

## Various Committee Reports 2016

### Constitution and By-laws Committee (CBC)

#### Committee Members

- André Picotte
- Dorin Petriu (chair)
- Emmanuelle Tremblay
- Jessica Squires
- Laura Margaret Smith
- Mathieu Stiermann
- Nathalie Pothier
- Nick Giannakoulis
- Shawn Morton
- Tannis Bujaczek

Isabelle Borré (staff)

Louise Truswell (staff - secretary)

#### Record of Decisions (November 2015 to January 2016)

- Proposed amendments to by-law 5 regarding discipline to be submitted to the NEC.
- A skeleton framework for the Terms of Reference for the CAPE Defense Fund was agreed to in principle. The framework has five sections that would fall under the purview of various committees as follows:
  - Purpose – to be developed by the Constitution and By-laws Committee
  - Governance – to be developed by the Constitution and By-laws Committee
  - Allowable Expenditures – to be developed by the Mobilization and Job Action Committee
  - Funding Mechanism – to be developed by the Finance Committee
- Agreement that the constitution and by-laws need a thorough review and overhaul. One of the driving principles for the revamp is to improve the democratic involvement of members. A full-day retreat to plan the work is scheduled for February 8, 2016.

#### Recent Meetings

- November 9, 2015 (Dorin Petriu elected as chair)
- December 21, 2015
- January 12, 2016

## Upcoming Meetings

- February 8, 2016 (full-day retreat to decide on approach for revamping the constitution and by-laws)
- Regular monthly meetings on the second Monday of every month @5:30p.m.

## **Mobilization and Job Action Committee Report by Jessica Squires**

The Mobilization and Job Action Committee has not met since the last NEC meeting.

If it had, I would propose we all follow the same template:

- Name of Committee
- Meetings held (dates)
- Committee membership list
- Decisions and action items in a bullet list
- Next meeting, if known

## **Education Committee Report**

January 22, 2015

### **Committee Membership List**

- Neil Burron (Chair)
- Simone Powell
- Ryan Kelly
- Johanna Hove
- Emmanuelle Tremblay
- Jessica Squires
- Nick Giannakoulis
- Mathieu Stiermann
- Wayne Fan
- Maria C. Montilva
- Tim Dunstan
- Vanessa Clermont
- Pamela Huber
- Doug Hagar (TBC)
- Maggie Simpson (TBC)
- Melissa Bolster (TBC)

## Recent Meetings Held

October 27, 2015, 5:30 – 7:00 pm

December 8, 2015, 6:30 – 8:00 pm

## Decision and Action Items

### October 27

- A proposal for a learning series was shared with committee members. Options for different educational sessions were discussed. Members agreed that the series would be well received. Feedback was provided for a modified proposal.
- Formal TORs were requested for the Committee.

### December 8

- TORs were presented to committee and approved
- Revised proposal for learning series was submitted and approved

## Next Meeting

- First event in the Reignite Learning Series: January 26, 2016
- Next Committee meeting TBD (early February)

## **Communications Committee**

### **Committee Members**

- Maximiliano Bonito (chair)
- André Picotte
- Ben René
- Emmanuelle Tremblay
- Jacob Porter
- Scott Crawford
- Nick Giannakoulis
- Marc Vallée
- Johanna Hove
- Claude Vézina (staff)
- Brigitte Richard (staff-secretary)
- Pierre Lebel(staff)

## Proposed project for 2016 (January 2016)

As CAPE embarks on an exercise that examines the fundamental building blocks of the organization, it's important that a similar exercise happens with our communications.

Therefore, we need to examine how and what we communicate to members. This

exercise will help us communicate more effectively with members and garner more engagement from the membership.

We propose the following:

Website, content strategy and branding:

-Website: Our website is our primary communication vehicle; all roads lead to our website. It's important that it responds to our audience's needs – that its interface offers our members a user-friendly means of quickly finding the information they're looking for.

-Branding: CAPE is evolving and our brand should represent this. More importantly, our brand seems at odds with our core identity and values; rebranding would give us an opportunity to revitalize our brand identity, which will help position ourselves as a cutting-edge union representing professionals.

-Content strategy: In tandem with the work on the website, a comprehensive content strategy will help establish best practices when it comes to our content. For members, it means the content will be presented in a predictable and consistent manner; it will also greatly enhance their ability to quickly find the information they are looking for.

Social Media:

- Work on a new social media strategy (the old one is outdated)
- Increase our online presence
- Find an efficient way to engage with members
- Increase our number of followers

Relations with parliamentarians:

- Reach out to parliamentarians
- Build better long-term relations

Recent Meetings

- March 24, 2015
- June 11, 2015
- January 20, 2016 (Maximiliano Bonito elected as chair)

Upcoming Meetings

No dates yet.

## **Young Members Advisory Committee (YMAC) report by Wayne Fan Membership List\*\***

- Maggie Simpson
- Wayne Fan
- William Blackler
- Neil Burrton
- Robert Kossick
- Johanna Hove
- Douglas Hagar
- Alin Charriere

\*\*Some members might still be pending approval from NEC, but this is our most updated list of active CAPE members in the Committee.

### Meeting Dates:

June 9, 2015

July 7, 2015

August 26, 2015\*

August 31, 2015

October 6, 2015

November 10, 2015

December 8, 2015

\*YMAC hosted the first meeting of the inter-union labour youth caucus

### Decisions and Action Items

-Updated the YMAC Terms of Reference

-Published a joint response with other unions to the Ottawa Citizen dispelling the myth of young workers supporting cuts to sick leave.

-Made an ATIP request on the distribution of precarious work and employment trends in the public service for future analysis

-Established the inter-union Public Sector Youth Caucus with the youth leaders of PSAC and PIPSC, hosted the first meeting of the Caucus, and drafted its Terms of Reference

-Spearheaded the successful motion to explore options for the progressive dues structure at CAPE

-Conducted an outreach session at local university on employment in the public service, the importance of labour unions, and workers' rights in the public service

-Helped to promote the youth and precarious employment educational event organized by the Education Committee

## Next Meeting

February, exact date to be determined.

## **Elections and Resolutions Committee Report by Tannis Bujaczek**

- In Fall 2015, the ERC oversaw a successful by-election for one vacant EC Director position on the NEC, and the presentation of one resolution to the general membership.

- Key activities related to the by-election included: reviewing EC director applications; finalizing the list of approved candidates; obtaining and approving candidate biographies and one additional piece of campaign literature; setting the timeline for the by-election including the voting period; setting the rules for the all-candidate debate; working with the communications team as appropriate to publicize the by-election; approving the voting system; finalizing the election results; and informing the candidates of the final results.

- Key activities related to the resolution included: reviewing and finalizing the draft resolution; setting the timeline for the voting process; approving the voting system; and finalizing the voting results.

- Both the by-election and the vote on the resolution were a smooth process; no complaints were filed during the process, and no appeals were filed relating to the results.

- However, this process did continue to highlight the weaknesses and gaps in our relatively light electoral frameworks, and it will be a priority of the ERC in the upcoming year to look at how the structures can be formalized and elaborated in order to ensure clarity and fairness in these processes.

- My thanks for the ERC members, who were highly engaged during this busy fall, and to the dedicated staff at CAPE - especially Isabelle and Patrick - who showed great leadership and dedication in their work, and without whom this process could not have been completed.