



## Constitutions and Bylaw Committee Meeting minutes for September 16, 2016

**Present:** D. Petriu, Chair (tel.), E. Tremblay, R. Legault, A. Picotte (tel.), N. Pothier, B. René (staff), D. Versailles (alternate secretary)

**Excused:** J. Squires, N. Giannakoulis, S. Morton, M. Stiermann

Chair opened at 17h30, (no quorum)

### 1. Adoption of the agenda

Motion to adopt the agenda was carried unanimously.

### 2. Survey Results

B. René explained the approach towards the survey narrative and suggested to use the subtitles when presenting the results to members and the NEC. The survey had two parts; the first part consisted with short an easy questions. The second part consisted with more in-depth questions. Members had the option to complete either both parts or just the first part of the survey.

Below are the key items that are important to highlight in the survey results:

#### a) Participation Rate and Demographics

There were a large number of respondents both in the NCR and every province and territory. Large number of ECs respondents

#### b) Governance

There were a large number of respondents that didn't feel knowledgeable enough to provide an answer regarding the Constitution and Bylaws. Strong communication will need to be developed to better educate the members on the notion of the Bylaws and Constitution. Members indicated those following governance- related priorities that need to be actioned:

- The need to focus on member engagement (**most important**)
- Empowering local executives and stewards
- Rebalancing power structures
- Revisiting responsibilities with respect to collective bargaining
- Improving internal conflict resolution mechanism
- Voting structure, needs to be more informed in order to make an informed vote
- Preference for 1M1V system
- Preference for the delegate or mixed system
- Power structure
- Need for transparency

**c) Mandate**

A large part of respondents indicated that the union role should be to advocate for member's interest. Some respondents indicated that the union should also advocate for social justice and improving working conditions for all. Other respondents felt the need to have a balance between member's interest and a wider social justice cause.

Respondents indicated that the union should fill its mandate by doing the following:

- Effectively negotiating a collective agreement
- Providing representation
- Union management consultations to advocate member's interest
- Advocate for legislative changes
- Advocate publicly for members interest

**d) Brand**

Some respondents indicated that filling a grievance or workplace issue was their first interaction with CAPE. For others it was a presentation during orientation.

Respondents used the following words to describe CAPE's brand:

- Lacking
- Predictable
- Responsible
- Credible
- Formal
- Creative

Below are the respondents view regarding CAPE's logo:

- The logo is out of date and need to be more modernized
- Some had a neutral opinion or no opinion
- Some had positive opinion
- Others felt CAPE should not spend money on new logo
- Some felt that the logo look similar to a fertility clinic logo

**e) Members Services**

- As noted earlier, filling a grievance or workplace issue was their first interaction with CAPE. Others had a negative experience with CAPE in the treatment of their grievance.
- Respondents felt that CAPE was either very responsive, responsive, somewhat responsive or not responsive
- Most respondents indicated that they were not aware they had to sign up to register as a member.

### 3. Debrief to the NEC on the survey results

The CBC will present the survey results at the upcoming NEC on September 20th. The presentation is met to inform the NEC that the survey was the first step as part of the consultation process with members and other methodology, and mechanisms will be used to gather both qualitative and quantitative data.

The focus of the presentation will be based on the following:

- I. Inform the NEC of the success rate of the survey as there were a large number of participants.
- II. Discuss the next step in the consultation process; combination of focus group and survey, consultation with locals.
- III. Survey results, focus group, local leaders will be combined to create a final report that will be sent to the NEC.

Based on the Local Leaders Meeting that took place September 13<sup>th</sup>, E. Tremblay stated that the members showed great interest in having access to the survey results. It would be positive to share the results with members because they may provide further feedback as part of the focus group. D. Petriu agreed with the idea of sharing the survey results with members as long they are well informed that the survey is the first step of the consultation process and different approaches will be used in gathering more data.

**Motion:** It was moved by E. Tremblay and seconded by D. Petriu to present the survey results at the upcoming NEC meeting on September 20<sup>th</sup>, to get approval in order to move on the next steps of the consultation process with members.

**Motion carried unanimously**

A. Picotte left the meeting

### 4. Local Leaders Meeting

There were concerns raised about the issues with Insite, and that the survey was not scientifically reliable.

### 5. Consultation Process Road Map

The first step in the consultation process was the survey with members. The second step will be to organize focus groups in both French and English.

It was suggested to hire a focus group specialist that has experience in governance related matter.

### 6. Action Items

- Decide whether or not to publicise the survey results with the NEC and members
- Add R. Legault to the share Dropbox to have access to the CBC documents
- Review the survey results and send to the NEC
- Send survey to departments
- Find focus group specialist



7. **Adjournment:** The meeting was adjourned at 7:30 p.m.