



Annual General Meeting 2021 Draft Minutes

Date: 24 November 2021

Time: 7:00 p.m.

Place: ZOOM

Present: **Board Members:**
Ryan Baker, Mike Bureau, Léo Cardinal, Beverley Croft, Lola Dubé-Quibell,
Garth Tourangeau, Jessica Turner, Darryl Wilton (President).

Nominations Committee Chair:
Suzanne Rowland

Membership:
More than 120 CIPP members were in attendance when the meeting was called to order.

CIPP Staff:
Peter Bleyer (Executive Director)
Julie Lallier-Michaud
James Campbell
Rukiya Mohammed Nur
Melissa Newitt
Shirley D'Penha (Recording Secretary)

Guests:
Todd Hamilton, Hendry Warren LLP
Pierre Tipple, Ellis Wealth
management
Peter Chisholm, Ellis Wealth management

1. Introduction and opening remarks

In his opening remarks D. Wilton acknowledged that CIPP is based on the unseated Algonquin Anishinaabe territory, our colonial past and present and, the harm that our country causes Indigenous peoples of this land. He added that as a labour union CIPP is committed to doing the work to learn the full history of this country and to take action moving forward, and towards reconciliation as defined by Indigenous peoples.

D. Wilton thanked all the members attending the AGM. He welcomed the Board and introduced the Committee chairs: Leo Cardinal (Finance Committee), Beverley Croft (Member Engagement &

Diversity Committee and Governance & Human Resources Committee), Lola Dubé-Quibell (Scholarship Committee), Garth Tourangeau (City of Ottawa Negotiating Committee), Ryan Baker (Ottawa Community Housing Negotiating Committee), and Suzanne Rowland (Nominations Committee) who will chair the elections for the Board of Directors.

D. Wilton introduced Todd Hamilton representing CIPP auditors Henry Warren LLP, and Pierre Tipple and Peter Chisholm from Ellis Wealth Management, CIPP's investment advisors.

D. Wilton informed members that there will be two question and answer sessions during the meeting. He explained the procedure for asking questions, for voting, and provided other housekeeping and technical instructions. A recording of the meeting will be available to members on the member portal.

A quorum was established with over 120 participants.

D. Wilton called the meeting to order.

Adoption of the Agenda

Motion: To adopt the Agenda for the 2021 AGM as presented.

Moved by M. Bureau; Seconded by N. Hauch.

Motion carried.

Approval of the Minutes of 25 November 2020

Motion: To approve the Minutes as posted from the 2020 CIPP AGM.

Moved by Jessica Turner; Seconded by Ryan Baker.

Motion carried.

2. Committee and Officer Reports

• President's Report

D. Wilton's report was circulated prior to the meeting in the Annual Report. In his remarks, D. Wilton highlighted that CIPP members continue to be the backbone of the City of Ottawa's response to the pandemic. The Union has been working hard to ensure that it is engaged, informed, and representing the members in the best way possible. The Board and staff have been working towards building a stronger member-centric organization to better prepare to meet the challenges ahead. He welcomed Peter Bleyer, CIPP's new Executive Director and thanked him for his incredible work over last year. D. Wilton also thanked the entire CIPP Board of Directors and especially the outgoing Board members, Jessica Turner, and Garth Tourangeau. He thanked the committee members and the staff for their camaraderie, resilience, engagement, and tenacity over the last year.

There were no questions.

• Executive Director's Report

P. Bleyer's report was available to the membership in the Annual Report. In his report to the AGM, P. Bleyer stated that he has always been a passionate defender of public services and is committed to defending the rights of those who deliver them. He also believes that it is more important now than ever to build strong and resilient local communities. He added that CIPP members contribution to the community was important and valuable.

P. Bleyer noted that CIPP was providing services that the membership can count on while adapting to the many challenges of the pandemic. He added that the labour relations team has responded to a record number of calls and delivered results and thanked J. Lallier-Michaud, J. Campbell, and R. Mohammed Nur for their dedication in dealing with this heavy workload. The team has also been monitoring the health and safety issues and have been available to answer questions and support members with concerns related to employers' vaccination policies.

Reporting on the collective bargaining, P. Bleyer informed the members that CIPP has been hard at work to get the best possible outcome for its members at the City of Ottawa and that bargaining with Ottawa Community Housing would soon be underway.

He thanked Melissa Newitt who has joined CIPP as Communications Officer and has been instrumental in boosting the organization's communications and engagement work, putting together the AGM and staying on top of the issues that matter to the members.

P. Bleyer stated that CIPP has pushed for an independent review of OMERS and will continue to take on OMERS in the year ahead and be a strong public voice for its members. He updated the members on the citywide campaign launched to highlight CIPP members' work and their support and care for the community.

