



**May 4<sup>th</sup>, 2023**

**2:30 PM EDT**

***Employment and Benefits Defence Sub-Committee Meeting***  
**Via Teams Meeting**

**MINUTES**

**Staff in Attendance:** Maryse P , Clarisse H, Camille A , Andre P, Andreas T, Megan G, Jamie D, Suzelle B, Sandy H , Scott C. (Vice-Chair), Katia T, Dina E, Jesael L.

**Members in attendance:** Jillian C

**Apologies:**, Greg P. (chair), Douglas H, Pinelopi M (second vice-chair), Jennifer G, Kelly M

**Call to order:** 2:33 PM

**Approval of Agenda:**

- Approved

**Budgetary Presentation:**

- Katia introduced Dina to give the presentation.
- Dina introduced themselves and began their presentation.
- Dina explained that the Federal budget was released March 28 and it contains multiple policy proposals. Dina read through the following document with the Sub-Committee:  
<https://www.acep-cape.ca/en/news/capes-review-2023-federal-budget> .
- Dina explained that the particular interest for this Sub-Committee should be point 7 of the document "*Curtailling spending across federal departments*".
- Andreas asked if there is a valued number for those who work from home.
- Katia mentioned that that's too far ahead to confirm but that there should be a valued number for these in future.
- Camille mentioned that at the Special General Meeting, the defense fund was mentioned. He would like to put forward to the NEC to replenish the Defense fund with the interest of having members understand our operations and to have the motion forwarded.
- Andreas asked if the volunteers of the Sub-Committee can vote, and Scott confirmed that volunteers are non-voting members.
- Megan G asked: with the WFA, what kind of costs were associated in the past?
- Camille informed that when Greg was in charge at Statistics Canada, the union paid for the salary to help find replacements in the organization and outside of it, until it was completed.
- Scott confirmed that there were many communication costs and demands for LROs for the process, so there were increased hours and costing.
- Katia reminded the Sub-Committee that CAPE has no official position on AI in the public space, and its likely to interest the membership in the interest of employment.
- Scott asked what Jesael felt in terms of time and need for resources on his end, how he envisions measuring the defense fund and what has he proposed in the past?



- Jesael informed that he does not have accurate access to data and will need better access to reports from CAPE to help with the motion brought forward.
- Scott mentioned that the purpose of the Defense Fund would be if there is a Work Force Adjustment (WFA) scenario.
- Megan asked if there is room in other funds to avoid touching the Defense Fund.
- Camille mentioned that there is an unrestricted fund that can be used and it can only be used as backup.
- Megan asked why the unrestricted fund can't be used in place of the Defense Fund?
- Camille mentioned they will have to investigate the details of how and where we increase our funds, to decide which fund can be better used.
- Jamie D mentioned that a strategic planning session would be helpful to come up with a better outline of questions and identify the goals of the fund and how to deal with a WFA.
- Scott questioned how the Sub-Committee wants to go about the strategic planning?
- Jillian added that we should look at the open boxes of positions that are at risk vs filled vs empty to start.
- Jamie mentioned that a template would be a good place to start, and inform on the inputs, the process, how we want to facilitate to build as a draft and then a point of discussion where we can add and eliminate topics.
- Jillian volunteered to help facilitate strategic planning.

**Motion:** EBDSC to highlight what the possible deficits reduction action plan will look like for our Defense Fund and what the risk management will look like.

**Moved:** Scott      **Seconded:** Andreas      **All in favour:** 4      **Opposed:** 0

**Action items:**

- Touch base on why volunteers are non-voting to the Sub-Committee (for chair to explain).
- Jesael to speak to Sharon S and inform the Sub-Committee on what information he needs to do proper research for the motion that was brought forward to implement it properly.
- Maryse to send meeting invite to all Sub-Committee members and volunteers, to avoid confusion on meeting links.
- Maryse to add Anti-Harassment Statement to Agenda going forward.
- Maryse to speak on the occurrence of this Sub-Committee meetings (date/time/occurrence) at next meeting.

**Other:**

N/A

**Meeting adjourned at 3:44 PM EDT.**

**Next meeting: May 18<sup>th</sup> 2023**