



Fall 2020 – NCR Presidents Council Meeting

ZOOM Video Conference
Date: Thursday, October 22nd, 2020
Total Duration: 4 hours

MEETING MINUTES

MORNING SESSION
9h30 AM to 11h30 AM (2 hours)

PRESENT:

NCR National Vice-president & Co-chair	Jacques Perrin
Local 70701 President	Xavier Chaaban
Local 70702 President & Co-chair	Claude Mayer
Local 70704 President	Denise Camus (left the meeting at 10h33 AM)
Local 70705 President	Julia Duckworth
Local 70708 President	Daniel Carrière
NCR Alternate/NVP	Linda Delaney
CEIU Administrative Assistant National Office and NCR	Nathan Graham

ABSENT:

Local 70704 President	Denise Camus (left at 10h33 AM)
Local 70707 President	Natalie Dirksen
Local 70709 President	Les Maiczan

OBSERVERS:

No observers attended this portion of the meeting and will be participating on October 23rd and will be able to bring issues during that day.

1. WELCOME

- The Chair, Brother Perrin, opened the meeting with words of encouragement to the council in this time of need.
 - The Chair updated council on some current issues, PA agreement and the issues at PSAC National.
 - Sister Duckworth presented a powerful, heartfelt presentation that she had prepared for an HRRR meeting she attended a week prior to the council. The presentation described a few key issues that Sister Duckworth has had regarding systemic racism.
 - A powerful discussion about Sister Duckworth's presentation occurred after her presentation.
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2. HOUSEKEEPING

- Brother Mayer provided some instructions regarding claim forms and the Article 14 Letter.
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3. READING OF THE HARASSMENT AND UNJUST PROFILING STATEMENTS

- Both documents were provided to all participants prior to the meeting.
 - The Chair then asked Brother Graham to read the Anti-Harassment and Unjust Profiling statements to the Council.
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Designated Officers: Linda Delaney & Julia Duckworth

4. ADOPTION/VOTE OF CURRENT AGENDA

- Document was provided to Local Presidents prior to the meeting.
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Proposed by: Jacques Perrin

Seconded by: Daniel Carrière

Quorum required 50% + 1 of Council Members

VOTE RESULTS					
FOR	6	AGAINST	0	ABSTAIN	0

5. ADOPTION/VOTE OF THE 2020.09.22 FALL PRESIDENTS' COUNCIL AD HOCK MEETING MINUTES

- Document was provided to Local Presidents prior to the meeting.

Proposed by: Julia Duckworth

Seconded by: Jacques Perrin

NOTE: Local 70704 President had to leave the meeting at 10h33 AM, just before this item was voted.

Quorum required 50% + 1 of Council Members

VOTE RESULTS					
FOR	5	AGAINST	0	ABSTAIN	0

6. FINANCE – CLAIM FORMS

1. Brother Perrin proposed a new regional financial resolution to Council Members regarding late submission of claim forms. Resolutions was as follows:

Whereas the NCR is committed in providing timely financial reports to the NCR Presidents' Council and to ensure balanced books, full accountability, and transparency.

Whereas not all submissions are currently being submitted in a timely fashion causing delays in the above commitment to council.

Be it resolved that the NCR Executives and Advocates submit their respective claims and substantiating records within 60 days maximum of any event or activity, unless there are unavoidable circumstances, the funds not be allocated and will be redirected back to regional coffers

- A motion was tabled, and a vote proceeded afterwards.

Proposed by:	Jacques Perrin
Seconded by:	Claude Mayer
Quorum required	2/3 of Council Members

VOTE RESULTS					
FOR	5	AGAINST	0	ABSTAIN	0

- Proposition was unanimously adopted by Council and will be integrated within the NCR Financial Policies & Guidelines.

2. Brother Perrin submitted to Council the following invoice from Brother Todd Johnson (Local 70709 Vice-president) of purchase of an iPad Pro 11 for a total of \$1,513.01 which will be used only for local business.

- Considering that all purchases of local equipment is the sole responsibility of each local section and not the region, this has been submitted to Council for a vote.
- A motion was tabled, and a vote proceeded afterwards.

Proposed by:	Jacques Perrin
Seconded by:	Claude Mayer
Quorum required	2/3 of Council Members or Designated Delegates

VOTE RESULTS					
FOR	0	AGAINST	4	ABSTAIN	1

This request has been rejected by the Presidents' Council Members present for this vote. Quorum was reached by Council.

Sister Duckworth abstained from this vote. Her reasoning "I personally couldn't make a sound decision as no one from the local was present to question regarding the purchase. With this said if I had to vote I would have to vote no".

