

CAPE Executive Committee

Minutes of April 25, 2007

CAPE National Office

Boardroom

5:45 p.m.

Present: J. Aggrey (Chair), C. Card, J-R. Benoit, M. Holyk, M. Korol, R. McVicar, L. Perrin, A. Picotte, A. Sipos, S. Spak, S. Spano, C. Therrien, M. Zinck, C. Danik, J. Ouellette, D. Martin.

Apologies: G. Dussault, C. Lakaski, S. Lawson.

Approval of Agenda

A motion from the Governance Review Committee was added as item 1(c) and the subsequent items were renumbered.

It was moved by M. Zinck, seconded by B. McVicar, that the agenda be approved, as amended.

In favour =10, Opposed = 0, Abstentions = 3. **Motion Carried.**

Approval of Previous Minutes

The following items were amended;

Under "Selection Procedure for sub-committee membership" delete the sentence in brackets and add the following "There was a consensus that the question submitted to legal counsel seeking an opinion shall be provided separately with the response".

Typographical errors were corrected accordingly.

It was moved by A. Picotte, seconded by S. Spak, that the minutes be approved, as amended. **Carried unanimously.**

Motion from the Governance Review Committee

J. Aggrey provided background information to the motion recommended by the Governance Review Committee (GRC).

The motion by the Governance Review Committee reads as below:

It was moved by P. Rosen, seconded by M. Korol, that the National Executive Committee vote no later than Wednesday, April 25, 2007 on the proposed amendments to Articles 17.4 and 17.5 of the Constitution as follows:

That Articles 17.4 and 17.5 of the Constitution be replaced by the following;

- 17.4 All terms of office for the National Executive Committee are for a period of **three years** commencing on January 1st following the election.
- 17.5 **In order to make the transition from two to three year terms with the elections scheduled for the fall of 2008, National Executive Committee members whose terms end on December 31, 2007 will have their mandates extended to the end of 2008.**
[Article 17.5 contains a transitional provision to be deemed to be spent in its entirety on December 31, 2008]

After discussions,

It was moved by M. Zinck, seconded by C. Card, that the National Executive Committee approve the motion, as recommended by the Governance Review Committee.

In favour =10, Opposed = 3, Abstentions = 0. **Motion Carried.**

2007 Elections Committee

J. Aggrey said that 16 members had responded to the call for volunteers for the 2007 Elections Committee. They were: Janson LaBond, Jill Finley, Jason Jacques, Susie Dzakpasu, Margaret Fuller, Satish Seetharam, Wendy Babichuk, Zhiyong Hong, Loreta Luliani, Susan Hollick-Kenyon, Elizabeth Leonard, Stephanie Millius, Michael Dewing, Nick Giannakoulis, Derrick Deans and Riley Brockington.

He said that while he was pleased with the interest expressed by members he was concerned that the large number could make the committee ineffective. He therefore sought guidance from the NEC on who to select and how to reduce the number to a manageable size.

The size and the factors to be considered in the selection process such as, gender balance and regional representation were discussed and many suggestions were made. In the end the NEC decided as follows:

It was moved by M. Zinck, seconded by M. Korol

“That the following individuals be approved to the Elections Committee - Michael Dewing, Janson LaBond, Jill Finley, Susie Dzakpasu, Margaret Fuller, Wendy Babichuk, Elizabeth Leonard, Derrick Deans and Riley Brockington”. **Carried unanimously.**

In addition, the NEC agreed that Jason Jacques, Satish Seetharam, Zhiyong Hong, Loreta Luliani, Susan Hollick-Kenyon, Stephanie Millius and Nick Giannakoulis be approved as alternates.

Following the approval of the Elections Committee members, the NEC discussed the issue of the composition and selection process of sub-committees members. The NEC agreed to refer this matter to the GRC.

Therefore, it was moved by A. Sipos, seconded by M. Zinck, that the Governance Review Committee review the composition and selection process of sub-committees. **Carried unanimously.**

YMAC Networking Event

J. Aggrey presented, for NEC's approval, a request by the Young Members Advisory Committee to hold a Networking Event. The planned Event included a proposed budget and it is to be held outside the CAPE office.

After a discussion, it was moved by M. Zinck, seconded by S. Spak, that the YMAC Networking Event be approved. **Carried unanimously.**

President's Report

1. Meeting with DM, Agric-Canada on March 27, 2007

Ms. Yaprak Baltacioglu understood the issues I raised with her because she was once a member of the ES group.

