



**CIPP
IPPM**

Civic Institute of
Professional Personnel

L'Institut professionnel
du personnel municipal

CIPP BOARD OF DIRECTORS MEETING

Thursday, August 22, 2024, 5:30 pm

Rideau Sports Club- Rideau Room

and

via Zoom

Present: Beverley Croft (President), Mike Bureau, Léo Cardinal, Victoria Cowell, Stan Mathew, Matthew Moore, Karim Mekki, Benjamin Ripley.

Absent: Krishon Walker

Staff: Peter Bleyer (Executive Director), Julie Lallier-Michaud (Labour Relations Team Lead), Melissa Newitt (Communications and Member Engagement Manager), Shirley D'Penha (Governance & Administration Officer).

1. Approval of the Agenda

Motion: To approve the agenda.

Moved by Mike Bureau; Seconded by Karim Mekki.

Motion carried.

2. Acceptance of Minutes (May 21)

Motion: To accept the Minutes of May 21 Board Meeting.

Moved by Mike Bureau; Seconded by Stan Mathew.

Motion carried.

3. Executive Director Report – Attached

Peter Bleyer provided a written report to the Board.

Peter and Andrea will follow up with Matthew Moore on consultations held at OCH.

Motion: To accept the Executive Director's Report.

Moved by Mike Bureau; Seconded by Léo Cardinal.

Motion carried.

3.1. Health and Safety Report

The report was shared with the Board.

4. Finance Report

4.1. Financial Report – June 2024

Mike Bureau reviewed the June 2024 Financial Report. He tabled the following motion as recommended by the Finance and Executive Committees.

Motion: To transfer up to \$150,000 from the operating account to the investment account.

Moved by Mike Bureau; Seconded by Matthew Moore

Motion carried.

Motion: To accept the Financial Report for June.

Moved by Victoria Cowell; Seconded by Mike Bureau.

Motion carried.

4.2. 2025 Draft Budget

The Draft Budget recommended by the Finance and Executive Committees was reviewed by the Board.

Peter spoke to the increase in the honorarium line item - the GovHr Committee has recommended an honorarium for MEDC and Bargaining Committee Members - and the reduction in rent.

Motion: To approve the 2025 budget.

Moved by Mike Bureau; Seconded by Stan Mathew.

Motion carried.

5. Committee Updates

5.1. Executive Committee (including update on ED review)

This item was discussed in-camera.

5.2. Member Engagement and Diversity Committee (MEDC)

Stan Mathew provided an update on the work of MEDC. He noted that members continue to report issues related to the situation in Gaza and the City's actions, and that they had also expressed disappointment with the Board's lack of action. Stan brought forward the following motion recommended by MEDC:

Motion: To acknowledge that the silence and actions of the City of Ottawa in regard to the attacks in Palestine is causing harm to CIPP members – especially Palestinian, Arab, Muslim, and allied CIPP members of all backgrounds. And to recognize that the City's silence (a) denies the lived and current experiences of Palestinian people, (b) supports anti-Arab, anti-Muslim and Islamophobic rhetoric and stereotypes and (c) leaves many CIPP members, particularly Palestinians, Arab, Muslim, and allied members, feeling unseen, erased, and unsafe.

And, to direct CIPP Staff to continue to advocate for members to City leadership on this issue focusing on the right to free political expression, the right to a workplace free of discrimination and for the City to acknowledge that their silence is causing harm.

Moved by Stan Mathew; Seconded by Karim Mekki

Abstentions: one

Motion Carried.

Stan Mathew brought forward the following statement also recommended by the MEDC:

CIPP calls out the harm done by the City of Ottawa's silence on Palestine.

As a union representing municipal professionals, including nurses, engineers, paramedics and others in many different fields, CIPP members work tirelessly to serve our community.

We want our city to be a welcoming and safe home for everyone.

We deplore the City of Ottawa's silence on Israel's genocide in Palestine. This silence is causing harm to union and community members - especially to Palestinian, Arab, Muslim, and allied people of all backgrounds including members of the Jewish community.

Community members with connections to Palestine deserve the empathy and support that is typically offered to any community experiencing such horrific violence and loss. This silence contributes to anti-Arab, anti-Muslim and Islamophobic rhetoric in our community. And creates a climate where many of our members feel unsafe at work and fear retribution for expressing any support or sympathy for Palestine publicly.

This leaves many of our members particularly Palestinian, Arab and Muslim members feeling unseen, erased and unsafe. The City of Ottawa must take action to ensure that our community is a safe and welcoming place for Palestinian people and their allies.

Motion: To accept this statement as amended.

Moved by Stan Mathew; Seconded by Karim Mekki.

Abstentions: two

Motion carried.

5.3. Scholarship Committee

The Scholarship process for this year is complete. Nothing further was reported.

5.4. Governance and Human Resources Committee (GovHR)

Victoria Cowell provided a verbal report to the Committee. She informed the Board the GovHR Committee has reviewed all policies due for review this year. The committee has also proposed new and revised Terms of References (MEDC and Scholarships) and a committee member selection process. In addition, the committee is recommending that honoraria be paid to non-board MEDC and Negotiating Committee members.

Motion: To approve an honorarium of \$150 for non-Board member Negotiating Committee members.

Moved by Victoria Cowell; Seconded by Léo Cardinal.

Motion carried.

Motion: To approve the revised Terms of Reference for the MEDC, including an honorarium of \$150 for non-Board member Committee members.

Moved by Victoria Cowell; Seconded by Mike Bureau.

Motion carried.

Motion: To approve the proposed Terms of Reference for the Scholarship Committee.

Moved by Victoria Cowell; Seconded by Léo Cardinal

Motion carried.

Motion: To approve the Committee member selection process.

Moved by Victoria Cowell; Seconded by Matthew Moore

Motion carried.

5.5. OCH Negotiating Committee

The OCH negotiating committee Chair is Matthew Moore and the other members are Bhavisha Pankhania and Michael Ranger. Preparatory work is proceeding.

6. Outstanding Business

6.1. Professional Community and Organizing Plan

CIPP is hiring an organizer and has posted the position on the website and various job portals. This position is also open to CIPP members.

6.2. AGM resolution re. Interest arbitration

Peter updated the Board on work to prepare for the Board's report back on the 2023 AGM resolution re. the arbitration clause in the COO Collective Agreement.

7. New Business

7.1. 2024 AGM planning

The office will circulate AGM timelines in the coming week. Board members will be contacted for Committee reports for the Annual Report. We are looking for venues to accommodate 200 people with hybrid facilities.

7.2. Nominating Committee Chair

The deadline to appoint a Nominating Committee Chair is September 15th. The role of the Chair is to preside over the election process at the AGM and the election of the President at the beginning of the first Board meeting the following year.

Motion: To appoint Beverley Croft as Chair of the Nominating Committee

Moved by: Victoria Cowell; Seconded by Léo Cardinal

Motion carried.

7.3. 2024 Community Contributions

CIPP has a \$10,000 budget for Community Contributions for 2024. The list of previous recipients and recommendations for this year will be shared with the Board by email.

8. Next Board Meeting
Tuesday, October 22nd.

9. Adjourn