Annual General Meeting 2025
Draft Minutes

Date: 26 November 2025

Time: 7:00 p.m.

Place: Infinity Convention Centre / ZOOM

Present: **Board Members:**
Shen Bai, Mike Bureau, Léo Cardinal, Ahmad Luqman, Matthew Moore, Wendy Schurman, Naika Thomas, Krishon Walker

Nominations Committee Chair:
Chanel Brown

Membership:
More than 200 CIPP members (80 online and 130 in person) attended the AGM.

CIPP Staff:
Peter Bleyer (Executive Director), Julie Lallier-Michaud, James Campbell, Andrea Cashman, Hannah Kaya, Katherine Millington, Shirley D'Penha (Recording Secretary)

1. Introduction and opening remarks

Peter Bleyer, Executive Director, opened the Annual General Meeting by welcoming all members in attendance, both in person and online. He expressed his pleasure and pride in serving as Executive Director of CIPP and noted the continued growth in member engagement, with more than 100 members attending in person and 80 participating virtually.
Peter Bleyer welcomed the evening's co-chairs, Naika Thomas, Chair of the Member Engagement and Diversity Committee and Shen Bai, Chair of the Scholarship Committee.

Naika Thomas began the proceedings and welcomed both in-person and online attendees. Naika Thomas acknowledged that CIPP is based on unceded Algonquin Anishinaabe territory, recognizing our colonial past and present and, the harm that our country causes Indigenous peoples of this land. As a labour union, CIPP is committed to learning the full history of this land and supporting reconciliation as defined by Indigenous communities.

Naika Thomas reviewed a few housekeeping items and explained how the voting tools would be used throughout the meeting.

Naika Thomas welcomed the Board and introduced the Committee chairs: Mike Bureau (Finance), Shen Bai (Scholarship), Krishon Walker (Governance & Human Resources). She noted that Chanel Brown, chair of the Nominations Committee, would chair the elections for the Board of Directors.

A quorum was established and the chair called the meeting to order.

Adoption of the Agenda
Motion: To adopt the agenda for the 2025 AGM as presented.
Moved by Beverley Croft; Seconded by Mike Bureau.
Motion carried.

Approval of the Minutes of 20 November 2024
Motion: To approve the Minutes as posted from the 2024 CIPP AGM.
Moved by Krishon Walker; Seconded by Léo Cardinal.
Motion carried.

2. Reports

- **Officer and Committee Reports**

Naika Thomas advised members that the Annual Report has been circulated by email in advance of the Annual General Meeting. Members attending in person received a printed copy, while members attending online were directed to the link to the report available in the chat. She noted that the Annual Report was available in English and French and included reports from the Board of Directors, Executive Director, Labour Relations Lead, and each of the CIPP committees.

- **CIPP Connect Report**

Connect members Ahmad Luqman and Dietrich Sider presented the CIPP Connect Report. Ahmad Luqman reported on the first year of CIPP Connect which had exceeded expectations, highlighting increased member engagement, solidarity, and collective strength. He noted that recent disappointing bargaining outcomes have led members to recognize the need for a new approach focused on stronger engagement and collective action.

In 2023, members passed a resolution to revitalize their union by creating a member network to increase participation, leadership, and collective bargaining power. They recognized the need for a new approach to bargaining to strengthen their influence with the employer and achieve better outcomes. Ahmad Luqman emphasized that effective bargaining requires more than strong arguments at the table; CIPP's strength comes from member engagement, collective action, unity, and solidarity.

Building on the 2023 resolution, the Board established CIPP Connect and hired Hannah Kaya as Member Organizer to lead the initiative. The CIPP Professional Community framework was presented at the 2024 AGM, with member feedback gathered throughout its development. Within a year, CIPP Connect grew from an idea to a network of more than 100 members, exceeding expectations and strengthening workplace engagement, union participation, and collective action.

