



**National Executive Committee Meeting  
Friday, February 28<sup>th</sup>, 2020  
National Office (Boardroom 1967) 4<sup>th</sup> floor  
100 Queen St., Ottawa, Ontario**

**MINUTES**

**Present:** G. Phillips (*Chair*), C. Awada, N. Bois, G. Kopytko, C. Lonmo, F. Lord, K. Mansfield, A. Picotte, S. Rehman, M. Stiermann, A. Trau

**Staff:** J. Courty, C. Danik, O. Kahriz, C. Vézina

**Via Teleconference:** J. Akins (*am*), A. Nemec

**Regrets:** O. Alarie, A. Coles, H. Delnick, N. Giannakoulis, J. Lafontaine, E. Venditti

**1. Call to Order**

The NEC meeting was officially called to order at 9:09am and Chair G. Phillips confirmed quorum was achieved.

*\* At this time, CAPE's Statement on Harassment was read aloud*

**1.1 Review of Agenda**

Following a brief roll call, the February 28<sup>th</sup> agenda was reviewed, and a request was put forth to add 'Letter from a member and the 'Mercer Report' under Discussion Items.

Motion to adopt the NEC Agenda as amended

**Moved by:** C. Lonmo

**Seconded by:** A. Picotte

**Abstentions (1)**

***By show of hands: Carried Unanimously***

## 1.2 Review of NEC public minutes (January 31, 2020)

There were no questions or comments raised.

Motion to accept the NEC public minutes dated January 31, 2020 as presented

**Moved by:** A. Picotte

**Seconded by:** G. Kopytko

**Abstentions (1)**

*By show of hands: Carried unanimously*

## 2. Discussion Items

- a) **Budget:** The Finance Committee held a day-long meeting during which the budget was examined and revisions applied. Consolidation of the final numbers is forthcoming. The NEC will review the budget for preliminary approval at the next meeting and seek subsequent feedback from the Local Leaders Council.
- b) **PSES:** The Employer advised that feedback can be provided all year-long on the addition and removal of questions, though question additions can be challenging. The need for additional official languages related questions was clearly underlined. Frustrations related to Treasury Board's overall consultation/collaboration process were expressed. The President will wait to see if the requested added questions are applied before taking any actions. A meeting is scheduled for next week.
- c) **RCMP CM Migration:** A reminder that letters addressed to the RCMP Commissioner on the matter were never addressed by the Commissioner herself. The President met with Greg Fergus to articulate ongoing frustration related to the transition of RCMP civilians who are currently precluded from participating in the Public Service superannuation as a result. The Association endorsed a recent petition put forth by the Liberal MP to halt the transfer of CM's to the Phoenix pay system, which was forwarded to the membership for consideration.

## 3. Action Items

- I. **Organize a meeting with the volunteers of the Ad hoc CLC:** *In progress*
- II. **Schedule a meeting between the chair of the CBC, the President and legal counsel to formulate a motion on the review of CAPE's Constitution:** *In progress. Though N. Giannakoulis was appointed as Chair of the CBC, the Committee requested the work be spearheaded by the President*

## 4. Decision Items

**4.1 Creation of Office Accommodations Steering Committee:** The mandate of the Office Accommodations Steering Committee will consist of reviewing concerns from members regarding rent expenses, office space and to consider recommendations put forth. The Committee will also work alongside the mortgage broker to negotiate the National Office lease, scheduled to mature in 2023, and provide direction to the broker or

any external consultants on required parameters in order that they may prepare a report detailing options for consideration. Three NEC members were requested to sit on the Committee: K. Mansfield, G. Kopytko, A. Trau, C. Lonmo and A. Nemeč volunteered. Each candidate was allowed 3 mins to share their views on the current rental situation and what to foresee moving forward. A secret ballot voting ensued to select the 3 candidates.

**Results of vote:** K. Mansfield, G. Kopytko and C. Lonmo were appointed to the Office Accommodations Steering Committee.

**4.2 Approval of Investment Policy:** The NEC was allotted 10 mins to review the Investment Policy, which was followed by a Q&A period. Referring to the section on strike action, with the exception of one NEC member, consensus was reached to strike the Defense Fund sentence altogether.

*(M. Stiermann arrived in person at 10:20am)*

Motion to approve the Investment Policy as amended

**Moved by:** G. Kopytko

**Seconded by:** A. Picotte

**Opposed: (1), Abstentions: (3)**

***By show of hands: Motion Carried***

### **HEALTH BREAK**

**4.2 (Cont'd):** It was requested the Defense Fund TORs be aligned with CAPE's Investment Policy to ensure they are in conjunction. The proposed wording will now read that "CAPE Defense Fund money will be invested in accordance with CAPE's Investment Policy Statement".

Motion to approve the Defense Fund Terms of Reference as amended

**Moved by:** C. Lonmo

**Seconded by:** C Awada

**Abstentions: (2)**

***By show of hands: Carried Unanimously***

**4.3 Letter from a member:** The NEC considered a number of requests outlined in the letter, including the appeal for the Association to issue a statement in support of the Wet'suwet'en.

