



**National Executive Committee Meeting  
Friday, March 31<sup>st</sup>, 2023  
Hybrid Meeting via Zoom Videoconference**

**MINUTES**

**In Person:** G. Phillips (*Chair*), C. Awada, S. Crawford, K. Mansfield, C. Lonmo, A. Picotte, G. Kopytko, A. Okladov, S. Harquail, M. English

**Via Zoom:** M. Glenwright, A. Trau, P. Makrodimitris, J. King, J. Lafontaine, P. Ives, A. Nemeč, H. Delnick, J. Brulotte and S. Rehman

**Staff:** C. Habarugira, Y. Radwan, S. Salter, J. George, S. Brosseau, J. Ouellette and K. Thériault

**Regrets:** A. Butler

**1. Call to Order**

The NEC meeting was officially called to order at 9:01 a.m. Following a roll call, the Chair confirmed quorum.

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

**1.1 Approval of NEC Agenda**

Be it resolved that the NEC adopt the March 31<sup>st</sup>, 2023, NEC agenda.

**Moved by:** C. Awada

**Seconded by:** S. Harquail

**(1) Abstention**

**Carried unanimously**

**1.2 Review and approval of NEC Public Minutes (February 24, 2023)**

Be it resolved that the NEC approve the February 24<sup>th</sup> 2023, NEC Public Minutes, as amended.

**Moved by:** C. Awada

**Seconded by:** A. Picotte

**Discussion:** A comment was raised about item 5.a of the February 24<sup>th</sup> 2023 NEC Public Minutes. The line under 5.a was corrected to read “A friendly amendment was put forth to restore the expenditures to the previous amount presented at the January NEC meeting.” The President agreed with this correction as the amendment was not requesting to restore the deficit but rather the expenditures.

***Abstentions (3)***

***Carried unanimously***

## **2. Reports**

### **2.1 President's Report**

The president highlighted the continued success in increasing engagement at the Local level through hybrid meetings. As part of the Local AGM Tour, the president attended the following AGM's:

- Quebec City
- Montreal
- Indigenous Services Canada
- Toronto
- Saskatchewan
- Environment and Climate Change Canada

The President also met with several equity-deserving groups and attended management meetings. The President offered the following summaries:

#### ***EC Bargaining Update and Proposal Review***

Since the mediation session in February, the bargaining team met to discuss outstanding proposals that are still pending at the table. It was agreed that CAPE's proposals be reviewed in order of importance, as indicated by the survey and that it be referred to at the next arbitration hearing, currently set for June 19<sup>th</sup>, 2023. Keeping in mind the survey results, the team also discussed strategies and positions to adopt prior to arbitration. The next meeting is being scheduled for April to discuss any new developments from the employer.

#### ***Meeting between the Indigenous Federal Employees Network (IFEN) & CAPE***

The President highlighted the importance of increasing representation from the Indigenous Community in union activity. It was shared that there is a cultural barrier in having one person speak on behalf of the community and this can be a reason for the reluctance of volunteers to commit time. A suggestion was made that, should they have an assigned seat on the NEC, that it be split between four of their executives. Other reasons for low volunteerism can be explained by their heavy workloads. They inquired about whether or not CAPE could file any kind of complaint or grievance on their behalf, that would provide

them an exemption from the Official Languages Act requirements. The president expressed that there are hurdles to promoting priorities that limits another group such as the francophone and translator groups CAPE represents. The position was understood. It was also noted that there is a significant lack of representation at the Executive level and that four of the five Executives are CAPE members. They expressed their willingness to work with CAPE and their pleasure to have met. A follow-up meeting is scheduled for June 2023.

### ***Meeting with the Network of Asian Federal Employees (NAFE)***

The President expressed the need to have an increased representation from the Asian Community as they represent a significant portion of the workforce and membership. NAFE expressed that there is a general lack of understanding in their community about union activities. It was agreed that a meeting be scheduled to present what unions can provide in the federal workplace. CAPE has offered to invite the president of PSAC and PIPSC. PIPSC has accepted. There has been no response yet from PSAC. NAFE representatives expressed their pleasure in having CAPE be at the forefront of reaching out to their community. Discussions took place over the increase in racism and microaggressions faced by their community, post -COVID, as well as the barriers to career progression because of this. The next meeting is being scheduled in June.

