

## AMAPCEO Board of Directors, Minutes of 2023-09-20; 2023-09-21

The AMAPCEO Board of Directors held its seventh regularly scheduled meeting of the year on Wednesday September 20 and Thursday September 21, 2023, 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
Matthias Nunno	Frost-Wellesley
Tanya Companion	GTA North
Frank Tang	Jarvis Yonge
Tim Sim	Midtown
Tiziana Pauluzzo	Northern Ontario
Suzanne Conquer	Western Ontario and Vice Chair of the Board

*The following members sent their regrets:*

Colleen Walsh	University and Chair of the Board
Vacant	Bay District

*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

*The following staff attended as guests:*

Jennifer Pacheco, Team Lead, Membership Services, Leah Rowlinson and Michael Butler, Labour Relations Specialists joined for item 7

### 1 - Call to Order

- Suzanne Conquer called the meeting to order at 1:24pm on Wednesday September 20, 2023.
- Tiziana Pauluzzo read the Indigenous Land Acknowledgement and Frank Tang read the Equity Statement.
- On a motion duly made and seconded Tim Sim was appointed as Acting Vice-Chair for this meeting.
- Round table introductions
- 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 Dave Bulmer, Jawad Tanweer and Matthias Nunno.
- No conflicts of interest were declared.
- Matthias Nunno and Tanya Companion took their Oaths of Office

## 2 - Report of the President

### **General Report**

- The President spoke to his pre-circulated and on file report, and took questions highlighting:
  - By-law 1 review working group, delegate ratio decisions.
  - General Members Meetings (GMMs) timing
  - Anti-Racism, Diversity, Inclusion and Equity (ARDIE) working group updates.
  - No immediate change of protocol for Return to the Office in the OPS
  - National Day of Truth and Reconciliation resolution, AMAPCEO Ministry Employee Relations Committee (AMERC) town hall and upcoming training sessions
  - Member News updates
  - Annual Delegate Conference (ADC) updates
  - Professional Unions Network of Canada (PUNC) meeting and potential education system and opportunities.
  - Podcast on public services and public servants and other outreach and networking events

### **Labour Relations Updates**

- The President spoke to the posted ACERC annotated agenda and took questions.
- President Bulmer provided updates on the Workplace Discrimination and Harassment Policy (WDHP) pilot, the attendance attestation, College of Midwives of Ontario, Financial Services Regulatory Authority of Ontario, Information and Privacy Commission of Ontario, Invest Ontario, Ombudsperson's Office – Child and Youth Services and French Language Services, Ontario Arts Council, Ontario Health Quality, Pan-Canadian Pharmaceutical Alliance, Public Health Ontario, Supply Ontario, Way Point Mental Health
- The President spoke to pay equity and job evaluation reviews, and Tier 5.

## 3 - Report of the Vice President

### **General Report**

- The Vice President spoke to her pre-circulated and on-file report and took questions, highlighting:
  - Upcoming GMMs, FXT Know your rights sessions, AMERC townhall
  - ERC appointments, Workplace Rep mentors
  - Health, Safety and Wellness townhall, Workplace Reps community of practice
  - Educational experiences and outreach and networking opportunities

- Equity work and upcoming caucus and circle events

### **Labour Relations Updates**

- The Vice President spoke to her pre-circulated and on-file report and took questions, highlighting:
  - Meeting with ADM of Office Optimization Division
  - OPS consultation on the Employee and Family Assistance Program and their two enhanced services – Depression Care and Trauma Assist
  - Multi Bargaining Agents meeting items on HR modernization, OPS Code of Conduct
  - ACERC sub-committees - Equity, inclusion and anti-racism, Health and Safety and Re-skilling.

## 4 - Report of the Secretary

- The Secretary spoke to her pre-circulated and on file report and took questions.

