

**CAPE Executive Committee
Minutes of February 29, 2012
CAPE National Office
Boardroom
5:45 p.m.**

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

Apologies: C. Creran, J. Marshall, L. Whitmore, M. Zinck, R. Zwicker.

1. Items for Approval

1 a) Approval of Agenda

Items 2b, 2c and 2a were moved to the beginning of the agenda due to the President having a radio interview scheduled at 6:00 p.m.

Motion: It was moved by L. Haméon, seconded by G. Phillips, that the agenda be approved, as amended. **Carried unanimously.**

2. Reports

2 b) Executive Director of Policy's Report

Collective Bargaining

- EC:
 - Since the last meeting, the employer appointed its nominee to the arbitration board (Guy Lauzé). CAPE's nominee and Treasury Board's nominee agreed on a chairperson (Yvon Tarte).
 - The parties are now at the step of coming up with dates for the hearing. Mr. Tarte is not available until May. Bill Krause has been asked to get the earliest possible dates. It appears that the earliest dates are the week after Victoria Day.
 - We are looking at securing four or five days as some of the issues are complicated.
 - The PSLRB and Mr. Tarte will probably encourage the parties to accept mediation, which would probably occur just prior to the scheduled hearing dates.
 - I will be calling a meeting of the EC bargaining committee sometime in early April to prepare for the prospect of mediation and to get direction on a few other matters.

- TR:
 - Since the last meeting, the PSLRB established an arbitration board. The CAPE nominee is Suzanne Dumas (describe). The Treasury Board nominee is Georges Hupé (describe). The parties settled on a chairperson for the arbitration board. The chairperson is Yvon Tarte.
 - We are here as well at the stage of finding dates.
- LoP:
 - 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 was scheduled to resume on January 26.
 - A few days before the meeting, the employer cancelled the meeting.
 - We have been endeavouring to get back to the table. We now have three dates: March 19, 20 and 30.
 - From CAPE's perspective, there is always the possibility of an agreement at the table. one more date scheduled, March 31st.

WFA

- Meetings: I have had the pleasure of meeting with members of CAPE over the past few weeks either to speak briefly about WFA at Local Annual Membership meetings or at meetings organized specifically for the purpose of providing information on WFA. So far, I have met 11 times with members and 5 more meetings are scheduled.
- In addition we have scheduled teleconferences, 5 in total, for the regions. The times of the teleconference have been chosen to coincide with lunchtime in the various regions.
- At the face to face meetings, I will have met well over a thousand members by the time we reach April. I would expect that the teleconferences (scheduled for the next two weeks) will add a few hundred more.
- Attendees have expressed their gratefulness to CAPE for taking the initiative of the meetings.
- We have even had executive members of locals from other unions attend.
- The meetings have been very useful for me as they have allowed me to tailor some of our other information instruments to the specific needs reveal through the questions asked by members at the meetings.
- In the process, we have also set up three new locals.
- You have been receiving monthly updates of work force adjustment throughout the PS and the same updates have been sent to local leaders.
- We have also produced 5 information sheets on various matters related to WFA. 5 more are in the making and will be distributed prior to the budget (Principles; Consultations; Alternation; ... Role of Local Representatives; Survivors; ... Salary Protection; What an Affected Employee Needs to Know;

What an Opting Employee Needs to Know; GRJO; Merit Criteria for the Purpose of Retention).

- It is our understanding that these documents are popular not only with our members but also with members of other unions.
- Even managers are asking for copies.
- And of course, there is the web site...

The Economic Analysis Project

- Since the last meeting of the NEC, CAPE has gone through the results of running an 89 billion \$ shock through the Canadian Input-Output Model made available by Statistics Canada.
- A group of NEC members and CAPE staff met a few times to explore ways to use the information.
- It was decided to have three press releases so that we could stay in the news for a while, rather than release a report that would die after a few days.
- It was also decided to have support documentation and to time the releases so that they would immediately precede the budget (expected for March 13).
- The proof is in the pudding: we are getting terrific coverage, though of course not everyone will agree with the numbers.
- The important matter here is that we have taken the lead in asking the uncomfortable question: what will be the effect of budget cuts to the rest of the economy?
- Now people are asking the same question, coast to coast to coast.