Dietrich Sider thanked Ahmad Luqman and shared his experience with CIPP Connect, noting that he has connected with members across many City departments, including wastewater, IT, finance, paramedics, public health, and planning. These connections provide greater insight into

members' dedication, workplace concerns, and the impact of working conditions on their professional and personal lives. He joined CIPP Connect to help build solutions and, through its training, gained knowledge of union structure, history, member engagement, and strategies for building union power.

In the spring, CIPP Connect members organized small-group bargaining consultations to discuss workplace issues and priorities. This outreach contributed to a record response to the bargaining survey, with over 50% participation, ensuring that bargaining priorities reflected members' views.

Connect members engaged colleagues across the City and supported the campaign opposing the five-day return-to-office mandate and highlighting members' hybrid work concerns. They also hosted outreach tables at City Hall and Ben Franklin Place to discuss workplace concerns, the return-to-office mandate, and bargaining expectations.

Dietrich Sider thanked members for their leadership and commitment to achieving better bargaining outcomes and highlighted strong member participation, noting that nearly all AGM attendees have signed the Bargaining Expectations Petition. In total over 1,785 members, representing more than 70% of CIPP membership, signed the Bargaining Expectations Petition. This unprecedented show of unity led to improvements in the bargaining process, including earlier negotiations and direct participation by the City Manager and Chief Human Resources Officer in the exchange of proposals.

Ahmad Luqman emphasized that building union power requires active member involvement and collective action. The Bargaining Expectations Petition was an important first step, but sustained member participation would be essential to achieving meaningful bargaining results. Ahmad Luqman and Dietrich Sider encouraged members to join CIPP Connect and its email list to participate in trainings, meetings, and union strategy. They concluded with the message: "We care for the City, and it's time for respect."

- **City of Ottawa Bargaining Committee Report**

Wendy Schurman, Chair of the CIPP Negotiating Committee and Peter Bleyer, Executive Director, presented the City of Ottawa Bargaining Committee Report. Wendy welcomed the members and noted that she serves alongside her colleagues Beverley Croft, Andrew Gleeson, and Ahmad Luqman.

A new round of bargaining with the City began this week with the exchange of proposals. The disappointment of the previous round had contributed to a new approach to bargaining that leveraged the CIPP Connect network and member engagement. This approach has prepared the union for a different round of bargaining in which member action would extend beyond the negotiating table.

Wendy Schuman outlined the bargaining process and explained that it would either result in a tentative agreement for member ratification or, if an impasse is reached, proceed to mandatory binding arbitration. Preparation began well before formal bargaining, combining the new approach reflected in the Bargaining Expectations Petition with extensive member consultation. Record participation in the bargaining survey and member consultations, along with extensive

research-informed, evidence-based proposals reflecting members' priorities. The key message from members is a desire for respect, with fairness identified as an important path toward achieving that respect.

The City has presented relatively few proposals in comparison with the more than 40 proposals put forward by CIPP.

Peter Bleyer explained that to address members' top concern fair pay, the proposals include a 7.5% pay increase in 2026, a 6% increase in 2027, and a 5% cost-of-living adjustment to address the loss of members' purchasing power over the previous several years. Peter Bleyer added that a proposed two-year agreement would allow for and require sustained effort beyond a single round to achieve meaningful results.

These pay increases address past erosion, protect against future inflation, and recognize members' contributions. Proposals to improve fairness extend beyond wages, since benefits, mileage reimbursement, and performance pay have not kept pace with economic realities. The proposals include significant improvements to extended health benefits and replacing a shrinking performance pay pot with a retention pay system based on years of service to better recognize members' contributions and maintain its value over time. The proposed retention pay system is a more respectful, productive, and fair approach to recognizing members' contributions.

To advance work-life balance, another priority identified by members, the package includes proposals to access higher levels of annual leave sooner, increase special leave and expand bereavement leave to include travel time. It also reflects members' interest in improving pregnancy and parental leave provisions and further reduce requirements for medical certificates.

Hybrid work remains a high priority for approximately 1,500 CIPP members. We have proposed clearer language to reinforce existing hybrid work rights and will use the grievance process to address cases where members' Alternative Work Arrangements (AWAs) are being denied.

