

**National Executive Committee meeting
Wednesday, September 27th, 2017
National Office (Boardroom 1967) 4th floor
100 Queen St., Ottawa, Ontario**

Present: E. Tremblay (*Chair*), A. Butler, M. Collins, C. DesRochers, S. Maguire, G. Phillips, A. Picotte, J. Porter, N. Pothier

Via Teleconference: N. Giannakoulis, A. Nemec, S. Powell and C. Vézina

Regrets: N. Burrton, M. Dyck, J. Hove, P. Scholey, J. Squires

Call to Order / Review of Agenda

The meeting was officially called to order at 6:00 pm and E. Tremblay confirmed quorum was achieved. The agenda was briefly reviewed. “Requests for donations” was added as a new item. In addition, E. Tremblay requested moving her report under “Matters Arising” prior to addressing the decision points. Lastly, agenda item 3e: Rally Against Racism in Canada, will be addressed immediately following the approval of the minutes.

Motion to accept the agenda as amended

Moved by: A. Picotte

Seconded by: N. Pothier

Motion carried

Motion to approve the “Motions Document” with a caveat that the May 11th motion be added

Moved by: A. Picotte

Seconded by: N. Pothier

Discussion on amendments: A. Nemec noted a few instances where her name was omitted on certain motions and questioned the basis for it (*i.e.: May 4th SNEC page 29*). In addition, it was requested confirming the seconder of the approval of the May 4th meeting agenda.

Action Item: Minute taker to re-listen to the May 4th audio to confirm the omission prior to approving the minutes

With respect to the July 4th minutes (*i.e.: Motion 2017-07-04*), it was noted that the names of members abstaining were not recorded and it was requested the format remain consistent.

Referring to pages 11 and 21 of the Motions Document, one of the members noted a few highlights and question marks and also inquired about the adjournment time not being reflected on the June 28th SNEC minutes and information missing. Referring to the July 4th meeting (*i.e.: motion on rebates*), the mover of the motion confirmed it should read “employees” rather than members.

An objection was raised with regards to E. Tremblay adding the May 11th motion to the Motions Document; it was instead suggested assigning A. Nemeč to circulate the motion.

Action Item: In light of the May 11th in-camera minutes being directly sent to his attention, A. Picotte was requested to extract the motion in order for the minutes to be brought back to the NEC for review and approval.

NEC members will defer the approval of the Motions Documents until the questions raised regarding the May 4th minutes, May 11th minutes, June 28th minutes and July 4th minutes have been addressed and amended.

Motion Deferred

3e. Motion 20170927 – 01: Rally Against Racism in Canada

Whereas there has been a rise in racist and fascist violence in Canada and elsewhere this past year, from the deadly anti-Muslim massacre in Québec City in January to the neo-Nazi gathering that terrorized the city of Charlottesville in the US last month, it is more important than ever to come together to oppose this threat.

On September 30, in the latest attempt at a show of force and mainstreaming their politics, the group Storm Alliance, which blends neo-Nazi imagery with an anti-immigration discourse, will be holding rallies across the country, including in Ottawa, in partnership with the so-called “Canadian Coalition of Concerned Citizens”, a one-man organization which has been serving as a screen since the beginning of the year to call for anti-Muslim mobilization.

A counter rally against racism will be held in Ottawa on September 30th, from 10am - 1pm organized by *Ottawa Against Fascism* and other grass roots and labour organizations and endorsed by CUPE District Council, PSAC (NCR Council) and the Ottawa District Labour Council.

Be it resolved that CAPE endorse the September 30th Rally Against Racism on Parliament Hill and encourage its members to participate.

Moved by: S. Powell

Seconded by: M. Collins

Action Item: S. Powell was requested to send an email to all NEC members in respect to the logistics of the event (*e.g.: location, the master point, etc.*) in order that the information can be circulated to the local members. The Facebook link will also be posted on CAPE’s wall.

