

NPF 2019 AGM

Minutes

Dates – March 2-3, 2019

Present – Brian Sauve, Peter Merrifield, Eddie MacDonald, Paul Glennie, Tim Chad, Stephane Laframboise, John White, Dennis Miller

Absent – Jolene Garland, Richelle Daly

March 2nd, 2019

Guests – Chris Rootham and David Stout – Nelligan, O'Brien, Payne LLP

Meeting called to order by Brian Sauve, seconded by Peter Merrifield

Dennis Miller volunteered to take minutes of meeting

08:30 – Meeting was called to order and the existing Interim Board of Directors was re-confirmed, aside from Richelle Daly who stepped down

08:45 Chris Rootham provided an overview of past, present and potential future events

- Review of the existing AMPMQ challenge, likely and/or fringe outcomes
- Review of possible time frame surrounding the challenge process, eventual certification, initial MOU (dues implementation, Secondment for NPF duties, access to worksites, disclosure for bargaining proposal, etc)
- Review of possible approaches concerning managerial exclusions
- Discussion surrounding legal FPSLREB process and strategy regarding Commissioner and TB on a possible pay increment prior to certification

10:30 Health Break

10:45 David Stout provided an overview on NPF Corporate By-Laws

- Explained purpose and objective of having a clear concise set of By-Laws at the start but that they can always be changed should it be required by future boards

- Explanation of difficulties of building our footprint from top down and bottom up at same time
- Explanation of delegate system for future elections and votes and AGMs
- Review of voting process options (national, regional, as well as, all active members vs only NPF members) and candidate eligibility for first and subsequent votes
- Explained possible election terms and options to develop consistency and ensure continuity
- Explained different systems that could be adopted for both electoral votes and board votes

13:30 Both guests excused and members obtained light lunch

14:00 Brief review of discussions

- Voting and candidate eligibility
- Timing and engaging of membership in surveys to establish priority bargaining issues

Issues to include in survey:

- Base Pay
- Allowances (Enhancing existing, creating new for specialized units/GD uniform or other)
- Service Pay
- Kit
- Clothing
- Equipment
- Scheduling
- Annual Leave Entitlements
- Operational Readiness & Operational Availability pay
- Overtime Entitlements
- Cost of living allowance (regional pay assistance)
- Integrated Relocation Program
- Life Insurance
- Dental Benefits
- Paramedical Benefits (massage, chiropractic, acupuncture etc)
- Vision Benefits (Laser eye surgery)

- Spouse and Dependant benefits
- Resourcing (minimum manpower, cop to pop representation)
- Recruiting standards
- Promotional System (JSE, Functional/Organizational Competencies, Selection Process, PBE, etc)
- Changes to succession planning
- Changes to National Pay System

15:00 Dennis Miller advised board members that decisions were required in order to make draft changes to By-Laws for electronic approval at a future date

**** To note all decisions were carried unanimously by those in attendance ****

- All members will be eligible to vote in inaugural election for candidates regardless of whether they have registered for the NPF.
- Candidacy will not be restricted, anyone can seek nomination but will be subject to any qualifications in Bylaws in order to be placed on a ballot
- Qualifications moved and passed in 2018 AGM accepted in Bylaws
- Elections will be determined by a first past the post method (candidates with the highest percentage of votes will be the winner(s))
- In order to establish a solid foundation, to ensure consistency and continuity and to avoid the distraction of future elections during the first collective bargaining process; the inaugural board members (President, Vice-Presidents and Directors) will be elected for a four (4) year period, the subsequent election will consist of a 2-3-4 year stagger and the 3rd round of elections will all be for four (4) year terms
- All board votes will be governed by a 50% + 1 rule
- Voter Delegate representation will remain at a 1 per 1000 members as already defined within existing draft By-Laws
- Three (3) generalist Vice-President positions will remain as is currently defined within existing draft By-Laws

16:30 Eddie MacDonald moved to conclude days meeting, seconded by Peter Merrifield

March 3rd, 2019

Present – Brian Sauve, Peter Merrifield, Eddie MacDonald, Paul Glennie, Tim Chad, Stephane Laframboise, John White, Dennis Miller

Absent – Jolene Garland

09:00 Meeting called to order

- Presentation to board of developing lawyers list (criminal, labour and administrative)
- Concerns regarding current system and its use by mgmt.
- Presentation of existing draft of Members Rights and Responsibilities Handbook, intent and purpose as a go forward for elected officials of NPF
- Discussion regarding the development of future Corporate Partnerships both strategic (CPA, PAO, BCPA, SFP etc) and commercial (RBC, BMO, Tim Hortons, Canadian Tire, etc) and their purpose
- Discussion concerning banking options corporate and value-added member benefits
- Advised that we did not do an audit for 2017 tax year due to associated cost one will be done for 2018 tax year
- Multiple issues currently under consideration for once we are certified and once elected body is in place including – IT Hardware (phones, computers, software, apps, scanners, printers etc) as well as issues concerning software (existing app & webpage changes), vehicle leasing. All agreed to pursue these issues to be prepared for certification and ease of transition once elections are complete
- Discussion around late Spring, early Summer cross country town hall tour with the theme of “what’s next” to maintain member engagement and education
- Corporate real-estate (Ottawa), leasing vs owning, will be signing an engagement agreement with a company (Cressa) who will be assisting in finding suitable Ottawa commercial locations within a possible 18-24-month period
- Discussion on state of current finances, burn rate, sustainability and contingency plans in the event of further delays
- Incentive Programs (member benefits), promotional materials to be considered post certification

- Benevolent Fund, currently working towards charitable status, purpose will be to assist affected families, promote positivity, develop partnerships, pursue similar ideas/concepts as the Canadian Military Family Resources
- Review of current Big 10 (Police) compensation packages and benefits for areas of interest and possible strategies moving forward, as well as to establish areas where Treasury Board maybe seeking to reduce

Roundtable opportunity for final comment – no comments

13:15 Move to conclude and adjourn advanced by Dennis Miller, seconded by JJ White

13:30 Meeting adjourned.