



# SYNDICAT CANADIEN DU PERSONNEL CANADIAN STAFF UNION

**CSU Executive Meeting  
June 23 – 25, 2018  
Burnaby, British Columbia**

(Action items in red)

Agenda Item	Motion	Notes
Roll Call of Officers		Regrets Cheryl Stadnichuk, Andréane Chenier, Blair Redlin (present on Sunday). Mike Davidson is attending as alternate for the H&S Chair. Welcome Robin McKenna, newly-elected Ontario RVP, to the Executive. Robin is replacing Cidália Ribeiro who is on a leave from CUPE. Big thanks to Cidalia from the whole Exec.
Reading of Equality Statement		Read by Executive members
Moment of Silence		George Wilson and Denzil D'Souza, CSU Retirees. Victims of the Humboldt Broncos and Toronto Van attack tragedies.
Adoption of the Agenda	Motion to adopt the agenda. Moved - Debbie Gervais-Arbane Seconded - Aneen Albus; Carried  Motion – 18-036	Sylvia reviewed the agenda and identified additional items, including a tour of the new BCRO.
Review Minutes from previous meeting		Minutes were adopted by electronic vote and sent to members on April 18, 2018.
Matters arising from minutes		Sylvia reviewed the action items and provided an update as follows:

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		<ul style="list-style-type: none"> <li>• Review of Harassment and Violence Policy: HS Committee prepared our response and it was sent to the Employer</li> <li>• GAC committee call went out to the members and we have a list of volunteers.</li> <li>• Solidarity Fund TOR – we still need a few regions to send them into Pat.</li> <li>• We were looking for examples of temps provided with \$86 and not the \$20+\$17 (living out allowance). Vickie has advised that we have received plenty of examples.</li> <li>• Request for more info re: EAP program: We have added info on our website.</li> <li>• Cell phone – phone contract is for three years but can renew after 2 years. We are also looking into apple series 3 watch re: cellular data.</li> <li>• We are looking to add some Q&amp;As and fact sheets to the Website. We have some drafts and are aiming to have it ready this Fall.</li> <li>• Issues around how to get compounds covered: We have a long list of benefit matters to discuss with HR and are waiting to confirm a Benefits Committee meeting.</li> <li>• Request from the CSU Equity Committee to be provided with info re: equity-seeking members when they come on staff. This is on the agenda for LMC.</li> <li>• Reminder to members re: vacation replacement: info will go out with the Exec meeting highlights; also on the agenda for LMC.</li> <li>• The budget will be presented under Jenn's report.</li> </ul>
President Report (Sylvia Sioufi)	Motion to accept report as presented. Moved – Sylvia Sioufi Seconded – Mike Davidson	<i>See report attached.</i>  In addition to items covered in the written report, Sylvia highlighted the following:

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	<p>Carried</p> <p>Motion – 18-037</p>	<ul style="list-style-type: none"> <li>• Focus has been on bargaining and, in particular, working on options to guarantee some indexing now that the new pension regulations have been enforced. More detail will be provided under the Bargaining Committee report.</li> <li>• We're monitoring the work of the NEB's Taskforce on Staffing and have requested a meeting with Charles prior to the release of the report. The meeting is scheduled for the end of August.</li> <li>• In some regions, the N-19's are getting reassigned by sector. I am interested to see how this is working out. Discussion following my report.</li> <li>• Met with Tammy Greaves on the per diem taxation issue and the new expense system. We don't agree that the \$17 is taxable when working outside of the metropolitan area, or during training or educationals when all meals are provided. We need to decide whether to pursue this with a grievance or wait to see what we can work out in bargaining.</li> <li>• The Employer has taken the position that following the payment of an outstanding amount, members will have to file timely, error-free expenses for a period of six months in order to reinstate the expense advances (equivalent of the pre-signed cheques). Tammy said that this reflects a long-standing policy but could not produce a policy. We will raise this at LMC and failing resolution will file a grievance.</li> </ul> <p>Discussion re: reassignments of N-19's to sectoral base:  Discussion around the table about how this is happening in the regions now. Although not in place in every region/office it looks to be the trend. <b>Possibility of creating a working group</b> to discuss this and other servicing models in more detail and possibly how to survey the membership on this. RVP's to start having the discussion with members in their regions. There is a link between</p>

Agenda Item	Motion	Notes
		this and the work we are doing to address workload. We will discuss further under New business – Use of appendix V.
Vice-President Report (Louise Firlotte)	<p>Motion to accept report as presented.  Moved – Louise Firlotte  Seconded – Mike Davidson  Carried</p> <p>Motion 18-038</p> <p>Motion to send out the call for the CSU Scholarship with the same criteria as the 2018 Scholarship.  Moved - Rik Panciera,  Seconded - Ross Idler</p> <p>Carried</p> <p>Motion 18-039</p>	<p>Welcome the new members on the Executive.</p> <ul style="list-style-type: none"> <li>• Going to <b>send the draft RVP Orientation check list to the new members</b> of the Executive to see what they think of the document. It is a work in progress.</li> <li>• CSU Scholarship: review of the process from the last three years and how it has changed from points system to a lottery system. We need direction of how to proceed in 2018 as we are getting ready to send out the call. My recommendation is to leave it the same as we did last year as it allowed all applicants to be on a level playing field.</li> </ul>
Chief Steward Report (Vickie Houston)	<p>Motion to accept report as presented.  Moved – Vickie Houston  Seconded – Aneen Albus  Carried</p> <p>Motion – 18-040</p> <p>Motion to move 2018-05-NOC (ON) to arbitration.</p> <p>Moved – Vickie Houston  Seconded – Margo Pasley</p>	<p><i>See report and grievance update attached.</i></p> <ul style="list-style-type: none"> <li>• As reflected in the report, we have had a busy few months.</li> <li>• We have a number of grievances which have been resolved but we are awaiting settlements to be drafted up.</li> <li>• There are 24 active grievances.</li> <li>• We have an active grievance appeal, RP is the chair of the GAC and has convened a meeting for July. I have provided the written submissions to the committee and we will await the committees' decision. This is the first time the GAC has been initiated.</li> <li>• Discussion on the grievance of the RD posting in the Atlantic while the position was still in our bargaining unit (filed in</li> </ul>

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	<p>Carried</p> <p>Motion – 18-041</p> <p>Motion to move 2018-06-ON to arbitration.  Moved – Vickie Houston  Seconded – John Gillies  Carried</p> <p>Motion 18-042</p> <p>Motion to move 2018-03-NOC to arbitration.  Moved by Marc Xuereb  Seconded by Lois-Ann Graham  Carried</p> <p>Motion 18-043</p>	<p>2009). The Employer does not recognize this as an active grievance.</p> <ul style="list-style-type: none"> <li>• Discussion re: motions to refer to arbitration: <ul style="list-style-type: none"> <li>○ 2018-03-NOC – denial of reclassification of position</li> <li>○ 2018-05-NOC (ON) – job competition</li> <li>○ 2018-06-ONT – screened out of job competition</li> </ul> </li> </ul>
Recording-Secretary Report (Patrick Lenathen)	<p>Motion to accept report as presented.  Moved – Patrick Lenathen  Seconded – Mike Davidson  Carried</p> <p>Motion 18-044</p>	<p><i>See report attached.</i></p> <ul style="list-style-type: none"> <li>• Website is up and running, members are continuing to sign up for the site. I encourage all RVP's to let the members know of the site when they are hired and speak to them about their personal contact information. We have received good feedback on the website thus far.</li> <li>• If any members attend strike lines and CSU events, please feel free to take pics and send them to me to be added to the website.</li> <li>• We are looking to develop another section for the website dedicated for our retirees.</li> </ul>

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Secretary-Treasurer Report (Jennifer Chretien)	<p>Motion to accept report as presented.            Moved – Jennifer Chretien            Seconded – Rik Panciera</p> <p>Carried</p> <p>Motion 18-045</p> <p>Motion to adopt the budget as presented.</p> <p>Moved - Jennifer Chretien            Seconded - Aneen Albus</p> <p>Carried</p> <p>Motion 18-046</p>	<p><i>See report and financial statements attached.</i></p> <ul style="list-style-type: none"> <li>• The trustee audit will take place in Edmonton in August.</li> <li>• Key dates are in the report for the next two executive meetings. Halifax should be finalized soon.</li> <li>• Retirement cheques go out officially when the retirement date becomes effective.</li> <li>• Review of Profit and Loss and the balance sheet.</li> <li>• Budget presentation and discussion.</li> </ul>
Bargaining Committee Report (Sylvia Sioufi)	<p>Motion to accept report as presented.</p> <p>Moved - Sylvia Sioufi            Seconded – Ross Idler</p> <p>Carried</p> <p>Motion 18-047</p>	<p>(Cheryl joined the meeting via conference call.)</p> <ul style="list-style-type: none"> <li>• New pension funding regulations were enacted at the end of April. The solvency test has been reduced from 100% to 85% so this effectively puts an end to solvency special payments. Review of key changes in the new regulations. The CEPP newsletter (attached) provides a good summary.</li> <li>• Bargaining Committee believes that the Employer will simply want to reinstate ad hoc indexing. We will have to push hard to guarantee some indexing.</li> <li>• In-town per diem (17.00/day) discussion: need to correct the perception that we agreed to this in the last round of</li> </ul>

