

**Annual General Meeting 2022
Draft Minutes**

Date: 24 November 2022

Time: 7:00 p.m.

Place: ZOOM

Present: **Board Members:**
Ryan Baker, Chanel Brown, Mike Bureau, Léo Cardinal, Victoria Cowell, Beverley Croft, Lola Dubé-Quibell, Kendra Hobbs, Darryl Wilton (President).

Nominations Committee Chair:
Garth Tourangeau

Membership:
More than 100 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
Peter Chisholm, Chisholm Henry Wealth Management

1. Introduction and opening remarks.

D. Wilton acknowledged that CIPP is based on the unceded 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), Chanel Brown (Member Engagement & Diversity Committee), Beverley Croft (Governance & Human Resources Committee & City of Ottawa Negotiating Committee), Lola Dubé-Quibell (Scholarship Committee), and Garth Tourangeau (Nominations Committee) who will chair the elections for the Board of Directors.

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

D. Wilton informed members that there will be 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 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 2022 AGM as presented.

Moved by Victoria Cowell; Seconded by Mike Bureau.

Motion carried.

Approval of the Minutes of 25 November 2021

Motion: To approve the Minutes as posted from the 2021 CIPP AGM.

Moved by Kendra Hobbs; Seconded by Mike Bureau.

Motion carried.

2. Committee and Officer Reports

• President's Report

Darryl Wilton's report was circulated prior to the meeting in the Annual Report.

He highlighted that CIPP is growing stronger, is more engaged than ever and is making its presence felt throughout the city. He noted that every CIPP member engages with and contributes to the community. He added that an engaged membership has also helped to provide CIPP with clear direction and up to date information on members' needs and challenges. D. Wilton thanked all committee members and the Board of Directors for their roles representing the membership. He thanked CIPP's Executive Director, Peter Bleyer, and the staff for their continued commitment and passion to represent the members. Darryl Wilton thanked members at the City of Ottawa for participating in the bargaining consultations and encouraged members to be involved with the union. There were no questions.

• Executive Director's Report

The Executive Director's Report was circulated prior to the meeting in the Annual Report. Peter Bleyer noted that 2022 has been a significant year for CIPP. Highlights included finalizing collective agreements with both employers, increased communication with members and broader member engagement, and an improving digital infrastructure.

He added that preparing for the upcoming round of bargaining with the City of Ottawa had been a top priority. Extensive consultation through surveys and a series of forums and the formation of the Negotiating Committee were important steps in preparing for bargaining early in 2023. He added that CIPP had gone further than it had previously to reach out broadly and get input from a broad range of members.

Peter Bleyer informed the members that earlier this year CIPP brought forward a policy grievance to ensure the City provides the safest workplaces possible as many members returned to the office. On hybrid work arrangements, CIPP consulted with the membership through surveys and digital tools to get a solid understanding of their needs and concerns and

held discussions with the employer. He added that CIPP's excellent labour relations team continued to address members' individual challenges. He reminded members that the team can be reached to address their concerns ranging from hiring to workplace safety, on leave and compensation and a wide range of other issues.

COVID-19 related concerns continued over the last year and our team provided extensive support. P. Bleyer highlighted some of the issues that CIPP had engaged with over the last year including "giving back" to local groups that stepped up to support our community during the convoy occupation, challenging our newly elected mayor, Mark Sutcliffe, as he campaigned on public service cuts and launching a radio ad campaign to showcase the valuable contribution CIPP members make to this community. He noted that this City counts on its municipal professionals to deliver services and keep it moving forward.

Reporting on engaging with members, P. Bleyer informed the members that CIPP's improved digital infrastructure with new outreach tools will support a wide range of engagement with groups of members. And quarterly newsletters and digital coffee breaks provide important opportunities to connect with, hear from, and update members.

P. Bleyer reported that a new advisory committee with Ottawa Community Housing meets quarterly, ensuring an ongoing constructive dialogue with this employer.

On OMERS, P. Bleyer stated that CIPP continues to push for more accountability and transparency as it represents its members and their interests in consultations and dialogue with OMERS management. He added that CIPP was working closely with other unions to put pressure on OMERS not to proceed with further cuts and to demand better performance.

P. Bleyer reported that integrating the labour relations, member engagement and communications functions across the organization had been a priority and that this contributed to CIPP's efficient and effective approach that delivers results. He concluded that the union was well established with a long track record of success this year and that this past year we had built on that history to refine and update our work and we're proud of how far we've come.

P. Bleyer noted that one of the ways CIPP was building on this history was by developing a plan to address equity, diversity and inclusion within the organization starting with training for its leadership.