## 5 – Report of the Treasurer

### **General Report**

- The Treasurer spoke to his pre-circulated and on file report and took questions, highlighting:
  - April, May and June income went above straight line and expenditures were below straight line.
  - Foster large purchase
  - Now officially with BMO
  - District annual budgets and workplans submission

### **Income Statement & Balance Sheet**

- The Treasurer provided an overview of the pre-circulated April, May and June income statement and balance sheets.

### **Investment Reports**

- The Treasurer provided an update from the April, May and June 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
  - Bursary Program launch
  - Member and Activist Satisfaction Survey
  - Equity Race-Based Data Collection
  - Upcoming meetings, townhalls and activist training

- Feedback from June conferences
- Annual Financial Audit
- Anti-Racism Plan
- Consultations with the Workplace Relations Committee on questions for exit interviews for workplace reps that step-down.
- AWA dispute strategy

## 7 – District Business

### ***Provincial Member Engagement Initiatives***

- Leah Rowlinson, Michael Butler, and Jennifer Pacheco joined the meeting
- Jennifer Sherwood and Jennifer Pacheco provided updates and took questions highlighting:
  - GMM scheduling, Activist and Leaders Forum (ALF)
  - Timelines for ADC and ALF
  - Workplans and Budgets for 2024
  - 5 Know your rights sessions in the Fall
  - New member orientation session – high turnout
  - Community sponsorships

### ***District Reports***

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

## 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 also spoke to recommendations for recognition for activists.

#### ***Equity***

- The Vice President spoke to the pre-circulated and on-file report and took questions highlighting:
  - Equity statement review
  - Equity caucus and circle reports

*Motion I*

*Moved by the Executive Committee (does not require a second) that:*

The Board of Directors receive the Equity Committee's Report, thank them for their work on this initiative and that the Board of Directors adopt the revised Equity

Statement as presented at the September 2023 Board meeting for immediate use and for presentation to the Annual Delegate Conference.

**Carried Unanimously**

***Young Workers Caucus***

- Damian Suffoletta provided an update from the young worker caucus chair highlighting a very successful hotdog day.

***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 provided an update on their upcoming meeting.

***Health, Safety and Wellness***

- Tiziana provided a verbal update highlighting Naloxone in the workplace.

*Motion II*

*Moved by the Tiziana Pauluzzo seconded by Dave Bulmer that:*

The Board of Directors approve, on an exceptional basis, Tonya Companion's continued participation on the Health, Safety and Wellness committee until the end of her term.

**Carried Unanimously**

***Pension Board Nominee Report***

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

***Workplace Relations Committee***

- Suzanne Conquer spoke to her pre-circulated and on-file report and took questions highlighting the increased number of cases, specifically attributed to AWA.

*Motion III*

*Moved by the Tim Sim seconded by Cynthia Watt that:*

The Board of Directors approve a temporary appointment of Tiziana Pauluzzo to the Workplace Relations Committee (WRC) until the end of the committee's term and the extension of Hugh Montgomerie on the Committee until the end of the term.

**Carried Unanimously**

- With consent of the room, the Board of Directors appointed Tim Sim as the vice chair of the WRC.

## Board Working Groups

### **Legal Services Review**

- Complete. Nothing to report.

### **By-Law 1 Elections**

- President Bulmer walked through the proposed changes to By-Law 1
- The Board had a discussion about the By-law and made changes

#### *Motion IV*

*Moved by Dave Bulmer seconded by Hugh Montgomerie that:*

The Board of Directors accept the revisions to By-Law 1 Elections Process as presented and amended at the September 2023 Board meeting to be presented to the 2023 ADC.

**Carried Unanimously**

### **Anti-Racism, Diversity, Inclusion and Equity Review**

- Vice-President Watt provided background on the ARDIE Working group and the pre-circulated and on-file report.
- The Vice-President provided an introduction to the consultation with and feedback from the Board of Directors on the proposed Constitutional change, Anti-Racism Action Plan Goals, the key elements, objectives and actions.
- President Watt spoke to the next steps.