Motion to direct the President to issue a statement that recognizes that both sides have a point of view and that speaks to the need for peaceful negotiations

**Moved by:** J. Akins

**Seconded by:** A. Nemeč

**Discussion:** Bearing in mind that CAPE abstains from issues not directly impacting the membership in the workplace, most NEC members were opposed to taking a stance on the matter.

**In Favour: (1), Opposed: (9)**

**Abstentions: (2)**

***By show of hands: Motion Defeated***

**Next Step:** The President will respond to the member expressing the sentiment that while sympathetic to the cause, CAPE wishes to refrain from issuing a statement of support on an issue that does not affect the membership in the workplace.

N. Bois recommended extending lunchtime. The Chair decided to put the request to a vote

**In Favour: (6), Opposed: (1)**

**Abstentions: (5)**

***By show of hands: Motion Carried***

### ***LUNCH BREAK***

*(J. Akins joined the meeting in person around 11:50am)*

Prior to reconvening the meeting, one NEC member requested to further deliberate on the earlier motion and proceed with a recorded vote, which was as follows:

**In Favour:** (C. Awada, S. Rehman, G. Kopytko, M. Stiermann, N. Bois, A. Picotte)

**Opposed:** (F. Lord)

**Abstentions:** (C. Lonmo, A. Trau, K. Mansfield, A. Nemeč, G. Phillips)

A point of order arose whereby no motion to reconsider the lunch break was tabled, which discards the rules of order given the earlier adoption of the agenda. In view of the informal nature of this Board, the Chair was afforded great flexibility to rearrange agenda items, particularly given the schedule surplus and no concerns raised from attendees. It was recommended this matter be submitted to the Governance Committee for a response. Furthermore, this contentious issue prompted the decision to reinforce the rules of order whereby the Chair will revert to observing allotted times for speaking, scheduled breaks and scheduled adjournment times.

**4.4 Mercer Presentation:** A Mercer Partner and a Senior Associate presented a high-level walkthrough of the scope of the initiative focussing on the management structure and classification review, followed by the President compensation review.

*(N. Giannakoulis joined the meeting by conference call at 1:32pm and departed at 1:47pm)*

***(Agenda Item #5 was reviewed in-camera)***

## **6. Committee Updates**

**6.1 Finance Committee:** The Finance Committee reviewed the January financial statements and anticipates meeting in the near future to discuss the remainder of the budget.

**6.2 HR Subcommittee:** The HR Subcommittee met on February 14<sup>th</sup> and will meet again ahead of the next NEC meeting to discuss the implementation of the organizational chart. The President template will be shared with the NEC at the March meeting.

**6.3 Constitution & Bylaws Committee:** Nothing to report.

**6.4 Governance Committee:** The Governance Committee met on February 12<sup>th</sup> to review the TORs and legal counsel's presentation, during which time various slides were identified for further expansion on existing supplemental information and will be added as an appendix to the Governance Committee's role. The Committee also examined ways to support the ERC efforts.

**6.5 Elections and Resolutions Committee:** A final list of names of interested candidates to be appointed by the NEC is still pending. Once received, a meeting will be called to provide an overview of the functions and responsibilities.

**6.6 Ad Hoc CLC:** A meeting is forthcoming.

## **7. Reports**

**7.1 President's Report:** The President will be on vacation March 12<sup>th</sup> to the 23<sup>rd</sup>. A. Picotte will serve as acting President during that time.

**7.2 Executive Director Report:** On the Phoenix front, the government has paid out \$2.1M as of February 25<sup>th</sup> since the rollout of the general compensation for former employees. As of February 26<sup>th</sup>, 42 claims of more complex nature were filed government-wide and are currently in process with the number anticipated to increase significantly.

**7.3 Director of Policy Report:** With the protocol for continuation of salary for union-related business having an expiry date, the Employer has yet to determine whether it will be signed into or externally from the collective agreement. Internal consultations continue. The Director of Policy attended Agriculture & Agri-Food Canada's local membership meeting with an attendance of close to 20 people, exceeding expectations. C. Danik has also been invited by ESDC local to deliver a presentation on the collective agreement.

**7.4 Director of Communications Report:** A written report was provided and read aloud.

**7.5 Director of Finance:** The Chart of Accounts (COA) has been finalized and an estimated \$1.6M surplus for this fiscal year ending April 30<sup>th</sup>, 2020 is projected.

An email was forwarded to members of the Pension Committee with respect to Appendix H of the collective agreement, confirmation still pending. Several dates to facilitate Management and employees to meet with the trustees have been proposed.

The delay in the implementation of Microsoft Dynamics was attributed to being in the midst of the electoral period; however, the surplus time allows for the creation of an events registration portal to enable members to login and review upcoming events online. A pilot project is anticipated to span September to December allowing for an expected launch timeframe of early 2021.

**The NEC meeting adjourned at 4:06 p.m. EDT**

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*The above minutes are accepted as a true representation of the National Executive Committee meeting held on February 28<sup>th</sup>, 2020*

**APPROVED by:**

\_\_\_\_\_  
Chairperson

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Date