

# REPORT

## NATIONAL CAPITAL REGION COUNCIL EXECUTIVE MEETING

THURSDAY, MARCH 27, 2003

Present:

John Baglow  
Dorothy Boulin  
Judy Andersen  
Christine Collins  
Barb Stewart  
Jacques Purdy

Carol-Anne Grenier  
Richard Des Lauriers  
Céline Préfontaine  
Eileen Hickey  
Pat McGrath  
Donald Roy

Charles Murray  
Trevor Lockett  
Alex Sauvé  
Jeff Wrinn  
Jay Castonguay

Also in attendance:

Pierre Parker, Coordinator, National Capital Regional Office  
Ray Arsenault, Facilitator, Ray Arsenault Consultants Inc.

Regrets:        Byron Bolick                Barré Campbell                Peggy Jones

The meeting convened at 5:30 p.m.

1)        **PROPOSED AGENDA**

m/s       Richard Des Lauriers and Pat McGrath:

To adopt the proposed agenda with the following amendments and additions:

- Move item #4 f) “*ROCG*” to item #7 c).
- Add the following items under item #7 New Business:
  - d) Disability Awareness Course
  - e) Festival de montgolfières de Gatineau
  - f) Separate Employers Conference

**MOTION CARRIED.**

2)        **APPROVAL OF DECEMBER 4, 2002 REPORT**

m/s Barb Stewart and Pat McGrath:

To approve the report of the December 4, 2002 Executive meeting as presented.

**MOTION CARRIED.**

3) **FOLLOW-UP TO NCRO STAFF CONFERENCE**

Raymond Arsenault followed up on the NCRO Annual Staff Conference he facilitated on January 28-30, 2003. Many members of the NCRC Executive took part in the one-day session with the Regional Office staff on the 28<sup>th</sup>, at which time joint regional objectives for 2003 were established. He noted that the participant's evaluation indicated that the session where the goals and objectives were recorded on the wall had been too long. He therefore provided the group with the sample of a committee summary report that will help committees with their follow-up on their objectives for 2003 throughout this year, and that will also help in the preparation and efficiency of next year's joint planning session. The summary report will also reflect the activities the individual committees foresee for 2004.

Sister Jay Castonguay noted that the joint session was a good opportunity for the members of the Executive and the Regional Office Staff to come together and to develop a strategic plan with the regional representatives.

At this time Brother Pierre Parker reported that the majority of Table 3 members in the region have voted in favour of the conciliation/strike route over the arbitration route to settle on their collective agreement. The vote for members of Table 2 will be conducted from March 24 to April 23, 2003. The procedure and the meeting schedule will be sent by e-mail to all locals on March 31<sup>st</sup>, and the information will also be posted on the NCRO Web site. Brother Bob Allen and Sister Patricia Johnson will be administering the vote.

4) **NCRC BUDGET/FINANCE**

a) **Unaudited Financial Statements**

Sister Christine Collins, Treasurer, presented the unaudited financial statements of the NCRC for the period of January 1, 2003 to March 21, 2003.

m/s Christine Collins and Jeff Wrinn:

To approve the unaudited financial statement as presented.

**MOTION CARRIED.**

b) **Ratification of decisions**

The following expenditures had previously been approved via e-mail by the majority of the members of the Executive and were brought forward at this meeting for ratification:

m/s Christine Collins and Jay Castonguay:

To expend \$560 from the Community Outreach line item for the PWGSC Charity Hockey Tournament to raise NCRC Profile.

**MOTION CARRIED.**

Brother Charlie Murray pointed out that he had not received the results of the vote conducted via e-mail, as agreed at the December Executive meeting. It was noted however that other members did receive the results. Sister Daoust undertook to verify if e-mail recipients have disappeared from the list.

m/ Christine Collins:

To disburse \$1,000 from the Community Outreach line item for expenses related to John Baglow's Retirement Party.

**MOTION CARRIED.**

m/s Dorothy Boulin and Jay Castonguay:

To expend \$300 from the Community Outreach line item for the purchase of an NCRC table at the International Women's Day Diner.