2 c) Executive Director of Operation's Report

Internal Matters

Anita Bangiricenge and Jake Baizana started on January 30th as term LROs.

Membership Training

Sixteen stewards participated in the French training on Work Force Adjustment on February 8th and 37 in English on February 15th for a total of 53 stewards.

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. On February 20th, the Court issued an order requiring Mr. Boshra to respond within fifteen days to the written examination and to pay cost to the CAPE in the amount of \$500.

Public Service Labour Relations Board (PSLRB)

Cases

C. Basic vs. CAPE

The PSLRB, in a decision rendered on February 1, 2012, determined that of three issues outlined in the complainant's complaint, only one was timely. The PSLRB has decided to hear the one remaining issue by way of written submissions which are to be completed by May 21, 2012.

S. Boshra vs CAPE

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

Hearings' Schedule

There are four CAPE cases scheduled for a hearing before the PSLRB for the period March to July 2012.

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

Regarding the completion of database work, we will have all members in a unified database with updated and synchronized criteria fields and with online forms by the end of March. Regarding the dues integration functions into the database, this work should also be finished by the end of March. Once the database work and the dues integration work are completed, we will then proceed with the migration of the online platform from Baytek to InSite and the online discussion platform will be ready to go with verification of login credentials

2 a) President's Report

The national office has been very active since the last NEC meeting. The lead-up to the forthcoming federal budget, which we now know will be tabled March 29, has kept everyone working at more than full capacity. A number of our members got together to prepare an economic analysis of the consequences of potential budget cuts, and I will have more to say later about the impact of our analysis. Also, the preparation work for a media campaign with our partners in other unions representing public service professionals has been proceeding nicely and we are nearing the launch date. We have opened our Twitter account and we are building up our subscriber lists. Lastly, our outreach campaign directed at senators and MPs is gaining momentum.

Let's begin with the economic analysis. As you may have noted, on February 21 CAPE issued an initial press release focusing on Canada's gross national product. Media reaction was very positive. We did television interviews on the CBC and received regional and national coverage, and we were featured on French-language news channel RDI's economic programs and its program *24 heures en 60 minutes*, as well as on the CTV News Channel's program *Power Play*; we also got radio coverage on Radio-Canada, CFRA and RNC Média. *The Citizen* and *Le Droit* reported on our analysis, and the story was picked up by other newspapers across the country. Thanks to the fine work done by Claude Danik, on the research and writing side, and by the communications team in putting the information together and distributing it to the media, we succeeded in raising our credibility with the media. These efforts are greatly appreciated. And they have not gone unnoticed, judging by the Minister of Finance's recent comments. He reacted strongly last week, claiming that the measures in the budget would be more moderate than austere. We will have to wait and see.

Phase two of our media push began this week with our press release on job losses. We will not be getting as much television coverage, but the CBC did do a follow-up story, and I have just given interviews to CPAC and CJAD Montreal. We will be pursuing our efforts next week with a new round of press releases focusing on the specific effects of the budget cuts on the regions of Canada.

As to the joint campaign with other unions representing public service professionals, the launch will be coordinated around the announced date of the budget. We are planning an initial activity involving our local leaders. There will be a gathering here in Ottawa for people in the National Capital Region, and we will be organizing an online seminar for local leaders in the regions.

Concerning CAPE's Twitter account, I would urge you to subscribe to our Twitter feed for access to near-real-time information. I have also started my own Twitter account, and I will be making an effort to post tweets on a regular basis.

With reference to senators and MPs, we have had a few meetings with NDP representatives, and we will also be meeting with people from the Liberal Party and the Bloc québécois. We have been favourably received, particularly in light of our analysis of the impact of budget cuts and because of the various scandals currently dogging the government.

In a few moments, Claude Danik will be reporting to you on his "work force adjustment tour." I had the privilege of attending several of these meetings, and I have to say that our members very much appreciate the information they are receiving in the meetings, not to mention the opportunity to ask questions and vent their own opinions on the current situation. It certainly motivates me even more to continue our efforts to have the Harper government change its plans

1 b) Minutes of January 20, 2012

Motion: It was moved by Mullen, seconded by L. Haméon, that the minutes be approved.

In favour = 11, Opposed = 0, Abstention = 3.

