

ACEP
Association canadienne
des employés professionnels



CAPE
Canadian Association
of Professional Employees

Annual
Report
2022

**Advocating and
Negotiating with
Purpose**



Message from the President

Dear members,

Advocating and Negotiating with Purpose speaks to our deep commitment to delivering the best value for our members, whether it's defending your rights or making sure you enjoy the best benefits and working conditions one can hope for. Every day that goes by, we have your best interest at heart.

2022 stands out as a year of grueling collective bargaining for three tables and a lot of advocacy work around the return-to-office mandate, the interpreters' health and safety issue, pay and employment equity, and official languages, just to name those. Throughout the year, we have made some progress and achievements we are proud to report on.



Feedback is essential to help us redirect resources, make additional improvements, or get confirmation that we are moving in the right direction.

Also, coming out of almost three years of dealing with the pandemic and a drop in member engagement during that time, I was pleased to reconnect with members at 40 different Local's annual general meetings across the country, with a steady increase in attendance. The need to reconnect has been palpable. Hearing from the membership is what helps drive and define our priorities, so those meetings have been critical. Feedback is essential to help us redirect resources, make additional improvements, or get confirmation that we are moving in the right direction.

As always, I would like to thank the members of the National Executive Committee, our Local Leaders, and our volunteers for their exceptional contributions.

I would also like to thank our staff for their continued dedication and commitment to the membership.

And to all our members, I thank you for your support.

Working together, our future is strong.

Greg Phillips

National President

To keep up to date, please [sign up for email updates](#), check the [website](#), follow us on social media: [Facebook](#), [Twitter](#), [LinkedIn](#), [Instagram](#). CAPE publishes updates on a weekly basis.

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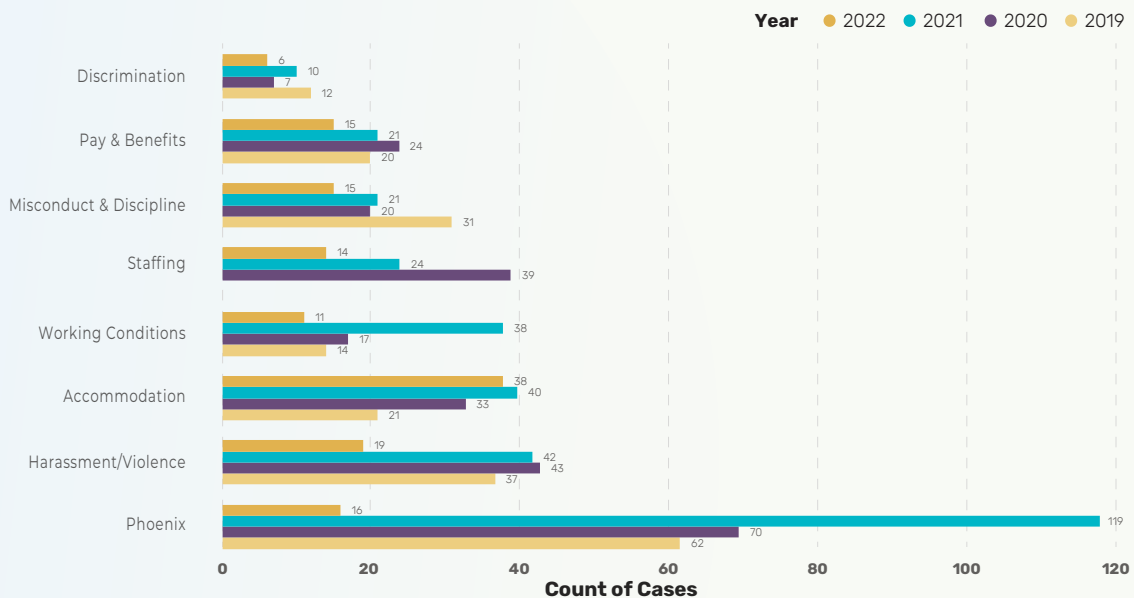
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Section 1: Member Services

I. Labour Relations

In 2022, the Canadian Association of Professional Employees (CAPE) handled a wide range of cases, with a decrease in most types, which could be loosely attributed to the fact that federal employees continued to telework during that period. While telework could be a factor behind these results, it is assumed without any degree of certainty.

a. Case files



The top case files managed this past year were accommodation, harassment and violence, and Phoenix.