**MOTION CARRIED.**

m/s Christine Collins and Pat McGrath :

To disburse \$1,000 from the Community Outreach line item in support of the Mayworks Festival.

**MOTION CARRIED.**

**c) Amended budget 2003**

Sister Collins pointed out that the 2003 NCRC revenues for regional activities have been amended to read \$76,597. The erroneous amount of funding (\$79,597) has been amended to correct an error that was on the AEC minutes confirming the funding allocated to the regions. This reduces the NCRC contingency reserve from \$6,432 to \$3,432.

m/s Christine Collins and Trevor Lockett :

To approve the amended NCRC budget for 2003 (APPENDIX "A").

**MOTION CARRIED.**

**d) Letter of January 28, 2003 – McCay, Duff & Company**

The members of the Executive received a copy of the letter from McCay, Duff & Company informing that auditors now have more onerous reporting obligation to Boards of not-for-profit organizations. This letter will now be an annual occurrence and its receipt must be acknowledged in the meeting minutes.

m/s Christine Collins and

That the Executive members of the NCRC confirm receipt of the letter dated January 28, 2003 from the accounting firm McKay, Duff & company.

**MOTION CARRIED.**

**e) Draft Audited Financial Statements**

Sister Christine Collins presented the draft Audited Financial Statements as at December 31, 2002 prepared by the accounting firm of McCay, Duff and Company. It was agreed that the draft be returned to the accounting firm to be finalized.

m/s Christine Collins and Alex Sauvé:

To receive the draft Audited Financial Statements as at December 31, 2002, and that a formal motion to approve the finalized Audited Financial Statements be presented to the Council at the May 10 & 11 2003 Annual General Meeting.

**MOTION CARRIED.**

**f) Donations / Financial Support**

- ◆ **Mouvement Action-Chômage de l'Outaouais** - A community group that represents workers in appeals to the Employment Insurance Commission. The Mouvement Action Chômage is requesting a donation of \$250 to help maintain their current services.

m/s Jacques Purdy and Jeff Wrinn:

To donate \$250 from the Community Outreach line item to the *Mouvement Action-Chômage de l'Outaouais*.

a/m/s Donald Roy and Jay Castonguay

That this amount be increased to \$500.

**MOTION TO AMEND CARRIED.**

**MAIN MOTION CARRIED.**

- ◆ **The Great Canadian Theatre Company** – A non-profit company that has been in existence since 1972 and has been solidly pro-labour and progressive in the plays that it puts on. The GCTC is

looking for “corporate” sponsors for each production in the 8-play season. A sponsor provides \$5,000, and GCTC provides advertising, appreciation and access to the GCTC audience.

m/s Christine Collins and Barb Stewart:

That the NCRC commit \$1,000. from the Community Outreach line item, conditional upon the GCTC’s success in obtaining funds from other unions that would permit a \$5,000 co-sponsorship.

**MOTION CARRIED.**

- ◆ **Ottawa Regional Cancer Foundation and CHEO** - In an effort to raise funds for these valuable foundations, Brother Jeff Wrinn and other members of UNDE Local 70603 have volunteered to have their heads shaved at the Rideau Centre on March 28th.

m/s Jeff Wrinn and Richard Des Lauriers:

That the NCRC donate \$250 to CHEO and an additional \$250 to the Ottawa Regional Cancer Foundation from the Donations line item in support for this worthwhile cause.

**MOTION CARRIED.**

Brother Wrinn challenged other locals to meet his local’s donation of \$250. It was noted that Brother Wrinn’s challenge would be posted on the NCR Web site under the new Local Activities link.

## 5) **NCRC ANNUAL GENERAL MEETING – MAY 10 & 11, 2003**

### a) **Proposed Agenda**

The draft agenda for the May 10 & 11, 2003 AGM was reviewed at this meeting.

m/s Richard Des Lauriers and Carol-Anne Grenier:

To adopt the proposed agenda for the May 10 and 11, 2003 NCRC AGM.

**MOTION CARRIED.**

### b) **Resolutions Committee**

m/s Dorothy Boulin and Christine Collins:

That Sister Céline Préfontaine (Chair), Brothers Alex Sauvé and Richard Des Lauriers, as well as Brother Jacques Purdy (Alternate) form the Resolutions Committee for the May 10 and 11, 2003 NCRC AGM.