Job security is a growing concern which is why our proposals include restricting contracting out and the use of generative artificial intelligence where CIPP positions could be impacted.

Our package also includes specific measures addressing the specific needs of members in long-term care, paramedic services, and other diverse groups in CIPP. Overall, we have presented a comprehensive package of proposals accompanied by a strong message reflecting members' priorities and expectations. We anticipate a challenging round of bargaining but increased member engagement has strengthened CIPP's capacity to achieve results as bargaining continues in the new year.

Wendy Schurman concluded by noting that members would receive regular bargaining updates, including a member briefing in the new year, and encouraged them to contact the CIPP office at any time with their questions.

Question and Answers

City of Ottawa Collective Bargaining

Members posed a number of questions regarding bargaining including seeking details about the anticipated timeline. They were interested to understand whether the CIPP team believed the employer was bargaining in "good faith" and what the small number of employer proposals signaled. Also, given the extensive CIPP proposals on the table, did the Negotiating Committee have a clear set of priorities with which it would navigate the bargaining process.

The timeline for reaching a final agreement depends on the bargaining process and whether the parties are able to reach a tentative agreement. If the parties reach an impasse, as occurred in the previous two rounds of bargaining, the collective agreement requires the matter to proceed to binding arbitration. In that circumstance, the parties must mutually agree on an arbitrator, and the arbitration process can take several months.

Thanks to CIPP members engagement including through the Bargaining Expectations petition, bargaining had started earlier in the current round, and we are using every available means to put pressure on the employer and move the process forward as quickly as possible. However, speed will not come at the expense of achieving the best possible agreement for members.

Regarding the timing of pay increases, any negotiated or awarded wage increase would normally be applied retroactively to the applicable date. However, retroactivity would generally apply to wages and not necessarily to other changes to benefits or provisions of the collective agreement.

It would be premature to characterize the employer's conduct after only the initial exchange of proposals. The early signs were hopeful, including the fact that the parties were at the bargaining table earlier than in previous rounds. However, there is a long way to go. CIPP members would need to maintain pressure and continue taking collective action. The employer would ultimately need to demonstrate through its actions at the bargaining table that it is prepared to agree to a meaningful result for members.

Regarding the City's limited number of proposals, it is not unusual for an employer to present fewer proposals in bargaining. This very short list can be taken to indicate that the City is generally satisfied with the existing collective agreement.

In contrast, CIPP's 40+ proposals reflect the significant number of improvements that members have identified as necessary and deserved, particularly given the limited progress made recently.

Together these proposals provide transparency and clearly communicate our members' priorities to the employer. The proposals are "puzzle pieces", through bargaining we will

determine how these pieces could be assembled into an agreement that is fair to members and acceptable to the employer.

The Negotiating Committee had significant information to guide its approach, based on extensive member consultations and our bargaining survey. This information provides a clear understanding of members' priorities and helps identify which issues are more important than others.

The proposals represent our best understanding of what members would ideally like to see in the collective agreement, while recognizing that negotiations would require assessing the relative importance of each issue and engaging with the employer's positions.

The Arbitration Process

In the event that the parties reach an impasse would CIPP consider agreeing to the same arbitrator used in previous rounds of bargaining? What safeguards or measures are in place to ensure that the arbitrator conducts the process fairly and impartially?

The arbitrator from the previous round would not be agreed to if proposed and any arbitrator appointed in the event of an impasse must be mutually agreed to by both CIPP and the City of Ottawa. The Negotiating Committee will approach the selection process with the diligence and caution it is due and this includes advance preparation to identify suitable options. While there is always pressure to move the process forward to settle the collective agreement, we will not put the final result at risk. In addition to an arbitrator, the parties would likely agree to each appoint a nominee to work with the arbitrator. This CIPP nominee along with our legal counsel and our CIPP bargaining team will all play a role in working toward a fair award.

The OMERS Pension Plan

Members were interested in developments at OMERS.