Accommodation

Even before the return-to-office announcements, many members expressed anxiety about the prospect of a forced and premature return to the workplace. With the announcement in the fall of return-to-office and then the follow-up December announcement mandating that 40-60% of an employee's time be in-

office, these cases will only continue to go up in 2023 as CAPE and other bargaining agents try to reason with the Employer for more consultation and flexibility.

Earlier in the year, vaccination cases were also common due to the Treasury Board Secretariat's mandatory vaccine mandate.

Harassment/Violence

2022 saw more than a 50% decrease in the number of cases related to violence and harassment from previous years, which is still too high. CAPE helped members with these issues, lobbied for safer working environments, and sought to achieve redress.



Phoenix

Notably different in 2022 was the significant drop in Phoenix cases compared to 2021 and earlier. It is an enduring problem, however, as Phoenix continues to cause pay issues, including overpayments. Members dealing with pay issues are reported to experience stress and anxiety. Some, but not all, members' Phoenix issues are being resolved successfully. In July, overpayment letters went out from the Employer which in turn caused more issues for members.

b. Policy Grievances

The following reports on progress made around all three policy grievances CAPE has filed:

1. CAPE filed a policy grievance around mandatory vaccination on behalf of its EC and TR members in May 2022. It has since been withdrawn because the Treasury Board lifted the policy.
2. In February 2022, CAPE filed a policy grievance on behalf of its TR members around the Translation Bureau's automated weighting system. It is currently held in abeyance.
3. In November 2020, CAPE filed a policy grievance for alleged anti-Black racism at the Canadian Human Rights Commission alongside similar grievances from the Association of Justice Counsel and the Public Service Alliance of Canada. CAPE had a hearing on October 4 and is awaiting additional disclosures from the Treasury Board. It is expected a continuation hearing will be scheduled in 2023.

II. Collective Bargaining

This year saw the beginning of bargaining for three of the four groups that CAPE represents: EC, TR and LoP. CAPE is aiming to secure deals for all three ongoing tables at the earliest without compromising its positions on the issues. CAPE updated members every step of the way via its [website](#) and emails. Due to the sensitive

and confidential nature of bargaining, specifics of negotiations were not shared. Any negotiated deals will be ratified by the membership. The success of this endeavour relies heavily on the hard work of negotiators and CAPE volunteers sitting on various bargaining tables.

Just as other bargaining agents are facing issues at the table, CAPE is no different. This has been a difficult round of negotiations, coming out of the pandemic with new ideas on ways of working, wanting more flexibility for our members, and yet an Employer who wants the status quo. CAPE will continue to work hard to get the best working conditions and compensation, and ensure rights are respected for each of its bargaining units.

a. EC Table

Bargaining priorities were determined by EC members through a 2021 survey, and included compensation, telework, health/mental health, career development, leave entitlements, and key issues for RCMP members. Negotiations began in March 2022, but parties were unable to reach an agreement before the expiry of the collective agreement on June 21, 2022. The mediation sessions in November led to an impasse over compensation and telework. A request was then filed with the Federal Public Sector Labour Relations and Employment Board for interest arbitration, set for 2023.

b. TR Table

TR members submitted their priorities through the pre-bargaining survey in 2021, defining the bargaining team's mandate. Bargaining began in March 2022. After four months, the parties [reached an impasse](#) over major issues such as working hours, overtime, call-back pay, advance notice requirements, wages and more. Mediation began in October and continued in November 2022. Two major points remain in dispute: wages and working conditions of simultaneous interpreters.

c. LoP Table

Bargaining priorities were determined based on the survey sent to LoP members in early 2022. Bargaining began in the summer and [CAPE shared](#) with its LoP members the bargaining format and major priorities, including compensation, telework, health/mental health, entitlements and other areas of interest. Bargaining continued in the fall and into the new year.

d. OPBO Table

The Office of the Parliamentary Budget Officer group ratified their collective agreement at the end of 2021. It is set to expire in September 2025.