### ***Meeting with Jewish Public Service Network (JPSN)***

The Jewish Public Service Network shared their struggle to attend some of the events that conflict with the Sabbath. A message was relayed to the Education department, to be more mindful of Jewish holidays and the availability of the community when attending events such as Stewards Training and Local Executives Training. The JPSN expressed their sentiment that it is inappropriate for a union to take a position on matters of International Relations, following a public position another union has taken. The President assured them CAPE has no intentions on taking any position or on planning messaging of any kind regarding any international political matter. An interview is being planned in May as part Jewish Heritage Month. They expressed their gratitude in CAPE being the first federal public sector union to reach out to them. A following up meeting will be scheduled in the near future.

### ***Meeting with the Public Service Pride Network (PSPN)***

An interview with a transgender member of the PSPN is being planned in order to discuss the challenges that the community faces in the public sector. Their strategic plan will be released in April with a focus on inclusive bathrooms, the use of personal pronouns, mentoring and coaching. One of their objectives is to have the LGBTQ+ community included as a separate group in the Employment Equity Act. The President expressed that this is a position that CAPE would support.

### ***Executive Level Phoenix Union Management Consultation Committee***

The President's Office has reached out to Shereen Miller from Treasury Board and has confirmed that an update on the "NextGen HR & Pay" project will be provided at the April NEC meeting.

CAPE expressed displeasure during their meetings with Treasury Board for its failure to increase pay positions, their increasing number of hires in other departments and for prioritizing overpayments before underpayments. This has caused an increasing backlog in Phoenix. Treasury Board continues to administer claims nation-wide and the oversight committee continues to monitor its progress.

### **CAPE Townhall Meeting**

The Townhall meeting was very well attended, with more people than anticipated.

**Discussion:** Questions were raised about CAPE reaching out to Muslim Public Service Network and the Visible Minority Network. The president assured that all the networks have been met with at least once and meetings continue to be scheduled with all the representation groups.

## **2.2 Executive Director's Report**

The Federal Public Sector Labour Relations and Employment Board has a new process called the "Settlement conferences" that allows them to process cases more efficiently. Many files get sent to adjudication, but the results are given fairly quickly. Regarding the grievances on the TBS Policy on Covid-19 Vaccination Policy there is a group of 150 federal trade public sector employees who have engaged the services of a Gatineau law firm to represent them. Their specific files will be heard in April. CAPE has three individual grievances at adjudication, one grievance per justification. A pre-audience meeting was held last week, and a decision was made to let the 150 employees move forward with their case. They will serve as an indication of how other grievances of a similar nature might conclude. The case can be summarised as such : " Does the employer have the right to implement a public policy that has an effect on the whole of the Canadian population through policy for the public sector? " A decision will most likely not be available before the Fall of 2023.

A TR employee has appealed the Board's decision to reject their complaint against CAPE and is now appealing to the Federal Court. Her argument is that the process for selecting arbitrators is unconstitutional as the list of potential arbitrators is prepared by both the employee and employer, and anyone deemed part of the Board can not be neutral. The Federal Court had requested written submissions. All of the employee's grounds of appeal were rejected by the Court .

CAPE has successfully filled the position of 'Senior Advisor.' E. Woods will be commencing

full-time on May 1<sup>st</sup>.

Registrations for Stewards Training in April have been successful, and the training will proceed in both languages. CAPE has successfully transitioned from plastic to digital membership cards. Security concerns were expressed, and it was confirmed that the digital cards carry little to no information and pose no threat. There are currently 19 Locals who have registered to receive the membership lists. The Executive Director addressed rumors about CAPE poaching other unions staff and reaffirmed that all job postings are open to the public and any hires from other unions comes as a result of them applying independently. As of December 31<sup>st</sup>, there will be 23 EC Directors, 2 TR Directors, 1 LOP and 1 OPBO director, 2 VP's and the President's positions to be filled in the fall.