He concluded that CIPP will be ready to take on the challenges thanks to a strong Board, active committees, and a growing set of communication tools for some great advocacy and member engagement work in 2022. He thanked all the members that he has connected with and looks forward to a meeting in person.

- **Treasurer's Report**

L. Cardinal reviewed the line items of the report. He noted that revenues were running ahead of projections because of increased membership during the pandemic which had also delayed some expenses.

- **Audited Financial Statements**

The audited financial statements were approved by the Board and shared with the membership earlier for comments or questions. Having received none these are now considered accepted. Todd Hamilton from Henry Warren LPP was available to answer questions on the audit. L. Cardinal explained that the audit increased the integrity, the value, and the credibility of the financial statements that CIPP produces. He explained that financial statements are reviewed by the Finance and Executive Committee and the Board of Directors on a regular basis.

- **Reserve Fund Report**

L. Cardinal explained the two separate reserves. The Restricted Operating Reserve (equivalent to three months of regular operating costs) was intended to allow for operations to be maintained in case of an organizational emergency. The Strategic Activities Reserve allows CIPP to meet important priorities and any upcoming challenges or opportunities, as they are identified and as expenditures are approved by the board of directors.

L. Cardinal informed the members that the audit for 2020 was positive and that CIPP's investments were doing well. As a result, CIPP is in a good financial position.

- **Standing Committee Reports**

The reports for the following Standing Committees were included in the Annual Report.

- **Member Engagement and Diversity**

B. Croft informed the members that the committee has been working hard through challenging times. The committee experimented by moving traditional coffee breaks online with good success. B. Croft also informed the members that the committee continues to put pressure on OMERS and the independent and transparent review of its investments. Apart from this the committee has launched a new public campaign highlighting CIPP's contribution to the community. B. Croft thanked the members of the committee for their time and effort.

- **Governance and Resources**

B. Croft reported that the committee had reviewed and updated many policies including the Health and Safety policy, the Respectful Union policy, the policy on Accepting Positions outside

of the Union, the Contributions, Donations and Gifts policy and the Investment policy. The committee also worked on Board succession along with the importance of broad and diverse representation of the union's membership. B. Croft thanked the committee members for getting the job done.

- **Ad Hoc Committee Reports**

- **Scholarships**

The report of the Scholarship Committee was reported in the Annual Report.

L. Dubé-Quibell reported that eighteen applications were received, and two \$2000 scholarships were awarded. She noted that the proposed budget for 2022 added an additional scholarship for a total of three. L. Dubé-Quibell encouraged members to get involved in the Committee. She thanked committee members for their time and the effort they invested in the selection process.

- **Negotiating Committee Reports**

- **City of Ottawa**

G. Tourangeau thanked the members of the Committee for working tirelessly and coming together with the objective of getting the members the best collective agreement possible. He acknowledged that it has been a lengthy process and expressed his appreciation for the membership's patience.

The pandemic slowed down the process but preparation, bargaining sessions and the exchange of proposals continued throughout. G. Tourangeau noted that team was now preparing for arbitration. He added that the issue of retroactive pay would be covered in negotiations and an eventual arbitral award.

- **Ottawa Community Housing**

R. Baker reported that preparation is ongoing for the first bargaining meeting on November 26. The bargaining proposals are based on feedback and direction from members. The bargaining process will continue through November and early December. R. Baker thanked the committee and staff for their efforts.

3. Unfinished Business

- **Campaign Reports (Ottawa Public Health and OMERS)**

P. Bleyer reported on CIPP's continued work on the provincial government's plan to cut funding and amalgamate public health units. The pandemic provided proof of the importance of the local connection between the City and Public Health in Ottawa, and the importance of adequate funding for public health to deliver positive results. CIPP will continue to monitor developments closely and will do everything it can to

highlight the value of the integration of Ottawa Public Health and the City of Ottawa's operations and the local connections that contributed to the success of OPH during the pandemic and really should be a basis to build on going forward.

P. Bleyer reported that CIPP continued to work to put pressure on OMERS to deliver for our members. CIPP joined with CUPE and other unions to call on OMERS management to agree to an independent and transparent review of performance. This included mobilizing CIPP members to write directly to the OMERS' CEO to support this call. CIPP also intervened at an OMERS stakeholder session and attended several other OMERS related governance sessions and met with the CEO of the OMERS Sponsors Corporation. Our message throughout has been that our members demand better from those charged with protecting their retirement.

