card, M. Holyk, A. Picotte and C. Therrien expressed an interest to attend also.

D. Martin said she would contact the NJC to inquire if it was possible to obtain additional seats for all members who expressed an interest to attend. The TR Vice-President declined to attend in order to allow the TR Directors to participate.

It was moved by M. Zinck, seconded by P. Rosen, that the National Executive Committee approve up to eight persons to attend.

In favour = 11, Opposed = 1, Abstention = 0. **Motion Carried.**

### **Constitution and By-Laws Committee**

This item was tabled.

### **President's Report**

#### PSHCP

I am a member of the Pre-Partners' Committee which is currently involved in the development of the Letters Patent for the establishment of the Board of Directors for the PSHC Benefits Authority, which used to be called the PSHCP Trust. This includes drafting By-Laws for the operation of the Board.

#### Government Spending/Cuts

We have been advised that this initiative is not intended to reduce or cut our members but to find monies from such programs as grants and contributions or those programs no longer relevant. I do not anticipate negative impact on our members. I invite anyone who has information to the contrary to bring this e brought to my attention.

#### Relations with other Unions

i) I accepted an invitation to observe the PSAC convention in Toronto last month. I certainly enjoyed the convention and had a warm reception by the outgoing President, Nycole Turmel, her Executive and the delegates.

I have called the new President, John Gordon and have congratulated him on behalf of CAPE. I have expressed the desire to work with him on issues of common interests, notwithstanding, any differences of opinion or position we may take on certain government policies, as we deem necessary, to protect our members' rights and concerns.

ii) The Association of Justice Counsel has received its certification. I have called the President, Patrick Jette to congratulate him and have assured him that we will continue to offer any assistance necessary as they establish themselves.

### Enhancing our Profile

I participated in a symposium, the first of its kind, held by the National Council of Visible Minorities in the Federal Public Service. The symposium was held at DFAIT and it discussed the PSMA/PSEA and their impact on employment Equity.

### **Professional Services Report**

#### EC Classification Reform

PSHRMA is completing its validation of the final version of the EC standard this month. Managers from various departments have participated and are participating in focus groups. The focus groups are applying the standard to a sample of work descriptions in order to ascertain whether the standard is “usable”. PSHRMA is not expecting changes. The agency feels that it is at the final stage of “word-crafting” the text of the standard in order to make it usable by persons who are not classification experts.

#### **TR Collective Bargaining**

We are approaching the one-year anniversary of our first meeting at the bargaining table with Treasury Board and the Bureau of translation. We have had sixteen full days of bargaining, though there was a hiatus of five months during which no Treasury Board minister was available to decide on an important issue to CAPE’s bargaining team, the matter of a wage adjustment for a third year.

We are scheduled back at the table next Tuesday, Wednesday and Thursday. The only outstanding issue is Treasury Board’s response to our pay counter proposal. It may very well be that the agreement will be for only two years.

#### **EC Collective Bargaining**

The EC bargaining committee met yesterday all day to sift through various sources of information in order to prepare a list of proposals that will go to the bargaining table on June 20<sup>th</sup>. The committee has decided to be more strategic in this round, and chose proposals that were priorities for the members, of course, but also proposals that it felt could be sold at the table. There are approximately 45 proposals. Three still need to be fleshed-out: vacation leave, pay and the matter of unused sick leave credits. The committee reconvenes in two weeks and will probably meet for three successive weeks in order to complete the proposal brief that will be tabled in mid-June.

## **Internal Matters**

- The operational review within the national office continues. In an effort to find ways of improving how we function without adding new resources, the various sections of the national office continue to review operations. The review should be completed before the end of June.
- Jean Ouellette and the LROs are endeavouring to set up a process that will allow CAPE to highlight its representational work, which is one of the most important aspects of service to the members. LROs are producing reports that will become a source of information on cases for the web, for our Professional Dialogue and the Annual Report. The purpose is to inform members on their rights through examples
- A document will be posted shortly on the web site, explaining how members who are concerned about representation at CAPE can have their concerns addressed.
- A document has been prepared and will be available on the matter of how members should prepare for work description writing in the context of the EC conversion.

## **Other matters**

I will be speaking on June 19<sup>th</sup> to the Association of Classification and Organization Consultants. I have been asked to prepare a presentation on CAPE's experience of the EC classification standard consultation process in which it has been involved.

## **Other business**

### ***Creation of Strike Fund***

This item was tabled.

### ***LRO workload in relation to TRs***

This item was withdrawn.

## **Adjournment**

It was moved by B. McVicar, seconded by M. Korol, that the meeting be adjourned at 8:50 p.m. **Motion Carried.**

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Date

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J. Aggrey  
Chair