We discussed, among other things, the EC Classification and I encouraged her Department to keep our members informed during the process and to minimize as much as possible any impact the reclassification will have on our members. I also reminded her that it is important for her management to recognize the value and contributions of our members to her Department.

The good news is that the Department was in the process of hiring about 10% more of our current members, i.e., about 30 new employees.

2. Professional Employees Network Meeting on April 12, 2007

The meeting was held in the offices of the PIPSC's new building. As a quick background, PEN is a relatively new organization established about 5 years ago, with a membership of over 100,000 represented by Federal and Provincial professional bargaining agents, including, Association of Canadian Financial Officers, the PIPSC, CAPE, The Association of Management, Administration and Professional Crown Employees of Ontario, The Society of Energy Professionals, Syndicat des

professsionnelles et professionnels municipaux de Montreal, Hydro Quebec Institute de recherché, and, Syndicat de professsionnelles et professionnels du gouvenement du Quebec.

The objectives of the Network include:

1. Enhance public understanding and respect for organized professionals
2. Create opportunities for bargaining agents to discuss issues, share experiences, promote understanding, and develop common approaches and best practices
3. Support co-ordinated action among bargaining agents, and
4. Influence government policies towards organized professionals.

Two of the issues discussed at the meeting which are of particular interest to us are the following:

i. Foreign Outsourcing Threat

The purpose of this topic is to inform our members of the probable impact of outsourcing on professionals.

It's being called the third Industrial Revolution. Some consider this as a threat to professionals in developed economies or rich countries, such as Canada and the US. As such, some concerns are being raised as to the future of professionals in Canada. Others argue that the so called "threat" from outsourcing should not be exaggerated. Just as the first industrial Revolution did not banish agriculture from the rich countries, and the second Industrial Revolution has not banished manufacturing, so the third Industrial Revolution will not drive all impersonal services offshore. Nor will it lead to mass unemployment. The intellectual debate is on-going and it is important for us to be aware.

ii. Harassment in the Workplace

The second issue discussed was harassment in the workplace. CAPE was asked to make a presentation on this issue at the next Network meeting. Prior to the meeting, I was asked to circulate any relevant papers or documents on harassment to the Network.

iii. Members' Fees

Our fee for 2007 is \$5250. It has increased for two reasons. First, the fee itself has increased from \$1000 to \$1750 for one vote. The reason for the increase is that the Network has established a secretariat to provide effective distribution and coordination

service for the members. And this obvious comes with a cost. Second, CAPE membership has grown to 11,000, which entitles us to three votes, [1 – 5000 =1 vote, 5001 – 10,000 = 2 votes].

3. Meeting Wayne Woulters, Secretary of the Treasury Board, on April 5, 2007

Among others, I raised the importance of the next round of collective bargaining to our members as the EC classification is expected to play a significant role in the negotiations.

The Secretary informed me of the government's new approach to language training offered to Public Service employees. Perhaps, some of you have already been informed by your departments. Anyway, there are:

Two aspects of the Language Training

i. Statutory Requirements - Language training to meet the language requirements of a position

The [Canada School of Public Service](#) offers language training programs in both official languages to federal public servants across Canada to meet statutory requirements. As of April 1, 2007, these services related to statutory language training are delivered on a cost recovery basis.

ii. Non-Statutory Requirements - Language training for career development purposes

Departments and agencies are responsible for this type of training. Most organizations offer language training programs for retention and developmental purposes.

In addition to departmental programs, employees have access to e-learning courses and tools through [Campusdirect](#) which is the online campus of the [Canada School of Public Service](#).

[Campusdirect](#) offers a suite of language training products. These e-learning products are designed for employees who are studying English or French as a second language. With these products employees can meet the language requirements of their position, maintain their new level of knowledge and proficiency in the skills they choose (reading, writing, speaking and understanding). These online tools can also be used when preparing for a second language exam.

Access to [Campusdirect](#) is free for public servants employed by [organizations](#) listed in schedules 1, 1.1, 4, and 5 of the *Financial Administration Act*.

Professional Services Report

Negotiations

- The TR table:
 - The input questionnaire was sent out to the members with a return date of April 8.
 - Approximately 420 TR members responded to the questionnaire
 - Once we received the questionnaires, data was inputted into our data base by Liana Griffin.
 - Information regarding the selection of a dispute resolution process was extracted and showed a majority of TR respondents supporting arbitration.
 - Notice to bargain was sent to the employer on April 12.
 - I spoke to the employer's negotiator, Danielle Chainé, who agreed that the parties should meet to present bargaining issues before the summer break.
 - The bargaining committee is scheduled to meet on May 9 and May 10.
 - A report of membership input is being prepared for the committee.
- The EC table:
 - Members of the bargaining committee are scheduled to meet tomorrow evening.
 - The national office has prepared language requested by the committee and has prepared various documents for discussion.
 - Input from members continues to be reviewed.
 - The committee wishes to exchange proposals with Treasury Board before the summer break.
 - Three committee meetings are scheduled to take place before the end of June.
 - Members of the bargaining team that will go to the table will be selected in June.

