

**National Executive Committee meeting
Wednesday, May 31st, 2017
National Office (Boardroom 1967) 4th floor
100 Queen St., Ottawa, Ontario**

MINUTES

Present: S. Maguire (*Acting Chair*), N. Burrton, A. Butler, M. Collins, C. DesRochers, M. Dyck, N. Giannakoulis, G. Phillips, A. Picotte, N. Pothier and E. Tremblay

Via Teleconference: I. Borré (*Mgt staff*), J. Hove (*for the second half of the meeting*), A. Nemec, J. Porter, P. Scholey, J. Squires and C. Vézina (*Mgt staff*)

Guest: Julie Latremouille, ERC Chair (*for the first 90mins of the meeting*)

Regrets: S. Powell

Call to Order / Opening Remarks

The meeting was officially called to order at 5:49 p.m. by Acting Chair Sean Maguire. It was confirmed quorum was achieved. In an effort to accommodate tonight's guest, the ERC report was given precedence over the review and adoption of the agenda.

1. Committee Reports

1.1 ERC Committee

A copy of the ERC Statement was provided in the meeting package. The statement highlights the ERC's goals and objectives for ensuring an equitable and transparent election process.

ERC Chair Julie Latremouille introduced herself to the NEC and expanded on the ERC's mandate, what has been accomplished by the committee thus far, and on upcoming enhancements expected to be implemented to the voting process moving forward. She stated that at this time, the ERC feels confident in the database and in the integrity of the system. Furthermore, the ERC believes the InSite system provides reliable security necessary to obtain information on members.

ERC recommendations related to the upcoming budget votes in November 2017 were provided and the ERC has put forward the following motion (*which was condensed*) for the NEC's consideration and approval:

Be it resolved that CAPE:

1. Continue using the InSite system
2. Does not ask for photo ID and considered that members' registration to the portal is deemed to make this member an eligible member other than if it is a Rand member
3. Performs random spot checks in the database, when appropriate, for quality control and to contribute to the integrity of the system

Moved by: M. Collins

Seconded by: J. Squires

Discussion: Lengthy discussions among NEC members ensued which focused on the multi-layer validation process and the integrity of the database. The following comments were raised:

- Many friendly amendments were proposed, including adding a timeline provision to the motion
- It was recommended dividing the motion in order to vote on the three points separately
- It was asked whether the ERC could consider vendors other than InSite for the year 2018 and onward and bring forward options for consideration. On that point, NEC members debated on the ERC's mandate vs. the Association's and what's within their own purview with respect to proposing amendments to the process
- It was recommended using the upcoming MBM vote as an opportunity to perform another test run prior to the November election to ensure the database and membership list are accurate and validated
- Conversely, one of the members believed that pursuing with the extra validation could result in disfranchisement of members, not to mention the resourcing issue. She instead recommended providing some basic security measure by establishing a sampling method for the validation process
- Alternatively, it was strongly urged striking a subcommittee of the NEC which would also be comprised of Stats Canada personnel, as a means to give more reflection and view this in a broader context and examine the challenges encountered that arose during the last election and apply lessons learned from that experience
- It was recommended limiting the motion to the budget vote

(M. Dyck departed the meeting at 6:17pm and rejoined via conference call at 6:30pm)

Action Item: With respect to the validation process, E. Tremblay will request of D. Blain to confirm whether votes will remain valid for members that voted previously.

(A. Nemeč joined via teleconference at 6:42pm)

Following further discussions, the motion was amended as followed:

Be it resolved that, for the purposes of the 2017 budget vote:

1. CAPE continues using the InSite system
2. That the requirement to verify IDs as a separate exercise be removed
3. That spot checks be done in the database, when appropriate, for quality control and to contribute to the integrity of the system

Moved by: M. Collins

Seconded by: J. Squires

Recorded vote:

In Favour: (9) N. Burrton, M. Collins, C. DesRochers, G. Phillips, A. Picotte, J. Porter, N. Pothier, P. Scholey, J. Squires, E. Tremblay

Opposed (3): A. Butler, N. Giannakoulis, A. Nemec

Abstention: (2) M. Dyck, S. Maguire

Motion Carried

(Julie Latremouille departed the meeting at 6:52pm)

Motion 20170531 – 01: Creation of an ad-hoc NEC subcommittee to review the recent voting process: Be it resolved that a subcommittee comprised of Greg, Emmanuelle and a member of local 503 be tasked with proposing recommendations with respect to the methodology to validate the membership database, to be presented at the June 2017 NEC meeting/ or via email report if undeliverable within the timeframe

Moved by: A. Butler

Seconded by: A. Picotte

By show of hands: Motion Carried unanimously

Prior to the review and approval of the agenda, a point of order was called. It was discovered that a staff person was in the office for the duration of the last SNEC meeting Monday night, thereby presenting a great deal of privacy and confidentiality concerns as it may result in potential leakage of sensitive information. In addition, this individual was in the office during another subsequent confidential meeting. M. Collins confirmed contacting CAPE legal counsel Karen Jensen on this matter to express her concerns on both counts. To that, C. Vézina confirmed giving the authorization to that employee to work late on Monday and Tuesday of this week. NEC members agreed that moving forward, it is imperative this be properly communicated in the future to avoid potential issues or confusion.

**At this time M. Collins decided to raise a motion to that effect but required additional time to properly formulate it. This matter was tabled for the time being.*

2. Adoption of the May 31st, 2017 NEC agenda

The agenda was reviewed for prioritization and it was agreed to address the agenda items in the following order: Approval of RCMP motions, VP's report, Audit Committee, HR subcommittee, budget meeting preparation, Investigative NEC subcommittee report and if time permits, the Mobilization Committee.

