

AMAPCEO Board of Directors, Minutes of 2023-06-27; 2023-06-28

The AMAPCEO Board of Directors held its sixth regularly scheduled meeting of the year on Tuesday June 27 and Wednesday June 28, in person at the AMAPCEO offices and via Zoom.

The following members were present:

Dave Bulmer	President/CEO
Cynthia Watt	Vice-President
Angela Freeman	Secretary
Damian Suffoletta	Treasurer
Jawad Tanweer	College Park
Hugh Montgomerie	Eastern Ontario
Jennifer Harewood	Front
Kevin Giddings	GTA North
Frank Tang	Jarvis Yonge
Tim Sim	Midtown
Colleen Walsh	University and Chair of the Board
Suzanne Conquer	Western Ontario and Vice Chair of the Board

The following staff were present:

Rob Smalley	Chief Operating Officer and Director, Labour Relations
Angela Stewart	Director, Finance & Administration
Jennifer Sherwood	Director, Membership Services
Poonam Umana	Strategic Advisor to the President/CEO (A)
Monica Resnik	Executive Coordinator
Jodi Blazo	Admin and Events Coordinator, Governance and Training Support

The following staff attended as guests:

Ben Rossiter, team lead Labour relations services, and Sangeeta Boondoo, Labour relations specialist joined for items 2.2.2.1 and 2.2.2.2
 Labour Relations Specialists, Membership Services, Timna Ben-Ari, Leah Rowlinson, and Samara Carroll; Joshua Schwartz, Summer student and Jennifer Pacheco, Team Lead, membership services joined for item 7

The following members and staff sent regrets:

Tiziana Pauluzzo	Northern Ontario
Vacant	Frost-Wellesley
Vacant	Bay

1 - Call to Order

- Colleen Walsh called the meeting to order at 1:00pm on Tuesday June 27, 2023.
- Suzanne Conquer read the Indigenous Land Acknowledgement and Frank Tang read the Equity Statement.
- On a motion duly made, seconded and carried, the agenda was approved.
- The consent agenda items were approved as described below.

- Time constraints were identified by Kevin Giddings, Cynthia Watt, and Jennifer Harewood.
- No conflicts of interest were declared.

2 - Report of the President

General Report

- The President spoke to his pre-circulated and on file report, and took questions highlighting:
 - Upcoming budget related business
 - By-law 1 review process
 - Recent retirement of the Associate Deputy Minister, Treasury Board Secretariat, Marc Rondeau from the OPS
 - Supply Ontario
 - Attendance Attestation
 - Workplace Rep and Health and Safety Conferences and Spring GMMs
 - Website refresh
 - Communications, branded clothing, outreach
 - 5 female activists' attendance at CLC women's school in July
 - Pension Board succession planning and staff changes

Labour Relations Updates

- The President spoke to the posted ACERC annotated agenda and took questions.
- President Bulmer provided updates on Bargaining Readiness Working Group, National Day of Truth and Reconciliation policy dispute, OPS collective agreement, AWAs, other, smaller bargaining units (Public Health Ontario, Ontario Arts Council, Ontario Health, Financial Services Regulatory Authority of Ontario, WayPoint Mental Health, Ombudsman French Language Services and Child and Youth Advocates, Pan-Canadian Pharmaceutical Alliance)
- The President spoke to pay equity, job evaluation, Tier 5 and organizing.

College of Midwives of Ontario Bargaining Mandate

- Ben Rossiter provided an overview of the proposed bargaining mandate for the College of Midwives of Ontario.

Motion I

Moved by Dave Bulmer seconded by Cynthia Watt that:

The Board of Directors approve the broad objectives for the first round of collective bargaining for the College of Midwives as presented at the June 2023 Board meeting.

Carried Unanimously

Invest Ontario Bargaining Team Appointment

- Ben Rossiter provided an overview of the proposed bargaining team member for Invest Ontario.

Motion II

Moved by the Dave Bulmer seconded by Hugh Montgomerie that:

The Board of Directors endorse the nomination of Kashwin Kohli to serve on the Invest Ontario Bargaining Team in accordance with Article 42 of the Constitution, as presented at the June Board meeting.