4. New Business

- **2022 Budget**

L. Cardinal presented the 2022 budget to the membership.

He noted the likely continued impact of the pandemic hiring at Ottawa Public Health on revenues

and some additional expenses related to support to members with anticipated staffing changes at OPH in the coming year. The proposed budget includes plans to upgrade CIPP's tools and modify the facilities to accommodate the six staff members and support a hybrid work model.

There will be further investments in member engagement, and expenses leading up to City of Ottawa and Ottawa Community Housing collective bargaining and the arbitration processes. An additional scholarship has been added.

Motion: To adopt the budget.

Moved by L. Cardinal; Seconded by L. Dubé-Quibell.

Motion Carried.

- **Appreciation Campaign Report**

CIPP launched a new campaign that celebrates the important contributions made by members to our community in street level ads (bus stops), on the radio and podcasts online and in print. The campaign shares the faces and experiences of eight CIPP members to represent and highlight the broader contribution of all CIPP members during the pandemic. B. Croft (Member Engagement and Diversity Chair) and P. Bleyer presented the ads and shared the stories of the individual members who were featured in the campaign.

Motion: That CIPP continue and expand its campaign to highlight and promote our members' work and their contribution to the safety, security, and well-being of our community.

Moved by B. Croft; Seconded by S. Rowland.

Motion Carried.

- **Questions & Answers**

Questions were asked regarding bargaining and how CIPP was responding to the high cost of living. Members were reassured that the CIPP City of Ottawa bargaining team had made a strong case for fair salary increases at the table and that the OCH team would follow suite. They were reminded that the City of Ottawa process was now moving to mediation and arbitration and, that CIPP was developing submissions on this and other issues to be presented to the arbitrator who would then make the final decision. I. Scott asked how long the term of a new collective agreement was likely to be. The response was similar as CIPP would be looking for a shorter term, but this would also be part of the arbitrator's decision.

N. Hauch asked for more information on the OMERS, and what is to be expected, to be able to support it.

Another member was concerned whether OMERS was meeting its financial obligations. P. Bleyer noted that the upcoming challenge would be to work together with other stakeholders (unions, employers) and particularly those in Ottawa to build pressure on OMERS to get better accountability and performance. He added that OMERS had attempted to divide these stakeholders amongst themselves, but that CIPP had played an important role over the past few years in challenging OMERS and bringing stakeholders together. He said that this would continue going forward as would efforts to keep members informed and engaged. P. Bleyer added that the concern with OMERS poor performance was also that OMERS management was using this to justify measures that impact on CIPP members hard earned retirement income (e.g., reducing indexing).

Two questions related to COVID were asked. One member highlighted issues related to PPE advice and airborne transmission. D. Wilton underlined the importance of Workplace Health and Safety to our union and the efforts that had been made throughout the pandemic to advocate for and support members and their right to a safe workplace. Another member inquired about CIPP's response to the City of Ottawa's mandatory vaccination policy. D. Wilton indicated that all policy decisions were taken at the Board level, he underlined how many CIPP members were public health and health professionals and had been integral to our community's efforts to protect the public, including through immunization campaigns. He noted that there was an extremely high level of compliance with the policy among members and added that CIPP was

working with and providing support to all members regardless of their status. He added that legal advice had been sought and CIPP would continue to monitor the evolving situation and its impact on our members.

D. Wilton informed members that any specific questions related to the collective agreement, seniority, or vacation could be addressed directly to the CIPP labour relations team.

5. Special Presentations

D. Wilton recognized former President Jerrod Riley's contribution to CIPP and thanked him for his dedication and commitment during his tenure as President from 2015 to December 2020. J. Riley led CIPP through a difficult period which, among other things, required the renewal of CIPP's bylaws and governance.

D. Wilton also thanked Garth Tourangeau who has been a CIPP Board member and a very effective Treasurer. G. Tourangeau has also been a tireless advocate for paramedics in the workplace.

6. Elections

S. Rowland, Chair of the Nominations committee introduced Katrina Botting co-chair of the committee.

There were five (5) vacancies posted for Board positions. As five (5) members were nominated there was no requirement for voting.

S. Rowland welcomed returning members Mike Bureau, Beverley Croft, and Lola Dubé-Quibell (one-year term). She also congratulated new members Kendra Hobbs and Chanel Brown.

Motion: To accept the results of the 2021-2022 CIPP Board of Directors elections with the following being elected by acclamation.

- Chanel Brown
- Mike Bureau
- Beverley Croft
- Lola Dubé-Quibell (one year term)
- Kendra Hobbs

Moved by Suzanne Rowland; Seconded by Katrina Botting.

Motion Carried.

7. Adjournment

Motion: To adjourn the 2021 CIPP Annual General Meeting.

Moved by R. Baker; Seconded by L. Cardinal.

Motion Carried.

President

Vice-President