



**Special National Executive Committee Meeting
Friday, April 3rd, 2020
Via Teleconference**

MINUTES

In Attendance: G. Phillips (*Chair*), J. Akins, N. Bois, A. Coles, H. Delnick, N. Giannakoulis, G. Kopytko, J. Lafontaine, C. Lonmo, K. Mansfield, A. Nemeč, A. Picotte, S. Rehman, A. Trau

Staff: J. Courty, C. Danik, O. Kahriz, K. Thériault, C. Vézina, J. George

Regrets: C. Awada, M. Stiermann, E. Venditti

1. Call to Order

The SNEC meeting was officially called to order at 10:07am and Chair G. Phillips confirmed quorum was achieved.

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

NEC members were informed of the resignations of O. Alarie and F. Lord, effective immediately. Newly appointed Senior Advisor to the President Jennifer George was officially introduced and welcomed to the NEC meeting.

Taking into account associated costs, videoconferencing options for holding monthly NEC meetings will be explored by management. Technical related questions should be directed to O. Kahriz while comments should be directed to the attention of the President.

2. Review of Agenda

The April 3rd agenda was reviewed and there were no additions.

Motion to adopt the SNEC Agenda as presented

Moved by: H. Delnick

Seconded by: N. Giannakoulis

Abstentions (1)

By show of hands: Carried Unanimously

3. Modification to Bylaw 3.1

The wording change from 'shall' to 'should' enables greater flexibility in regards to the participation from each bargaining unit, as well as the nomination of groups that have not applied up to this point.

Given the current pandemic and physical distancing measures put in place by the Government, be it resolved that the NEC amends Bylaw 3.1 as follows: which 'should' include at least one member of each bargaining unit represented by the Association

Moved by: H. Delnick

Seconded by: N. Giannakoulis

Discussion: A friendly amendment was put forth to amend the preamble referring to the pandemic to instead reflect: '*Given difficulties in the past to secure members from each bargaining unit to participate on the ERC...*' The friendly amendment was approved by the mover and seconder.

Abstentions (1)

By show of hands: Carried unanimously

(Agenda Item 4 was reviewed in-camera)

5. COVID-19 Update / Recommendations

The National Office is closed until May 1st and a potential extension until the end of May should be anticipated due to increased safety measures by the property management. In collaboration with ESU, a COVID-19 OSH sub-committee was established to address the crisis. Following a meeting held on March 12, a work-from-home plan was put in place and will be presented to employees in an effort to avoid service interruptions, maintain communication, safeguard health and safety while being fully equipped accordingly.

A communiqué prepared by the Communications Department was released and information is being steadily sent to the membership. Weekly meetings with LROs and staff are held to discuss member support and issues that may arise. Furthermore, upcoming AGMs scheduled in the month of May will be postponed until further notice.

O. Kahriz debriefed the NEC on steps taken since the pandemic, including the migration of several files to Microsoft Cloud, with enhanced security privacy protecting the infrastructure. Work on the members' portal is currently underway and a demo will be shared with the NEC by June. A cursory financial update along with the outcome of recent conference calls held with Cumberland was also provided.

6. Communication for members

K. Thériault further expanded on efforts and measures taken by CAPE in addressing the crisis and updated the NEC on her participation at NJC meetings. A chronological development and COVID-19 timeline that unfolded since the month of January was also

shared with the NEC. Regular updates are shared with the membership to ensure they are kept abreast of the most current circumstances.

The NEC meeting adjourned at 11:23 a.m. EDT

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The above minutes are accepted as a true representation of the Special National Executive Committee meeting held on April 3rd, 2020

APPROVED by:

Chairperson

Date