**Discussion:** A NEC member inquired about the legal fees that CAPE can collect from the TR employee's complaint. The answer is around \$1000. A question was posed on the status of the Case Management System (CMS). CAPE's IM & IT Advisor has been working tirelessly to import the tremendous amounts of data into the CMS. He will deliver a presentation the NEC on the CMS and how to use it, at the April NEC meeting. A NEC member confirmed that the membership lists can display the names of retired or ex-members. The discrepancies are partially caused by the time delays in receiving information from the government's pay centers. A NEC member also inquired about the number 'ethics and values' complaints from StatsCan that have been deposited following the CS' Annual Report. The Executive Director will follow-up on these points in his Quarterly report.

**ACTION:** Invite F. Raposo to the April NEC meeting, to deliver presentation on the CMS

**ACTION:** J. Ouellette to send membership lists access form to A. Okladov

### **2.3 Director of Negotiation and Research Report**

On the negotiations front, the TR group was in mediation from March 21-23<sup>rd</sup> and will be going back on April 12<sup>th</sup> and 14<sup>th</sup>.

The LoP was in bargaining during the last two weeks. More details will be provided under the General Counsel and Director of Policy's report

As published on the CAPE website there was a complaint filed for a violation of the statutory freeze for the EC Group, regarding the 'return-to-work' mandate. Because we were in bargaining, CAPE alleged that the employer could not unilaterally issue this policy.

Telework is part of the proposals tabled by the EC bargaining unit. The statutory freeze prevents changes to the working conditions once notice to bargain is sent, which is why a complaint has been filled with the Commission.

The NJC Government Travel Committee has experienced difficulties scheduling meetings. The process for the cyclical renewal of Travel Policy continues, albeit slowly.

In collaboration with the Communications department, the survey for RCMP members has been launched on March 30<sup>th</sup>. Feedback collected from NEC members was received and incorporated. Time will now be dedicated to the "return – to – office" survey, to be launched in the upcoming month. The research team continues to support multiple sub-committees of the NEC.

Treasury Boards proposition for Pay Equity would see CAPE have three different plans, one for the OPBO, the LOP, and the Public Administration-

The Treasury Board has proposed the creation of three (3) plans in the Public Administration. It is the general consensus among public service unions that one plan for the entire Public Administration is more appropriate when considering the objective of the legislation.

There has been preliminary contact with the LoP and efforts are being made to reach out to the OPBO. An action plan is being developed for internal discussion.

**Discussion:** A question was raised regarding what a realistic timeline for a final decision on pay equity would look like. The Executive Director explained that the current deadline of August 2024 is completely unreasonable given the amount of judicial review that is likely to occur prior to getting to the crux of the work.

#### **2.4 Senior Advisor's Report**

CAPE's newly hired Senior Advisor, E. Woods, will be starting part-time on April 3<sup>rd</sup> 2023 and full time in May 2023.

#### **2.5 Director of Communications and Public Affairs Report**

The Director of Communications and Public affairs reported that two positions for the COMMS department have been filled. A Senior Advocacy and Campaign Advisor, and a Communications Advisor have been hired to help provide members with better communications and reports.

The call for expression of interests for the implementation of the two member resolutions was successful. The call for proposals was sent on March 30<sup>th</sup>. The shortlisted firms have until April 18<sup>th</sup> to submit their packages. At which point the NEC will review the proposals and reach out to the selected firms. The goal is to have the resolutions rolled in May or June and completed by October or November at the latest.

In collaboration with the Executive Director and a member of the NEC, a concept note regarding a PSAC Strike information session for members has been developed. The objective is to inform them on what they can do to express solidarity with PSAC members on strike and how to avoid being seen as interfering with the democratic process of PSAC. The information is scheduled to be held sometime in April or May 2023. Should the vote pass, PSAC then has 60 days to call for the strike after April 11<sup>th</sup> 2023.