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		<p>bargaining. We did not agree, the Employer put us on notice that they would introduce the tax.</p> <ul style="list-style-type: none"> <li>• Discussion re: options with the 17 per diem. Review of legal opinion (attached). Believe the best option is to roll it into wages; need to determine what that amount would be.</li> <li>• Update and discussion on other bargaining priorities.</li> </ul> <p>Mobilization Committee – Louise</p> <ul style="list-style-type: none"> <li>• Will organize a Skype call by the end of the summer.</li> <li>• Need to get a sense of what material we already have i.e picket signs, flags. <b>Let Louise know what is in the regions.</b></li> </ul> <p>Coordinating with other unions</p> <ul style="list-style-type: none"> <li>• Unifor is interested in a common table for wages and benefits. Discussion re: pros and cons. Willing to coordinate but not go as far as a common table.</li> <li>• We will work closely with COPE491 on the changes to the pension plan.</li> </ul>
<b>Joint Committees</b>		
Fleet Report (Rik Panciera)	<p>Motion to accept the report as presented.  Moved - Rik Panciera  Seconded - Lois-Ann Graham  Carried</p> <p>Motion 18-048</p>	<p>Meeting scheduled for July 2018.  We used to get all sorts of information from Element but I have not been provided that information.</p>
Employment Equity (Audrey Barr)	<p>Motion to accept report as presented.  Moved - Audrey Barr  Seconded - Aneen Albus</p>	<p><i>See report attached.</i></p>

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	<p>Carried</p> <p>Motion 18-049</p> <p>Tabled motion 18-014 "CSU Executive prepare a formal response to the recommendations published by the Joint Employment Equity Committee"</p> <p>Motion to withdraw 18-014. Moved – Audrey Barr Seconded – Aneen Albus Carried</p> <p>Motion 18-050</p>	<ul style="list-style-type: none"> <li>• The committee met on June 15 to discuss the systems review. The report is going to be rolled out to the managers in November before it is presented to staff.</li> <li>• Concerned about data management system; more work is needed to make sure it is in place.</li> <li>• Consultants have submitted a proposal to develop an employment equity plan based on the systems review.</li> <li>• I will be working more on this in July as I really am invested in this process.</li> </ul> <p>Discussion on motion tabled from last meeting: withdraw the motion as the information will be coming out in the Fall 2018.</p>
<p>EAP (Margo Pasley)</p>	<p>Motion to accept the report as presented. Moved - Margo Pasley Seconded - Rik Panciera Carried</p> <p>Motion 18-051</p>	<p>EAP Committee met April 12:</p> <ul style="list-style-type: none"> <li>• Vickie was named co-chair.</li> <li>• COPE wanted proportionate representation on the committee.</li> <li>• Blain provided an update on privacy. CUPE is looking to someone outside to build the privacy part of the website but for the time being we could use SharePoint.</li> <li>• The EAP conference is coming up in September in Miramichi, NB.</li> </ul> <p>Discussion around third-party involvement: Want to advise that this is a cost savings measure and if this is mentioned to anyone please bring it to our attention. CUPE has been trying to do this for years and we have fought very hard to keep it in-house. We need to really take a look at how we select referral agents. You</p>



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		<p>can call any referral agent not just the agent in your region or bargaining unit.</p> <p>Discussion around referral agents and how they are selected, there are different processes in different regions.</p>
<p>Tech/Cell (Patrick Lenathen)</p>	<p>Motion to accept report as presented. Moved - Patrick Lenathen Seconded - Ross Idler</p> <p>Carried</p> <p>18-052</p>	<p>Provided update on issues which have recently been brought to our attention about members being billed when their cell signal was picked up by an American tower. We have sorted one of these issues out and are now looking into another one. If any members face this issue please put them in contact with Pat or Jenn.</p>
<p>Benefits (Sylvia Sioufi)</p>		<p>No benefits committee meeting since the last executive meeting. I have been dealing with individual issues as they arise.</p>
<p><b>Committee Reports</b></p>		
<p>Women's Committee (Aneen Albus)</p>	<p>Motion to accept report as presented. Moved - Aneen Albus Seconded – Audrey Barr</p> <p>Carried</p> <p>Motion 18-053</p>	<p>We haven't met since the last meeting but had information sent out via MailChimp to promote Orange Day. Some regions held Women's lunches during staff training.</p>
<p>Equity Committee (Audrey Barr)</p>		<p>No report – the committee has not met since the last Exec meeting.</p>
<p>Health and Safety Committee (Mike Davidson)</p>	<p>Motion to accept report as presented.</p>	<p>Working on the H&amp;S Forum: theme will be workload. Preliminary stages, will develop the plan at the cttee meeting in September.</p>

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	<p>Moved - Mike Davidson Seconded - Audrey Barr</p> <p>Carried</p> <p>Motion 18-054</p>	<p>Have produced fact sheets and they are ready to be posted on the website. <b>Will send to Pat to be uploaded to the Website.</b></p> <p>Working on the guidelines for the new CSU H&amp;S award. Will send a notice for nominations this Fall.</p>
<b>Regional Reports</b>		
<p>Alberta (Debbie Gervais-Arbane)</p>	<p>Motion to accept report as presented. Moved - Debbie Gervais-Arbane Seconded - Aneen Albus</p> <p>Carried</p> <p>Motion 18-055</p>	<p><i>See report attached.</i></p> <ul style="list-style-type: none"> <li>• In staff training, some of the temps on staff were not permitted to attend due to their temp status. Our role and entitlement in staff development is being eroded.</li> <li>• New staff getting orientation letter from RD that includes a dress code. This had been an issue in the Maritimes and the letter was amended following a discussion with Gwen.</li> <li>• <b>Let Vickie know if anymore "dress code" directives are sent out to new hires.</b></li> </ul>
<p>Atlantic (John Gillies)</p>	<p>Motion to accept report as presented. Moved - John Gillies Seconded - Vickie Houston</p> <p>Carried</p> <p>Motion 18-056</p>	<p><i>See report attached.</i></p>
<p>BC (Ross Idler and Loree Wilcox)</p>	<p>Motion to accept report as presented. Moved - Ross Idler Seconded - Loree Wilcox</p> <p>Carried</p>	<p><i>See report attached.</i></p> <ul style="list-style-type: none"> <li>• We have started up the workload committee again and sent out a letter to the membership in BC.</li> </ul>

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	Motion 18-057	<ul style="list-style-type: none"> <li>• Discussion about a satellite location service which they are offering for use now in BC to offset the working alone issue.</li> </ul> <p>Sylvia Sioufi – This will be Loree’s last meeting as the election for her position will be held prior to our next meeting and Loree is not seeking re-election. I want to thank Loree for her dedication and commitment to CSU.</p>
Manitoba (Rik Panciera)	<p>Motion to accept report as presented.  Moved - Rik Panciera  Seconded - Jennifer Chretien</p> <p>Carried</p> <p>Motion 18-058</p>	<p><i>See report attached</i></p> <ul style="list-style-type: none"> <li>• Thanked the sisters in Alberta and Saskatchewan for their hard work in staff training.</li> <li>• The Employer is picking and choosing who they are selecting for a nine-month interviews, we cannot allow this.</li> </ul>
Maritimes (Ralph McBride)	<p>Motion to accept report as presented.  Moved - Ralph McBride  Seconded - Loree Wilcox</p> <p>Carried</p> <p>Motion 18-059</p>	<p><i>See report attached.</i></p>
NOC (Marc Xuereb & Lois-Ann Graham)	<p>Motion to accept report as presented.  Moved - Marc Xuereb  Seconded - Lois-Ann Graham</p> <p>Carried</p> <p>Motion 18-060</p>	<p><i>See report attached.</i></p> <ul style="list-style-type: none"> <li>• Members are asking about the interpretation of the casual days and how they are applied. We are awaiting the write up from Rik about the casual days.</li> <li>• Want to say thanks to Pierre Ducasse, our steward who has taken the lead on the lunch and learns.</li> </ul>

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ON (Robin McKenna, Margo Pasley, and Dean Mainville)	Motion to accept report as presented. Moved - Robin McKenna Seconded - John Gillies  Carried  Motion 18-061	<i>See report attached.</i>  <ul style="list-style-type: none"> <li>• Violation of a parking notice, the notice was late being sent to the member so an additional charge was incurred. The member went to the Employer to advise that they are not paying the additional fees which the Employer agreed with and covered the additional costs.</li> <li>• Harassment investigation going on at the OAO being conducted by a third party.</li> </ul>
Saskatchewan (Cheryl Stadnichuk via teleconference)	Motion to accept report as presented. Moved - Cheryl Stadnichuk Seconded - Debbie Gervais-Arbane  Carried  Motion 18-062	<i>See report attached.</i>  <ul style="list-style-type: none"> <li>• We are looking to start up the regional workload committee as we haven't had one in place for quite some time.</li> </ul>
Retiree Report (Blair Redlin)	Motion to accept report as presented. Moved - Blair Redlin Seconded - Ross Idler  Carried  Motion 18-063	<i>See report attached.</i>
<b>NEW BUSINESS</b>		
Member Organizers		This issue has come up from our members in organizing. They are frustrated with some of the expense issues and how they are reimbursed. They are finding it hard to book off member

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		<p>organizers and wonder why the member organizers are not under temporary CSU contracts.</p> <p>This topic will be placed on September agenda. RVPs should connect with organizers in their region ahead of the September meeting.</p>
Posting for Coordinators and Organizing positions		<p>How does a member in an office get an organizing or coordinator position if the position is not posted as a stand-alone?</p> <ul style="list-style-type: none"> <li>• Discussion on how it works in the different regions.</li> <li>• Clear based on Nov 2012 Settlement (Breen) that Mentor and Organizing assignments have to be posted.</li> <li>• Will raise this at LMM.</li> <li>• Do we want to push for all coordinator positions to be posted? We need to keep this on our radar and continue to have these conversations with our members.</li> </ul>
Workload – Use of Appendix V		<p>Trying to make meaningful progress on workload issues in bargaining. We currently have good CA language and some regions are making concerted effort to use appendix V.</p> <ul style="list-style-type: none"> <li>• Discussion on what BC is now doing (<i>see memo to BC members attached</i>).</li> <li>• MB has successfully used appendix V for a number of years.</li> <li>• ON organized Skype sessions for stewards with Vickie and Sylvia on how to implement CA language.</li> <li>• AB developed a series of questions to survey our members. DGA will send it to Pat to share with the Executive.</li> </ul>