Carried Unanimously

3 - Report of the Vice President

General Report

- The Vice President spoke to her pre-circulated and on-file report and took questions, highlighting:
 - AMERC appointments
 - Caucus vice-chairs
 - Equity statement review
 - United Association of Labour Educators conference

Labour Relations Updates

- The Vice President spoke to her pre-circulated and on-file report and took questions, highlighting:
 - Joint memo re: socio-demographic information data
 - Multi Bargaining Agents meeting items on HR modernization and Employee and Family Assistance Program
 - The Equity, Inclusion and Anti-Racism sub-committee of ACERC

4 - Report of the Secretary

- The Secretary spoke to her pre-circulated and on file report, spoke about her recent AMAPCEO training and networking experiences and took questions.

Decisions of the Executive Committee

Motion III

Moved by the Executive Committee (no second required) that:

The Board of Directors approve a multiyear sponsorship agreement with the Pearson Centre for Progressive Policy at \$30,000 annually for three years beginning in 2023 as presented at the June Board meeting.

Carried Unanimously

5 – Report of the Treasurer

General Report

- The Treasurer spoke to his pre-circulated and on file report and took questions, highlighting:
 - March membership income went above straight line and expenditures were below straight line.

Income Statement & Balance Sheet

- The Treasurer provided an overview of the pre-circulated March income statement and balance sheets.

Investment Reports

- The Treasurer provided an update from the March investment reports and took questions.

6 – Chief Operating Officer's Report

General Report and Tracking Sheet

- Chief Operating Officer, Rob Smalley spoke to his pre-circulated and on-file report and tracking sheet and took questions, highlighting:
 - Staffing
 - Annual Financial Audit
 - Anti-Racism Plan
 - Consultations with the Workplace Relations Committee on questions for exit interviews for workplace representatives that step-down.
 - AWA dispute strategy

7 – District Business

Provincial Member Engagement Initiatives

- Timna, Leah, Samara, Josh and Jennifer Pacheco joined the meeting
- Jennifer Sherwood and Jennifer Pacheco provided updates and took questions highlighting:
 - District support and coverage
 - District Planning including scheduling and work-planning
 - District executive role elections and vacancies
 - Know Your Rights sessions
 - Workplace Rep recruitment
 - Labour Day planning
 - Director By-election

District Reports

- President Bulmer provided an update on the Bay district and the work the Vice chair is leading
- The Board received written reports from: Eastern Ontario, Front, GTA North, Jarvis Yonge, Midtown, University and Western Ontario.
- Verbal reports were provided from College Park

8 – Committee and Working Group Business

Board Committees

Awards and Recognition

- Jennifer Harewood spoke to her on file and pre-circulated report and took questions.
- She shared an updated signature block for the promotional push about awards.

Equity

- The Vice President spoke to the pre-circulated and on-file report and took questions highlighting:
 - Equity Statement review
 - Advocacy for Indigenous members through the dispute process

Young Workers Caucus

- Damian Suffoletta provided an update from the young worker caucus chair.

Fixed Term, Contract and Temporary Workers

- Vice-President Watt spoke to her pre-circulated and on-file report and took questions.

Retiree Caucus Committee

- President Bulmer had nothing to report.

Health, Safety and Wellness

- Nothing to report.

Pension Board Nominee Report

- The President spoke to his pre-circulated and on-file report.

Workplace Relations Committee

- Suzanne Conquer spoke to her pre-circulated and on-file report and took questions highlighting the uptick in AWA cases and the approval of seventeen new workplace representatives. She also spoke about the proposed exit survey questions and the WPR conference.

Motion IV

Moved by Dave Bulmer seconded by Angela Freeman that:

The Board of Directors approve a temporary appointment of Hugh Montgomerie to the Workplace Relations Committee for the remainder of 2023.

Carried Unanimously

Board Working Groups

Legal Services Review

- Treasurer Suffoletta presented an overview of the report and the recommendations from the working group.
- Vice President Watt thanked Angela Stewart for her great and significant work to support this working group report.
- Angela Stewart walked through the report; assumptions, analysis and recommendations and took questions.