### **Ratios for Delegate Representation**

- President Bulmer presented background and research on delegate representation ratio.
- The President presented two proposals, the first - to amend the constitution to adjust the delegate representation ratio from 1 district delegate per 50 signed up members to 1 district delegates for every 75 signed members and revise the fractional delegate calculation.
- The second proposal is to amend its ex-officio representation for its BPS bargaining units (non-OPS) to include the bargaining unit specific delegate roles only being used on an "as necessary" basis (if they are not represented in the general delegate group).

#### *Motion V*

*Moved by Dave Bulmer seconded by Cynthia Watt that:*

The Board of Directors accept the additions to section 20b of the Constitution as presented at the September 2023 Board meeting to be presented to delegates at the 2023 ADC

**Carried Unanimously**

*Motion VI*

*Moved by Dave Bulmer seconded by Hugh Montgomerie that:*

The Board of Directors accept the additions to By-Law 2 Establishment of Districts and Communities as presented at the September 2023 Board meeting to be presented to delegates at the 2023 ADC.

**Carried Unanimously**

## ADC Committees

### **Audit**

- The Treasurer provided a verbal update of the audit committee.

### **Resolutions**

- The Secretary presented the resolutions committee report and the proposed comments from the Board.
- The Board was provided an opportunity to include their comments for ADC.

*Motion VII*

*Moved by the Dave Bulmer seconded by Angela Freeman that:*

The Board of Directors approve the Board comments as presented at the September 2023 Board meeting, for the resolutions presentation at the 2023 ADC.

**Carried Unanimously**

- Rob Smalley provided an update on the progress of the 2022 resolutions.

*Motion VIII*

*Moved by Dave Bulmer seconded by Hugh Montgomerie that:*

The Board of Directors approve the revisions to the Transparency and Accountability Policy as presented at the September 2023 Board meeting.

**Carried Unanimously**

*Motion IX*

*Moved by Dave Bulmer seconded by Tim Sim that:*

The Board of Directors approve the new standardized WPR exit interview approach as presented at the September 2023 Board meeting.

**Carried Unanimously**

*Motion X*

*Moved by Dave Bulmer seconded by Tiziana Pauluzzo that:*

The Board of Directors re-state its confidence in the RADAR tracking system and request the COO consider improvements or enhancements to the system as appropriate.

**Carried Unanimously**

## 9 – Other Business

### **2024 Draft Operating Budget**

- Angela Stewart presented an updated draft 2024 operating budget and took questions.

*Motion XI*

*Moved by Damian Suffoletta and seconded by Suzanne Conquer that:*

The Board of Directors adopt the draft 2024 Operating Budget for presentation at the 2023 ADC as presented at the September 2023 Board meeting.

**Carried Unanimously**

### **By-law 2 Amendment**

- The President presented proposed changes to By-law 2 and took questions.

*Motion XII*

*Moved by Dave Bulmer and seconded by Frank Tang that:*

The Board of Directors approve the revisions to By-law 2 as presented at the September 2023 Board meeting.

**Carried Unanimously**

### **District Operating Policy – Appendix D GMM Scheduling**

- The President provided an overview of the proposed embedding of timing of General Membership Meetings.

### **2023 Annual Delegates' Conference**

- Jennifer Sherwood presented the draft Annual Report wireframe.

## 10 – In Camera Session



- The Board held an *in-camera* meeting on Thursday September 21, 2023 starting at 3:40pm for approximately fifteen minutes.

## 11 – Consent Agenda

- The following consent agenda items were approved as part of Item 1- Call to Order:
  - Draft Minutes of the June 27-28, 2023 Board of Directors meeting
  - Draft Minutes of the August 23, 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 May 18-19, 2023 Board of Directors meeting
  - Final Minutes of the May 3, 2023 Executive Committee meeting
  - Final Minutes of the June 8, 2023 Executive Committee meeting

## 12 – Adjournment

The meeting was adjourned at 3:55 pm on Thursday September 21, 2023

Respectfully submitted,

Angela Freeman  
Secretary AMAPCEO