III. Advocacy

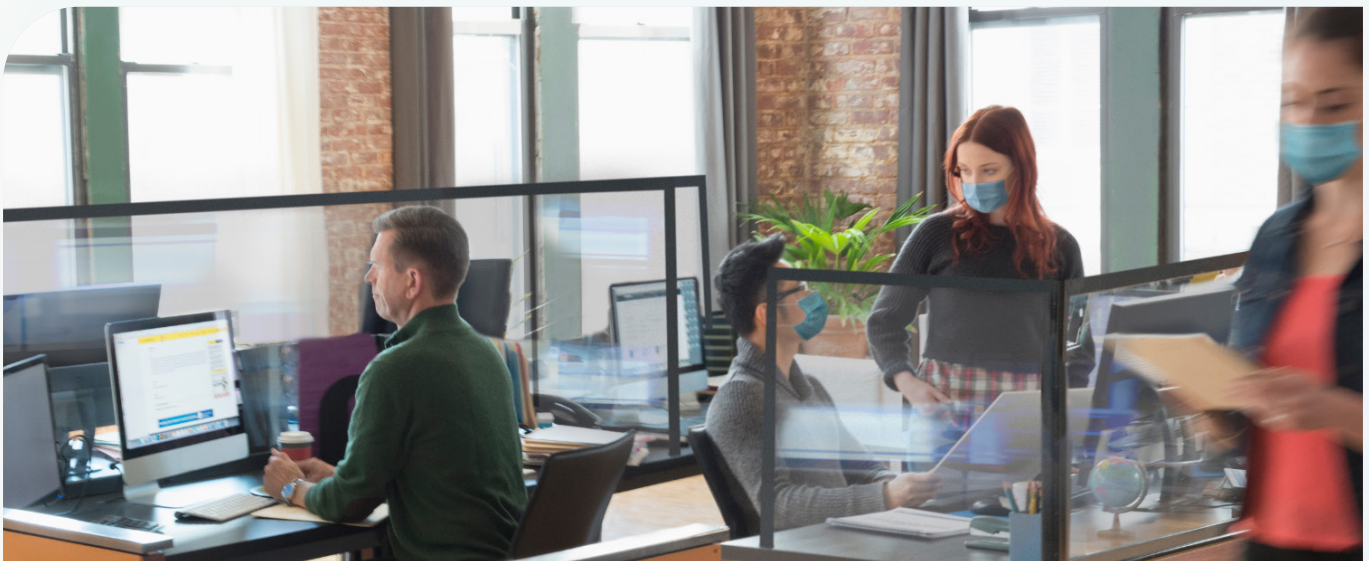
The federal employment landscape is constantly changing and last year was no exception. As new legislation, policies and procedures are developed, CAPE advocates on its members' behalf to elected officials and federal public sector senior management, as well as through its participation in various committees and working groups.

COVID-19: Evolving Situation

CAPE participated in COVID-19-related conversations between the Employer and bargaining agents, facilitated by the National Joint Council, formalized since March 2020. Meanwhile, the Employer continued to rush announcements and mandates without consulting bargaining agents this year. Little to no prior notice was given to allow bargaining agents to contribute to reviews or get answers to questions or concerns — leaving no time to prepare members for upcoming changes or deal with their own inquiries.

