



**APEX Board of Directors Meeting**  
**Réunion du Conseil d'administration de l'APEX**

**June 26, 2018 / le 26 juin 2018**  
**Record of decisions / Compte rendu**

**Present/Présents**

Michael Whittaker	Bojana Zizic	Charlotte Stewart*	Johanne Bélisle*
Indira Persaud*	Doug Zolinsky*	Emilio Franco	Jackson McKiee*
Piero Narducci	Nicolino Frate*	Brigitte Goulard*	Laurie Sargent
Maxime Garon*	Christine Burton*	Kent Estabrooks*	

**Secretariat / Secrétariat**

Michel Vermette

**Regrets :**

*\*Teleconference / Conférence téléphonique*

<b>Discussion Items / Sujets de discussion</b>	<b>Decisions and follow-up / Décisions et suivis</b>
<p><b>Opening Remarks</b>  Michael Whittaker opened the meeting by welcoming everyone to this special meeting of the Board.</p>	
<p><b>1-Review of Clerk's Symposium Speech</b></p>	<p>The Board discussed the content of the Clerk's speech, especially with respect to his call for the Executive community (and APEX) to be more "militant" and "vocal" about "what kind of executive community you think you need to be".</p>
<p><b>2-Review of SLIDO Input</b>  <i>l'ordre du jour</i></p>	<p>Almost 60 discrete responses were received from Symposium participants in response to the open session on what APEX can do to support the Executive community.</p> <p>The participants strongly endorsed continuing to raise compensations issues, and supported APEX advocacy generally on issues affecting the EX community and the PS generally. Many other issues were raised (behaviour, mental health, work-life balance, stress, etc.) but many</p>

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<p><b>4-Next Steps</b></p>	<p>fewer votes were received for these.</p> <p>The Board discussed what APEX should do. There was general consensus on the following points:</p> <ul style="list-style-type: none"> <li>• The current compensation issues focus on the lack of economic increases for many years. Even with an imminent announcement of economic increases, the wider issues of lack of objective process for advice on EX terms and conditions and the lack of comparative analysis (benchmarking) on T&amp;Cs will likely remain outstanding.</li> <li>• While interesting and important, the Clerk’s perspective must be weighed against the wishes of APEX members.</li> <li>• The reputational damage done to the entire EX community by the findings about the work of a few Executives in the Auditor General’s report on Phoenix.</li> <li>• APEX should take the opportunity to be more visible on issues that matter to the EX community.</li> <li>• APEX advocacy should continue to be based on principles (community-based, evidence-based, betterment of the federal public service, engagement with key officials, solution-oriented)</li> <li>• The Board discussed a number of possible options, and agreed that an early newsletter on the success of the Symposium and indicating we had heard the views of the community (in consultations, the work and health survey, the terms and conditions survey, and at the Symposium) and that change in the approach would require the support of the EX community.</li> </ul> <p>The Board agreed to continue this discussion at its regular June 26 meeting.</p>
<p><b>Meeting was adjourned at 1700</b></p>	



Michael Whittaker  
Chair / présidente



Piero Narducci  
Secretary / secrétaire