CIPP intervened and made a presentation as part of the governance review process initiated by the provincial government and the findings of the review were generally consistent with the position advanced by CIPP and other unions. The issue is whether the provincial government will implement the recommendations. There is no immediate impact on members' pensions or pension payment levels.

The issue is important because it concerns the future governance and control of OMERS and unions have been challenged in defending their role in the governance of the pension. We will continue to monitor developments, engage as appropriate and report back to members.

3. **New Business**
    - **2026 Budget**

The 2026 budget was included in the AGM materials.

Mike Bureau (Treasurer) presented the 2026 budget estimates for adoption. He explained that the budget maintained continuity with CIPP's recent budgets while reflecting the organization's current financial position and priorities.

Mike Bureau reported that CIPP was projecting higher revenue than in the previous year, based on actual revenue levels over the preceding two years. This increase is attributed primarily to dues revenue stabilizing at a higher level than originally anticipated following the reduction in pandemic-related work at Ottawa Public Health.

Mike Bureau noted that the proposed budget was balanced and responsible, projecting a small year-end surplus of approximately $20,000**.** The budget continues CIPP's commitment to building the union's capacity to deliver high-quality services and strengthen its ability to achieve results through bargaining. The organization would continue to control and, where possible, reduce administrative costs, including savings resulting from the office move and other efficiencies. At the same time, the budget provides increased investment in labour relations, organizing, advocacy, and the CIPP Connect network**,** reflecting the union's strategic objective of building member engagement and bargaining power.

Mike Bureau explained that the budget also incorporates the new organizing and communications staff position, which had initially been funded for 18 months as a project through the Strategic Activities Reserve. He noted that the reserve continues to maintain a healthy balance and would remain an important resource in supporting CIPP's medium- and long-term objectives, including building bargaining strength and providing future options for members.

Mike Bureau concluded that the proposed budget is financially responsible, protected CIPP's long-term financial position, and continues to invest in the union's short- and medium-term priorities.

Motion: To adopt the 2026 budget.
Moved by Mike Bureau; Seconded by Krishon Walker.
Motion carried.

- **Resolutions**

Krishon Walker, Chair of the Governance and Human Resources Committee, explained that the Committee has concluded that, given CIPP's priority of maximizing member participation and engagement, the union should extend the voting period for Board elections.

Krishon Walker stated that extending the voting period would provide greater opportunities for members to participate in the election process and support CIPP's objective of increasing member engagement and strengthening the union's ability to deliver results for its members.

The Committee therefore recommends that the voting period for Board elections be extended beginning in 2026.

The Resolution:

WHEREAS member engagement and participation are essential to building CIPP's ability to achieve results for members in collective bargaining and beyond; and,

WHEREAS broadening member participation in CIPP Board of Directors elections will contribute to strengthening our union;

THEREFORE BE IT RESOLVED that the voting period for the CIPP Board of Directors elections be extended for a period of not less than 10 days beginning with the 2026 Annual General Meeting.

Motion: To extend the voting period for CIPP Board of Directors elections for a period of not less than 10 days, beginning with the 2026 AGM.
Moved by Krishon Walker; Seconded by Dietrich Sider.
Motion carried.

4. Board of Directors Elections

Chanel Brown, Chair of the Nominations Committee, reviewed the election process. She reported that there had been one nomination for the OCH seat on the Board of Directors and six (6) nominations for the five (5) City of Ottawa vacancies on the Board. As a result, the one OCH nominee Matthew Moore would be acclaimed, and an election will be held for the City of Ottawa positions. Members can vote for up to five (5) candidates. All candidates up for election introduced themselves to the membership.

Motion: To accept the results of the 2025-2026 CIPP Board of Directors elections with the following being elected: Mike Bureau, Léo Cardinal, Beverley Croft, Andrew Gleeson, and Wendy Schurman.
Moved by Allan Dykstra; Seconded by Karim Mekki.
Motion carried.

Chanel Brown welcomed all new and returning members to the Board.

Adjournment

The meeting was adjourned at 8:35 pm.