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Union Staffers Conference		<p>The staff of the BCTF is hosting this year's conference in Vancouver, August 25-26. We co-hosted the initial conference last year. SS is helping with the organizing committee but not taking a lead role.</p> <p>We will send 5 delegates: Sylvia, Louise, Rik, Margo, and someone from BC (TBC).</p>
Union Discount Cards – Margo Pasley		<p>Margo presented the information she received from Union Savings, a discount program for union members and their families.</p> <p>The Executive had a number of questions and Margo volunteered to get more information to bring to Sept meeting.</p>
Ties in Seniority		<p>We had an issue arise in ON where three members have the same seniority date and all posted for the same position. The employer approached us on how we split the tie. As we were in bargaining we had a discussion on how to proceed for this specific case (without P&amp;P). We came to the following proposal:</p> <ol style="list-style-type: none"> <li>1. any breaks in service of less than 30 days</li> <li>2. employment equity</li> <li>3. date of application to CUPE</li> </ol> <p>In the end, this was not applied as there was a senior employee who was missed.</p> <p>Discussion re: what process would be fair. Should be addressed in bargaining.</p>
New member orientation		<p>We are going to be posting information on the website to assist with new member orientations. Want to see how the process is working now.</p>

Agenda Item	Motion	Notes
		<ul style="list-style-type: none"> <li>• ON – we have a template letter that we send to the new members. I will share it with the Exec board.</li> <li>• Can we ask if a new member is an equity seeking member, this will help us track for employment equity purposes.</li> <li>• RVP's take a lead on this and provide us feedback at the next Executive board on checklist/process for new member orientations.</li> </ul>
Staff Development Committees		<p>Are there some key points that you want us to raise at LMM?</p> <ul style="list-style-type: none"> <li>• Need to clarify “up to 7 days.”</li> <li>• Active temps should be able to participate in the training. This was an issue in MB and AB.</li> </ul>
Trainee Rep		<p>Can we connect with the new members and request anonymous feedback regarding their experience with the program.</p> <p>We would like the feedback before July 9 as that's the date of the LMM.</p>
	<p>Motion to adjourn.  Moved - Lois-Ann Graham  Seconded - Debbie Gervais-Arbane</p> <p>Carried</p> <p>Motion 18-064</p>	



# President's Report

## March 2018

### Highlights

- Held the second Executive Board meeting of the term. The CSU Committees met for the first time this term; I spent some time with each of the committees to welcome new members and discuss priorities for this term. The H&S Committee led a thorough review of CUPE's Violence and Harassment Policy and Program that involved the Women's and Equity Committees as well as the full Executive Board.
- The Bargaining Committee met prior to the Executive Board meeting to review the draft bargaining package and discuss our bargaining strategy. We established a pension bargaining sub-cttee to review the proposed changes to the Ontario pension regulations and develop our pension bargaining proposal. Bargaining dates are set for April 3-5 in Ottawa.
- The bargaining sub-cttee met with the COPE 491 Bargaining Committee to discuss common priorities and strategies to support each other in bargaining. The sub-cttee also attended a pre-bargaining meeting organized by CUPE to review the impact of the proposed pension regulations on our pension plan. Although the regulations have not yet been enacted, we know that plans with a solvency ratio above 85% will be exempt from solvency special payments. This means that CUPE will no longer be required to make special payments. We will provide more detailed information once the regulations are in force and we have a better sense of their impact.
- I attended a grievance meeting with our Chief Steward, Vickie Houston, on March 6. We made significant progress on a number of issues and settled 3 grievances. I also attended two arbitration hearings this month as well as mediation.

### Meetings – March 2018

- Mar 1: Table Officers meeting.
- Mar 2: CSU Committees meetings and Bargaining Committee meeting.
- Mar 3-5: Executive Board meeting.



- Mar 6: Grievance meeting prep with Chief Steward (am) & grievance meeting J. Lepine (pm).
- Mar14: Ontario Stewards' monthly teleconference.
- Mar16: Meeting with COPE RVPs.
- Mar 16: Table Officers teleconference.
- Mar 19: Stakeholders teleconference re: return to work.
- Mar 20: NOC membership meeting.
- Mar 20-21: NEB Meeting.
- Mar 22: Travel to Toronto and Arbitration prep meeting, grievance # 2017-ON-10 (accommodation).
- Mar 23: Arbitration hearing, grievance # 2017-ON-10 (accommodation).
- Mar 24: Mediation re: return to work.
- Mar 25: Travel to Ottawa
- Mar 26: Pre-bargaining meeting with COPE Bargaining Committee.
- Mar 26: Pre-bargaining meeting organized by CUPE for all units – impact of proposed pension regulations.
- Mar 26: Pension Settlers meeting.
- Mar 27: Bargaining prep: sub-cttee drafted the final bargaining proposals package.
- Mar 28: Teleconference re: LTD claim and gradual return to work plan.



# President's Report

## April 2018

### Highlights

- Commenced bargaining to renew the contract that expired December 31, 2017; this is the earliest start to bargaining any of us can recall. We exchanged proposals and had initial discussions on non-monetary issues. The exchanges were respectful and productive. We have booked further dates July 10-12 and expect that the new pension regulations will be in force by then.
- I went to Montreal with two members of our Bargaining Committee to meet with the Unifor 2023 to discuss common bargaining priorities such as options to address the tax on the in town per diem, wages, and benefits.
- We're working to make the most of our current workload language in order to support our bargaining proposal. I'm supporting RVPs and stewards as we raise awareness about our existing rights and set up regional strategies.
- Attended an arbitration hearing a vehicle entitlement grievance (Ottawa). Helped to prepare for an arbitration hearing on a termination grievance and attended the start of the hearing (Fredericton).
- Continued to work on LTD claims, gradual return to work plans, and benefit claims.

### Meetings – April 2018

- Apr 2: Bargaining prep.
- Apr 3-5: Bargaining
- Apr 6: Arbitration hearing, grievance #2016-NOC-16 (Vehicle entitlement)
- Apr 10: Meeting with member re: RTW and LTD (Oshawa)
- Apr 11: Monthly Ontario Stewards' teleconference.
- Apr 19: Hearing prep (teleconference), grievance # 2017-MAR-11 (termination).
- Apr 23: Bargaining prep meeting with Unifor 2013 bargaining committee.
- Apr 26: Workload language Skype meeting with ON Stewards.

- Apr 26: Meeting with NOC steward and member re: parental leave.
- Apr 28: Travel to Fredericton for arbitration hearing.
- Apr 29: Arbitration prep, grievance # 2017-MAR-11 (termination).
- Apr 30: Arbitration hearing, grievance # 2017-MAR-11 (termination).



# President's Report

## May 2018

### Highlights

- Attended an arbitration hearing on a termination grievance (Fredericton).
- The new Ontario pension regulations were finally enacted at the end of April. I worked with our CSU Pension Advisory Committee to review the impact on our pension plan and further develop our bargaining strategy. The new regulations are very good news for our Employer; they put an end to the solvency special payments and limit their liability. We can reinstate the adhoc indexing for retirees with a minor change to the pension plan text, however, that is only a temporary solution and we are committed to finding a permanent solution to make sure we don't find ourselves with another 10-year period of zero pension indexing. We will have to push hard at the bargaining table to move away from adhoc indexing and start to build in a guarantee for active plan members.
- I met with Tammy Grieves, Managing Director of Finance and Admin, to discuss the application of the tax on the in-town per diem, the new expense system, and timelines for expense reimbursements.
- I attended the Ontario CSU membership meeting and solidarity event. I also attended a meeting of the Ontario Chapter of the CUPE Retirees' Association.

### Meetings – May 2018

- May 1-3: Arbitration hearing, grievance #2017-MAR-11 (termination); Fredericton.
- May 4: Travel day.
- May 10: Meeting with NOC RVP re: IT contracting out.
- May 14: Settlers teleconference re: new pension regulations.
- May 18: Casual day.
- May 22: JBT and Settlers teleconference re: Valuation.
- May 23: Meeting with member re: harassment complaint.
- May 24: Meeting with Tammy Greaves re: tax on \$17 and expense advances.

- May 28: Meeting with member re: harassment complaint.
- May 29: Travel to Toronto and ON CSU membership meeting.
- May 30: Ontario Division convention and Meeting with ON retirees.
- May 31: Ontario Division convention and CSU Solidarity Event.

CSU has had a very busy few months dealing with grievances.

We attended an arbitration for grievance **2017-10-ON (accommodation issue)** in March and were successful in negotiating a settlement.

The following day we attended a mediation session with the Employer to attempt resolution on several outstanding issues including a grievance **15-E-048 (harassment issue)**, a HR complaint, and a WSIB claim, for a member but were not successful in obtaining a deal. We continue to work with the member and Employer to find a solution to a difficult situation.

We began an arbitration for grievance **2016-NOC-16 (vehicle issue)** in April and will continue the hearing in July of 2019.

We also began an arbitration hearing in Fredericton at the beginning of May for grievances **2017-MAR-11/2018-01-MAR (termination/benefits issue)** and are currently working on a possible settlement after 4 days of hearing. If we are unable to come to an agreement, we have continuation dates for the middle of July in Ottawa.

Further, we have been in discussion with the Employer to resolve several other grievances and are awaiting settlements offers and are also working to set arbitration dates for several other grievances.

