

**CAPE Executive Committee
Minutes of January 20, 2012
CAPE National Office
Boardroom
4:00 p.m.**

Present: C. Poirier (Chair), J-L. Bourdages, G. Brennan, R. Brockington, S. Gagnon, L. Haméon, A. Kurikshuk-Nemec, J. Marshall, S. Menard, S. Mullen, A. Picotte, G. Phillips, L. Whitmore, A. Wong, M. Zinck, R. Zwicker, C. Danik, J. Ouellette, D. Martin.

Apologies: D. Brackley, C. Creran, P. Warner.

1. Items for Approval

1 a) Approval of Agenda

It was requested by A" Picotte to move items 4 c) and 4 d) to the Strategic Planning session scheduled for Saturday, January 21, 2012.

Motion: It was moved by A. Picotte, seconded by R. Zwicker, that the agenda be approved, as amended. **Carried unanimously.**

1 b) In Camera Minutes of October 26, 2011 (In Camera)

1 c) Minutes of October 26, 2011

Motion: It was moved by M. Zinck, seconded by G. Phillips, that the minutes be approved.

In favour = 10, Opposed = 0, Abstention = 5.

1 d) In Camera Minutes of November 15, 2011(In Camera)

1 e) Minutes of November 15, 2011

Motion: It was moved by A. Wong, seconded by R. Brockington, that the minutes be approved.

In favour = 10, Opposed = 0, Abstention = 5.

1 f) Members of Sub-Committees

There was a consensus to table this item to the next meeting.

1 g) New steward(s)

Motion: It was moved by R. Zwicker, seconded by L. Whitmore, that M. Collins be approved as a new steward at AAND in the NCR. **Carried unanimously.**

2) Reports

a) President's Report

We are very busy at the National Office with communications and meeting with the members on Workforce Adjustment.

After 3 years at CAPE I am very proud of what the organization has accomplished. I wish to take this opportunity to thank all the staff and the volunteers on the various committees of the Association.

Thank you also to all members who decided to run as candidates and I look forward to working with all of you in this term.

b) Executive Director of Policy's Report

Collective Bargaining

EC Group:

In December, CAPE requested from the PSLRB the establishment of an arbitration board for the purpose of addressing outstanding issues at the EC table. The employer responded to the request with the claim that the parties had not completed bargaining at the table. The employer then requested the assistance of a mediator. CAPE presented to the PSRB the facts of the matter. The PSLRB decided in favour of CAPE and is establishing an arbitration board. CAPE has asked for a three-person board and has identified Bill Krause, former president of CAPE and SSEA, as its nominee on the board. The employer will provide the PSLRB with the name of its nominee shortly. Then the two nominees will try to agree on a chairperson. Once a chairperson has been identified, the three-person board will decide on the dates of the hearings. As soon as CAPE is informed, we will inform the members.

TR Group:

Ten days ago, CAPE requested an arbitration board for the TR table. We do not expect the employer to object. The process will follow the same steps as with our request for arbitration of outstanding matters at the EC table.

LoP Group:

Hélène Paris is the *de facto* negotiator for CAPE at the bargaining table with management of the Library of Parliament.

Bargaining was interrupted late last year, but is scheduled to resume on January 26. We have one more date scheduled, March 31st. We are hoping that a proposal from CAPE that meets the employer's constraints and serves the interest of the membership will be successful.

WFA

CAPE has been working on information documents for the membership and for CAPE's elected representatives. A series of 10 topics on WFA will be released before the budget with the first three distributed hopefully before the end of the month.

In addition, we will be providing the local leadership and the NEC with the most recent monthly update of WFA in the public service. My apologies: normally I should have a copy for you this evening. We have changed the production process and as a result, we are a little late with the update. You should be receiving it next week, and the local leadership will receive it shortly thereafter.

Yesterday evening, there was a local leadership meeting. Much of the discussion was about WFA and CAPE's efforts. We will tailor some of the information that is going out in order to respond to some of the needs identified by members of the local leadership.

CAPE's efforts to get the employer to set up an alternation mechanism appear to have been successful to some degree. Treasury Board has set up a user friendly data base system whereby opting employees and volunteers can sign-up and get information to facilitate alternations. CAPE will continue to push for alternation mechanisms within each department.

Meetings with CAPE Members

I am always available to meet with local members; I enjoy the contact; and I think that members appreciate the information that I can provide. So, don't hesitate to invite me; if I am free, I will come.