Service Wide Consultations

- The new EC classification standard:
 - The LRO's, Hélène, Liana and Jean were briefed by Claude D. on the draft EC classification standard on April 17 and two representatives from PSHRMA provided a half-day of training on April 18.
 - The initial reaction is that the new EC classification standard will facilitate classification of positions and that is better suited to the classification of ES and SI work.
 - The Advance Personal Notification will probably be issued in the Fall –

- these could lead to a number of job content grievances
 - The Official Personal Notification will only be issued after the EC collective agreement is renegotiated – these will lead to numerous classification grievances (group and/or level and/or effective date).
- CAPE's LoP members and the issue of staffing competitions in the PS:
 - The LoP has issued a communiqué to its staff advising of the changes affecting appointments under the PSEA but it provides little useful information to our members.
 - We are pursuing our efforts to attempt to have the PSC inform members how to participate in advertised appointment processes open to employees of the public service.
- CAPE has asked PSHRMA whether it intends to review the Qualification Standards for both the ES and SI group:
 - qualification standards are used to establish the minimum qualifications for entry into an occupational group;
 - it is a staffing instrument, and has nothing to do *per se* with classification;
 - we were told that there is currently a review and that CAPE will be invited for consultations some time in May;
 - PSHRMA is looking to reconcile multiple minimum qualifications and the need for uniformity for the new EC group.

Representation

- LMCCs
 - A National LMCC was held on March 30 at Service Canada and one will be held on May 30 at Health Canada
- Individual Representation
 - A member received a letter of reprimand alleging improper behaviour following a deployment. A grievance was filed and the employer subsequently claimed that the employee's behaviour was not improving and getting worse. A settlement was reached which provides the employee with leave with pay and benefits until resignation from the public service for retirement purposes. The member was approximately six months away from retirement.
 - A member contacted us regarding a job description that was outdated and the fact that her immediate supervisor did not want to deal with the matter. A meeting with management led to an agreed plan to get the work description rewritten and then submitted for a review of the classification. The rewritten job description became a generic one and as a result

applies too two other colleagues. It remained classified at the SI-02 group and level. The employee has now grieved the classification decision.

Internal Matters

- The EC Classification standard, and staff training:
 - The operations of the standard was the topic of internal discussions .
 - There seems to be a consensus that the new standard will be easier to apply by Human Resources and Labour Relations personnel than the ES and SI standards which were written for persons more cognizant of the social sciences.
 - There are continued concerns expressed about the availability of CAPE resources to deal with the conversion and provide the appropriate level of support to members.
 - Discussion evoked various circumstances that could increase the predicted level of grievances.
- Staffing:
 - Mr. Allan Stead, a Service Representative with the Ontario Public Service Employees' Union was hired as a six-month term LRO to replace Isabelle Borré for the remainder of her LWOP period.
- ESU-CAPE collective bargaining
 - ESU filed notice to bargain on January 12 and the collective agreement expired on February 28, 2007. Since that date, CAPE has twice requested to be provided with tentative dates to commence negotiations but ESU has not responded.

Administration Report

1. Delivery of Documents

D. Martin apologized for the mix up this month in the delivering of some NEC members documents. She said she will do her best to ensure that this will not occur again. She said that from now on she will advise NEC members by e-mail when their documents are being sent so that those who do not receive their packages can inform her immediately.

2. IT Provider

An update was provided. (In camera)

3. Database Programmer

D. Martin informed the Committee that she has met with a replacement and is in the process of finalizing contractual details. She said she will keep NEC updated.

Pictures of Members of Committees

D. Martin reminded NEC that the Communications Committee had recommended that group photos of CAPE committees be posted on the website and that this has not been acted upon.

She asked if NEC members had any objections to their photos being taken and being posted on the website. There was no objection expressed. Therefore NEC **agreed** to have its photo taken at the next meeting.

Adjournment

It was moved by B. McVicar, seconded by S. Spak, that the meeting be adjourn at 8:40 p.m. **Carried unanimously.**