

**\*\*\*Message relayed by CAPE from the Executive of Local 514\*\*\***

**Union News from your CAPE Local 514 - November 2020**

If you have a workplace issue, contact either the Labour Relations Officer assigned to ESDC:

Karen Brook, Labour Relations Officer, LL.B.  
Canadian Association of Professional Employees  
100 Queen Street, 4<sup>th</sup> floor, Ottawa, Ontario K1P 1J9  
(613) 236-9181 extension 224  
[kbrook@acep-cape.ca](mailto:kbrook@acep-cape.ca)

OR contact a CAPE local 514 steward (ESDC employees, volunteering to support you on behalf of CAPE): Andrew Gibson, James Crown, Leah Desjardins, Neil Burron, Tineke Kuijper, William Blackler, at [cape514esdc@gmail.com](mailto:cape514esdc@gmail.com). We will try to address your situation specifically.

**Facebook:** <https://www.facebook.com/CAPE514ACEP/>

**Website:** <http://cape514.ca/>

**Your CAPE Local 514 Executive**

CAPE LOCAL 514 (ESDC) was asked by CAPE National to hold its Annual General Meeting (AGM) on **Tuesday October 27, 2020**, chaired by our designated ESDC Labour Relations Officer, Karen Brook.

Your new CAPE Local 514 executive is as follows:

President:	Shahbaz Mir
Vice President:	Shanisse Kleuskens
Secretary/Treasurer:	Robert Graham
Director:	Laurie Gillis
Stewards:	Andrew Gibson, James Crown, Leah Desjardins, Neil Burron, Tineke Kuijper, William Blackler

All members are welcome to participate in the local executive. Whether you have a ton of union experience or are shy, everyone is welcome and there are volunteer opportunities on committees and on specific issues. We are seeking a Chief Steward and volunteers to attend labour-management committees from time to time.

We will be offering online information sessions through MS teams or Zoom. Please contact us with your suggestions at: [cape514esdc@gmail.com](mailto:cape514esdc@gmail.com).

**CAPE National Vote - Reminder**

Voting is done electronically, via email, to a link to the CAPE Member portal. Confirm your email with CAPE National. The voting period ends November 25, 2020.

It is time to vote on several resolutions, including CAPE joining the Canadian Labour Congress. Members of CAPE Local 514 put forward this resolution last year, and the CAPE National President has openly supported CAPE joining the CLC. The head of the CLC, Hassan Yussuff, spoke at a CAPE online meeting for all members, as well as at the recent CAPE AGM. Check out the AGM video on the CAPE website to hear what CLC President, Hassan Yussuff had to say as guest speaker at the AGM, and to hear feedback from CAPE members about CAPE joining the CLC: : <https://www.acep-cape.ca/en/news/2020-annual-general-meeting>.

The other resolutions are not so clear. One seeks to reduce the number of annual meetings with local leaders from two to one per year. The wording contains a mistake in the vote, and we have brought this to the attention of CAPE National. Our Executive thinks two meetings is a bare minimum and should not be reduced to one.

Another resolution calls for the two Vice President positions to be paid an honorarium and acting pay, over and above their employee salary. CAPE National has already included the funds in the Budget. If you approve the Budget, you are agreeing to the VP honorarium BEFORE the vote is counted on whether to give the VPs an honorarium and acting pay.

By contrast, the CLC resolution is on the table for a vote and CAPE did NOT include the fees in the Budget.

Following the AGM, CAPE Local 514 received the following clarification from the CAPE President:

- the honorarium will not be paid to VPs unless the membership approves the change; and
- the money for joining the CLC would come out of the contingency line items, if the membership approves the motion.

**If you want to have your say, VOTE before November 25th!**

There are also three VP candidates running for the EC position: [Alexander Butler](#), [Camille Awada](#) and [Nick Giannakoulis](#). They held a debate on November 2, 2020. See the CAPE National website for the audio recording: <https://www.acep-cape.ca/en/news/its-time-vote-1> and <https://www.acep-cape.ca/en/news/2020-annual-general-meeting>.

Whomever you choose, please VOTE!

## **NEW CAPE NATIONAL EXECUTIVE**

All positions, but for the VP for ECs, for the new national executive have been acclaimed. There was only one candidate for each. The President continues to be Greg Phillips and the National Executive Committee is composed of 20 EC representatives. See the CAPE website for details: <https://www.acep-cape.ca/en>.

## CAPE NATIONAL AGM

About 100 members and 20 union staff participated in the CAPE National AGM on Tuesday, November 10. For those who missed it, you can view the recording online here: <https://www.acep-cape.ca/en/news/2020-annual-general-meeting>. The resolutions, budget, etc., are posted there too.

Many questions were raised during the meeting. For those of you that still have questions, you can send them to us [cape514esdc@gmail.com](mailto:cape514esdc@gmail.com), or directly to CAPE National [general@acep-cape.ca](mailto:general@acep-cape.ca).

## Unused Vacation Cash out

On November 6, 2020, CAPE National made the following announcement to members: *This is to inform you that CAPE and TBS have agreed to extend the moratorium on the automatic cash-out of vacation and compensatory leave for an additional year for the EC and TR bargaining units. This moratorium will be in effect until March 31, 2022. Note that this moratorium does not preclude employees from exercising their option to request a cash-out as specified in their applicable collective agreement.*

*Should you have any questions or concerns, please do not hesitate to contact your [Labour Relations representative](#), Karen Brook at (613) 236-9181 extension 224 or [kbrook@acep-cape.ca](mailto:kbrook@acep-cape.ca).*

## 699 Leave with Pay - Other

CAPE National also announced to members that *on October 22, the Office of the Chief Human Resources Officer at the Treasury Board Secretariat (TBS) released a message with [updated guidelines on the use of leave with pay under Code 699](#). These new guidelines came into effect on Monday, November 9, 2020.*

## Revera

Revera is a long-term care provider you may have heard about in the News, criticized for poor care standards leading to avoidable deaths in care homes. Revera is owned by the pension fund for federal employees. See [article on Revera](#). The CAPE Local 514 Executive supports PSAC's call on our pension fund to [divest from Revera](#) and supports the PSAC campaign for [publicly-owned and operated](#) long-term care.

If this issue speaks to you, please sign this petition by the Health Coalition: <https://www.healthcoalition.ca/make-revera-public-works/>.

**Tele-working** - Treasury Board has been reviewing its Teleworking policy for the last 4 years, although it only recently made the News since Covid. CAPE local 514 would like your feedback on the policy.

**Covid** - What are your concerns? Please check your emails for a survey we will be sending out in the coming weeks.

**Video meetings with your local union** - Does it interest you if we run a monthly video chat for members? We would run information sessions virtually instead of in-person as we have done in the past. Stay tuned.