

President's Report for NEC Oct 24, 2007

1. **Sept. 13, 2007**

I met with Christiane Ouimet, the new Commissioner of Public Service Integrity Office

I pointed out to her our members' concern with lack of proper and adequate protection upon disclosure and the possibility of disciplinary action. I suggested to her that some clarity is needed in the legislation with respect to the kind of disciplinary action that could be taken against people who disclose.

2. **Meeting with TR Leadership – September 17, 2007**

The meeting was called to discuss major issues of concern with the Bureau in preparation for a meeting with Ms. Francine Kennedy, the VP of the Bureau. Also to identify which of the issues should be the subject of a planned meeting with the DM of PWGSC. We also addressed the service problems TR members experience when their LRO is absent, and explained that the protocols in place could be amended, or better applied. Accommodations could be made such that matters which are not urgent could be dealt with by the LRO upon their return. We found the meeting quite productive and we intend to convene more on a regular basis.

3. **Sept. 18, 2007**

I attended a meeting of the Executive of the HRSDC CAPE Local with Lionel Saurette, the LRO for the department. Among other things, we discussed the Local governance structure and management-employee issues.

4. **Sept 20, 2007**

I met with the PEI Local Executive a day before the Atlantic Forum. The Executive was appreciative of my presence and I had an opportunity to inform them of what CAPE has been doing, explained the necessity for establishing the Governance Review Committee, its work to date, its accomplishments and the benefits of its proposed Constitutional changes. The group engaged in questions and answers enthusiastically and I think the evening meeting allowed people more time in a more relaxed atmosphere to discuss Association matters. I also received suggestions on the issue of looking at pensions as a means or incentive to retain older or retired workers as the government faces a challenge in succession and recruitment in the near future.

5. Sept. 21, 2007

The Atlantic Forum was a success. First, the participants were pleased that NEC approved the funding and asked to convey their appreciation to NEC. Here are some of the suggestions and recommendation from the Forum:

- i. The Forum adopted the Framework By-Laws for CAPE Locals and recommended that Michael Zinck consult with all Locals for their input by holding discussions with Locals or their Executives, including the Local Leadership Council; and to prepare a final draft for the NEC's approval.
- ii. The Forum recommended that the National Office commit resources to make presentations to all regions on the EC conversion.
- iii. It recommended that the National Office organize teleconferences to explain "Know Your Collective Agreement" to new members.
- iv. It suggested that contact persons in the National Office be put on the CAPE Calendar
- v. The Forum suggested that efforts be made to have regional representation on CAPE sub-committees.

One of the objectives of the Forum was to have an opportunity to identify, discuss regional issues and compare notes on solutions, if any. I think this was accomplished as at least 10 issues were identified.

- i. Positions in the Regions are undervalued – there is disparity between positions in the NCR and the Regions
- ii. Career mobility a problem
- iii. Lack of Language Training
- iv. Lack of opportunity for or access to the Economics Accelerated Program
- v. Retention of Economists in the Region
- vi. Inability to staff ES-6 Research positions
- vii. Career advancement, development and retention

- viii. Isolation in communication
- ix. Area of selection
- x. Lack of opportunity to specialize, which means, often our members are being used as jack of all trades.

I have given some time in my Report to the Forum as it was a first. In due course, its outcome would be evaluated as a pilot to see if this should be continued. I recall that there was a unanimous consensus or a motion that the Forum be organized next year.

Final comments: The Forum had a full day Agenda. As usual, I don't think there was enough time for adequate discussions on some issues. For example, the EC conversion generated a lot of interest and we could have spent more time on it. In thinking a-head, in future some regions may not find a day sufficient to make the Forum meaningful. A Region could, for example, plan an evening session followed by an all day session. Just food for thought.

6. Sept 25 – 28 The NJC

The Bargaining Side held its meeting, as usual, before the main NJC. Only a couple of things discussed at this session are worth mentioning. These are,

- i. The PSHC Administrative Authority anticipates that introduction of the Pay-Direct Drug Card will be delayed until late 2009. The Card was expected to be introduced by 2008. The reason for the delay being that the PWGSC is encountering some delays in the RFPs from companies that wish to compete to provide the service.
- ii. The second issue raised is that discussions are ongoing to change the TB policy on Disability to make it possible to contribute to pensions while on disability.

The main NJC had a number of presentations. One which was of particular interest was on Union-Management Consultation. The Speaker was Chris Brennan, ADM, Service Canada. To me this was the presentation that captured the interest of many of the participants. The reason simply was that he was unafraid to say that management have never really felt comfortable truly consulting with unions or with their employees for that matter. He said his experience in the private makes the public concept of consultation a joke. He spoke of how management could adopt a more positive consultation based on respect and mutual interest of all parties.

I am sure those who attended may have some comments to add.

The workshops were back this year and I was selected as Rapporteur for the Workshop on Public Service Renewal. Claude Danik was selected the Rapporteur for his Workshop – Union-Management Consultation. Claude did an excellent job. Together, I believe we raised CAPE profile in a small way.

Any questions?

For your information, if there is no objection, I would like to take a 10 day management leave before the end of the calendar year.