In June, the Treasury Board Secretariat suspended its mandatory vaccination policy. As a result, unvaccinated employees on administrative leave were reinstated the same day. The Treasury Board noted

that the policy could be reinstated should the [COVID](#) situation escalate again. The vaccination mandate was extremely polarizing, and while a majority of CAPE members largely supported the mandate, a hurting minority needed to be heard and supported. Members were encouraged to get vaccinated during that time, but CAPE also recognized that working from home was a reasonable approach and urged the Employer to show more flexibility around telework and hybrid work.



b. Return-to-Office

Concerns around [return-to-office](#) remained top of mind for a large majority of CAPE members, two years into working from home due to the COVID-19 pandemic. With rumors of a return-to-office plan and piecemeal department-level pushes to bring employees back to the office, CAPE moved quickly into presenting its arguments in favour of pausing those plans to the Office of the Chief Human Resources Officer, while continuing the conversation with the Treasury Board Secretariat.

CAPE [declared its opposition](#) to the Treasury Board Secretariat's December

statement issuing the return-to-office mandate, and also circulated [updates](#) and [action](#) members could take to advocate for more flexibility. CAPE continued to negotiate hybrid work in its collective agreements, though it has been trying to negotiate it for many years. CAPE spokespeople took part in a record number of media interviews to get the message out and to rally public support and sympathy for the majority of the federal government's knowledge workers asking for more flexibility when it comes to hybrid work and telework.

c. Interpreters' Health and Safety

With record numbers of injuries reported since the beginning of the pandemic, CAPE continued to lobby for the [health and safety of its federal interpreters](#). CAPE appeared as witness before various House of Commons committees, met with parliamentarians of various parties, with critics, with senior government officials and submitted a [brief](#) to the House of Commons' Board of Internal Economy.

Following a health and [safety complaint instigated by the TR members](#) in February 2022, the Labour Program finally [recognized the interpreters' poor working conditions](#) at the House of Commons. As a result, the Translation Bureau had to sign an assurance of voluntary compliance and provide an action plan to address the health and safety issues identified in the complaint.

d. Pay and Employment Equity

Women make up more than 60% of the EC and TR classifications. And most lower classifications in the Library of Parliament and Office of Parliamentary Budget Officer are predominantly women. CAPE recognizes that this is an at-risk group when it comes to the gender wage gap and inadequate working conditions. CAPE is investing resources into eliminating this gap and building a sustainable and equitable pay and employment system and practices through the dual review of the *Pay Equity Act* and the *Employment Equity Act*.

e. Pay Equity Act

The *Pay Equity Act* came into force on August 31, 2021, requiring federally regulated employers to develop a pay equity plan within three years. CAPE has worked collaboratively with the Canadian

Human Rights Commission to develop pay equity educational tools and materials, interpretations, policies, and guidelines so that information will be accessible to the public.

f. Employment Equity Act

A 13-member Task Force was appointed by the Minister of Labour with a mandate to study, consult and provide a report and recommendations on modernizing the *Employment Equity Act*. Recognizing the Task Force's critical role in ensuring that robust recommendations are made to the Government of Canada to help remove systemic barriers in federal workplaces, CAPE requested and was awarded the opportunity to submit recommendations

as part of the review process. Following this submission, CAPE was invited to participate in a round table with the Task Force where it presented its recommendations and answered questions from Task Force members.

CAPE [submitted its 12 recommendations](#) to the Employment Equity Task Force and met with its members.

g. Public Service Health Care Plan

After years of discussion, an [agreement was reached](#) with Treasury Board on a new Public Service Health Care Plan. The new plan comes into effect on July

1, 2023. Canada Life will take over as the administrator of the plan. Improvements were made on such things as mental health benefits,

vision care, paramedical practitioners' coverage, and premium rates while on parental and caregiving leave. Not all areas saw improvements and in fact, some areas were clawed back. The goal was to modernize the plan and ensure it was sustainable financially so it could adapt to future cost changes. While CAPE did not have a chance to provide direct input into the process that led to the agreement, it worked through other bargaining agents to convey its position on various aspects of the proposal.

h. Official Languages Act

Bill C-13 – known in its short form as *An Act for the Substantive Equality of Canada's Official Languages* – introduced in March 2022 amends the *Official Languages Act* and makes several important changes to modernize and strengthen it.