By show of hands: Motion carried unanimously

3. Items for approval: RCMP motions

Background: The RCMP non-unionized civilian members have been informed they will be transferred to the Public Service starting April 2018 and onwards, they will be moved to the public sector, thus presenting an opportunity for them to become unionized. As such, CAPE has decided to proactively reach out to ESS employees to inform them of CAPE's intention to take the appropriate steps to represent them in upcoming negotiations to maximize their protection during the transition phase of becoming public servants. CAPE has begun convening meetings across the country and collecting cards where more than 40% have already signed cards to request membership through the certification process.

As it stands, the minimal threshold has been reached, representing up to 432 new civilian members belonging to the Special Police Service – Economic, Social & Research (SP-ESS) group paying dues. E. Tremblay stated that CAPE may not necessarily take the certification route as an option but could potentially explore alternatives, (*i.e.: as per Section 58*) which would be transferring the group over to CAPE upon mutual consent of the parties, and contingent on TBS' interest level in the freeze of their conditions until such time as a new collective agreement for the EC or TR group are decided upon.

The following motions were put forward for the NEC's approval:

Motion 20170531 – 02: Approval for application for certification to the Public Service Labour and Employment Relations Board: Be it resolved that the NEC authorizes CAPE to make an application for certification to the Public Service Labour and Employment Relations Board (PSLREB) on behalf of RCMP civilian employees belonging to the Special Police Service – Economic, Social & Research (SP-ESS) group.

Be it further resolved that the NEC authorizes the President to seek to reopen the EC collective agreement with the Employer as per article 52 for the narrow purpose of negotiating a clause to protect the existing terms and conditions of employment of RCMP Civilian members if they are deemed by the Employer to be EC bargaining unit members.

Moved by: E. Tremblay

Seconded by: N. Burron

Discussion: NEC members considered the pros and cons of accepting new membership due to the potential burden of workload and cost to the Association, as well as to ensure the organization isn't taking on any litigious groups. C. Vézina mentioned this would not pose a burden for the Association and in fact could possibly represent a decrease in

workload. Additionally, as is typical, the various locals' structure would be expected to stand.

Recorded vote:

In Favour: (15) N. Burron, A. Butler M. Collins, C. DesRochers, M. Dyck, N. Giannakoulis, S. Maguire, A. Nemec, G. Phillips, A. Picotte, J. Porter, N. Pothier, P. Scholey, J. Squires, E. Tremblay

Opposed: None

Abstention: None

Motion carried unanimously

Motion 20170531 – 02b: Approval for application for certification to the Public Service Labour and Employment Relations Board: Be it resolved that the NEC authorizes CAPE to make an application for certification to the Public Service Labour and Employment Relations Board (PSLREB) on behalf of RCMP civilian employees belonging to the Special Police Service – Interpreter/Translator (SP-TRL) group.

Be it further resolved that the NEC authorizes the President to seek to reopen the TR collective agreement with the Employer on mutual agreement for the narrow purpose of negotiating a clause to protect the existing terms and conditions of employment of RCMP Civilian members if they are deemed by the Employer to be TR bargaining unit members.

Moved by: E. Tremblay

Seconded by: N. Burron

Recorded vote:

In Favour: (15) N. Burron, A. Butler, M. Collins, C. DesRochers, M. Dyck, N. Giannakoulis, S. Maguire, A. Nemec, G. Phillips, A. Picotte, J. Porter, N. Pothier, P. Scholey, J. Squires, E. Tremblay

Opposed: None

Motion carried unanimously

**At this time, NEC members reverted back to discussing M. Collins' motion*

Motion 20170531 – 03: SNEC Meeting Notification: Whereas the NEC sometimes has cause to have extremely confidential meetings, therefore:

Be it resolved that when such a meeting has been called, all CAPE staff will be notified in writing in advance that they are under no circumstances to be on the premises for the duration of set meetings and,

Be it further resolved that the management group will be responsible for ensuring that no staff are on the premises for the duration of the meeting

Moved by: M. Collins

Seconded by: A. Butler

Discussion: NEC members debated this motion as significant concerns arose that this may result in establishing a culture of opposition or conflict with staff, and therefore perceived as a deficiency in a trusting relationship with the NEC. On the other hand, other members believed this resolution is actually meant to protect staff and to insulate them should a leak was to occur or if confidential information was released, hence placing them, the NEC and the Association at risk.

With respect to the notification, following further discussions, the motion was amended and agreed to reflect that “*the convener of the meeting*” will be responsible for the notification, rather than “the management group”.

Recorded vote:

In Favour: (6) A. Butler, M. Collins, M. Dyck, N. Giannakoulis, A. Nemec
A. Picotte

Opposed (6): C. DesRochers, S. Maguire, J. Porter, N. Pothier, P. Scholey, J. Squires

Abstention: (3) N. Burron, G. Phillips, E. Tremblay

Motion Defeated

Consensus: C. Vézina will communicate with staff in a tactful manner that policy dictates they not be present during SNEC or confidential scheduled meetings.

HEALTH BREAK - (J. Squires left the conference call at 7:32pm)

Motion to go in camera (7:48pm)

Moved by: A. Picotte

Seconded by: N. Pothier

1 Abstention

By show of hands: Motion carried unanimously

(J. Hove joined the conference call at 7:50pm)

Note: There was no motion to come out of camera

The NEC meeting officially adjourned at 11:17 p.m. EDT