1 c) Re-establishment of Committees & current members

There was a consensus to re-confirm the Finance, Constitution and By-Laws and the Young Members Advisory Committee and the current membership.

The Communications Committee has been tabled to the March meeting. It was **agreed** that the Education and Mobilization Committee should be merged with the Communications Committee due to the similarity in work of the two Committees and that the Communications should revisit their Terms of Reference in light of the merger.

The Elections and Resolutions Committee will be approved at the April meeting in accordance with the Constitution.

d) Volunteers to Committees

Finance Committee

It was moved by R. Brockington, seconded by G. Phillips, that D. Brackley, S. Menard and N. Giannakoulis be approved as members. **Carried unanimously.**

Communications Committee

It was moved by A. Picotte, seconded by L. Haméon, that D. Brackley be approved as a member and that the current members be re-approved. **Carried unanimously.**

Constitution and By-Laws Committee

It was moved by R. Brockington, seconded by P. Warner, that A. Kurikshuk-Nemec, L. Haméon and S. Gagnon be approved as members. **Carried unanimously.**

Young Members Advisory Committee

It was moved by R. Brockington, seconded by L. Haméon, that A. Kurikshuk-Nemec, L. Haméon and A. Wong be approved as members. **Carried unanimously.**

Elections and Resolutions Committee

This item has been **tabled** to the April meeting in accordance with the Constitution.

e) By-Law amendments

This item was **tabled**.

f) R. Brockington motion

R. Brockington submitted a motion in regards to having a formal process put in place to receive recommendations from the Council meetings and also from the AGM, SGM and MBM meetings.

A round table discussion took place and there was a consensus that this issue be deferred to the Constitution and By-Laws Committee and that the Constitution and By-Laws Committee consult with the Local Presidents and Local Leaders via e-mail on this issue and report back to the NEC in May.

Action: Constitution and By-Laws Committee

Due date: May 30, 2012

2) Reports continued

2 d) Finance Committee

A. Picotte presented the statements for November and December 2011.

Finance recommendation

The Finance Committee recommends to the NEC to allow the movement of monies under sub-categories within budget lines.

It was moved by A. Picotte, seconded by L. Haméon, to approve the recommendation.

It was moved by S. Menard, seconded by L. Haméon, to insert "Finance Committee to" before the word "movement" and to change the word "movement" to "move". **Carried unanimously.**

G. Phillips requested to add "and that any such movements are reported at the next NEC meeting". **Carried unanimously.**

The main motion as amended reads:

The Finance Committee recommends to the NEC to allow the Finance Committee to move monies under sub-categories within budget lines and that any such movements are reported at the next NEC meeting. **Carried unanimously.**

2 e) Communications Committee

This item was **tabled**.

2 f) Constitution and By-Laws Committee

This item was **tabled**.

3) Matters Arising from strategic planning session

3 a) Review of the Awards Policy

This item is being worked on by the Communications Committee.

3 b) Timing of NEC meetings

A round table discussion took place and the issues and ideas are listed below

- Earlier start – 3:00 p.m. or 3:30 p.m.
- Request to have written report in advance – 5 days
- Later start time and if required have more meetings
- For some members they have several Committee meetings in one week
- Quality of work suffers when we are overtired
- Move to shorter meetings
- Start at 5:00 p.m. – stop for dinner at 6:00 and then continue

- 3:00 p.m. start time may hinder the LoP member to attend meetings due to work commitments

There was a consensus to start at 5:00 p.m. and have shorter meetings and that written reports are provided on a trial basis until June.

3 c) Process for NEC to receive recommendations from various Councils and membership meetings

This is the same issue as item 1f).

3 d) What constitutes “In Camera”

Action: J. Ouellette and D. Martin to prepare a memo on this item.

3 e) Can regional Locals form another Local for a specific department

This requires a Constitutional amendment.

3 f) Statistics of casework by dept, region, types of cases (also have to check with the Local reps)

This item is tabled to April.

4) Substantive Issues for Discussion

4 a) Federal Budget

Discussed under item 2 a)

4 b) Workforce Adjustment

Discussed under item 2 b)

5) Adjournment

Motion: It was moved by J-L. Bourdages, seconded by A. Kurikshuk-Nemec, that the meeting be adjourned at 9:25 p.m.