



**Local Leadership Council Meeting  
Thursday, April 14, 2022  
Via Videoconference**

**MINUTES**

*\* At this time, CAPE's Statement of Harassment was read aloud. J. George was identified as the Anti-Harassment resource person for the meeting and concerns should be directed to her attention via email.*

**BUDGET PRESENTATION AND REVIEW**

The impetus for the meeting was to seek input from the LLC on the proposed Budget recently approved by the NEC, which will be followed by a consultation at the MBM, final review by the National Office and then subject to voting by the membership. As a result of the membership growth, staffing of 10 LROs along with the increasing demands to service the members, a deficit of \$1.58M is forecasted, in addition to \$2.13M for the following fiscal year, based on anticipated budgeted items. With the motion for an increase in membership dues being defeated, costs to the Association are surging, hence the need to commensurate dues with the inflation rise.

Finance Committee Chair H. Delnick further expanded on the state of the Association's investments, stating that despite a solid diversified portfolio professionally managed by top tier experts, current market conditions coupled with an unforeseen international political climate can be attributed for the overall decrease in the value of the holdings. Additionally, the Finance Committee has been working on adjusting the Association's fiscal year date from April 30<sup>th</sup> to a calendar-year in an effort to streamline and begin working on the budget process to more readily be in a position to present the new budget for the fiscal year prior to the summer break for the membership approval, potentially through an SGM by the month of September at the latest.

The floor was opened to questions.

**Q&A/Comments Session:**

- It was inquired as to the communication strategy for the larger membership in dealing with the projected deficit. In response, it was noted that the Communications Team will be tasked to develop a statement to the membership prior to when the vote and consultation at the MBM take place.
- Several members noted the timetable for the meeting may be inauspicious and therefore counter-productive to engagement. In addition, the agenda does not afford sufficient time to address local issues. A recommendation was put forth to schedule a separate meeting to address the matter with the local reps and discuss access to the membership list and potentially enabling a chat feature during meetings in order to communicate. The Chair confirmed that the main goal of attending local AGMs and cross-country consultation tours is to allocate additional time to spend with the Locals to better understand the concerns, discuss collective bargaining and identify the required training and support sought by Local Leaders. In addition, the NEC recently passed a motion related to the access of the Membership List Policy and the announcement will soon be released to the membership.
- An inquiry was made as to the rationale for the NEC approving more spending than available, as well as the metrics used for what is being proposed (*e.g.: staffing*). It was responded that while the Association's deficit can be sustained at the current juncture, it is not indefinitely sustainable. As a result, the NEC has to balance the legal obligation of representing members and negotiating collective agreements. Based on the previous budget and staffing levels, there is a lack of human resources to fulfill the duties, hence the need to draw from the savings in order to provide adequate services to the members, which further strengthens the need for an increase in membership dues proportionate to the negotiated EC Collective Agreement.
- A comment was raised that additional substance and supporting data on the budget will be required in order to garner support for the membership. This was acknowledged and will be taken into consideration in preparation of the MBM.
- A request was put forth to receive earlier notification of upcoming LLC meetings or notifications of applications as a 2-week timeframe is insufficient.
- With respect to the budget, a concern was raised pertaining to the amount of hiring of upper-level positions that will be undertaken when the ground level resources are the need. The Chair responded that the objective is to build an internal structure that will enable rendering support, which involves the staffing of training officers who will be tasked to provide training to Local Leaders.
- A concern was raised pertaining to the involvement of legal counsel/Special Advisor in all union dealings and to re-consider the need for an in-house lawyer. The Chair

responded that other members may feel otherwise, especially in regard to member representation.

- A Mayday event is scheduled to take place in May and a recommendation was put forth that CAPE has a presence, perhaps by having a booth. L. Gillies offered to provide additional information.
- With respect to consideration to an increase in union dues, a member cautioned the National Office on the approach to be taken in the event the motion is re-introduced given the inflationary increase while salary wages have not.
- A recommendation was put forth to consider satellite representatives in order to reduce overall expenditures. The Chair confirmed this option has been explored.
- As a national organization, a request was put forth for the Communications Teams to consider time zones when sending out communications (*e.g.: clarify Eastern, Western etc.*) through the use of iCalendar. The recommendation was acknowledged.
- Upon request, a breakdown of the amount of \$300K under budget line item 7.6 “Consulting Fees” was provided to the Council.
- With respect to a dues increase, a recommendation was put forth to consider a progressive dues structure associated with levels/salary rather than imposing the same contribution from all members. The Chair responded that the National Office can explore metrics to demonstrate the need for a dues increase.
- It was stated that the Defense Fund is not budgeted for, but instead is considered as a balance sheet item whereby 75% of surpluses are allocated towards the assets. As it stands, the Defense Fund has approximately \$10.5M.
- A request was put forth for CAPE staff to facilitate the exchange of emails with meeting attendees, which will be considered
- As a cost-saving measure, it was requested the National Office considers issuing a call to Local Leaders interested in conducting the Steward Training? The Chair stated that this poses a challenge as work would be diverted from unionized staff and re-assigned to a volunteer position. A request to consider input from Local Leaders on the training will be forwarded to J. Ouellette.
- Several Council members expressed a desire to be able to communicate with each other through a better forum for discussion, which was acknowledged and will be taken under advisement.

- A criticism was levied towards the President for a perceived lack of communication and transparency regarding his activities and methods that can give an abrasive impression. This was duly noted and attributed to a sense of persecution.
- A recommendation was put forth to consider adding time allotment for each agenda item in an effort to respect the time allocated as some members have numerous external obligations and would enforce scheduling and avoid going overtime.
- Council members deliberated on the value of retaining in-house counsel, as well as benefits of the attendance of the Communications and IT departments. A suggestion was put forth to consider providing a justification for this presence, supported by briefings on current projects and undertakings to validate participation and justify the need.
- The Chair provided a brief update on bargaining, apprising the Council of a newly formed bargaining team. A number of priorities of the current bargaining rounds emerged from the EC survey results, which have been divided into sub-groups and will be shared with the Employer.
- Preparations for the proposals to be presented to the Employer are underway. The Chief Negotiator has been instrumental throughout the collective bargaining process. Steps have been taken to negotiate the EC Collective Agreement expeditiously with the goal of completion prior to the expiry of its predecessor. A joint committee with several bargaining agents and the NJC has been established to stimulate open dialogue on the status of ongoing negotiations with other unions. In an effort to support the bargaining process, the research component has been enhanced to encompass the addition of 3 staff members.

In closing, the Chair encouraged Council members to forward any additional questions via email to [general@acep-cape.ca](mailto:general@acep-cape.ca). The need for Local Leaders to support the dues increase along with much-needed added resources and capacity for the betterment of the membership was reiterated.

**The Local Leadership Council meeting adjourned at around 7:00 p.m. EDT.**