

**CAPE Executive Committee  
Minutes of February 24, 2010  
CAPE National Office  
Boardroom  
5:45 p.m.**

**Present:** C. Poirier (Chair), J-L. Bourdages, S. Chatterton, I. Dawson, R. Duranceau, D. Londynski, M. Mascaro, S. Mullen, J. Pentick, A. Picotte, S. Spak, G. Phillips, M. Zinck, R. Zwicker, C. Danik, J. Ouellette. D. Martin.

**Apologies:** C. Lakaski, S. Maguire, G.Thibault-Gosselin, L. Whitmore.

**1. Items for Approval**

a) Agenda

**Motion:** It is moved by A. Picotte, seconded by R. Zwicker, that the agenda be approved. **Motion carried unanimously.**

b) Minutes of January 27, 2010 (In Camera)

c) Minutes of January 27, 2010

- C. Phillips should read as G. Phillips under item 1 g) Temporary Signatory.
- 2010 should read as 2011 for the TR FIP Negotiations under item 2 b) Professional Services Report.
- S. Mullen should be added under Volunteers for Constitution and By-Laws Committee under item 3 c) Matters Arising.

**Motion:** It was moved by S. Mullen, seconded by R. Zwicker, that the minutes be approved, as amended.

In favour = 11, Opposed = 0, Abstention = 3. **Motion carried.**

d) Communications Committee

**Motion:** It was moved by R. Duranceau, seconded by S. Spak, that A. Picotte, G. Thibault-Gosselin, M. Vallée, R. Zwicker, R. Duranceau, S. Chatterton, S. Crawford, C. Poirier, C. Danik, D. Fiander and L. Griffin are approved as members of the Communications Committee. **Motion carried unanimously.**

## e) Mobilization Committee

**Motion:** It was moved by R. Duranceau, seconded by S. Spak, that A. Picotte, S. Jaroudi, C. Lakaski, S. Powell, S. Chatterton, B. McDougald, C. La Salle, B. Parsons, J-P. Racine, A Crane, D. Tucker, R. Cherry, N. Giannakoulis, C. Poirier, J. Ouellette, D. Fiander and L. Griffin are approved as members of the Mobilization Committee. **Motion carried unanimously.**

## **2. Reports**

### President's Report

I took part in a preparatory meeting for the Mobilization Committee on February 16, as well as in the meeting itself on the 17<sup>th</sup>. I attended the celebrations marking the 90<sup>th</sup> anniversary of the Professional Institute of the Public Service. In addition to a networking opportunity, we were able to summarize the meeting of the "two large" unions with Minister Day. The least one can say is that there is a certain level of mistrust.

I met another consultant interested in offering his services for the CAPE premises. We may have the choice among three or four different firms.

There was a Presidents' Council meeting yesterday evening. Among the items on the agenda were pensions and possible strategies to consider. I will speak more about that under Item 4.

### Professional Services Report

#### Charter Challenge

Hélène Paris, Claude Danik and I met with our colleagues from PIPSC and legal counsel from SGM on January 29. We completed the review of the employer's affidavits and discussed our response to all of these. The next meeting is scheduled for March 22. In the meantime, Hélène Paris is doing extensive research on a number of issues.

#### Negotiations

TR (FIP) negotiations: The signature for the renewal of the Memorandum of Understanding on the Financial Incentives Plan for one year, i.e. until March 31, 2011, took place on February 16, 2010.

## Internal Matters

Isabelle Petrin started working on February 15, 2010 in the capacity of Labour Relations Agent (for an indeterminate period). Anita Bangiricenge was named Professional Services Assistant from February 25 to March 5, inclusive.

## Supervision

Please refer to the report sent to you, under Item 3) b).

## Case work

A SI member's workload had significantly increased over the years and the department refused to reclassify the member's position. Evidence establishing that the department was aware that additional duties had been assigned to the position was presented to the members of the Classification Grievance Committee. In CAPE's opinion, the department classification section had not properly assessed the additional duties. The Classification Grievance Committee accepted our recommended assessment and allowed the grievance. The position's classification was increased with an effective date of August, 2006.

An EC member approached CAPE for assistance as the member had been subjected to improper treatment by his supervisor over a long period of time. The member, who is handicapped, was concerned that his accommodation needs were not properly accommodated by management. The member also became increasingly concerned that his supervisor was overly critical of his work performance. An action plan was devised with the member and discussions were entered into with senior officials to attempt to deal with the situation through informal recourses. The employer agreed to change the reporting relationship temporarily during which time the member explored other career opportunities that were more suitable. CAPE worked closely with employer representatives and eventually the member secured another assignment in a position which the member deemed better suited to his work experience. The member was very pleased with the outcome and appreciated that the matter was resolved through informal channels as this was less stressful and time consuming.

## **3) Matters Arising**

a) Investigation Committee **(In Camera)**

b) Trusteeship of Local 503 **(In Camera)**

#### **4) Substantive Issues for Discussion**

##### **a) Public Service Pensions**

C. Poirier advised that a full day session from 9:00 a.m. – 3:00 p.m. on the ABC's of the pension issue was scheduled for February 27<sup>th</sup> and a Special General Meeting has been scheduled for March 11, 2010.

These two meetings have scheduled from an initiative by the Mobilization Committee. R. Duranceau advised the NEC that he was preparing a Questions and Answers sheet on the pension issues.

#### **5) Committee**

##### **a) Finance Committee**

The financial statements were reviewed. D. Londynski requested to have the voting results from the budget vote.

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

M. Zinck explained that the Committee had their first meeting at 1:30 p.m. today and that a work plan and schedule would be provided for the next meeting.

#### **6) Adjournment**

Motion: It was moved by R. Zwicker, seconded by G. Phillips, that the meeting be adjourned at 8:30 p.m.