A reminder was shared regarding the Membership Budget Meeting being held on April 12<sup>th</sup> 2023.

As a way to support interpreters and continue to raise awareness on the health hazards they are being exposed to on the hill, CAPE launched its campaign “One incident is one too many.” The president was given an Op-Ed in *The Hill Times*, including poster of the campaign. The Association is reaching out to members and stakeholders informing them of this campaign. An information session with interpreters is scheduled for April 4<sup>th</sup>, to go over the actions taken by CAPE so far.

The Association has also submitted a brief to the Standing Committee on Government Operations and Estimates as part of its outsourcing of contracts study. The brief is available on CAPE’s website and explains why it is against mass-outsourcing and why it should be limited to non-staffed roles and exceptions, citing the challenges faced by TR’s as an example of its adverse effects.

CAPE also hosted an anti-Black racism and discrimination on March 6<sup>th</sup>. The event provided useful information and insight to help empower Black federal employees, provide them with tools to combat discrimination in the workplace and inform by-standers on how they can be better allies. A recording of the session, along with a one-pager will shortly be distributed to the entire membership.

The COMMS team will soon resume publication of CAPE’s electronic newsletter.

**Discussion:** Following an inquiry, the Director of Communications and Public Affairs assured that attendance is recorded at the mentioned information events.

## **2.6 Director of Finance Report**

The financial statements for the last two months have not been circulated for reasons that will be elaborated under discussion item 5.a. For the two-month period ending February 28<sup>th</sup> 2023, CAPE has a surplus of around \$800K as the Association had originally budgeted for a deficit. It is however early in the fiscal yet and the surplus can be attributed to a question of timing. Investments at Cumberland Wealth Management have generated around \$530k in revenue. As of February 28<sup>th</sup>, the Association has \$5M in the Defence Fund and 12M in the Operating fund. The auditing firm, McKay Duff has completed the audit of CAPE’s finances and will hopefully be ready to give a presentation at the May NEC meeting. The new expense system SAP Concur is currently being evaluated by selected employees and board members.

The proposed budget of 2022-2023 has been circulated to the NEC. CAPE will be asking the membership to:

- 1) Accept the revised budget and the \$12 dues increase

2) Accept the implementation of a yearly escalator, with an increase in dues tied to CPI.

The finance team is also implementing a formal process for the collection of owed dues.

### **2.7 General Counsel and Director of Policy Report**

At the February meeting, the NEC was updated on the policy grievance that CAPE filed to address the anti - Black racism and discrimination at the Canadian Human Rights Commission. Because the issues are the same, CAPE has been working with the AJC and the PSAC.

On March 6<sup>th</sup> , TB issued its decision and CAPE's policy grievance was partially upheld. TB recognized there was a violation of article 16 (no discrimination) of the EC collective agreement . TB encouraged both parties to resolve remaining issues in mediation.

While all parties are open to discussing the possibility of mediation, the Association would like the Commission to take the necessary steps to address issues that employees have been reporting as far back as the summer of 2020.

All three BAs referred their policy grievances to adjudication on March 29<sup>th</sup>, in order to protect our member's interests and to protect timelines. CAPE will continue to work closely with the AJC and the PSAC to strategize and discuss next steps.

On the bargaining front, CAPE is waiting on final revisions from ESU-CSN regarding the Associations new collective agreement. Once received and reviewed, the hope is to have the agreement signed in the upcoming weeks.

Despite the slow process, progress was made in the last two bargaining meeting with the LoP. There have been no discussions around monetary proposals yet. There are currently four tentative bargaining dates in May and June 2023.

CAPE received three new bylaw 5 complaints in February and is in the process of administering those. The complaints filed are between members of the NEC.

**Discussion:** A discussion was had, in-camera, following a question regarding CAPE's position on telework.

An inquiry was made regarding a planned training retreat for the NEC. Given the recent difficulty with the NEC approving a budget and the current workload and timelines, the costs must be re-explored.