As of the time of the writing of this report, we have filed 3 new grievances. The first grievance (**2018-04-BC**) is regarding payment of out of town per diem. The second grievance (**2018-05-NOC**) is a competition grievance. The third grievance (**2018-06-ONT**) is related to (**05**) and is regarding the screening out of a candidate to a job posting based on the interview from the previous competition.

### **Grievance Appeals Committee**

We have our first grievance appeal filed. Brother Panciera is the Chair on the Committee and is working through the process.

The grievance (**2014-39-ONT**) was a termination of a temporary employee grievance filed by CSU in Oct of 2014. The grievance was withdrawn by the Ex Bd at the June of 2017 meeting. The grievor was informed by the Chief Steward that the grievance was going to be discussed with a recommendation to withdraw but unfortunately, the decision was not communicated to the grievor at the time. The grievor contacted CSU in March of 2018 asking about the status of her grievance and was informed at that time it was withdrawn. The Ex Bd made the decision to give the grievor access to the appeal process which is underway now.

### **Grievances Settled (February - May 2018)**

- **2017-10-ON** – through Arbitration

### **ARBITRATION DATES BOOKED**

- July 16<sup>th</sup> to July 20<sup>th</sup> 2018 – Couturier -**2017-MAR-11/2018-01-MAR**  
Continuation of Hearing (moved to Ottawa from Fredericton)
- July of 2019 – Keller –**2016-NOC-16**  
Continuation of Hearing in Ottawa

### **MOTION TO REFER TO ARBITRATION**

- **2018-03-NOC** – denial of reclassification of position
- **2018-05-NOC (Ont)** – job competition
- **2018-06-ONT** – screened out of job competition

**Current active grievances: 26**

*Respectfully submitted by,*

*Vickie Houston*

Name	Region	Issue	Follow-Up	Status
15-E-048	Ontario	Harrassment		Abeyance
15-E-BC-16	British Columbia	Pay while performing Strike Duties	Waiting for examples of similar situations where the Employer paid from RJ	Step 2
15-P-CSU-17	Policy	Pay while performing strike duties	Policy that goes with Martina Boyd BC Grievance	Step 2
2016-AB-11	Alberta	Vacation Entitlement	Spoke to grievor - will review with JL before Nov mtg	settled
2016-AB-17	Alberta	Porting of vacation entitlement	Denied at Step 2 - Received legal opinion	Referred to Arbitration
2016-NOC-12	NOC	Vehicle	Hearing April 6, 2 018	referred to arbitration
2016-NOC-13	NOC	Vehicle policy grievance w/ 2016-NOC-12	Hearing April 6, 2018	referred to arbitration
2016-NOC-16	NOC	Vehicle	Hearing April 6, 2018	referred to arbitration
2016-ON-POL-04	Ontario	Work of the BU	Letter to Employer - putting on notice	Step 1
2017-ATL-02	Atlantic	Benefits (compound)	SS in discussion with MAB	Step 2
2017-MAR-09	Maritimes	\$86 Extended Hours	Motion to move to arb at Sep/17 mtg	Referred to arbitration
2017-MAR-11	Maritimes	Termination	Hearing April 30	Referred to arbitration
2017-NOC-14	NOC	Job Posting	Motion to refer to arbitration March 2018	
2017-ON-03	Ontario	Benefits (compound)	SS in discussion with MAB	Step 2
2017-ON-04	Ontario	Benefits (compound)	SS in discussion with MAB	Step 2
2017-ON-10	Ontario	Accomodation	Expedited - Hearing March 22/23, 2018	settled
2017-POL-01	Policy	Benefits (compound)	SS in discussion with MAB	Step 1
2017-POL-05		Temp \$86 with suite	Motion to move to arb at Sep/17 mtg.	Referred to Arbitration
2017-POL-07		Err applying the \$86 during 1st 30 days of moving policy	Motion to move to arb at Sep/17 mtg	Referred to Arbitration
2017-POL-09	Ontario	Er. unilaterally took away bilingual position		Step 1
2017-SK-08	Saskatchewan	Employer paying \$20 + \$17 instead of \$86 for 1st 30 days of Moving	Waiting for settlement - Lepine has agreed to resolve Dec 19/17	Settled
2018-01-MAR	Maritimes	denial of post termination benefits	Motion to refer to arbitration Macrh 2018	Referred to arbitration
2018-02-NOC	NOC	denial of payment for excessive cell phone charges	Motion to refer to arbitration March 2018	
2018-04-BC	BC	denial of payment of out of town per diem		step 1
2018-05-NOC	NOC	denial of posting	Motion to refer to arbitration June 2018	



2018-06-ONT	ONT	screened out of job competition	Motion to refer to arbitration June 2018	
Atlantic RD Grievance	Atlantic	Senior candidate denied posting		Referred to arbitration
ON-2012-12	Ontario	Benefits	Referred to Arbitration	Settlement Discussions

## June 2018 Executive Committee Meetings

### Secretary Treasurer Report

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#### Summary of Financials

Included in this report is the year to date April 2018 – June 2018 balance sheet which is the financial report on all our accounts, assets and liabilities as of May 31, 2018. Highlights of that report are as follows:

Operating Account balance:	\$58,756.44
Business Account balance:	\$71.38
Defense Fund Account balance:	\$61,476.26
Defense Fund GIC term deposits:	\$1,148,497.93
Investments	\$1,354,200.00
Total Assets:	\$2,502,697.93

Included in this report is the year to date April 2018 – May 31 2018 profit loss report which is the financial report on the operating account as of May 31, 2018. Highlights of that report are as follows:

Total Income:	\$211,215.21
Total Expenses:	\$198,839.31
Surplus:	\$12,375.90

I have edited the budget that I presented to the Executive at the March 2018 meeting for the period April 2018 – March 2019 and will be presenting the amended budget at the June 2018 Executive meeting.

The trustees will be auditing the 2017-2018 fiscal year in August in Edmonton.

Upcoming meetings will be as follows:

#### September 23 -29 in Halifax – Committees included

- Sept 23 Committee member travel, Table Officer travel
- Sept 24 Committee meetings; Table Officer meeting,
- Sept 25 Committee meetings; Executive Board travel
- Sept 26 Executive Board meeting; Committee member return travel
- Sept 27 Executive Board meeting
- Sept 28 ½ day Executive Board meeting; Executive Board Return Travel
- Sept 29 Executive Board Return Travel

#### December 7-12 in Saskatchewan (Saskatoon)

- Dec 7 Table Officer Travel
- Dec 8 Table Officer Meeting, Executive Board Travel
- Dec 9 Executive Board Meeting
- Dec 10 Executive Board Meeting
- Dec 11 Executive Board Meeting
- Dec 12 Executive Board Return travel

**Canadian Staff Union Syndicat Canadien du Personnel**  
**Balance Sheet**  
As of May 31, 2018

06/20/18

Accrual Basis

	May 31, 18
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Chequing/Savings</b>	
Alterna Chequing (Alterna Account)	58,756.44
<b>Funds</b>	
Business Investment Savings	71.38
Defence Fund (Defence Fund Savings Account)	61,476.26
<b>Total Funds</b>	61,547.64
<b>GIC</b>	
<b>Alterna</b>	
1-5 Year Term Deposit 12 (General Investment formerly Manulife)	150,000.00
1-5 Year Term Deposit 7 (General investment)	204,200.00
18-23 Month Term Deposit 10 (General Investment formerly Manulife)	500,000.00
18-23 Month Term Deposit 11 (General Investment formerly Manulife)	500,000.00
DF - 18-23 Month Term Deposit 9 (Defence Fund Term Deposit)	200,000.00
DF 1-5 year term deposit 13 (defense monies direction to mature into defense fund ac...)	200,000.00
DF 1-5 Year Term Deposit 14	125,000.00
DF 1-5 Year Term Deposit 6 (Defence Fund Term Deposit)	253,203.12
DF 1-5 Year Term Deposit 8 (Defense Fund Term Deposit)	170,294.81
Investment Shares CL 2 1 (General Investment formerly Manulife)	200,000.00
<b>Total Alterna</b>	2,502,697.93
<b>RBC (GICs)</b>	
0003	27,715.69
<b>Total RBC (GICs)</b>	27,715.69
<b>Total GIC</b>	2,530,413.62
<b>Total Chequing/Savings</b>	2,650,717.70
<b>Accounts Receivable</b>	
Accounts Receivable (Unpaid or unapplied customer invoices and credits)	-9,708.61
<b>Total Accounts Receivable</b>	-9,708.61
<b>Other Current Assets</b>	
Accrued Revenue	76,697.40
Inventory Asset (Costs of inventory purchased for resale)	3,741.00
Undeposited Funds (Funds received, but not yet deposited to a bank account)	4,359.68
<b>Total Other Current Assets</b>	84,798.08
<b>Total Current Assets</b>	2,725,807.17

**Canadian Staff Union Syndicat Canadien du Personnel**  
**Balance Sheet**  
As of May 31, 2018

06/20/18

Accrual Basis

	May 31, 18
<b>Other Assets</b>	
Flight Pass Deposits	8,497.60
Flight Pass Fee Deposits	932.25
<b>Total Other Assets</b>	9,429.85
<b>TOTAL ASSETS</b>	<b>2,735,237.02</b>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
Accounts Payable	
Accounts Payable (Unpaid or unapplied vendor bills or credits)	-676.37
<b>Total Accounts Payable</b>	-676.37
<b>Credit Cards</b>	
Mastercard (Main credit card billing account)	-114,498.59
<b>Total Credit Cards</b>	-114,498.59
<b>Other Current Liabilities</b>	
Audit Fee	10,000.00
CUPE Payable	12,978.23
<b>Total Other Current Liabilities</b>	22,978.23
<b>Total Current Liabilities</b>	-92,196.73
<b>Total Liabilities</b>	-92,196.73
<b>Equity</b>	
Opening Balance Equity (Opening balances during setup post to this account. The balance of...	4,876.00
Retained Earnings	2,373,929.90
Unrestricted Net Assets (Net assets available for any use - retained earnings)	436,251.95
Net Income	12,375.90
<b>Total Equity</b>	2,827,433.75
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>2,735,237.02</b>

