



2013 Annual General Meeting Minutes

2013 October 23 (Wednesday)

The AGM was held on 2013 October 23 at the Chalk River Lions Hall from 5:30 pm to 8:00 pm.

CRPEG/CRB AGM

The CRPEG Group and CRB Branch meetings were officially opened at 5:35 pm with a welcome to all the members present.

AGENDA:

- Approval of Agenda
- Approval of Previous Minutes
- President's Message
- Treasurer's Report
- Old Business
- Election of CRPEG Officers
- Motion on Election of CRB Officers – CRPEG Executive be appointed as the Chalk River Branch Executive
- Proposed Dues Increase
- New Business – Open discussion on issues/concerns of the membership

Approval of Group and Branch Agenda

The agenda (attached), as distributed prior to the meeting, was presented to the members. The motion to approve the proposed agenda for the 2013 CRPEG/CRB AGM was moved by Blair Bromley, seconded by Dave Caswell. The majority was in favour, and the motion carried.

Approval of Minutes from the 2012 CRPEG/CRB AGM

The members were asked if there were any questions or issues regarding the minutes from the last AGM. The motion to approve the minutes from the 2012 CRPEG/CRB AGM was moved by Bill Turner, and seconded by Duncan Barber. The majority was in favour and the motion carried.

President's Message

Vince began with a thank you to the current Executive and Stewards for their efforts and support on many fronts;

CRPEG/CRB Executive:

CRPEG/CRB President: Vince Frisina

CRPEG/CRB Vice-President: Jonathan Fitzpatrick

CRPEG/CRB Secretary: Raghu Rao / Henrik Andersen (Acting)

CRPEG/CRB Treasurer: Kristine Drew / Raghu Rao (Acting)

CRPEG/CRB Chief Steward: Wade Mayo

CRPEG/CRB Communications Officer: Joe Magill

CRPEG/CRB PIPSC Relations Officer: Henrik Andersen

CRPEG/CRB Negotiations Chair: Noel Harrison
CRPEG/CRB Special Assignments Officer: John Montin
CRPEG/CRB Members at Large: Bill Visneski
David Wang
Matt Crowe

PIPSC Stewards:

Trevor Dykman
Phyllis Heeney
William R. Richmond
Curtis J. Russell
Pankaj Panchal
Jonathan Williams

CRPEG President's Message

- I would like to thank regular members for their continued support and particular acknowledgement to those who bring issues of concern to the attention of a Steward. This demonstrates the trust you have in our team of volunteers. I wish to remind all members that we need more “eyes & ears” in the work place and we have a limited number of trained Stewards.
- I wish to thank the current Executive and Stewards for their efforts and support on many fronts... our effectiveness depends on us working together as team.
- I try not to single out the work of an individual, but since they are not here to be embarrassed, on behalf of the Executive and Stewards I would like to acknowledge the exemplary work of our Chief Steward Wade Mayo. He is conscientious and consistently provides sound advice in a straightforward manner. He has dealt with a few challenging cases these past couple of years and is an excellent advocate for our members and is well-respected by the employer's representatives.
- PIPSC continues to provide strong support and guidance on our issues such as individual and group disputes. Note the agenda item of proposed PIPSC dues increase of 7\$/month ... first increase since 2008 January 1. It will be voted on at the upcoming PIPSC AGM (November 8 & 9 in Ottawa). CRPEG Delegates to the PIPSC AGM this year are Henrik Andersen, Raghu Rao, David Wang and myself.
- PIPSC on the national front:
 - constant battle to counter the private sector and conservative “think tanks” attacks on public service workforce, salary and benefits (defined benefit pension plans and sick leave are under attack as voluntary severance package was attacked during the last round of bargaining);
 - public service continues to be under attack as solution to debt crisis and economic downturn;
 - “right to work legislation”; pension reform (labour groups want to see improvements in CPP and raising the bar for all working Canadians; private sector employers and conservative government want to control costs and have a race to the bottom)
 - expect to see continued interaction and publicity with PIPSC being an active member of Canada Labour Council
- Labour Relations with Employer? I speak to this each year and must say that there have been signs of improvement. There is more open dialogue and willingness to reach settlement. That is not to say there are still occasions where “we agree to disagree” but that is to be expected and we have the formal dispute resolution process to rely on. Unfortunately, that process is expensive in financial costs, time, effort and patience. Employee group representatives meet about twice a month with Dr. Walker and Lynne Campbell (VP of HR) to discuss Phase II of AECL Restructuring.

