



**National Executive Committee Meeting
Friday, September 25th, 2020
Via Teleconference**

MINUTES

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

Staff: J. Courty, C. Danik, K. Thériault, C. Vézina, J. George, A. Lizotte

Regrets: N. Bois, E. Venditti

1. Call to Order

The NEC meeting was officially called to order at 9:00am 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 roll call, the September 25th agenda was reviewed and a request was put forth to remove agenda item 2 'ERC Report' out of camera for the sake of transparency, as well as the addition of a discussion pertaining to the election nomination (*i.e.: appeals process*). In light of the filing of appeals by screened out candidates, the Chair advised that entertaining discussions related to the ERC's ongoing process would be premature and prejudicial and may ultimately lead to NEC members being in conflict of interest, hence the need to wait until the appeals process is completed prior to discussing the matter in order to maintain its integrity, as well as the confidentiality of the individuals involved. With respect to the request to discuss agenda item 2 out of camera, the Privacy Officer recommended assessing the feasibility once the ERC report is rendered as it might contain issues of confidentiality. The NEC will have an opportunity to ask questions during the report.

Motion to challenge the Chair's ruling

Moved by: A. Coles

Recorded Vote:

In Favour (3): A. Coles, N. Giannakoulis, M. Stiermann

Opposed: (8) A. Nemec, H. Delnick, C. Lonmo, J. Lafontaine, J. Akins, A. Trau, C. Awada, A. Picotte

Abstention: (4) G. Phillips, G. Kopytko, K. Mansfield, S. Rehman **Motion Defeated**

The Chair confirmed that a discussion on the establishment of an ERC sub-committee of the NEC under agenda item 2.1 will take place.

Motion to adopt the NEC Agenda as presented

Moved by: H. Delnick

Seconded by: J. Akins

Opposed (1), Abstentions (1)

By show of hands: Motion Carried

**Newly hired Audrey Lizotte (Director, Policy and Negotiations) was officially introduced to the NEC*

1.2 Review of NEC public minutes (June 26, 2020)

There were no questions or comments raised.

Motion to accept the NEC public minutes dated June 26, 2020 as presented

Moved by: H. Delnick

Seconded by: A. Nemec

Abstentions (2)

By show of hands: Carried unanimously

1.3 Review of SNEC minutes (July 31, 2020)

There were no questions or comments raised.

Motion to accept the SNEC minutes dated July 31, 2020 as presented

Moved by: C. Lonmo

Seconded by: A. Nemec

Abstentions (3)

By show of hands: Carried unanimously

(Agenda Item #2 was reviewed in-camera)

3. Broker Presentations

3.1 Proveras Commercial Realty: Presented by Nick Maiorino and Alan Doak

3.2 CBRE: Presented by Paul Cook, Brendan Yuke and Lisa Fulford-Roy

3.3 **Real Strategy:** Presented by Darren Fleming and Jared Jenicek

Representatives from each brokerage firm were allotted 30 minutes to introduce their organization and to present to the NEC. All presentations provided an overview of the firms' experience, primary services offered, opted strategy and value-added to CAPE. Following the presentations, the NEC deliberated on all 3 candidates. While impressed with all the firms, Real Strategy predominantly resonated with the NEC due to being locally based, conveying a personalized distinction, the impact of job creation in the Ottawa community and a displayed human element.

Motion to engage the services of Real Strategy as the leasing brokerage firm to secure a new lease agreement for CAPE

Moved by: H. Delnick

Seconded by: J. Lafontaine

Recorded vote:

In Favour (11): H. Delnick, A. Trau, C. Lonmo, C. Awada, G. Kopytko, A. Picotte, A. Nemeč, J. Lafontaine, K. Mansfield, N. Giannakoulis, S. Rehman

Abstention: (2) G. Phillips, J. Akins

Carried Unanimously

4. Reports

4.1 Director of Communications Report: A written report will be provided to the NEC shortly. The main focus of the report was on the newly launched CAPE website. Congratulations was imparted to the Communications Team for their work and dedication throughout the process. NEC members were encouraged to visit the website and provide feedback to the attention of the Director of Communications.

4.2 Senior Advisor Report: In addition to the Summary of NJC COVID-19 Conference Calls previously circulated to the NEC, a high-level update on COVID-19 was presented, followed by a Q&A session. As it stands and for the foreseeable future, most employees will remain on telework until a vaccine is discovered, thereby allowing employees to select the option that best suits their individual needs and circumstances.

As reintegration plans are being developed, TBS has been exploring the possibility of restricting the application of leave 699. As a result, CAPE along with other BAs wrote to Ministers Duclos, Freeland, Blair and Hadju in their capacity as members of the Cabinet Committee on COVID to request that they intervene and ask TBS to delay implementing any of the proposed changes to 699 leave until at least January 2021 in order to engage in further consultation on the issue.

4.3 Executive Director Report: Following the request to explore conducting a survey with members in regard to representation, a small ad-hoc management committee comprised of K. Thériault, C. Vézina and J. George was established to determine how to address concerns that have risen. Upon contemplating the best way to achieve this, the committee settled on the development of a service-wide survey for the membership. As a result, the committee met with the ESU President as well as two representatives on July 28

to discuss the idea, which was well-received. Timewise, the plan is to hold further discussions with the NEC for input in the coming months with the aim of launching the survey sometime early next year.

The implementation of the new org chart is taking form. A bilingual candidate was recently hired to fulfill the level 5 position (Research Officer) and has been working closely with the Director of Negotiations and Jr. Research Officer.

The NEC was reminded of the November timeframe for the launch of tier 3 of the Phoenix claim.

(The remainder of Agenda Item #4.3 was reviewed in-camera)

4.4 Director of Policy Report: The final draft of the Code of Ethics will be presented to the NEC at the October meeting for approval.

4.5 President's Report: Headsets will be sent to each NEC member to allow effective participation in future NEC meetings. The ZOOM videoconferencing platform will now be used for meetings rather than teleconference. In response to the request to hold face-to-face NEC meetings as an option, it was stated that internal discussions at the management level, with the OSH Committee and ESU must first occur while additionally consulting the Ontario Ministry of Health for their current stance on the matter.

5. Committee Updates

5.1 Finance Committee: Nothing to report.

5.2 HR Subcommittee: Nothing to report.

5.3 Constitution & Bylaws Committee: Nothing to report.

5.4 Governance Committee: Nothing to report

5.5 Elections and Resolutions Committee: Discussed in-camera

5.6 Ad Hoc CLC Committee: An info-session was held on Sept 21st to obtain input from both the CLC President and Vice-President on the benefits of joining their national trade union centre. The overall session was reviewed favourably. The next step consists of voting on the resolution at the next AGM.

****A quick roundtable discussion took place before adjourning the meeting.***

The NEC meeting adjourned at 5:21 p.m. EDT

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The above minutes are accepted as a true representation of the National Executive Committee meeting held on September 25th, 2020

APPROVED by:

Chairperson

Date