## Canadian Staff Union Syndicat Canadien du Personnel

## Profit &amp; Loss

April through May 2018

06/20/18

Accrual Basis

	<u>Apr - May 18</u>
<b>Ordinary Income/Expense</b>	
<b>Income</b>	
<b>Income</b>	
CSU Dues	211,209.13
Interest Earned	6.06
Other Income	<u>0.02</u>
<b>Total Income</b>	<u>211,215.21</u>
<b>Total Income</b>	<u>211,215.21</u>
<b>Gross Profit</b>	211,215.21
<b>Expense</b>	
Alterna VISA (2017 to 2019 Credit Cards)	84,536.47
<b>Business Expenses</b>	
<b>Donations</b>	
Donations - Solidarity	500.00
Other Donations	300.00
Donations - Other	<u>275.00</u>
<b>Total Donations</b>	1,075.00
<b>Regional Membership Expenses</b>	
NOC	<u>801.96</u>
<b>Total Regional Membership Expenses</b>	801.96
Retirement Gifts	<u>7,000.00</u>
<b>Total Business Expenses</b>	8,876.96
<b>Committees</b>	
Health & Safety	192.00
<b>Women's</b>	
Meetings	66.89
Travel	125.75
Women's - Other	<u>100.62</u>
<b>Total Women's</b>	<u>293.26</u>
<b>Total Committees</b>	485.26

## Canadian Staff Union Syndicat Canadien du Personnel

## Profit &amp; Loss

April through May 2018

06/20/18

Accrual Basis

	<u>Apr - May 18</u>
<b>Executive</b>	
<b>Executive Meetings</b>	
Hotel	254.90
Per Diem	96.00
Travel	445.12
	<u>796.02</u>
<b>Total Executive Meetings</b>	796.02
<b>Total Executive</b>	796.02
<b>Grievance &amp; Arbitrations</b>	66,902.36
<b>Negotiations</b>	
<b>Meetings</b>	163.09
<b>Per Diem</b>	3,278.00
<b>Travel</b>	509.15
	<u>3,950.24</u>
<b>Total Negotiations</b>	3,950.24
<b>Operating Expenses</b>	
<b>Bank Charges</b>	6.00
<b>Operating Expenses - Other</b>	1,069.02
<b>Postage, Mailing Service</b>	41.23
<b>President's Expenses (including non-bargaining and non-executive tr...</b>	2,258.00
<b>President's Wages &amp; Benefits</b>	29,804.43
<b>Translation</b>	113.32
	<u>33,292.00</u>
<b>Total Operating Expenses</b>	33,292.00
<b>Total Expense</b>	<u>198,839.31</u>
<b>Net Ordinary Income</b>	<u>12,375.90</u>
<b>Net Income</b>	<u><u>12,375.90</u></u>

**2018-19 PROPOSED BUDGET**

<b>INCOME</b>	<b>Current Year Budget</b>
Dues	1,035,000.00
Other	9,000.00
<b>TOTAL INCOME:</b>	<b>1,044,000.00</b>
<b>EXPENSES</b>	
President Book-off	156,000.00
Operating Expenses	20,000.00
Defense Fund	207,000.00
Scholarships	7,500.00
Retirement Allowances	35,000.00
Executive Expenses	290,000.00
Bargaining Expenses	70,000.00
Grievances/ Arbitration	100,000.00
Committee Expenses	45,000.00
Conventions/ Conferences	65,000.00
Regional Expenses	30,000.00
Contributions/ Donations	10,000.00
Trustee Audit	5,000.00
Other	2,000.00
<b>TOTAL EXPENSES:</b>	<b>1,042,500.00</b>
<b>SURPLUS/(DEFICIT):</b>	<b>1,500.00</b>



# SYNDICAT CANADIEN DU PERSONNEL CANADIAN STAFF UNION

CSU EXECUTIVE MEETING  
JUNE 23-25, 2018  
VANCOUVER, BRITISH COLUMBIA

## RECORDING SECRETARY REPORT – MARCH 2018

### OFFICIAL CORRESPONDENCE TO EMPLOYER

Date	What was sent	Sent by:

### CORRESPONDENCE TO MEMBERS

Date	What was sent	Sent by:
March 7	International Women's Day	Patrick Lenathen
March 7	Trustee Nomination	Patrick Lenathen
March 23	Trustee Election Details	Patrick Lenathen
March 23	Orange Day	Patrick Lenathen
March 29	Trustee Election Results	Patrick Lenathen

### APPOINTMENT LETTERS

Date	What was sent	Posting Number
March 1	Administration Details Letter	AL
March 1	Administration Details Letter	JR
March 1	Effective Date	ML
March 1	Effective Date	AL
March 1	Effective Date	GL
March 2	Appointment Letter	18007
March 2	Appointment Letter	18019
March 2	Appointment Letter	18017
March 2	Appointment Letter	18011
March 5	Retirement Letter	CF
March 7	Effective Date	NM
March 8	Regrets Letter	18004

STAFF UNION FOR UNION STAFF  
SYNDICAT DU PERSONNEL POUR LE PERSONNEL SYNDICAL



March 9	Regrets Letter	18001
March 9	Regrets Letter	18011
March 9	Regrets Letter	18009
March 9	Regrets Letter	18006
March 9	Administration Details Letter	AY
March 9	Administration Details Letter	AC
March 9	Administration Details Letter	AL
March 12	Successful Probation	PB
March 13	Appointment Letter	18020
March 13	Appointment Letter	1706T
March 13	Appointment Letter	1701T
March 13	Appointment Letter	18014
March 13	Appointment Letter	18004
March 13	Appointment Letter	18009
March 14	Regrets Letter	18017
March 14	Regrets Letter	18019
March 14	Regrets Letter	18015
March 14	Regrets Letter	18014
March 14	Regrets Letter	18020
March 20	Effective Date	JS
March 20	Effective Date	STP
March 20	Effective Date	GM
March 21	Appointment Letter	1801C
March 21	Retirement Letter	BF
March 22	Appointment Letter	18021
March 27	Appointment Letter	18026
March 28	Administration Details Letter	STP
March 29	Appointment Letter	18027
March 29	Appointment Letter	18022

**TEMP EXTENSIONS**

<b>Date</b>	<b>What was sent</b>	<b>Member</b>
March 2	Extension Notice	SH
March 2	Extension Notice	FF
March 2	Extension Notice	RC
March 2	Extension Notice	MA
March 2	Extension Notice	MU
March 2	Extension Notice	SJ
March 2	Extension Notice	CM
March 2	Extension Notice	FA
March 2	Extension Notice	JB
March 2	Hire Letter	MC
March 2	Extension Notice	JJ

March 2	Extension Notice	MC
March 2	Extension Notice	SM
March 2	Extension Notice	CR
March 2	Extension Notice	AH
March 2	Extension Notice	SB
March 2	Extension Notice	SO
March 6	Extension Notice	FA
March 6	Extension Notice	GW
March 7	Extension Notice	HP
March 7	Extension Notice	ST
March 7	Hire Letter	NS
March 12	Extension Notice	BB
March 12	Extension Notice	HC
March 12	Extension Notice	JL
March 13	Extension Notice	MC
March 13	Extension Notice	DE
March 14	Extension Notice	JVW
March 15	Extension Notice	SVS
March 16	Extension Notice	SH
March 16	Extension Notice	KT
March 16	Hire Letter	JM
March 16	Hire Letter	BB
March 20	Extension Notice	MF
March 22	Extension Notice	JS
March 26	Extension Notice	LM
March 27	Extension Notice	MC
March 28	Extension Notice	KM
March 28	Extension Notice	RM
March 29	Extension Notice	ST



# SYNDICAT CANADIEN DU PERSONNEL CANADIAN STAFF UNION

CSU EXECUTIVE MEETING  
JUNE 23-25, 2018  
VANCOUVER, BRITISH COLUMBIA

## RECORDING SECRETARY REPORT – APRIL 2018

### OFFICIAL CORRESPONDENCE TO EMPLOYER

Date	What was sent	Sent by:

### CORRESPONDENCE TO MEMBERS

Date	What was sent	Sent by:
April 3	CSU Bargaining Update	Louise Firlotte
April 5	Bargaining Update #2	Louise Firlotte
April 18	March 2018 Approved Executive Minutes and Reports	Patrick Lenathen
April 25	Grievance Appeal Committee Volunteers	Vickie Houston

### APPOINTMENT LETTERS

Date	What was sent	Posting Number
April 3	Effective Date	DS
April 5	Administration Details Letter	MU
April 5	Confirmation of Permanent Appointment	TS
April 6	Appointment Letter	18030
April 12	Effective Date	MK
April 12	Appointment Letter	18024
April 13	Effective Date	SL
April 13	Appointment Letter	18028
April 13	Confirmation of Permanent Appointment	CM
April 16	Appointment Letter	18023
April 18	Regrets Letter	18021
April 18	Regrets Letter	18022