**MOTION CARRIED.**

### c) **Nominations Committee**

m/s Richard Des Lauriers and Jay Castonguay:

That an invitation be extended to Brother Luc Guèvremont to act as Chair of the Nominations Committee.

**MOTION CARRIED.**

m/ Carol-Anne Grenier:

That an invitation be extended to Sister Lynn Ray in the event that Brother Guèvremont is unavailable to act as Chair of the Nominations Committee.

**MOTION CARRIED.**

m/s Jay Castonguay and Pat McGrath:

That Sisters Carol-Anne Grenier and Céline Préfontaine assist the Nominations Committee Chair at the NCRC AGM.

**MOTION CARRIED.**

#### **d) Workshop Theme**

A general discussion was held on the practice of scheduling a workshop activity at NCRC Annual General Meetings. There was a general consensus that this activity should remain on the AGM agenda as most of the Council members attending do participate and workshops give local presidents and local representatives an opportunity to build up their skill base and bring it back to their locals.

Several workshop themes were brought forth at this meeting. It was agreed that the AGM agenda will include an information session and a workshop around Bill C-25, and its potential detrimental affects for our Treasury Board as well as Separate Employer members. Sister Jacquie de Aguayo will be invited to speak on the topic and answers questions, followed by the workshop which will focus on strategies to lobby against the Bill.

It was also agreed that the NCRC September General Meeting workshop would center on Work-life Conflict, along with an invitation to Dr. Linda Duxbury, Professor at the Carleton University School of business to make a presentation on her recent study on this issue. It was noted that the Education committee will be looking at developing materials to carry out the workshops to be facilitated by Alliance Facilitators and Regional Representatives.

It was noted that the issue of Duty to Accommodate would be revisited as a potential workshop theme for a future meeting of the NCR Council, in the event that this issue is not addressed at the upcoming Regional health & Safety and the Separate Employers Conference in 2003.

Because there is a lack of management understanding as to what the Duty to Accommodate process entails, Brother Alex Sauvé suggested that this topic be recommended as a course within the

second year of the Joint Learning Program Initiative. Brother Baglow undertook to forward the suggestion to the Administrator for the JLP on behalf of the NCRC Executive.

## **6) COMMITTEE AND LOCAL REPORTS**

### Education Committee

Sister Jay Castonguay reported as co-Chair to the Education Committee. This committee has been very active over the last months. They have offered the Alliance Facilitators Program and now have 14 new French speaking and 17 new English speaking facilitators. The LOAT Training Program has just recently been completed. They also had a very successful Grievance Handling Program and TUB courses offered. Both of those courses were filled to capacity and they have had to establish waiting lists for upcoming courses. The Convention Preparation course as well as the French LOAT and Grievance and Handling courses have been postponed for lack of participants.

Sister Castonguay noted that the June Union School will focus on Human Rights. They plan on having a panel group to open the School and members of the Executive were asked to forward their suggestions for speakers to the Education Committee. Judging by the number of applications received, it is going to be a very good school.

Sister Collins congratulated the Education Committee for their hard work in making Education in the region a great success. She noted however that for many years, women in the PSAC were required to share rooms or else pay the difference out of their own pockets in order to be able to attend conferences and courses. A long and hard battle was fought to cease this practice. Even though the suggestion of double accommodation was made as a voluntary practice, it is not appropriate and it is reintroducing a practice that has taken women 22 years to remove.

m/s Christine Collins and Eileen Hickey:

That the NCR Council does not accept shared accommodation within the education in the NCR.

### **MOTION CARRIED.**

m/s Carol-Anne Grenier and Trevor Lockett:

That the NCRO staff will not make decisions on behalf of the NCRC committees without consultation with the various committees.

### **MOTION CARRIED.**

At this time, Sister Pat McGrath indicated that she has been having difficulty scheduling courses through the Joint Learning Program for members at DND in Hull because of a shortage of facilitators in the NCR. Brother Baglow undertook to contact the JLP Administrator for clarification.