Year Ahead

- AECL Phase-II Restructuring and Government Funding:
 - much angst in line-management and staff over the uncertainty that lies ahead after the 2013 February announcement of Phase-II of AECL Restructuring and Government Funding
 - Job security, pension plan, salary & benefits are amongst the top concerns of all employees (both management and staff)
- Contract Negotiations:
 - Preparations and discussions have already commenced for the renewal of the collective agreement which expires on 2014 June 30th.
 - Notice to bargain as soon as four months prior to expiration (i.e., 2014 March)
 - CRPEG membership survey to get input on bargaining priorities and concerns about Restructuring and proposed GOCO model.
- Personal Note:
 - I am making preparations for my retirement from AECL within the next 2 years and continue succession planning for the CRPEG Executive.
 - Experienced and dedicated Executive members are accepting the challenge of carrying the torch in key visible roles such as President, Negotiations Officer, and Chief Steward.
 - As more members of the Executive are retiring (such as John Montin who served many years as our Chief Steward and member of the Negotiations Team), we need the next generation to step up to represent and serve the membership.
 - I will continue to offer my efforts as a mentor, as a Steward and a member of the Executive at the will of the membership.
 - I again would like to thank the membership, Stewards and Executive for their support during my term as your President. It has been my privilege and honour to serve.

Treasurer's Report

2013

Raghu Rao presented the CRPEG financial summary (attached) for 2013.

The motion to accept the CRPEG financial summary for 2013 was moved by Blair Bromely, and seconded by Steve Rivett. The majority was in favour, and the motion carried.

Raghu presented the CRB financial summary for 2013.

The motion to accept the CRB financial summary for 2013 as presented was moved by Sohan Chouhan, and seconded by Curtis Russell. The majority was in favour, and the motion carried.

Raghu then presented the scholarship account.

Raghu announced the 2013 CRPEG scholarship winners: Emily Sypes and Raymond Wang.

The motion to accept the financial summary for 2013 for the Scholarship account was moved by Aidan Leach, and seconded by Paul Jones. The vote was a majority in favour, and the motion carried.

2014

Raghu then presented the 2014 CRPEG proposed budget (attached).

The motion to accept the proposed CRPEG budget for 2014 was moved by Tim Sykes, and seconded by Duncan Barber. The vote was a majority in favour, and the motion carried.

Raghu presented the CRB proposed budget for 2014.

The motion to accept the proposed CRB budget for 2014 was moved by Duncan Barber, and seconded by Paul Jones. The vote was a majority in favour, and the motion carried.

Raghu presented the proposed budget for the 2014 Scholarship Account.

The motion to accept the proposed Scholarship budget for 2014 was moved by Phyllis Heeney, and seconded by Susan Yatabe. The vote was a majority in favour, and the motion carried.

Discussion on Scholarship budget:

- Discussion on moving money to ING Direct or similar to save money on fees/earn more interest.
- Discussion on laddering the investments: spread out the maturity dates.
- Discussion on how much is being added to the scholarship account (i.e. is the intention to build up the scholarship account beyond the current amount?). Currently, \$4000 is transferred to the scholarship account, and \$4000 is paid out in scholarships.

Old Business

Action from 2009 CRPEG AGM

An action was placed on the new Executive to raise awareness among membership about the liability of practicing engineering work without a license. *This will require investigation into, and clarification of, specifically what constitutes engineering as opposed to scientific work.*

AECL has initiated a committee to address compliance with the engineering acts. Vince and Jonathan are members of the committee. The committee is working on a document entitled *Signing and Sealing for Engineering Documents*, 145-508120-PRO-012, currently at revision D2; document is expected to be issued for use in the coming months. The document provides clarity around work that falls under the practice of engineering, as well as requirements for signing and sealing documents. **Action Status: Closed.**

Election of CRPEG Officers

At this point, the meeting was turned over to the Nominations Committee Chair, Tim Sykes, for elections of the 2014 CRPEG Executive.

Tim Sykes identified the nominations so far and opened nominations to the floor. Only one nomination was received for each of the following positions; they were:

CRPEG President: Jonathan Fitzpatrick
CRPEG Vice-President: Vince Frisina
CRPEG Secretary: Raghu Rao
CRPEG Treasurer: Bill Visneski
CRPEG Chief Steward: Wade Mayo
CRPEG Communications Officer: Joe Magill
CRPEG PIPSC Relations Officer: Henrik Andersen
CRPEG Negotiations Chair: Noel Harrison

Two nominations were received for the position of Special Assignments: Don Ryland and Curtis Russell.