STAFF UNION FOR UNION STAFF  
SYNDICAT DU PERSONNEL POUR LE PERSONNEL SYNDICAL

April 19	Confirmation of Permanent Appointment	EH
April 20	Appointment Letter	18032
April 20	Appointment Letter	18033
April 20	Appointment Letter	18033
April 20	Regrets Letter	1706T
April 23	Regrets Letter	18028
April 23	Regrets Letter	1801T
April 23	Regrets Letter	18008
April 23	Regrets Letter	18013
April 23	Regrets Letter	18023
April 23	Regrets Letter	18024
April 23	Regrets Letter	18003
April 24	Regrets Letter	18027
April 24	Regrets Letter	18029
April 24	Regrets Letter	18026
April 24	Regrets Letter	18032
April 24	Effective Date	FF
April 25	Appointment Letter Retraction	FA
April 25	Effective Date	PZ
April 26	Successful Trial Period	WS
April 26	Effective Date	CM
April 26	Effective Date	HC
April 26	Regrets Letter	18031
April 26	Effective Date	PE
April 26	Effective Date	PL
April 26	Retirement Letter Confirmation	LM
April 30	Transfer Date Confirmation	PL
April 30	Regrets Letter	AC
April 30	Administration Details Letter	SJ
April 30	Administration Details Letter	CM
April 30	Administration Details Letter	AS
April 30	Administration Details Letter	HP

**TEMP EXTENSIONS**

<b>Date</b>	<b>What was sent</b>	<b>Member</b>
April 3	Extension Notice	DG
April 4	Hire Letter	MC
April 5	Hire Letter	WE
April 6	Extension Notice	ML
April 6	Hire Letter	RW
April 9	Extension Notice	MC





# SYNDICAT CANADIEN DU PERSONNEL CANADIAN STAFF UNION

CSU EXECUTIVE MEETING  
JUNE 23-25, 2018  
VANCOUVER, BRITISH COLUMBIA

## RECORDING SECRETARY REPORT – MAY 2018

### OFFICIAL CORRESPONDENCE TO EMPLOYER

Date	What was sent	Sent by:

### CORRESPONDENCE TO MEMBERS

Date	What was sent	Sent by:

### APPOINTMENT LETTERS

Date	What was sent	Posting Number
May 2	Administration Details Letter	EH
May 2	Administration Details Letter	FF
May 3	Appointment Letter	18033
May 4	Retirement Letter	JM
May 7	Withdrawal Letter	17067
May 8	Appointment Letter	18035
May 14	Retirement Letter	DC
May 14	Retirement Letter	JO
May 15	Appointment Letter	18037
May 15	Appointment Letter	18036
May 17	Administration Details Letter	ML
May 17	Appointment Letter	18034
May 17	Administration Details Letter	ML
May 22	Successful Probation	GRM
May 22	Regrets Letter	17074
May 24	Regrets Letter	18034

STAFF UNION FOR UNION STAFF  
SYNDICAT DU PERSONNEL POUR LE PERSONNEL SYNDICAL

May 24	Regrets Letter	18036
May 24	Regrets Letter	18037
May 24	Regrets Letter	18033
May 24	Effective Date	SH
May 25	Effective Date	CL
May 28	Effective Date	DB

**TEMP EXTENSIONS**

<b>Date</b>	<b>What was sent</b>	<b>Member</b>
May 2	Extension Notice	MC
May 3	Extension Notice	JS
May 4	Extension Notice	HC
May 8	Extension Notice	BB
May 8	Extension Notice	HC
May 8	Extension Notice	JM
May 8	Extension Notice	JH
May 8	Extension Notice	TS
May 9	Extension Notice	SM
May 9	Extension Notice	MC
May 9	Extension Notice	MS
May 9	Extension Notice	FA
May 10	Extension Notice	ST
May 11	Extension Notice	AH
May 18	Extension Notice	JVW
May 18	Extension Notice	RM
May 22	Extension Notice	AA
May 24	Extension Notice	SO
May 24	Extension Notice	BB
May 24	Extension Notice	JH
May 25	Extension Notice	AM
May 25	Extension Notice	TS
May 25	Extension Notice	KM
May 25	Extension Notice	MC
May 28	Hire Letter	RC
May 31	Extension Notice	JH
May 31	Extension Notice	RO
May 31	Hire Letter	HS



# SYNDICAT CANADIEN DU PERSONNEL CANADIAN STAFF UNION

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Alberta Regional VP Report  
Burnaby, British Columbia  
June 23-25, 2018

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## Staffing in Region:

Total 24 filled assignments and 0 vacancies. We have 2 Temporary staff backfilling assignments. The temporary Organizing position is still vacant.

- The Legal Representative position has been filled by Ella Henry, however, she will not be starting until sometime in July 2018.
- We were given funding for a 12-month Mentor – a circulatory notice went out – but the position is still vacant.
- Matt Lensen is the successful applicant for the Edmonton position (Lisa McPherson's old job).
- Jackie Roe is the successful applicant for the Lethbridge position (Mark Kotanen's old job, who will be moving into his Calgary position now that his one-year obligation is done).
- Colette Singh is backfilling Stacy Durning in Calgary.
- Mark Cunningham (borrowed from the Maritimes) is backfilling Jack Simpson in Lethbridge.
- We had two CUPE members from Alberta participate in the Rep training program for the past 6 weeks. Michael Taylor (from Vegreville EMS) and Dustin Withers (from Calgary) finished their training on June 15, 2018. We will wait to see if they are hired as temp staff.

## Grievance Synopsis:

- Nothing new since the last meeting.
- Grievance –improper allotment re: vacation. (In process).
- Grievance – improper investigation/outcome re: harassment. (In process).

## Staff Conference Update:

- Joint Staff Training June 3-8, 2017 with Alberta, Saskatchewan and Manitoba took place in Banff Alberta. It went well. CUPE sent out a survey for people to fill out. Although there were many RD comments that this will never happen again, it went well. Nicholas from HR was there observing the classes each day –so hopefully they will find value in continuing this joint training. Also – it was noted that because our Collective Agreement does not make any education mandatory, certain RD's take this as optional for all employees, including active temps to attend. This may need to be addressed, as we do not need this to be a slope to erode our training entitlement.

**Regional Staff Development Committee Report:** No report.

**Health & Safety Report:** No report.



**Solidarity Fund Report (if applicable):** No report.

Respectfully submitted:

Debbie Gervais-Arbane  
RVP Alberta Region



# SYNDICAT CANADIEN DU PERSONNEL CANADIAN STAFF UNION

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Atlantic Regional VP Report  
Burnaby, British Columbia  
June 23-25, 2018

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## 1. Staffing In Region

Currently we have 3 staff off on Long Term Disability. Sister Welsh has been off for some time, and her position is scheduled to be posted in November. She is currently being replaced by Sister Karen Mackenzie. Karen successfully bid into Govind Rao's position as a Servicing Rep, as he has been awarded the position of Researcher that will be vacated by the retirement of Carol Ferguson. Michelle Cohen has been successful in transferring over to the education position with the retirement of Lynn McDougall who left us in May. Recapping we have had four retirements in the region since the last report. Lynn McDougall, Carol Ferguson, Brian Farewell, and Betty Jean Sutherland.

## 2. Grievance Synopsis

There are currently 4 active grievances in the Region. The Temporary RD grievance is in the cue for Arbitration.

## 3. Ongoing/Pending Issues - There is one grievance that is currently active and is ongoing

## 4. Special Events/Activities

In the region we have had a couple of Labour Management meetings, December 4<sup>th</sup>, 2017, and April 26<sup>th</sup>, 2018. Proper minutes from those meetings are a concern and will probably take over that responsibility.

We had a Union meeting Jan 25, 2018 in conjunction with the Staff conference.

Staff training is once again a joint effort between the two regions of Atlantic and Maritime regions after a hiatus of a year when training was carried out separately. This is currently taking place from June 18<sup>th</sup> to the 22<sup>nd</sup>, 2018

## 5. Staff Conference - Took place January 22-26, 2018 with the national officers' attend.

## 6. Regional Staff Development Committee

Nothing to report

## 7. Health & Safety

Nothing to report

## 8. Solidarity Fund

We continue to set up this fund in the regions, at our last meeting we were presented with the draft term of reference, and there were some suggested amendments made and passed. Waiting for our next meeting to have the new Terms of Reference presented and discussed.



# SYNDICAT CANADIEN DU PERSONNEL CANADIAN STAFF UNION

BC Regional VP Report  
Burnaby, British Columbia  
June 23 – 25, 2018

## 1. Staffing In Region

NAME	LOCATION	START DATE	END DATE
Allen, Nathan (Priv Co)	BCRO	January 1, 2017	December 31, 2018
Barter, Bronwyn	Trail		July 27, 2018
Bickley, Bryan	Fraser Valley	March 26, 2018	August 31, 2018
Boyce, Ryan	BCRO	May 9, 2016	December 31, 2018
Clifford, Troy	BCRO	June 26, 2015	October 25, 2018
Corkum, Heather	BCRO	November 26, 2017	July 27, 2018
Davies, Kathryn	BCRO (perm. On temp assign)		
Fleming, David	BCRO (perm. On temp assign)		December 31, 2018
Gilchrist, Bob	BCRO		October 26, 2018
Groundwater, Ryan	BCRO	February 1, 2018	December 31, 2018
Hall, John	BCRO (perm. On temp assign covering 2 different leaves: S Wong & then R Oakley)	Temp start date April 30, 2018	July 27, 2018
Marr, Jeanne	BCRO	March 26, 2018	August 31, 2018
Meadows, Tina	BCRO (perm. On temp assign)	January 1, 2018	December 31, 2018
Oakley, Roger	Nanaimo (perm. On temp assign)	June 4, 2018	July 27, 2018
Paterson, Tanya	BCRO	June 18, 2018	June 22, 2018 **
Quail, Susanna	BCRO	July 3, 2018	September 5, 2018
St. John, Sarah	BCRO	February 1, 2016	December 31, 2018
Tilley, Kevin	BCRO (Legal)	May 2, 2016	August 31, 2018

## 2. Grievance Synopsis

Out of town per diem grievance moving to National level.