7. UPDATE ON REGIONAL TRAINING

- Brother Carriere and Sister Bergeron have been working diligently to produce some well needed training for the region.
 - There would be limited places for participants to attend via Zoom video conferencing.
 - Suggested training:
 - o Administering a local section
 - o Staffing complaint.
 - This training will be given in both languages (one session in English and the other session on another day, in French)
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8. DONATIONS PROVIDED BY CEIU NATIONAL

- The Chair spoke to council about a large cash donation from CEIU National office to be used to help in the community or however the council decides.
- CEIU National has provided the NCR with a donation amount totalizing \$10,000. Brother Perrin has sent out an email to our NCR Women's Issues Chairperson as well as our NCR First Nations' Representatives (HRRR) requesting their respective proposals/submissions outlining the amount and to what organization.
- The WI A/Chairperson provided Council with the following organisms on October 23rd, 2020 – Observers Forum:
 - o \$2500 for L'autre chez soi in Gatineau
 - o \$2500 for Hopewell in Ottawa
- NCR First Nations' Representatives (HRRR) provided Council with the following organisms on October 23rd, 2020 – Observers Forum:
 - o \$1250 to Odawa Native Friendship Centre
 - o \$1250 to Wabano Centre for Aboriginal Health
 - o \$1250 to Minwaashin Lodge
 - o \$1250 to Inuuqatigiit - Centre for Inuit Children, Youth and Families
- In addition, the region will add the following amounts which will be taken from the "Community Outreach" line budget:
 - o \$2,000 to the Parkdale Food Centre in Ottawa

- Passionate discussion around what we as a region could do to help those in need. The chair informed Council that the region has \$7,500 saved for Community Outreach and that this region loves to help in the community as much as it can.
- Sister Delaney was deeply passionate about helping people in the community and asked the council if the region could match the \$ 10,000.
- Sister Delaney’s rationale was that the community is in dire need and the NCR is committed to helping members in need. It would also provide great content for the next NCR Newsletter.
- Council agreed to help and approved an amount of \$3,500 to be spent on hand and foot warmers for the Homeless within the NCR and to be taken from the Community Outreach Campaign budget line. Sister Delaney contacted Union Proud Canada Inc and placed a purchase, as suggested below:
 - o \$3,499.21 to be distributed by Sister Delaney
- Brother Perrin informed Council that in the coming weeks, himself, Brothers Carrière and Mayer, would do a run at Costco and provide goods and sundries for the homeless. Community Outreach suggested amount was as follows:
 - o \$2,000 in goods to the Gite Ami in Gatineau
- Total amount of CEIU National Donations and Community Outreach adds up to \$17,499.21.
- This was open for discussion/debate to all members.
- A motion was tabled, and a vote proceeded afterwards.

Proposed by:	Linda Delaney
Seconded by:	Julia Duckworth
Quorum required	2/3 of Council Members or Designated Delegates

VOTE RESULTS					
FOR	5	AGAINST	0	ABSTAIN	0

9. LOCAL SECTION ISSUES

- Local Presidents used this segment to bring forward and shared issues related to their local sections with Council.

- Local 70701
 - o Brother Chaaban is currently involved in an ongoing discussion with IRB management hoping to receive clear and official directives regarding 699 leave.
 - Local 70705
 - o Members being placed on Action Plans during a Pandemic
 - o Many health and safety concerns
 - The council then took a few minutes to discuss human rights and what it means to us.
 - The Chair provided an update on regional committees.
 - Discussions on how to keep up with our ongoing RAND campaign.
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AFTERNOON SESSION
12h30 AM to 2h30 AM (2 hours)

10. NEW NCR BY-LAWS & REGULATIONS (PROPOSAL)

- Due to lack of time, this item has been reported to the November 25th, 2020, Presidents' Council Ad Hock Meeting.
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11. UPDATE ON THE PSAC RATIFICATION VOTE

- An update was provided by Brother Perrin during the opening remarks under Item #1.
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12. UPDATE ON NCR MISSING PERSONAL EMAIL ADDRESSES

- An update was provided by Brother Perrin during the opening remarks under Item #1.
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13. UPDATE ON NCR RAND CAMPAIGN

- An update was provided by Brother Perrin during the opening remarks under Item #1.
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14. UPDATE ON THE CEIU NATIONAL CONVENTION

- An update was provided by Brother Perrin during the opening remarks under Item #1.
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15. NEXT ZOOM VIDEO CONFERENCE – FALL 2020 AD HOCK NCR PRESIDENT COUNCIL

- Council agreed to hold the next Presidents' Council Meeting to November 25th, 2020.
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16. ROUND TABLE

- Brother Graham received an email at 9h45 AM which came from Brother Les Maiczan advising Council of the following information below:

“Can you send all invites of this nature to Todd Johnson please”

- Council members were surprised of the response received from the Local 70709 President.

Proposal to adjourn the daily meeting tabled.

