



Constitution and By-Laws Committee
Tuesday, January 10th, 2023
2:30pm-5pm
Via Teams Meeting

MINUTES

In Attendance: C. Lonmo (Chair), C. Awada, H. Delnick, J. Lafontaine, K. Mansfield, A. Trau

Staff: J. George, S. Cousineau

Regrets: G. Phillips (President), A. Picotte, J. Ouellette, K. Khouri

1. Call to Order / Roundtable introductions

Meeting was called to order at 2:30pm by Chair C. Lonmo.

**At this time, CAPE's Statement on Harassment was read aloud by C. Lonmo. J. George was identified as the Anti-Harassment resource person for the meeting and concerns should be directed to her attention via email.*

2. Approval of Agenda

Agenda proposed:

- Anti-harassment statement
- Approval of the agenda
- Approval of the minutes from the previous meeting November 15th, 2022
- Bylaw 14 (Suspension due Absenteeism) – Vote on proposed changes
- NEC size – Discussion
- Bylaw 5 (Discipline) – Update on next steps
- Roundtable

3. Review and approval of the minutes from November 15, 2022

C. Awada moves to approve the minutes of November 15, 2022, seconded by A. Trau.

In favour = 3 Against = 3 Abstention = 0 **Carried**



4. Bylaw 14 (Suspension due Absenteeism) – Vote on proposed changes

J. George presented revision; to restructure, create a checklist format and make the Bylaw 14 more clear. Discussed & agreed to put forward to the board.

5. NEC size – Discussion

- To limit the size
- Total ideal size required
- Currently have 3 Executives and 20 elected members
- Each table to have a limit of representatives

6. Bylaw 5 (Discipline) – Update on next steps

- Require more options at the informal level
- To have a policy for issues regarding Member vs Member or Member vs CAPE Staff
- Consider starting from scratch
- Compare with other union's process
- Reporting to the NEC regarding formal complaints

7. Roundtable

No items were brought up.

Motion to adjourn meeting by C. Lonmo.

Action item: No action item required.

The Constitution and By-Law Committee meeting adjourned at around 3:30pm. EDT.

The above minutes are accepted as a true representation of the Constitution and By-Law Committee meeting held on January 10th, 2023.