3. Ongoing/Pending Issues

We have re-convened our Workload Committee. Natasha Morley and Tom O'Leary will be our Representatives meeting with the Employer on N19 issues and re-orgs. We have a good working committee now in place to support Natasha and Tom in this work. They are currently meeting with the RD/ARD regarding N19 assignments in the BCRO.

4. Special Events/Activities

AGM will be held in September in conjunction with the CUPE BC Exec Board meeting

5. Staff Conference

Nothing to report at this time

6. Regional Staff Development Committee

Staff training was held in May in Nanaimo.

7. Health & Safety

Nothing to report at this time

8. Solidarity Fund

Nothing to report at this time

Respectfully submitted,

Ross Idler & Loree Wilcox  
BC RVPs



# SYNDICAT CANADIEN DU PERSONNEL CANADIAN STAFF UNION

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**Maritime Regional VP Report  
Burnaby, BC  
June 23-25, 2018**

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1. The region will be welcoming 2 new staff to the region beginning July 3 and have seen one member accept a new assignment in the Atlantic region. This will bring us to a full slate on staff for the region. We have had a few new temporary staff go to the rep trainee program and are being used this year for summer replacements. There has been a major change of direction with staff since the hiring of the new RD, staff are more engaged with the decision making of the region and this is due to the openness of the RD to accept input.
2. We have a termination grievance that is currently halfway through the hearing process, final dates are set for July. There have not been any new grievances filed since the last meeting.
3. The pending issue in the region are; the implementation of the \$17.00 taxation program, some members are not happy with the taxes being deducted on the new pay period. There has also been an issue with National asking for credit card statements to verify expenses. The new reporting system has been an issue for some due to the size of the screen space when trying to input information and the program does not always save your data if you should leave the screen and return later. National is asking for written cheques for overpayment especially for Telus payments. The final issue reported was the employer is deducting from the expense statement before it has been verified with the staff doing the reporting.
4. The Maritime and Atlantic regions held a joint training this year, the first time in a couple of years. It went well and there are plans to continue with this next year. We will be joining our education committees to pick the courses to be taught next year by National. The only issue brought forward was National using our own CSU staff from the region to provide the training, this will be discussed with the RD's before selections are made for next year. We held a combined meeting and had a short discussion on the changes to the pension reg's in Ontario and what that could possibly mean for us being able to achieve indexing, staff were happy with that discussion.

5. This committee is active and have been holding their regular meetings as well as doing their safety audits as required. I am not aware of any pressing issue at this time.
  
6. The Maritime Region has an active healthy fund that helps support our members that are on leave or have personal needs. We have supported other organization that maybe on strike if the financial requests have come forward.

Respectfully Submitted,  
Ralph McBride



# SYNDICAT CANADIEN DU PERSONNEL CANADIAN STAFF UNION

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**Manitoba Regional VP Report  
Burnaby, British Columbia  
June 23-25, 2018**

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1. Staffing in Region

We currently have 2 overfill positions due to the upcoming representation votes. There is (as the date of this writing) one position that has the posting closed but has not yet been awarded.

2. Grievance Synopsis

On vacancy management grievance filed.

3. Ongoing/Pending Issues

No new issues, aside from “vacancy management” and the “All hands-on deck” attitude preceding the representation votes.

4. Special Events/Activities

None

5. Staff Conference

No Report

6. Regional Staff Development Committee

Recently attended joint staff training with Saskatchewan and Alberta. Was enjoyable as well as a good learning experience for all present.

7. Health & Safety

Everyone pretty safe, and feeling healthy

8. Solidarity Fund

Healthy fund at 12,500.00





# SYNDICAT CANADIEN DU PERSONNEL CANADIAN STAFF UNION

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**National Office Component Regional VP Report  
Burnaby, BC  
June 23, 2018  
Marc Xuereb and Lois-Ann Graham, NOC RVPs**

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1. Staffing changes in National Office:

- Reakash Walters - temporary employment in the position of Senior Human Rights Officer in the Human Rights Branch.
- Adrienne Silnicki - permanent employment in the position of Senior Research Officer, Research, Job Evaluation and Health and Safety Branch
- Hugh Pouliot, Senior Officer, Communications Branch, was appointed permanent on 28-Mar-2018
- Tammy Kelly changed from Human Rights Branch to Union Development Department in position Senior Officer, Union Development Department.
- Toby Whitfield - temporary employment in the position of Senior Research Officer in Research, Job Evaluation, Health and Safety Branch, not expected to last beyond September 7, 2018.
- Monique Ménard-Kilrane- Bilingual Senior Officer, Union Development Department is on sabbatical
- Angela Lavigne-in position Administrative Officer (Properties), Administration Branch, in Administration Branch has changed unions to CSU-NOC backfilling a member on sick leave
- Catherine Louli- Temporary Bilingual Senior Officer, Union Education Branch
- Joanna Simpson-Temporary Senior Officer, Union Development Department has been extended until the end of June 2018
- Kimalee Philip-Temporary Senior Research Officer Research, Job Evaluation and Health and Safety Branch, not expected to last beyond May 31, 2019.
- Timothy McCoy-position Technology Systems Analyst-Programmer, Technology Branch is on leave
- Dan Crow changed from Research, Job Evaluation, Health and Safety Branch to Ontario Regional Office in position Research Representative, Ontario Regional Office.
- Paul O'Donnell-Senior Research Officer, Research, Job Evaluation and Health & Safety Branch, in Research, Job Evaluation, Health and Safety Branch retired on 01-May-2018.

## 2. Grievance Synopsis:

- 2016-NOC-12 Vehicle policy – tentative settlement reached
- 2016-NOC-13 Vehicle policy – tentative settlement reached
- 2016-NOC-16 Vehicle policy – April 6 arbitration date, 2<sup>nd</sup> hearing day booked for July 11, 2019
- 2017-NOC-14 re: Senior Officer (Policy and Planning) (“campaigns”) position – formerly was bilingual and was posted temporarily as unilingual
- 2018-NOC-02 – cellphone policy re. international roaming plan
- 2018-NOC-03 – individual single-incumbent reclassification request into a higher band

## 3. Ongoing/Pending Issues:

- Dealing with three (3) Harassment claims
  - alleged abuse by supervisor: member has filled out CUPE harassment claim form, but hasn’t been submitted as member is on sick leave
  - alleged harassment by our member of a COPE administrative member: Steward attended investigation meeting, awaiting investigator report
  - Alleged threat of violence against one of our members by a non-CSU CUPE staff person – complaint filed, awaiting CUPE response
- We also have a number of our IT staff approaching us about Contracting Out issues. This issue has some history, and we have brought new information to HR’s and the IT Director’s attention, but they have as yet not set a meeting to meet with us. We intend to meet with our IT staff in the near future to discuss the issue in more detail and discuss a strategy for addressing it.

## 4. Special Events/Activities:

- We held a membership meeting on March 20<sup>th</sup> and had 36 (out of ~65) members attend. We had full reports from our committees and grievance and bargaining updates. We also passed motions to make donations from our Solidarity Fund, including one to Local 2424 (Carleton University), and Local 3903 (York University) which were on strike at the time, York University is still on strike.
- CEPP Co-Chair Brian Edgecombe hosted a Lunch & Learn on April 17 on our pension plan. A good turnout of members heard explanations of the details of our plan, which is superior to most CUPE members' Defined Benefit plans, but still has left our current retirees without access to indexation since 2008. The event was recorded and will be edited into a video.
- CSU NOC Steward Pierre Ducasse hosted three (3) Lunch & Learns, on May 8, May 15, and June 7. The first one was on different types of leaves (casual days, special leaves, and sick days): members shared their experiences of how management has interpreted these Collective Agreement provisions, and there was much discussion about them, particularly around casual days and sick leave. We need to follow up with written communication to NOC members on how the Executive suggests they approach each issue. The second one was on the non-monetary aspects of retirement planning, which was a very useful reminder of things to think about besides the money. The third was on

CUPE's Harassment & Bullying Policies: members heard presentations on CUPE's internal policies and Ontario law, and discussed tips on how to document incidents and the grey zone between harassment and bad management.

5. Health & Safety:

- As a result of several hazard incident forms submitted following a winter storm in April, the employer is currently working with regional and branch directors to set up an "Adverse Weather Closure" policy. This policy will provide a guide to all CUPE worksites regarding how to respond to inclement weather in the area of their workplaces, as well as expectations for how notification will take place in the varied regions. Currently this is a work in progress with the intent to have the policy in place before the next winter season while allowing the various regions to identify and set up a notification process that will work within their region.

6. Solidarity Fund: Going strong \$11,757.00



# SYNDICAT CANADIEN DU PERSONNEL CANADIAN STAFF UNION

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## Ontario Regional VP Report

Location: Burnaby B.C.

Date: June 22-26, 2018

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### 1. Staffing In Region

- Temporary Bilingual Education Rep – Humberto da Silva
- 18027 – Bilingual Communications Rep – ORO - Mary Unan
- 18029 – Servicing Rep – Ottawa – Colin MacDougall
- 18031 – Servicing Rep – Kitchener – Jim Morrision
- 18032 – Servicing Rep – ORO – Michel Revelin
- 18033 – 2 Servicing Reps – Peel – Paul Zamperin, Sandra Higginson
- 1803T – Bilingual Servicing Rep – Ottawa – Amy Hammet
- 18038 – Servicing Rep – Oshawa – Grant Darling
- 18039 – Bilingual Servicing Rep – Ottawa - TBD
- 18045 – Bilingual Servicing Rep – ORO - TBD

### 2. Grievance Synopsis:

- two (2) grievances have been filed in the region (Research positions, posting/qualifications denials), two (2) more pending grievances to be filed one for an accommodation and one for a medication reimbursement denial.