## **2.8 Update on the Office Move**

The electricity is officially functioning at the Association's new location. The furniture is being shipped and assembled in the coming days. The lighting and flooring are complete. There have been some delays in shipments, including the boardroom table. It is estimated that staff will be able to work from the new building by mid-May. It was noted that ELC has done an excellent job on installing the Association's wiring and sound quality. Finally, the costs associated with the demolition of the current office prior to the end of the lease will be calculated and brought to the next NEC meeting.

**Discussion:** A question was posed regarding the status of the budget for the move to the new office. A more detailed update will be provided at the next NEC meeting. A second question was raised regarding CAPE's lease at World Exchange Plaza. It was noted that although the lease is valid until September of 2023, CAPE will not be paying rent at the new location in Constitution Square, until then. Therefore, the Association is not paying rent for two separate locations. A report on the office move, outlining the context and decision leading to the office move, as far back as 2014, will be completed and distributed to the NEC and the membership, by May 2023.

**ACTION:** C. Awada to report on the office-move budget and demolition costs at the next NEC meeting.

## **3. Committee updates**

### **a) Finance Committee**

The committee was unable to hold the two meetings that were scheduled since the previous NEC meeting, for reasons that the President will share under item 5.a. There is nothing further to report at this time.

### **b) Constitution and Bylaws Sub-committee**

Nothing to report that is not covered by further agenda items.

### **c) HR Sub-committee**

The committee did not meet since the previous NEC meeting.

### **d) DDT Sub-committee**

The Digital Disruption and Transformation Committee met in March. The committee incorporated its newest members. Enthusiasm is high and there is a good initiative. A comment was made highlighting the work excellent done by J. Lisiecki in helping bring forth the committee's action plan. The next steps are to discuss the plan's implementation and work with Finance to cost out the options. There is a lot of crossovers in the work being done by the committee and that being done by the Employment and Benefits Defense Sub-Committee.

#### **e) Equity, Diversity, and Inclusion Sub-committee**

The EDI sub-committee is set to present a report on its activities at the next NEC meeting. Based on recent meeting with equity deserving groups, the President suggested that the EDI sub-committee take a look at ways to improve representation at the NEC and provide recommendations on how to include equity deserving groups. It was noted that NEC member M. Collins will return to her place on the EDI sub-committee following a period of absence.

#### **f) Voting Sub committee**

The National Office is assisting the Voting sub-committee in organizing a President's Council meeting in mid- April. Given the possible crossover with the ERC, it was suggested that a member of the COMMS team be included in this sub-committees future meetings.

Be it resolved that the NEC approve the addition of M. Glenwright to the Voting sub-committee

**Moved by:** C. Awada

**Seconded by:** A. Picotte

**Abstentions (1)**

***Motion carried unanimously***

#### **g) Employment and Benefits Defense Sub-committee**

The EBDS last met on Tuesday, March 28<sup>th</sup> 2023. An update on the action plan was provided. It continues to be in developed. Eight members have volunteered to be a part of this sub-committee. The list of names has been shared and will be voted on under agenda item 5.d. The next steps are to cost out options and draft an implementation strategy.

**Discussion:** A comment was raised regarding the recent Government spending reduction of 3%. It was discussed that the action plan includes, as part of its activities, a collection of research on current legislation and the threat it presents.

### **4. Decision Items**

#### **a) Comprehensive review of Constitution and by-laws**

A concept note was circulated to the NEC. It provides context for a motion at the February NEC meeting regarding a comprehensive review of the Constitution and Bylaws and the Terms of Reference. It offers reasoning as to why this task falls under the responsibility of the CBLC. It lays out various options for undertaking this task, including hiring external legal counsel familiar with the Association. The proposal encourages the input from the membership and the NEC with the committee overseeing the process with a deadline of Fall 2024 in mind. A potential issue with this proposal is the composition of a new NEC and CBLC in 2024.

