

**Minutes of the Meeting of  
Members with Disabilities Action Committee (MDAC)  
January 3, 2019  
Pat McGrath boardroom, 6<sup>th</sup> Floor, 233 Gilmour Street**

**A // In Attendance:**

- Jo-An Munday (UNDE)
- Anna Bogdan (UNE)
- Marc Masson (UNE)
- Anna-Marie Melanson (UNE)
- Carla Ross (UNE)
- Grace Morgan (UHEW)
- Roddie Dafoe (UNE)

**B // Absent:**

- Anne Kelly (UNE)
- Annie Noël (UNE)
- Behiye Cinkilic (UNE)
- Brigitte Coghill (NRU)
- Caroline Bedard (PSAC Rgn Rep)
- Denise Camus (CEIU)
- Doris Audet
- Fiona Simmins (UNE)
- Frederica Fajardo (UNE)
- Louise Belisle (UNDE)
- Michel Tondreau (GSU)
- Nairra Tariq (PSAC Rgn Rep)
- Rafael Wugalter (UNE)

**C // Sending Regrets:**

- Alan Craig (UTE)
- Benoit Durand (UNE)
- Greg McGillis (REVP)
- Jay Castonguay (PSAC Rgn Rep)

**D // Guests:**

- Marc Béland
- Nancy Morrill

**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 : - Grace Morgan
- 2nd : - Marc Masson
- Carried

## **3// Review and Adoption of Minutes from Novembers's meetings**

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

- Motion : - Roddie Dafoe
- 2nd : - Carla Ross
- Carried

## **4// Human Rights Day**

On December 10<sup>th</sup>, MDAC was involved and Grace was working a table on our behalf. Marc attended this event and noticed some previous MDAC members present, making it like a homecoming for our group. Leading the events were two fiery presenters who discussed their own experience with their own fight for Human Rights.

## **5// Changing up our meeting food:**

Marc spoke about the issue of having more food variety for our monthly meetings. He mentioned that on his list of available restaurants who have a contract in place with the PSAC and will deliver is only one. If our group would like to change up our menu, we would have to pay the restaurant directly and then send in our receipts to head office for reimbursement.

## **6// Duty to Accommodate Speaker Working Group**

Marc Beland attended our meeting to present his topic on Accommodation. They were many excellent questions posed; the following are a few with their respective answers:

i/ Does a member need to have documentation of some kind to prove they need an accommodation of a disability?

Answer: Technically no, but the employer does not usually action a request without documentation and sometimes the employer will make requests for documentation ad nauseam.

ii/ If yes, should a member expect that they will be accommodated right away on a temporary basis if it takes an extended amount of time to obtain that documentation (say from a medical specialist or Health Canada)?

Answer: They should, results are all over the map depending on who is involved on the employer side and who the worker is. Employers tend not to be fair vis a vis the employees.

iii/ If no, is there policy, directives, or something to that effect to show the employer?

Answer: Treasury Board has a policy on duty to accommodate, some depts/ agencies might have their own also. The TBS policy is light on process and content.

iv/ Can a member ask for the information provided to be removed from government files once an accommodation is in place or an injury heals and an accommodation is no longer needed?

Answer: Not certain, this question might be a privacy issue. From a work place stand point I would say no as the employer may have to refer to it as time passes. If the documentation contains medical info then it should absolutely be redacted or removed.

## **7// Terms of Reference**

Jo-An called an additional meeting on January 17<sup>th</sup> to discuss the updating our Terms of Reference from 2008 because of the lack of time left over from Marc Belands discussion earlier in the month. Anna-Marie and Marc attended to discuss the terms and tighten the wording. Some of the highlights from the document is changing the word Committee in MDAC to Circle to make us more inclusive instead of a committee that implies a stuffy and closed minded organization. The final draft will be voted on at our next meeting.

### **8// Terms of Reference**

It is with great pleasure to announce that our ergonomic chairs have arrived. We look forward to making good use of them in our upcoming meetings.

### **9// Postponed until next meeting:**

- i/ Steward Training Study Group
- iii/ Facebook

### **10// Conclusion**

- **Date of Next Meeting :** - February 7, 2018
- **Adjournment:** - 19:30 pm.
- **Minutes prepared and accepted :**

Marc Masson

Jo-An Munday

Secretary

MDAC Chair

Date

Date