The motion to close nominations was moved by Duncan Barber and seconded by Cliff Dugal. The majority was in favour, the motion carried.

Election of PIPSC Relations Officer: Each candidate spoke for 2 minutes. Vote by secret ballot followed. Elected: Don Ryland.

At this point, the elections for the 2014 CRPEG Executive were closed.

Election of CRB Officers

The motion that “The CRPEG newly elected 2014 Executive be appointed to the same positions on the CRB Executive” was moved by Steve Rivett, and seconded by Marina Totland. The vote was a majority in favour, and the motion carried.

The new CRPEG / CRB Executive is:

- CRB President: Vince Frisina
- CRB Vice-President: Jonathan Fitzpatrick
- CRB Secretary: Raghu Rao
- CRB Treasurer: Bill Visneski
- CRB Chief Steward: Wade Mayo
- CRB Communications Officer: Joe Magill
- CRB PIPSC Relations Officer: Henrik Andersen
- CRB Negotiations Chair: Noel Harrison
- CRB Special Assignments Officer: Don Ryland

The old and new CRPEG/CRB Executive thanked 2013 CPREG/CRB Elections Committee Chair Tim Sykes for his efforts.

Motion to destroy the ballots: Moved by Rob DeAbreu, seconded by Duncan Barber. The vote was a majority in favour, and the motion carried.

Proposed Dues Increase

Jonathan spoke to the dues increase that is being proposed by PIPSC financial committee. PIPSC has sent a number of bulletins to all members on the topic. The proposed dues increase is \$7/month. Jonathan presented a few slides on the increase, showing the past 2 years budget and actuals, as well as projected budget for 2014 with and without the dues increase. Without the dues increase, PIPSC is looking at a \$4 million deficit, with the dues increase it’s a balanced budget. PIPSC has been in a deficit situation for the past 2 years, resulting in a depletion of the reserves.

	2012	2013 budget (Dues \$55.56/mo)	2014 Budget (Dues \$62.56/mo)	2014 Budget (Dues \$55.56/mo)
Revenue	\$37,973,647	\$36,951,160	\$41,353,160	\$36,811,160
Expenses	\$41,090,903	\$41,377,249	\$41,001,226	\$41,001,226
Excess (Deficit)	(\$3,117,256)	(\$4,426,089)	\$351,984	(\$4,190,066)

Discussion on Proposed Dues Increase:

- Are we getting good value for money?
- How is the strike fund funded?
- Does PIPSC plan to build up the reserves to pre-2012 levels?

New Business

Jonathan also provided an update on the PIPSC Engineering Working Group, and the AECL Compliance with Engineering Acts committee.

- The PEO membership drive resulted in 493 PIPSC members signing up, with almost 200 from AECL alone.
- We are working on certification (of engineers) from the inside out.
- Licence fees are covered in the new contract – this applies to other professional memberships as well., e.g. Physicists, Chemists, etc.

- The removal of the industrial exemption (PE Act) will be enacted, we just don't know when. The max time period is 10 years (from January 2013).
- Through the PIPSC Engineering Working Group, we are working on similar proposals (waiving registration fees) with the other provincial engineering bodies, with the help of Engineers Canada.
- The Practice of Engineering issue is being addressed by the AECL Compliance with Engineering Acts Working Group.

PSSA (Vince):

- PSSA (under Article 17.02): what are the implications for SOC/GoCo?
 - PSSA is not negotiable. This is set by Treasury Board. There is a possibility that PSSA can be extended for up to three years past sale/share transfer; this is what Sheridan Park received.
- SOC and Workforce reductions:
 - No workforce reduction anticipated at this time. We gained the VTIP clause during the last round of bargaining.
- Question on liability (related to Engineering Work), RCW-5.04:
 - RCW-5.04: It is the policy of AECL that its employees will not incur any personal liability in the performance of their duties and work for AECL so long as they are acting in the course of their employment and within the scope of the duties of such employment.

The motion to adjourn the 2013 CRPEG/CRB AGM was moved by Keith Greenfield, seconded by Blair Bromley. The vote was a majority in favour, and the motion carried.

The meeting was adjourned at 8:00 PM.

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