Motion V

Moved by the Legal Services Working Group (no second required) that:

The Board of Directors approve the continued use of Goldblatt Partners (GP) as external lawyers for the legal affairs of AMAPCEO; the continued exploration and implementation (where possible) of further time and cost efficiencies in relation to using GP external counsel; and the continued periodic review of the need for in-house counsel and, when/if required, bring forward recommendations to the Board

Carried Unanimously

By-Law 1 Elections

- President Bulmer noted the work and consultations that have begun for this review and that the work will continue over the summer.
- The Board had a discussion about topics for consideration.

Anti-Racism, Diversity, Inclusion and Equity Review

- Vice-President Watt spoke to her pre-circulated and on-file report about the kick-off meeting of this group.

Ratios for Delegate Representation

- President Bulmer spoke about the research underway.

ADC Committees

Audit

- The Treasurer spoke to the upcoming meeting of the committee.
- The Board will provide, to the ADC and post on the AMAPCEO website, an overview of the internal financial controls in place.

Motion VI

Moved by the Audit Committee (no second required) that:

The Board of Directors accept the 2022 drafted audited financial statements and take the recommendation to the 2023 Annual Delegates Conference, as presented at the June 2023 Board meeting.

Carried Unanimously

Resolutions

- The Secretary noted that info sessions had occurred and noted that district directors can always bring items to the Board for discussion.

9 – Other Business

Labour Relations Certificate Program

- President Bulmer presented background information on the Labour Relations Certificate Program and took questions.

Motion VII

Moved by Dave Bulmer and seconded by Tim Sim that:

AMAPCEO commit to seeking a relationship with Lancaster House so that activist can access the Labour Relations Certificate program at a reduced rate; that the Board budget up to \$100,000 per year for this purpose; and that the new operating budget line be supported by the applicable fund within the Operating Reserve as presented at the June 2023 Board meeting.

Carried Unanimously

PUNC - NAVIGAR

- The President spoke to a research project that Professional Institute of the Public Service of Canada (PIPSC) was leading to which Professional Unions Network of Canada (PUNC) members financially contributed.
- The President spoke to potential opportunities for education for members to support career planning and skills training.

Operational Reserve Education Fund

- The President provided an overview of the proposed Member and Activist Education Fund – operations reserve.

Motion VIII

Moved by Dave Bulmer and seconded by Damian Suffoletta that:

The Board of Directors create an Education Fund within the greater Operations Reserve in the amount of \$1,000,000. That the fund become a direct support for the correlating operating budget line. Also, that the President, Treasurer and Director of Finance and Administration adjust reserve policies as required for future Board consideration.

Carried Unanimously

2024 Draft Operating Budget

- The President introduced the draft operating budget discussion and process.
- Angela Stewart highlighted areas of change from the 2023 budget and took questions.
- The Board provided feedback and comments.
- The President presented a proposed amendment to the operating budget contingency line.

Motion IX

Moved by Dave Bulmer and seconded by Cynthia Watt that:

The Board of Directors approve an amendment to the Budget Review Policy to denote the adoption of a 1% formula for the contingency line budgeting going forward, as presented at the June 2023 Board meeting.

Carried Unanimously

ADC Planning

- Jennifer Sherwood provided an update on ADC planning for 2023 and took questions.

2023 Board Policy Work

- President Bulmer walked through the policy work tracking sheet for 2023.

10 – In Camera Session

- The Board held an *in-camera* meeting on Wednesday June 28, 2023 starting at 2:15pm for approximately an hour.

11 – Consent Agenda

- The following consent agenda items were approved as part of Item 1- Call to Order:
 - Draft Minutes of the May 18-19, 2023 Board of Directors meeting
- The following consent agenda items were received for information as part of Item 1- Call to Order:
 - Final Minutes of the April 5, 2023 Executive Committee Meeting
 - Final Minutes of the April 19-20, 2023 Board of Directors meeting
 - Delegate Education Policy

12 – Adjournment

The meeting was adjourned at 3:16pm on Wednesday June 28, 2023.

Respectfully submitted,

Angela Freeman
Secretary AMAPCEO