Overall, CIPP is looking forward and looking ahead to the work that is set in motion for the next year.

- **Treasurer's Report**

L. Cardinal reviewed the line items of the report. He thanked members of the Finance Committee for their contributions and noted the positive results achieved over the last year as membership continued to be higher than anticipated and through diligent management of resources. L. Cardinal added that some significant expenses would be incurred in the last quarter of 2022 in line with various organizational plans that were essential to CIPP's effectiveness in engaging and serving our membership.

- **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 Hendry Warren LPP was available to answer questions on the audit. L. Cardinal informed the members that the audit for 2022 was positive

and that CIPP was in a solid financial position.

- **Reserve Funds Report**

L. Cardinal informed the members that Christina Ellis and Pierre Tipple, CIPP's previous financial advisors have moved on and they were replaced later in the year by their colleagues Peter Chisholm and Todd Henry from Chisholm Henry Wealth Management. The Finance Committee and Board of Directors reviewed and approved the transition. L. Cardinal added that thanks to their recommendations, CIPP's reserves were secured through a difficult financial market contributing to our financial position.

He reminded the members that the Strategic Activities Reserve was available for CIPP to meet our important priorities and any upcoming challenges or opportunities. Expenditures are approved by the Board of Directors. The Restricted Operating Reserve which holds the equivalent of three months of operating costs would allow for operations to be maintained in case of an organizational emergency.

- **Standing Committee Reports**

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

- **Member Engagement and Diversity**

C. Brown informed the members that the committee has been successful in engaging members in CIPP activities. At CIPP's online coffee breaks this last year members were updated on union activities and were provided information on bargaining basics and the bargaining process. C. Brown added that the coffee breaks have become an important touchpoint for members to easily connect with the Union. The aim for the next year is to adapt and evolve these events to members' needs. C. Brown reported that the committee has moved forward on a plan to address justice, equity, diversity and inclusion and secure training in early 2023 for the Board and members of the Member Engagement Committee. This training will strive to ensure that the leadership of CIPP is ready to work to make real progress in this area. C. Brown added that to show solidarity with nurses across the province this year for National Nurses Week, CIPP joined with nurses and nurses' union across Ontario to call for Bill 124 to be repealed. We provided our members with a tool to email the premier and all political party leaders in Ontario. Also, this year, CIPP had highlighted the contributions of all members in a City-wide radio ad campaign. C. Brown thanked the members of the committee for their time and effort.

- **Governance and Human Resources**

B. Croft reminded the members that the Governance and Human Resources Committee which was set up in 2019 has an important administrative role in the Union. This year, the committee's work included reviewing and where required recommending revisions to the Board on policies on Health and Safety, Investment and Leave for Union Business. The committee also took on important discussions about board member honoraria and potential barriers to member participation in union activities and leadership. Further to these discussions, the committee recommended to the Board that barriers to participation be explored more deeply in 2023. To this end, the member survey in 2023, will help us to get a clear understanding of any issues that may be preventing anyone from getting involved and taking a leadership role in our organization. The data will help the committee to see how patterns of exclusion that we see throughout society are replicated within our union. Any next steps we take to address barriers to participation will be informed by this research. B. Croft thanked the committee members for their time and support.

- **Ad Hoc Committee Reports**

- **Scholarships**

The report of the Scholarship Committee was included in the Annual Report. L. Dubé-Quibell reported that CIPP now offers three scholarships of \$2,000. L. Dubé-Quibell reported that 23 applications were received. She congratulated the recipients and encouraged members to participate in the committee and selection process. She thanked committee members for their time and the effort they invested in the selection process.

- **Negotiating Committee Reports**

- **City of Ottawa 2020 update**

G. Tourangeau thanked the members of the Negotiating Committee and CIPP staff for their hard work especially through some challenging times through COVID where meetings were held virtually with technical difficulties. Through all these challenges the team worked diligently to get 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. This new Collective Agreement expires in December 2022 and negotiations for the new agreement will begin in 2023 with B. Croft as Chair of the Negotiating Committee.

- **Ottawa Community Housing 2022 Update**

K. Botting reported that Ottawa Community Housing ratified a tentative agreement on January 13, 2022, and the current Collective Agreement went into effect on January 20 and will expire on December 31, 2024. This completed the bargaining process that began in November of 2021. K. Botting thanked CIPP staff and bargaining committee members Ryan Baker and Mike Ranger who took on this extra work on behalf of all members at OCH.