CAPE recognizes that over the past several years, the federal public sector has encountered certain obstacles that prevent it from complying with the language requirements put forward by the *Official Languages Act*. This jeopardizes the public sector's status as an official languages champion and impinges on the right of Canadians to communicate or receive communications from the government in the language of their choice, whether as citizens or employees.

The review of the Act obliges Canadians to pay greater attention to federal institutions, which are supposed to be guarantors of bilingualism in federal services. Yet, the organizational and implementation problems those institutions face are short-circuiting the efforts deployed to promote and protect Canada's two official languages, thus rendering certain parts of the Act null and void.

It is against this backdrop that CAPE [submitted a brief](#) to the House of Commons Standing Committee on Official Languages with two key recommendations for the committee to consider as part of the review of the *Official Languages Act*.

i. Mental Health in the Workplace

CAPE advocated for its members through its participation on the Advisory Committee for the Centre of Expertise on Mental Health in the Workplace, whose mission is to assist federal organizations in improving mental health in the workplace.

V. Government and Partner Relations

a. Government

CAPE met with many elected and government officials this year to advocate for many issues affecting its members, including interpreters' health and safety, RCMP, the vaccine mandate, return-to-office and more.

Some of those top-level meetings included:

- [New Democratic Party Critic](#) for Mental Health and Addictions; Public Services and Procurement, seeking support for measures to protect federal interpreters' health and safety.
- [Bloc Québécois party whip](#) and the Official Languages critic to review CAPE's proposed solutions to the interpreters' health and safety issue.
- [Conservative Party's shadow minister for Labour](#) to discuss the health and safety issue of interpreters' but also the vaccine mandate.
- NDP [party whip and House Leader](#) – at the request of the NDP after a slew of media reports about the ongoing challenges interpreters were facing. Both MPs committed to working with CAPE towards a solution.
- [Deputy Minister for Public Services and Procurement as well as the CEO of the Translation Bureau](#), to seek an update on the implementation of the wide range of solutions CAPE had presented earlier in the year.
- [Bloc Québécois](#) to raise concerns once again after a serious incident involving a freelance interpreter who was transported to hospital.
- A meeting with [Honourable Michèle Audette, Senator](#).

b. Participation to House Committees

- [Testimonial](#) to House of Commons Procedure and House Affairs Committee as part of its “Review of the virtual House of Commons hybrid proceedings for the House and its committees” study.
- [Brief](#) to the Board of Internal Economy.

c. RCMP

Two areas of concerns for RCMP members in 2022 included allegations of intimidation and poor management in one of the divisions, and lack of information and clarity over the deeming process. CAPE

met with the RCMP Commissioner and senior staff to discuss those issues but was not satisfied and continues to advocate for its RCMP members.

d. Partners and Working Groups

National Joint Council Committees

CAPE is active on the [National Joint Council](#) and sits on 8 of its 10 working groups, who meet regularly. In 2022, CAPE continued to be actively involved in the COVID-19 Task Force to deal with the pandemic, Code 699 problems, accommodation, health and safety matters for the interpreters, the mandatory vaccination policy, and return to workplace issues. CAPE also participates in the following committees: Dental Care Board of Management, Government Travel, Joint Employment Equity, Official Languages, Relocation, Service-Wide Committee on Occupational Health and Safety, and Work Force Adjustment.



Canadian Labour Congress

CAPE has been a Canadian Labour Congress (CLC) affiliate since 2021 when the membership voted to join. CAPE participated in its yearly Canadian Council, the Political Action Committee as well as an emergency meeting to strategize about the situation in Ontario with the provincial government invoking the notwithstanding clause regarding its negotiations with CUPE.

CAPE also joined several working groups, including one to reflect on issues affecting

women in the workplace, as well as the Employment Equity Working Group to discuss the review of the *Employment Equity Act*. The latter led to set of recommendations for changes to the legislation, including a review of the equity thresholds, which CAPE believes does not reflect the reality of the diversity of workers in Canada. CAPE also participated in a strategic policy incubator around the theme of the care economy.

