



CEIU |

**Canadian Employment &
Immigration Union**

National Capital Region (NCR)

NCR Fall Conference

President Council Meeting

September 20th & 21st, 2018

Double Tree Hotel

9:00am-4:00pm

Attendees

Daniel Carrière, 70708 Chair

Jacques Perrin, NCR-NVP

Matt Gorley, 70702

Denise Camus, 70704

Antoine Moise, 70705

Linda Delaney, 70705

Mike Clement, 70707

Todd Johnson, 70709

Eric Boileau, CEIU NUR

Fred Dubois, CEIU NUR

Nate Graham, CEIU Staff

Absent:

No delegates from Local Section 70701

DAY 1

- Chair opened the meeting by presenting the agenda for the next couple days.
 - o Adoption of the agenda
 - o Moved by Sister Delaney. Seconded by Brother Moise.
 - o Unanimously accepted.

- Brother Carriere then went on to presenting the minutes from the Spring's President's Council meeting.
 - o Adoption of Spring's President's Council meeting's minutes (April 13th, 2018)-
 - o Moved by Brother Gorley. Seconded by Brother Moise.
 - o Unanimously accepted.

- Eric Boileau then provided an update the NCR's grievance backlog reduction plan.

- 300 grievances to go through to see what should or could be withdrawn and which ones to pursue. Kathy Sand (CEIU-BC staff) is currently working fulltime on this backlog reduction.

- Discussions about how to help with the older files.

- Eric Boileau agreed to provide a "blurb" to be sent to members involved in these older grievances to be able to find out whether or not they wish to pursue the grievances filed.

- Sister Camus explained her concerns she has with the backlog and the ability to properly serve her membership as she is primarily English speaking.

- Discussion about the changes to National's structure as to the grievance levels.

- Everyone expressed concerns as to the changes of the grievance levels and agreed that the NVP should bring their issues to NE.

- Round table on how to engage more members. How to prevent stress and maintain a reasonable workload for all so that no one will burnout. How to show appreciation to current executives working hard in the region.

Health Break

- Sister Camus expressed more concerns about the changes to the 2nd and 3rd levels of the grievance procedures.
- Brother Johnson brought a message from his local president (Les Maiczan-70709). He told the council that ESDC has an orientation video that members watch during their training at EDSC that says absolutely nothing about the Union and hopes that together this can be rectified.
- More discussions on how to engage the membership.

Lunch

- The chair reopened the meeting after a healthy and delicious lunch.
- Sister Delaney's handed out her HRR PowerPoint presentation to the council. She then provided a summary on how the HRR committee's first meeting went. She's hoping to have the second meeting soon. There will be elections at the next meeting to fill the positions needed.
- Sister Camus stated she would like to see a rep for all 5 HRR groups in the region.
- Sister Delaney then provided the council with a summary about the PSAC's P3 campaign. She spoke to the fact that heating plants in Ottawa's downtown core and in Gatineau are being privatized. She spoke on the issues that could arise from this. She was very adamant that we need to find ways to prevent this.
- Sister Camus spoke passionately about the NEED for AEDs in the workplace.
- Brother Clement spoke to the pros and cons of having AEDs.

- Brother Moise echoed Sister Camus and Brother Clements sentiments regarding AEDs.

Round Table.

Adjournment for the day.

DAY 2

- Regrets, Eric Boileau couldn't make day 2.
- The Chair; Brother Carriere, opened the meeting by outlining the day ahead.
- Brother Carriere proceeded by reading the CEIU Statement on Harassment & The Unjust Profiling Policy.
- Brother Perrin provided an update on ESDC's National committees and their LMCC. He stated that the department was going to launch a SUMCC in November. With that said, the Union will finally have a seat on this committee and a voice again. IRCC already has a seat.
- Brother Carriere committed to send an email requesting agenda items for the SUMCC in November.
- Discussions on regional finances. How to get everything in order.
- More discussion on recruitment. How to get more members from ESDC involved in their Union. The need for "more boots on the ground".

Heath Break

- Discussions around the newly created HRR committee.
- Brother Perrin put a motion forward to establish a new line item out of the NCR's budget.
 - o Motion-\$3000 per year for the NCRs HRR committee.
 - o Seconded by Brother Carriere.
- Discussion on how and what the funds are to be used for. Passionate conversation on using the monies properly.
 - o Vote on motion-Unanimously accepted.

- Heavy discussion on the pros and cons of article 14.
- Community Outreach- \$4500 yearly budget. Discussion on where to go and what to buy.
- Brother Perrin advised the council that PSAC membership numbers are way off due to Phoenix issues. He explained to the council how PSAC groups members not yet assigned to a local or component. 44/XXXX and XX/XXXX.
- NCR's Stewards Network.
 - o Heavy discussion on the need for a Stewards Network. What a steward's network could or would look like. How to get buy in from members. How to train and maintain training for stewards. The need for a list of all stewards. How National NUR's can provide training.

Lunch

- The chair reopened the meeting after a healthy and delicious lunch.
- Round table on how to make sure the steward network will work.
- More discussion on what kinds of training would be provided and who could provide it.
- Brother Clement was very passionate about the need for a strong personality as a steward. He added that a steward should fit a few characteristics; bold but not a bully, cannot be timid, comfortable speaking with ADMs, self sustained, educated and well trained.
 - o Motion-Sister Camus nominated Brother Gorley as the chief shop steward for NCR.
 - o Discussion on the nomination.
 - o Seconded by Brother Clement
 - o More discussion on what the chief shop steward position would look like.
 - o Brother Gorley accepted the nomination.
- Brother Gorley provided a clear explanation on how and why he would be a great chief shop steward. How the steward network would bring members closer. His heart was felt throughout the room.

- Being the only nominee, he was then acclaimed to the position of Chief Shop Steward for the NCR.

Round table- everyone was very happy with the way the meeting was chaired and setup.

Adjournment.