Discussion: A concern was raised as to the potential violence this event could incite given the counter rally from the opposition that will most likely occur on Parliament Hill; (according to recommendation at Oct 25 NEC)

Recorded vote:

In Favour: (7) A. Butler, M. Collins, C. DesRochers, N. Giannakoulis, S. Maguire, S. Powell, E. Tremblay

Opposed: (1) A. Nemec

Abstention: (3) G. Phillips, A. Picotte, N. Pothier

Motion Carried

2d. Requests for donations

Motion 20170927 – 02: Donation to the Families of the Sisters in Spirit

Whereas, Indigenous women and girls in Canada are three times more likely to experience violence and at least six times more likely to be murdered than any other woman or girl in Canada (*Source: Amnesty International*).

Whereas, there is a vigil every October 4th on Algonquin territory on Parliament Hill to honour and remember the missing and murdered Indigenous women, girls and two-spirit people.

Whereas, the vigil is organized by the Families of Sisters in Spirit, which is an all-volunteer, grassroots, unfunded group of families of missing and murdered Indigenous women, girls and Two-Spirit people and allies.

Whereas the group, founded by Bridget Tolley, is a small group of less than ten volunteers who put together the Ottawa vigil followed by a feast for the families of the victims.

Be it resolved that CAPE provide a donation of \$500 to the Families of the Sisters in Spirit group.

Be it further resolve that CAPE send an all member email encouraging the membership to support this important initiative

Moved by: S. Maguire

Seconded by: N. Giannakoulis

Recorded vote:

In Favour: (7) A. Butler, M. Collins, C. DesRochers, N. Giannakoulis, S. Maguire, S. Powell, E. Tremblay

Opposed: (2) G. Phillips, A. Nemec

Abstention: (2) A. Picotte, N. Pothier

Motion Carried

Motion 20170927 – 03: Fair vote Canada Campaign Strategy

Motion that CAPE makes a \$500 donation to the FairVote Canada Campaign Strategy 2017-2019

Moved by: E. Tremblay

Seconded by: S. Powell

Discussion: Given the political implications of this motion and its relevance to the membership, and without having been provided with additional information from this organization, several NEC members felt it difficult to make an informed decision on this donation request. However it was confirmed that the NEC had previously endorsed and donated toward this campaign. Following some discussions, it was determined that more time should be allowed to review the proposal and this item will be tabled for the next NEC meeting.

Motion Deferred

2a) Update on Bylaw 5 complaints, investigations and Med-arb

A. Butler provided an update on the Med-arb process. The Investigations subcommittee met with a mediator/arbitrator resulting in the expectation of having a contract in place by the end of this week. To date, there are 3 complaints where both parties mutually agreed to proceed with a mediation process. A mediation/arbitration agreement will be signed at the beginning of the process by both parties which will include the notion of whether or not parties agree to binding arbitration. In the event both parties agree to the arbitrator's recommendations, CAPE will then be responsible for carrying through those recommendations.

If a complaint/allegation is fully resolved, a note will be added to the file indicating that this file is now closed, where no details will be reflected. In the event one of the parties does not agree to arbitration, the findings of facts along with the arbitrator's recommendations will be submitted to the Investigations subcommittee for further review, who will then provide translated copies to the NEC (a minimum of 3 days prior to the NEC meeting) to decide on disciplinary actions based on the two documents that will be provided (*i.e.: arbitrator's findings of facts along with his recommendations for discipline*). This will be followed by a discussion among NEC members during a SNEC meeting where a motion will be put on the table for approving each of the respective recommendations from the arbitrator. Despite the option selected, the objective is to ensure the process benefits both parties.

With several investigations currently underway through the Bylaw 5 process under strict timelines, several SNECs for the month of November and around the AGM time period should be expected.

It was stated that as $\frac{2}{3}$ of the Med-arb processes involves E. Tremblay, written communication to the NEC seemed to indicate unwillingness on her part to consider mediation as an option. E. Tremblay noted for the record that she took offence to this portrayal and that it is not grounded in evidence.

Motion to go in-camera

Moved by: A. Picotte

Seconded by: S. Maguire

Motion carried