



Sub-Committee on Voting meeting via Microsoft Teams Thursday, February 15, 2022 from 12pm to 1pm

MINUTES

Attendees:

1. Ann Kurikshuk-Nemec, Chair; EC Director
2. Greg Phillips, President
3. Camille Awada, VP EC/LoP
4. Emmanuelle Tremblay
5. Jesael Lisiecki, Research Officer
6. Tristan DiFrancesco, Assistant Research Officer
7. Francis Raposo,
8. Cassandre Gbegbe, Administrative Assistant

Absence:

Jennifer George, Senior Advisor to the President

1. Approval of Agenda

Approved unanimously.

2. Review survey app “SimplyVoting”; attention to protection of privacy and confidentiality

Research report can be found here:

<https://documentcloud.adobe.com/link/review?uri=urn:aaid:scds:US:5cd4151b-e51d-375d-a533-809f5f6fbc70>

The report contains the initial findings of the CAPE National Executive Committee (NEC) Sub-Committee on Voting, based on research conducted in Fall 2021 into the CAPE voting system and comparing it with other major public trade unions. Based on the various systems reviewed by the Sub-Committee, the single ballot ranked voting system (currently used by the AJ and PIPSC) was selected for further study for possible use at CAPE. A single ballot ranked voting system may address the perceived risks of the current CAPE voting system, namely legitimacy concerns about low voter turnout and the possibility of a candidate winning election with only a relatively small percentage of total votes.

Followed by a time of questions:

The system examined applied to a single seat.

→Ann wanted to know if Jean as the confidentiality officer gave his feedback on the SimplyVoting App. Who will have access to the voting from CAPE? Francis explained how the App will work and determined the eligible members able to vote.

- Emmanuelle went back to how the voting process was before, around 2015/2016.

The Voting app will be without a 3rd party so the committee will need to review and check who will have access to the vote, close it, etc.



--> Ann wants to know who at CAPE will have access to the Simply Vote in order to maintain 'arms length' control, especially during live elections? There must be no conflict of interest and no interference to the process.

- Francis Raposo replied that there are API lists to validate members.

3. Plan next review: WHO votes (RANDS, new CAPE members from RCMP, OPBO) and HOW (accessibility to computer/internet; paper/mail accommodation)

- **WHO votes (RANDS, new CAPE members from RCMP, OPBO)**

- How do we get people to participate? – Participation rates
- A better/increased engagement is to be researched; CAPE Education & Communications team may be involved to help engage new members. Ann wants to move communications/education issues to those committees.
- Emmanuelle raised the fact that CAPE can engage with government/Employer management team to be included in the welcoming sessions for new hiring employees. This way, CAPE will be able to present the benefit for members to be part of the union.
- Ann explained how she engages with STC members. Employer's Management team provides her with a monthly MS Excel list of all ECs members who are new and on acting assignments and she goes through the list twice a year to invite members to a "New EC Meeting". This list requires lots of filtering to capture EC1-4, who would not have had the meeting in the past. The meeting tells them about CAPE, the local and what benefits there are to registering as a member. It is supported by the STC Employer.
- Camille raised the question to know if for the vote, the new members registered could vote even if they registered the same day of the voting. Members who don't pay dues will not be able to vote according to CAPE current settings.
- Research team to add more details to the report about RANDS, pending members and transfer employees between Departments, who are not known to CAPE yet. Are new EC's from RCMP and OPBO able to connect yet?

- **HOW (accessibility to computer/internet; paper/mail accommodation)**

- Keep voting period open for as long as it takes to get a % of member to vote?
- ET, debates to get more buy-in? Have more discussion meeting for members to discuss Budget, etc. Ann pointed out that we already have a Member Budget Meeting.
- ET asked about considering 'Delegated' voting? This is a system that PSAC and PIPSC use for certain types of vote. They have a layer of representatives who vote on behalf of a block of members.

Research team to do:

- It would be interesting to know how long the voting window needs to be opened.
 - o Search with other unions, the time allowed for voting. How long it's takes, is it ahead?



- Are the vote staying open until a certain percentage of members express their vote? Like for the federal elections?
- Determine if the 2 weeks time allowed for vote that CAPE currently have is too long and voters forgot to add.
- Is a townhall to inform members and engage them more for the vote a possibility?
- Ann's notes: How many votes should there be to consider a 'valid' vote? If our membership is 23k then should we set a threshold at a % or use a bare minimum of 1,000?
- Should opening the vote before the AGM or special vote meeting be allowed?
- If a vote has to stay open until the % or count is met, then National Office should be involved in prompting members to vote by a Communications plan, some kind of incentive (ex. you could win a gift certificate)
 - How long can a vote stay open? The vote for President and NEC is time limited by the timing of the AGM and the start of their mandate. Would a vote that does not meet the % or count or is taking too long, be ruled 'failed'?
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4. Plan the next meeting

Cassandre to send a Doodle poll by the first week of March for the next meeting in March, possibly for the middle of March, before the next NEC meeting.

5. Adjournment

The meeting was adjourned at 1:06 pm.

The above minutes need to be reviewed and accepted as a true representation of the Sub-Committee on Voting meeting held on February 15, 2022.

Chairperson: Ann Kurikshuk-Nemec

Date: February 15, 2022