Be it resolved that the NEC approve the plan of action proposed in the concept note and proceed with a comprehensive review of the Constitution and Bylaws, the final documents to be submitted to the membership at the 2024 Annual General Meeting.

**Moved by:** C. Lonmo

**Seconded by:** S. Harquail

**Discussion:** NEC members shared their opinion that a constitutional review would require new eyes and different legal firms involved with this process. It was also expressed that in order to avoid issues faced by the Association in the past and provide an adequate review, more time and broader consultation is required. Other NEC members expressed their dissatisfaction with the timeline and shared the opinion that a complete review should be completed before the next term, and if not possible, then it should not be done until the new NEC is composed.

The President explained that such a timeline would risk rushing the review and cause the Association further harm in the future. The current problems with the Constitution are not necessarily due to its original drafting but, rather due to rushed amendments. The NEC was reminded about the multiple campaigns and issues that the Association is dealing with in an already busy election year. Through built-in consultation with the membership and the NEC, the concept note does provide new eyes offering input. However, having legal counsel that is familiar with the Association is of great benefit. Finally, it was clarified that the external legal counsel will not be making decisions, but rather providing input and guidance before the review is presented to the NEC for approval.

The motion was called to question by G. Kopytko

**Recorded vote:**

**In favour (8):** A. Picotte, S. Harquail, A. Okladov, C. Lonmo, C. Awada, G. Kopytko, M. Collins, J. Lafontaine

**Opposed (6):** S. Crawford, K. Mansfield, J. King, M. English, M. Glenwright, A. Nemeč,

**Abstentions (3):** G. Phillips, S. Rehman, P. Makrodimitris

*Motion Carried*

**b) Amendment to Article 8 of the Constitution and Bylaws**

Be it resolved that the NEC directs the Constitution and Bylaws Committee to review Article 8 of the Constitution with a view to preparing recommendations for the NEC regarding the size of the NEC, such review to take place in advance of the comprehensive review.

**Moved by:** C. Lonmo

**Seconded by:** A. Picotte

**Discussion:** NEC members pointed out the contradiction in deciding on amendments to bylaw 5 and article 8 of the Constitution, in light of a possible complete review. The Chair of the CBLC explained that, regardless of when the CBLC is advised to proceed with a complete review, the issues with bylaw 5 and article 8 are pressing and require immediate attention from the NEC. The two items that are outstanding were brought to the committee by the NEC earlier this term. The workload attached to reviewing bylaw 5 and article 8 is significantly less than that of a complete constitutional review. The goal of the amendment to article 8 is to offer a temporary solution, through provisions limiting the size of the NEC

prior to the new term. There is an optimal size to the NEC and the growing EC pool could result in a number of NEC members so high that it would impede the NEC's ability to deliver quality work to its members.

The President called the question.

**Record vote:**

**In favor (8):** A. Picotte, C. Lonmo, C. Awada, G. Kopytko, H. Delnick, P. Makrodimitris, J. Lafontaine, A. Nemec

**Opposed (7):** S. Crawford, K. Mansfield, J. King, A. Oklado, M. English, M. Glenwright, P. Ives

**Abstentions (3):** S. Rehman, S. Harquail, G. Phillips.

**c) Amendment to bylaw 5**

Be it resolved that the NEC directs the Constitution and Bylaws Committee to review Bylaw 5 with a view to enhancing the informal dispute resolution process, specifying a threshold of harassment, and improving transparency, in order to revise the bylaw before the comprehensive review process is completed.

**Moved by:** C. Lonmo

**Seconded by:** H. Delnick

**Discussion:** An inquiry was made into the issues with bylaw 5 that warranted this amendment. Parties that have previously been involved in the process have expressed that it is onerous on participants and the costs involved in resolving the complaints can get very high. . The current process involves the formation of a DRS Panel, which is often difficult to get volunteers for and requires training. Furthermore, most of the bylaw 5 complaints are 'harassment' complaints and given that the current bylaw does not offer specific definitions defining the parameters of admissibility, complaints that otherwise would not be admissible are screened in. Finally, the costs of the current bylaw 5 complaint process are extremely high. Therefore, CAPE needs a more straightforward and robust Bylaw 5 process that is less cumbersome on members and staff and less costly for the Association.