### Separate Employers Conference

Brother Richard Des Lauriers reported as Separate Employers and DCLs representative on the Executive. The Separate Employers Conference scheduled to take place April 4-5, 2003 has been

postponed. New dates have not as yet been determined but the Organizing Committee is looking at rescheduling the conference in the Fall. Executive members are asked to start advertising the event within their locals.

#### Ottawa-Gatineau Area Council (OGAC)

Sister Carol-Anne Grenier reported as Chair of the OGAC. The Area Council has been very active around the anti-war issue. They are targeting peace efforts and are not targeting DND worksites. The code pink women have been leading the charge and Sister Madeleine Bachand spoke from the heart on the Hill, and it was extremely moving. Sister Grenier proposed that the NCRC write a letter to Sister Bachand upon her return from her trip in Turkey for her excellent work with the World's Women March organization.

#### Communications Committee

Sister Jay Castonguay reported for the Communications Committee. This committee has successfully produced a second fine issue of our THIS newsletter. It was a great collaborative effort to be able to present it to Brother Baglow at his Retirement party on February 7<sup>th</sup>. Sister Castonguay invited the members of the Executive to take copies back for distribution at their locals.

Other activities have been taking place within the Communications Committee. Fortunately, Sister Nancy Larose has been working in conjunction with the committee on the project to further develop the NCR Web page.

#### Youth Committee

Brother Richard Des Lauriers pointed out that he acts as the youth coordinator link between the NCRC and the Youth Committee and asked that this information be posted on the NCR Web site. This committee has met twice and he has not been informed. Sister Castonguay pointed out that she has heard that Brother Mark Stevens is no longer the youth representative on this committee. Brother Baglow undertook to follow up on this matter.

#### Members with Disabilities Action Committee (MDAC)

Sister Pat McGrath reported for the MDAC. This committee is currently working on designing an MDAC banner to promote the committee at the upcoming PSAC Triennial Convention. The MDAC will be looking into the ramifications surrounding the proposed action to have Disability Insurance managed jointly, as it is the case with the Health Care Plan. Sister Collins suggested that Brother James Infantino be invited to brief the members of the Executive on this issue at their next meeting.

#### The Racially Visible Action Committee (RVAC)

Sister Dorothy reported as Chair for the RVAC. The members have been working on promoting the committee within locals and the community. RVAC T-shirts and a flyer are in the works to promote the committee at the PSAC Convention. Sister Boulin thanked Brother Baglow for taking the time on March 17<sup>th</sup> to join Sister Paulette Barker and herself in promoting the RVAC on CKCU-FM.

#### Strike Support Committee

Brother Jacques Purdy reported for the Strike Support Committee. This committee has not met. The NCR zone structure and the assignment of the locals to members of the Executive should be updated in the near future. Sister Lynn McKenzie, who had volunteered to work on the committee has been assigned to work on the PSAC Convention. A meeting with Brother Pierre Parker and Sister Jay Castonguay will take place in the near future in order to develop an action plan.

At this time, Sister Carol-Anne Grenier noted that strikes or potential strikes are discussed at the OGAC meetings. A Notice of Dispute has been submitted at MDS Nordion of Kanata and results from conciliation should be known at the end of April. The SSO Field Interviewers are in conciliation and are still looking for support. Sister Grenier pointed out that the majority of Separate Employer collective agreements in the NCR, including the CCRA, will expire within the next 12 months. Brother Purdy noted that the Strike Support Committee is seeking volunteers to develop a consistent strike support approach.

Sister Christine Collins noted that the OGAC approved a resolution to endorse the OFL "Our Votes Count" campaign to encourage commitment from women to vote as well as draw more women into the election process.

Sister Grenier indicated that, once again, Sister Bachand initiated activity on dangerous situation of workers at Coca-Cola plants in Colombia. As a result, the ORWC has approved a resolution to boycott Coca-Cola products at their meetings. Shiraz Catering Services at 233 Gilmour was informed of the situation and supported the ORWC by putting shrouds on the Coca-Cola machines.

m/s Christine Collins and Carol-Anne Grenier:

That the NCR Council support the Coca-Cola boycott.