I have this month members at AAFC and HRSDC. The meeting at AAFC was an annual general meeting of the local and I spoke to the issues of collective bargaining, WFA, and other matters raised through questions by the members. I promised to come back and dedicate an entire meeting to WFA. The meeting at HRSDC was devoted to WFA. There was a lot of interest and questions. The meeting appeared to have been appreciated by members.

I have five meetings scheduled so far for February and two for March, two are AGMs and the other five are meant specifically to present rights and entitlements under the WFAD.

The Economic Analysis Project

We are in the process of preparing our analysis of data provided by means of a data run purchased from Statistics Canada. I have asked NEC members for assistance with the analysis. Several members have offered their time. Two meetings will need to be scheduled shortly. We hope to roll out a product in stages to stretch our presence in the media over time.

c) Executive Director of Operation's Report

Internal Matters

Lionel Saurette was the successful candidate for the term LRO / WFA position. He started this assignment this month. Michel Charette, a term LRO, will be leaving the Association in February. Aleisha Steven's leave has been extended to December 2012. Walter Belyea's term appointment has been extended to the end of December 2012; Mr. Belyea is backfilling in Ms. Stevens' position. Bruno Loranger's term appointment has been extended to January 2013; Mr. Loranger is backfilling in Mr. Saurette's position. Anita Bangiricenge and Jake Baizana will be starting on January 30th as term LROs; Ms. Bangiricenge is backfilling in the position of a LRO who is on extended sick leave and Mr. Baizana in Isabelle Germain's position (term LRO /Classification).

Court Cases

Boshra and CAPE (Federal Court of Appeal)

We are pursuing the matter of the bill of costs as per the Court's schedule. Mr. Boshra is not cooperating with our legal counsel or with the Court.

Public Service Labour Relations Board (PSLRB)

Cases

C. Basic vs. CAPE

We are still awaiting a decision from the PSLRB regarding Ms. Basic's DFR complaint against CAPE.

S. Boshra vs CAPE

Mr. Boshra's DFR complaint against CAPE is scheduled to be heard in March 2012

(see hearings' schedule below).

D.I. Tench vs Ouellette and CAPE

Mr. Tench's DFR complaint against Jean Ouellette and CAPE is scheduled to be heard in April (see hearings' schedule below).

Miscellaneous

The hearing of Ms. Desfossés no discrimination (Human Rights) grievance that was scheduled for Jan. 10 to 13 has been postponed.

Ms. Hujaleh has withdrawn her discrimination grievance that was scheduled to be heard on January 19 & 20.

Hearings' Schedule

There are five CAPE cases scheduled for a hearing before the PSLRB for the period February to June 2012.

Vancouver	February 1 to 3 McCaffrey (no discrimination)	Health Can.
Ottawa	March 19 to 21 Boshra v. CAPE (DFR)	
Halifax	April 11 to 13 Tench v. Ouellette and CAPE (DFR)	
Ottawa	May 2 and 3 Lebeau ((no discrimination (Human Rights))	Stats. Can.
Ottawa	June 11 to 15 Dupuis ((no discrimination (Human Rights))	Stats. Can.

Please note that the hearings may be postponed or cancelled up to the day of the hearing. The PSLRB schedule can be consulted at:

http://www.crtfp-pslrb.gc.ca/hearingschedules/intro_e.asp

http://www.crtfp-pslrb.gc.ca/hearingschedules/intro_f.asp

Miscellaneous

E-communications and e-voting

The electronic voting process was a great success. The response rate was almost 400% greater than our last paper ballot exercise. Members encountered very few problems with the process, and those who contacted us with issues were assisted by the CAPE administrative staff with support by InSite. The level of service and response time provided by InSite greatly eased the additional workload occasioned by electronic voting processes.

We are continuing our efforts to update our database and are continuing our work in automating as many e-communications functions as possible. We are also updating the financial dues reporting in the database and are also working on creating new communications products. The Communications Officer, the New Media and Outreach Officer and the Manager of Administration Services are working very hard to insure that the end products will be well integrated with our operations and that the integration is as seamless as possible.

3) Matters Arising

4) Substantive Issues for Discussion

a) Federal Budget

No matters arising.

b) Workforce Adjustment

Update was provided under item 2 b).

5) Committees

a) Finance Committee

No matters arising

b) Communications Committee

Platform will be launched to the members on February 10th.

6) Adjournment

Motion: It was moved by R. Zwicker, seconded by G. Phillips, that the meeting be adjourned at 5:37 p.m.