The President called the question.

**Recorded vote:**

**In favour(19):** M. Collins, G. Kopytko, C. Awada, C. Lonmo, A. Okladov, A. Picotte, K. Mansfield, S. Crawford, S. Harquail, A. Nemec, H. Delnick, M. English, M. Glenwright, P. Ives, J. Lafontaine, P. Makrodimitris, S. Rehman, A. Trau, J. King

**Opposed(0):**

**Abstentions(1): G. Phillips**

**5. Discussion Items**

**a) G. Phillips – Finance Committee**

This topic was discussed in-camera.

**b) S. Crawford – Constitutional Review and Renewal**

This topic was discussed under item 4.a

**c) S. Brosseau – Public Service Health Care plan – Canadian Life info**

To facilitate transition and allow exploring other options, Canada Life has agreed to an additional \$1500 for physiotherapy between July 1st – December 31, regardless of what was paid prior to July 21st.

**Discussion:** Following questions from several NEC Members, the following clarification was provided. Members will have to wait until July 1<sup>st</sup> to submit claims for expenses under any additional coverage provided through new and improved benefits. Members that have reached the limit of their coverage for benefits that have improved, by June 30<sup>th</sup>, will receive the difference of the new maximum eligible only for claims incurred following July 1<sup>st</sup>. For example, a member who has exhausted the previous maximum of \$300 for the wellness benefit will receive the difference of \$200 under the new \$500 maximum, eligible only for costs incurred on July 1<sup>st</sup> or after.

**D) Appointing volunteers to the EBDSC**

As mandated by the NEC, a call for volunteers for the EBDSC was sent to the membership. Eight members have expressed their interest. Eight names have been provided to the NEC for approval of their addition to the EBDSC.

Motion to accept the eight volunteers to be added to the EBDSC.

**Abstentions(1)**

**Motion carried unanimously**

**ACTION:** Clarisse to coordinate volunteers attendance at the next EBDSC meeting.

**6. Report on Action Items from prior meeting (3:55 pm to 4:10 pm) (15mins)**

a) National Office to add M. Glenwright, as well as forward documentation to the members of the EDBSC **Completed**

b) National Office to compile a list of meeting attendance into an Excel sheet to track absences **Completed**

c) N. Shaikh to forward any data regarding RCMP deeming process and proposals to the attention of C. Habarugira. This matter will become a standing agenda item.

The President met with NEC member N. Shaikh and H. Richter - White, Local President at the RCMP. The President will be raising issues with the Senior Treasury Board. It was agreed that the President would be invited to their UMCCC meetings. The survey regarding the RCMP was sent to the membership. Efforts are being made to ensure feedback from

'RAND' members. The CM's at the RCMP are regionally divided on their opinion on deeming. Those in the NCR are witness to the career progression available to public servants but the deeming process is such that they would lose access to their benefits. Since 2001, the Association has negotiated an MOU to protect certain aspects of their benefits should deeming happen. The issue has been on hold for over 20 years and causing major inequalities and hurdles to member's career paths. The survey will provide the Association with facts and figures to back up its position at any future meetings.

**d) The Director of communications and public affairs, and the Executive Director to put forth a proposal/action plan regarding the PSAC strike for the NEC's consideration at the March meeting**

An information session for the membership regarding the PSAC strike is being planned for the beginning of May 2023. The intention is to inform members on what they can and can't do to support other unions in during a strike. It is important for members do not intervene with any aspect of the voting process.

**Discussion:** The strike vote is valid for 60 days and it does not prevent parties from continuing negotiations. It was suggested that the information package include information about what the employer can ask an employee to do during a strike, as well as the rules around sympathy picketing.

**Adjournment 3:38pm.**

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*The above minutes are accepted as a true representation of the National Executive Committee meeting held on March 31<sup>st</sup>, 2023.*

**APPROVED by:**