

**Minutes of the Meeting of
Members with Disabilities Action Committee (MDAC)
September 7, 2017
Pat McGrath boardroom, 11 Holland Ave**

A // In Attendance:

- Behiye Cinkilic (UNE)
- Marc Masson (UNE)
- Michel Tondreau (GSU)
- Brigitte Coghill (NRU)
- Alan Craig (UTE)
- Carla Ross (UNE)
- Grace Morgan (UHEW)
- Louise Belisle (UNDE)
- Jo-An Munday (UNDE)
- Jay Castonguay (PSAC Rgn Rep)
- Anna Bogdan
- Anne Kelly

B // Absent:

- Rob Leo (UNE)

C // Sending Regrets:

- Fiona Simmins
- Denise Camus (CEIU)
- Benoit Durand (UNE)

D // Guest:

- Greg McGillis (REVP-NCR-PSAC)
- Elizabeth Woods (Regional Coordinator - NCR-PSAC)
- Rick Lynn
- June Dale
- Seema Lamba (Guest Speaker)
- Sylvie Leblanc

1// Call to Order/ Introduction

Meeting was called to order at 17:30 hr. and members and guest(s) introduced themselves.

2// Adoption of Agenda

The meeting agenda was reviewed and accepted:

- Motion : - Michel Tondreau
- 2nd : - Marc Masson
- Carried

3// Guest Speakers

i/ Candidate for the National President position for GSU.

Bruce Roy of the Government Service Union made a campaign speech to our group for the upcoming September 28th election to solicit votes and/or support for his candidacy as National President election. He spoke to MDAC because he has a lot of experience working with people with disabilities and is currently the Chairperson with the Disability Network within his department Public Service Procurement Canada (PSPC).

ii/ Human Rights Officer from the PSAC Headquarter

Our Human Right's speaker Seema Lama spoke about the duty to accommodate and the intricacies associated with the process. The duty to accommodate requires employers to make every reasonable effort, short of undue hardship, to accommodate workers who fall under a ground of discrimination within human rights legislation. She discussed the important Supreme Court decision ("Meiorin") defining the duty to accommodate as:

- Employers designing workplace standards have to be aware of differences between people
- Employers must incorporate the concept of equality into workplace standards
- Workplace standards should be designed to reflect all members of society

Seema stressed that going through the process can be long, cumbersome and bureaucratic. She discussed some of the barriers that can be encountered by a member who is trying to get accommodations, like employers stalling on the process to the constant need for medical proof and the unending steps to reach a resolution. Her talk was very informative and full of information, which could have easily passed for a subsection of a full course. Members who are interested in this topic are asked to take one of the many courses that are offered by PSAC and/or further educate themselves by visiting the PSAC website on Duty to Accommodate.

<http://psacunion.ca/duty-accommodate-guide>

Although it was recognized that Seema is very busy with her role in the union, because of MDAC's deep interest in the topic, it was suggested that we invite her back for a follow up visit sometime. Elizabeth suggested that the communication between the Education Committee would assist in creating some workshops and other information events to allow the members to gain deeper understanding of the principles of the "Duty to Accommodate. Members who have already taken the basic Duty to Accommodate training were encouraged to take the Advanced Duty to Accommodate training, which will likely be offered during the winter semester.

4// Review and Adoption of Minutes from June's meeting

The minutes from the last meetings were reviewed and small grammatical additions were made. Motion to adopt with changes accepted:

- Motion : - Michel Tondreau
- 2nd : - Marc Masson
- Carried

5// Matters arising from last meeting (s)

i/ Budget

Grace presented our monetary figures and we currently have \$1851.04 on hand for MDAC's mandated initiatives. Jay's discussion concerning our budget and approvals for additional expenses will be deferred to the next meeting. It was quickly mentioned that Taxi chits are draining the budget and controls will be instituted. For now, MDAC members are asked to be more concerning when requesting a Taxi chit.

ii/ Tipping

Given that our committee supports people with disabilities and workers, we discussed providing our food delivery person with gratuities. The question was raised with the PSAC's executives, but it seems like the few options available are not viable. We could add the tip when paying the bill, but there would be no way to ensure that the delivery person would receive the money, same with telling them directly on delivery to follow up with their management to receive their tip. Furthermore, a petty cash would not be authorized from MDAC's budget to cover tips and the suggested idea to pass around a hat to collect our own gratuities and tip the respective delivery staff directly would be unethical since we do not want to oblige our members to give money, when attending our meetings.

MDAC had good intensions with this gratuities idea, but bureaucracy won't make it a viable option.

iii// MDAC Website Update/ Logo

We are looking forward to the live posting of MDAC's new website design and reducing the layers of clicking from the host PSAC NCR website to arrive at our perspective page.

6// Labour Day Parade

The September 4th Labour Day Parade was a success and many MDAC members past and present attended the walk like Rick and Marc. To feed the hungry parade marchers, Marc excused himself from the promenade to help with the "hotdog, corn and watermelon lunch" that was being served at McNab Park by Bronson and Gladstone. He did make the comment that a large portion of the BBQ clientele were people from the neighbourhood making it more of a Neighbourhood BBQ instead of Labour Day BBQ.

Behiye also mentioned that the film screening took place in July was well-attended and many PSAC members were in attendance to help with the set-up or the cleaning after the event. Louise, Behiye and Anne and Rick were representing MDAC. Greg mentioned that the event was a great success.

7// Conclusion

- **Date of Next Meeting :** - October 5, 2017
- **Adjournment:** - 20:30 pm.
- **Minutes prepared and accepted :**

Marc Masson
Secretary

Behiye Cinkilic
MDAC Chair

Date

Date