3. New Business

- **2023 Budget**

L. Cardinal presented the 2023 Budget to the membership. He noted that the budget included the expense associated with preparing for a new round of bargaining with the City of Ottawa and associated with increased demand for labour relations services, as well as programs and tools required to ensure CIPP is an effective advocate for its members. The proposed budget aims to maintain a dual commitment to financial sustainability and high-quality member service.

Motion: To adopt the 2023 budget.

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

Motion carried.

- **City of Ottawa 2023 Negotiating Committee Report – Beverley Croft and Peter Bleyer**

P. Bleyer and B. Croft reported on preparations for bargaining with the City of Ottawa. A bargaining survey in the fall with strong member participation across a range of departments provided a strong base of data to build on.

In addition, nine consultation sessions – two open to all members and seven more targeting specific professional groups within the membership, added valuable information and detail. Together, the survey and the consultations engaged a historically high proportion of the membership in the process.

With inflation and a dramatically increasing cost of living, salary increases were far and away the top priority for members. Other priorities included hybrid work arrangements, leave provisions, health benefits including for retirees, the performance appraisal and bonus system, and issues related to temporary status. Contracting out is a particular concern for IT

professionals and paramedics want to access NRA 60 rights at OMERS.

CIPP gave notice to bargain to the employer on October 11 with the hope of getting to the table early in 2023. The Negotiating Committee and bargaining team are focused on developing strong bargaining proposals to make a powerful case for the changes members want to see in the Collective Agreement. We are committed to maintaining communication with members on a regular basis throughout the process. Your bargaining team will be ready to advocate for you and the voice of Ottawa's municipal professionals will be heard loud and clear.

- **Questions & Answers**

A number of questions were asked online and through the chat.

Members were interested in how they could demonstrate their support for their bargaining team, they requested additional information about the process, raised concerns about ensuring a fair deal on pay in the current environment of high inflation, as well as concerns with potential cuts given the rhetoric in the recent municipal campaign. Members also flagged concerns with developments at OMERS.

P. Bleyer, B. Croft and D. Wilton provided a series of responses. They indicated that it was important for the Employer to be aware of membership support for the bargaining committee and that the bargaining team would be providing updates and suggestions as to how this could be done as bargaining progressed. They underlined the importance of making it clear that the team at the table was representing the views and perspectives of the broader membership to contribute to productive and constructive bargaining.

They acknowledged that the CIPP team was building a strong case for fair pay increases, highlighting both the context of high inflation and the critical contribution that municipal professionals make to the City and the services it delivers to residents, including how they rose to the challenge during this last very difficult period. They noted that CIPP had the advantage of returning to the table in 2023 whereas Unions at the City had agreements that extend into 2024 with increases of 1.8 and 2%. This opens up an opportunity to make progress on fair pay.

In response to concerns expressed about job cuts and contracting out in the aftermath of the response to the pandemic, B. Croft and P. Bleyer agreed that the Mayor's stance was worrying. They suggested that it would be important to advocate relentlessly for the importance of the work of municipal professionals, to oppose cuts, and where necessary and has been done in similar situations in the past to use the provisions of our Collective Agreement to minimize the impact on our membership. Contracting out was also a concern and this would also be raised in collective bargaining.

While OMERS' financial performance has improved over the last year after the prior year's disastrous returns, P. Bleyer said that CIPP remained concerned that OMERS would be unwilling to improve transparency and would continue to undermine accountability to its members and pushing forward further cuts to benefits. He said that CIPP would need to keep pushing back and working with allies – other unions but also employers. For example, at the City of Ottawa, all employees – union and management depend on OMERS for a secure retirement.

4. Elections

G. Tourangeau, Chair of the Nominations Committee recognized Mike Ranger co-chair of the committee. He reported that there had been one nomination for the OCH seat on the Board of Directors. And due to the late withdrawal of a nominee, there were three (3) nominations for the

four (4) City of Ottawa vacancies on the Board. As a result, no vote was required.

G. Tourangeau added that the new Board will follow the process set out in the CIPP bylaws to appoint an interim director to serve until the 2023 AGM.

Motion: To accept the results of the 2022-2023 CIPP Board of Directors elections with the following being elected by acclamation.

- Katrina Botting (OCH)
- Victoria Cowell
- Karim Mekki
- Ben Ripley

Moved by Garth Tourangeau; Seconded by Nathan Hauch.

Motion carried.

G. Tourangeau welcomed the new and returning members to the Board of Directors

5. Adjournment

Motion: To adjourn the 2022 CIPP Annual General Meeting.

Moved by Wendy Schurman; Seconded by L. Cardinal.

Motion carried.