Proposed by: Jacques Perrin

Seconded by: Linda Delaney

Quorum required 50% + 1 of Council Members

VOTE RESULTS					
FOR	5	AGAINST	0	ABSTAIN	0

The meeting was adjourned at 2h15 PM.

ZOOM Video Conference
Date: Friday, October 23rd, 2020
Total Duration: 3 ¼ hours

MORNING SESSION

9h30 AM to 11h30 AM (2 hours)

AFTERNOON SESSION

12h45 PM to 2h00 PM (1 ¼ hours)

PRESENT:

CEIU National President	Eddy Bourque
CEIU National Executive VP	Crystal Warner
CEIU National HRRR NVP	Sebastien Rodriguez
NCR National Vice-president & Co-chair	Jacques Perrin
Local 70701 President	Xavier Chaaban
Local 70702 President & Co-chair	Claude Mayer
Local 70705 President	Julia Duckworth
Local 70708 President	Daniel Carrière
NCR Alternate/NVP	Linda Delaney
CEIU Administrative Assistant National Office and NCR	Nathan Graham
NCR Chief Shop Steward	Tony Nicolas
NCR Women's Issues A/Chairperson	Renée Amyotte
Local 70708 Treasurer and Shop Steward	Julie Tremblay

ABSENT:

Local 70704 President	Denise Camus
NCR Women's Issues Chairperson	Megan Butterill

Observers have been invited to the Fall 2020 Presidents' Council Meeting and this segment has been reserved for them to express themselves.

- The Chair opened the council meeting by welcoming the honored guests, then paved the way for today's portion of the meeting.
- Brother Rodrigues read the harassment and unjust profiling statements to the council.
 - o Sister Duckworth and Sister Delaney continue with their anti-harassment coordinator hats for this day of the meeting.
- Brother Rodrigues thanked the council for being invited and offered his assistance whenever needed.
- Brother Rodrigues read a statement he prepared. This statement was heartfelt and included many current events regarding HRRR issues.
- Brother Rodrigues updated the council on HRRR meetings that have just passed and the need and want for upcoming training.
- Brother Rodrigues spoke passionately about how COVID 19 can affect people, in many ways.
- Brother Rodrigues spoke about systemic racism and the need for the Union to find ways to combat it.
- Brother Perrin deeply thanked Brother Rodrigues for his presentation to the council. Brother Perrin echoed a few key notes that Brother Rodrigues touched on. Brother Perrin also added a few of his own ideas and visions for the future of the NCR.
- The chair then turned the floor to the National President, Brother Bourque.
- Brother Bourque thanked Brother Rodrigues for his presentation and all the work he does for CEIU.
- Brother Bourque updated the council on PSAC's commitment to battle racism. Brother Bourque said that he knows it is going to be a long process, but he is committed and in it for the long haul.
- Brother Bourque updated the council on staffing within the Union.
- Brother Bourque confirmed that the PA agreement was ratified.
- Brother Bourque spoke on a few issues he has seen regarding 699 leave.
- Brother Bourque then asked the council if anyone had any questions.
 - o Sister Duckworth spoke to the accusations Sister Picard. How it affects her personally and her devotion to end racism.
 - o Sister Duckworth recommended that CEIU find an NUR that will specialize in HRRR issues.
 - o Sister Duckworth mentioned to the council that she has fears due to the new "automations" within the IRCC.

- Brother Nicolas echoed Sister Duckworth's comments and concerns. He also shared some of his own personal experiences.
 - The chair passed the floor to the National Executive Vice President, Sister Warner.
 - Sister Warner thanked the council for being invited to the meeting.
 - Sister Warner spoke passionately about the need for more mentorship programs for racialized people.
 - Sister Warner spoke on the need and want for CEIU to succeed. She mentioned our membership numbers are up and that we are on the way to being the Biggest component of the PSAC.
 - Brother Nicolas added some much-needed information about a past mentorship program that CEIU offered and his want to reenact this type of program.
 - The chair and council thanked the honored guests.
 - The Chair opened the floor to discussions on how the donations should be made.
 - Brother Nicolas proposed that \$5,000 be donated to Aboriginal organizations.
 - Sister Butterill's proposal was brought to the council by Sister Amyotte. The Women's Issues committee proposed to donate \$2500 in Gatineau and \$2500 in Ottawa.
 - Sister Duckworth proposed that the region donate to the Parkdale Food bank. The council discussed and agreed to donate \$2,000.
 - Brother Perrin proposed that we continue in our tradition to donate to the Gite Ami organization in Gatineau. \$2,000 was allotted to this donation.
 - Sister Warner spoke on the newly organized 1-800-O-Canada members and informed the council that they would be NCR members.
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The meeting was adjourned at 2h15 PM.