**MOTION CARRIED.**

Brother Baglow pointed out that boycotts require a formal process within the PSAC. He undertook to find out if there is an official boycott of Coca-Cola products by the CLC and ensure that the AEC considers passing a motion supporting the boycott.

Health and Safety Committee

Sister Barb Stewart who now Chairs the Health & Safety Committee noted that she was unable to attend the last Health & Safety committee meeting. Brother Jacques Purdy indicated that the committee met briefly to review their 2003 budget. Their next meeting is scheduled to take place on April 9<sup>th</sup>.

Sister Jay Castonguay noted that there has been some double booking of different committees, making it difficult for members to attend as they often sit on more than one committee. Brother Baglow pointed out that committee chairs should provide their meeting schedules to the Regional Office for posting on the regional Web site.

7) NEW BUSINESS

The Chair was turned over to Sister Barb Stewart in order for Brother Baglow to present the following item.

**a) Iraq Resolution**

m/s John Baglow and Trevor Lockett :

That the NCR Council adopt the following Peace Resolution:

**WHEREAS** war against Iraq continues to be a serious reality; and

**WHEREAS** the labour movement has traditionally opposed war; and

**WHEREAS** the PSAC, by NBoD resolution, supports working with the rest of the labour movement for peace; and

**WHEREAS** other unions are mobilizing against war; and

**WHEREAS** our brothers and sisters who work for National Defence do not wish their workplaces to be the focus of such demonstrations:

**BE IT RESOLVED THAT** the NCR Council endorse upcoming demonstrations for peace in the National Capital Region, save and except demonstrations at National Defence worksites; and

**BE IT FURTHER RESOLVED THAT** we encourage our members to participate in these demonstrations; and

**BE IT FURTHER RESOLVED THAT** the NCR Council affiliate to Ottawa Labour Against the War (OLAW)

m/s Judy Andersen and Alex Sauvé :

That the previous question be now put.

**MOTION CARRIED.**

**MAIN MOTION CARRIED.**

At this time, Brother Baglow resumed the chair.

**b) NCRC endorsement to the OLAW**

This item was included with the Peace Resolution, item 7 a).

**c) Rassemblement Outaouais contre la guerre (ROCG)**

Brother Baglow noted that the ROCG is a peace group that has formed in the Outaouais who need financial assistance to help develop their activities.

m/s Carol Anne Grenier and Pat McGrath:

To donate \$500.00 to the ROCG, conditional to their agreement that there will not be any picketing outside DND worksites.

m/s Céline Préfontaine and Charlie Murray:

That the previous question be now put.

**MOTION CARRIED.**

**MAIN MOTION DEFEATED.**

**d) Disability Awareness Course**

Sister Pat McGrath noted that the course notes she had worked up for the Disability Awareness Course have gone missing from the regional Office. Brother Baglow indicated that he would investigate.

**e) Festival de montgolfières**

Sister Céline Préfontaine indicated that the Comité régional des femmes de l'Outaouais plans to participate in the September 2003 Balloon Festival in Gatineau, where the PSAC has a stand for the general public. The CRF-Outaouais will be seeking the assistance of other NCRC committee in organizing this activity.

**8) ANNOUCEMENTS**

Brother Richard Des Lauriers noted that a demo surrounding the Pay Equity issue at Canada Post is planned to take place sometime in April, hopefully before the PSAC Convention. The members of the Executive will be asked to support and to joint in the demonstration.

Brother Baglow reminded the Executive that a Regional Caucus of delegates to the PSAC Triennial Convention will take place on Saturday, April 12, 2003, starting at 9:00 a.m. in the J.K. Wyllie Boardroom. Interested delegates and observers are welcome to attend.

Sister Carol-Anne Grenier noted that a meeting of the Ottawa-Gatineau Area Council will immediately follow the Regional Caucus. Sister Grenier also noted that the NCR Council is sponsoring an opportunity to allow 43 members from the NCR to attend one day of Convention as observers. A bus will leave Ottawa and/or Gatineau at approximately 6:30 a.m. on May 1<sup>st</sup>.

m/s Barb Stewart and Dorothy Boulin:

Motion to adjourn.

**MOTION CARRIED.**

The meeting adjourned at 9:10 p.m.