### 3. Ongoing/Pending Issues

- LMM is scheduled for June 28/18 at the Regional Office
- We have moved to conducting our monthly stewards calls via skype. Discussions continue to take place re. enacting a Regional workload committee as outlined in the C.A. in part due to the employer N19 changes that are being rolled out in offices to reflect sectoral/jurisdictional assignment alignments.
- Sylvia and Vickie have attended a few stewards calls thus far to assist our stewards to gain a better understanding of the process and C.A. language that falls under Article 28 WORKLOAD.
- There continues to be outstanding benefit issues around medication approvals under our plan
- Sylvia alerted us to the workload committee process in B.C. & Vickie reported on Manitoba's process as examples for Ontario to consider.
- The issue of the employer posting vacant positions in blocks continues. The Union continues to voice our concerns at delaying the movement of staff to their permanent positions in a timely manner.

#### 4. Special Events/Activities

- A social/meet and greet was held during the Ontario Division Convention on May 31<sup>st</sup> and was well attended by members.

#### 5. Ontario Region CSU Meeting

- A members meeting took place on May 29/18 at the Sheraton Toronto Hotel.
- 5 new members were sworn in by the President
- We have 5 members retiring this year Donna C. Deb H. Jan O. Anne G. and Jill S.
- President lead a discussion and reported on the pension plan regulations.
- Chief steward reported on upcoming Arbitrations and settled cases
- Cidalia was acknowledged for her CSU work over the years and wished all the best as she heads back to Air Canada to complete her 25-year tenure.
- Elections for RVP took place and we welcome Robin McKenna as one of the elected ON RVP's

#### 6. Regional Staff Development Committee

- The Committee finalized workshops and facilitators for the staff training that took place the first 2 weeks of June in Blue Mountain Resort, Collingwood.

#### 7. Health & Safety/Committee Reports

- Nothing to report

#### 8. Solidarity Fund

- The Solidarity Fund currently has 125 members. The Fund balance is at \$4,083. Members voted to increase their donations to \$15 per pay period in order to support a "special project" each year in a substantial way. Each year at the AGM members vote on the recipient and the organization receives approximately \$1,100 a month from the Fund. This year's project is the 'Maternal, Newborn and Child Health Project' in Guatemala, supported via Horizons for Friendship. The project trains mid-wives in their traditional language and practises who then go out into rural communities to provide assistance to new mother's and to train other midwives. The Fund continues to make regular donations to strikes and other social justice organizations in Canada and internationally.

Respectfully Submitted by:

Dean Mainville  
Robin McKenna  
Margo Pasley



# SYNDICAT CANADIEN DU PERSONNEL CANADIAN STAFF UNION

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Saskatchewan VP Report  
Burnaby, British Columbia  
June 23-25, 2018

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## 1. Staffing in Region

### Saskatchewan Regional Office

Communications representative, came back on a gradual return to work on June 12. Andrew Loewen remains in communications until member is back full time on July 23. Dolores Douglas (temp) has been in Andrew Loewen's assignment and will move from that assignment to provide vacation relief for Patty Brockman until September 28.

Guy Marsden (perm) is in a supernumerary internal/external organizer position until September 28. We do not know yet if the position will be extended. Justin Mercier (temp) is replacing him.

Dave Stevenson is on medical leave and is replaced by Wanda Edwards (temp) until August 17. Heather Ritenburg (temp) will replace Cheryl Stadnichuk in research for 8 weeks in the summer.

### Saskatoon Area office

Helen Sawatsky (temp) is backfilling Gary Day who is on vacation from June 13 until August 14.

## 2. Grievance Synopsis

No grievances at this time. I was about to file a grievance regarding \$86 per diem but it was settled by our Chief Shop Steward before I could file!

## 3. Ongoing/Pending Issues

We are short of temporary staff in the province (only three at the moment) and do not have qualified temporary staff to fill any vacancy that might come open. We have two CUPE members who are going through the staff training program and have found it gruelling and difficult.

Workload remains an issue. Shop steward Lori Sutherland and I discussed setting up a regional workload committee as we have not had one in place for years. We want to know how other regions' committees work, and would like examples of successes.

## 4. Special Events/Activities

We held a CSU social for the CSU members from the prairie provinces during joint staff training in Banff. Thanks to the table officers for approving funds for this social.

#### **5. Staff Conference**

Our provincial staff meeting scheduled for May was cancelled because our RD had to attend an arbitration in New Brunswick. We have not met as provincial staff since early February. Our next meeting is planned for September.

#### **6. Regional Staff Development Committee**

The members of the regional staff development committee are: Tony Head, Gary Day, Suzanne Posyniak, Cheryl Stadnichuk (RVP) and the regional director. We have only had one conference call this year and plan to schedule another call to plan training for the rest of the year.

Staff raised a lot of concerns about the delays and inadequate communication about the joint staff training program. Overall staff enjoyed the courses they were in but we have not heard any results from evaluations.

#### **7. Health & Safety**

The health and safety committee has been meeting once a month now (was maybe quarterly before). New quick release bars are now on emergency exit doors. CUPE is planning to hire a security firm to respond to alarms. The administrative assistant had been going to the office when alarms went off and the committee decided this was not a safe practice. The committee has asked for carbon monoxide detectors to be installed and they will post a muster sign where people are to gather in case of a fire.

#### **8. Solidarity Fund**

We recently made a second donation of \$5,000 to CUPE Local 3902 (York University). We also made a donation of \$500 to Justice for our Stolen Children Camp (our first non-strike/lockout donation!). There is \$12,833.60 remaining in the account.



# SYNDICAT CANADIEN DU PERSONNEL CANADIAN STAFF UNION

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## Report to CSU Executive from the Joint Employment Equity Committee- June 15, 2018

The Joint Employment Equity Committee met on June 15<sup>th</sup> in Ottawa Ontario.

The attendees were Tracey Pinder, Audrey Barr and Aneen Albus via skype from CSU. Nathalie Giguère was the UNIFOR 2013 representative in attendance. From the employer side in attendance was Daria Ivanochko, Nicolas Aubert and Marie-Andrée Bourgoïn. COPE did not have anyone attend this meeting.

At this meeting we brought the new members up to speed with regard to the Systems Review that was done. We are pairing down the presentation to a manageable size.

The communications plan is in place and will put into place in the fall. The intent is that the presentation will be given to the National Officers first then will be rolled out to the managers meeting in November which will be accompanied by some Employment Equity Training. Then the next steps are to roll out this to the staff in all regions as well.

A new change to the Joint Committee is that there will be a new Chair from the Employer's side. As of the end of this meeting Daria will co-chair the committee with me.

Daria started the meeting stating that she was going to be meeting all of the Regional Directors and Assistance Regional Directors over the summer to inform them that the priority for CUPE is Employment Equity.

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The issue around the Data Management system continues to be a challenge. We hope to have more conversations around this with the consultants so that we can ensure this happens.

Lynda White and Fo Niemi have provided a proposal to put in an Employment Equity Plan and to look at some policy revisions that would need to be done as well. As this was provided to CUPE in January it needs some changes but the committee has agreed that this will be a framework for our movement forward in Employment Equity. There were several things on the proposal that are bargaining issues that cannot be attached to this proposal.

The new deck slide should be finalized by the end of summer and I will be having a meeting in July with Marie-Andrée to work on a communication plan.

Respectfully submitted on behalf of:

Audrey Barr- Equity Committee Chair  
Aneen Albus- Women's Committee Chair



# SYNDICAT CANADIEN DU PERSONNEL CANADIAN STAFF UNION

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## C.S.U. Retiree Representative Report – June 2018

Retirees were very active throughout the spring in their campaign demanding immediate progress on indexation. The CUPE Retirees' Association (C.R.A.) coordinated leafleting and button distribution by retirees at provincial CUPE Division conventions in B.C., Alberta, Saskatchewan, Manitoba, Ontario, and Nova Scotia as well as at the National Sector Meeting in Ottawa. The officers of the CUPE Retirees' Association also met with the National Officers of CUPE at the end of March to raise indexation and benefits concerns and have followed up with correspondence.

In addition to indexation, retirees have been focusing on the issue of health benefits.

A number of retirees have had difficulty getting Greenshield approval for dental implants. Despite the fact that the C.S.U. achieved 75% coverage of dental implant costs in the last round of bargaining, Greenshield dental consultants are turning down implant requests and asserting that alternatives like dentures are sufficient. Given this policy by Greenshield, and CUPE's failure to ensure that dental implants are actually covered, it would be a good idea for us to remind both active and retired C.S.U. members to always get "pre-determination" of dental implants from Greenshield before authorizing dentists to go ahead. One retired brother in B.C. is facing a bill of \$8,500 because he understood that 75% of implants were covered so did not obtain a pre-determination before getting emergency work done.

In Québec, tax changes for those over 65 mean that a drug plan premium is now deducted from provincial taxes and a monthly deductible is in place for prescriptions which means that C.S.U. retirees in Québec are facing additional drug plan costs in the range of \$1,000 per year. In its March meeting, the C.R.A. asked the CUPE officers to investigate a resolution of this problem but they appear to have done nothing so far.

In Manitoba, prescription dispensing fees have been put in place for an average price of about \$14 per prescription.

Hopefully, this recent erosion of our benefits plan can be reviewed by the joint benefits committee or mitigated at the bargaining table.

Retirees were sad to learn of the death of Brother Ray Arsenault this spring. As a retiree, Brother Ray was the first President of the CUPE Retirees' Association and most recently served as Alternate Retiree Trustee on the Joint Benefits Trust.

Retirees remain keen to support the C.S.U. and C.O.P.E. in any way possible during the current round of bargaining.

In solidarity,

Blair Redlin

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