Canadian Centre for Diversity and Inclusion

CAPE became a [partner of the Canadian Center for Diversity and Inclusion](#) (CCDI) in late 2021. In addition to having access to CCDI's resources and training, CAPE is working collaboratively on an action plan to address various diversity issues and determine if there are any barriers for participation within CAPE and its governance structure.



VI. Education and Training

CAPE is committed to helping its members build the skills they need to enhance their experience in the workplace by better advocating for themselves. Efforts were made to strengthen CAPE's education programs.

Steward Training

The first pilot of the new and improved Steward training was delivered online in English and French in the fall and 26 Stewards participated. These sessions focus on labour relation practices and policies that affect members and are designed to help Stewards understand members' rights in relation to their collective agreements and the Employer.

Local Leaders Training

CAPE held its first session of the new Local leaders training in the fall with 10 participants. The purpose of this training was to enable Local leaders to expand their knowledge and skills to help ensure effective labour leadership in the workplace.



VII. Media Relations

CAPE media relations led to a record-breaking 50 interviews in 2022, the majority focused on the fight for the health and safety of federal interpreters, the government's return-to-office, and to a lesser extent, the mandatory COVID-19 vaccination mandate.

Section 2:

Member Relations

2022 saw many initiatives to solicit members' involvement or participation on key issues.

I. Return-to-Office Survey

An extensive [return-to-office survey](#) was sent to all members in the fall. This was the largest employee survey done on this topic for the federal public sector and had record-breaking member participation for a CAPE survey. Incidentally, CAPE was informed that its data was presented to federal government managers at the Government of Canada's National Managers' Community Symposium in October. [CAPE's survey results](#) were shared with the membership as well as with media, all members of the National Joint Council, the President of Treasury Board, the Chief Human Resources Officer, the Parliamentary Secretary to the Prime Minister, as well as the President of the Treasury Board, the NDP Treasury Board Critic and the BQ Treasury Board Critic. The Conservative party had not yet appointed a critic.



II. Equity-Deserving Groups

Equity-deserving groups often face unique challenges in the workplace and CAPE is set to better understand them. In 2022, CAPE met with the Indigenous Federal Employees Network and the Muslim Federal Employees Network and connected with the Network of Asian Federal Employees Network. CAPE is also a member of the Federal Black Employee Caucus' union advisory team.

III. National Tour

After two years in lockdown and telework, there was a need to re-engage with Locals and re-mobilize members. President Greg Phillips went on a [cross-Canada tour](#) to meet members and Local executives in Toronto, Quebec, Montreal, Vancouver, Edmonton, Calgary, Charlottetown, St. John's, Halifax, Moncton, Regina and Winnipeg, as well as many Locals in the

National Capital Region, to discuss concerns, important topics such as return-to-office and collective bargaining, and give further updates on CAPE's work.

IV. Local Leaders Survey

CAPE launched its first survey directed at the Local leadership that ran between June 7 and 21. The survey was meant to collect data on Locals' communications and member engagement capacity to inform the design of future trainings and tools to better support Locals. The 40-question survey was sent to 30 Local presidents and achieved a 60 percent response rate. Results showed that Locals are finding it difficult to engage and communicate with members in a virtual/hybrid environment, particularly when the Employer is not providing up-to-date information for new members.



Section 3:

Leadership Community

I. National Executive Committee

The [National Executive Committee](#) (NEC) entered its second year of a three-year mandate in 2022. Resuming NEC meetings in January 2022, members met monthly to fulfill their fiduciary duties and to keep emerging issues at the top of the agenda. Minutes of [NEC meetings](#), and of

CAPE [Standing Committees](#) and NEC [Sub-Committees](#), are available on the website for members to browse.

II. Locals, Regional Councils, President's Council and Local Leadership Council

CAPE Locals are its backbone. They are the link between members in the workplace, the national office, and the National Executive Committee. Council meetings with Local presidents and leaders were held throughout the year with each of the Presidents' Council, Local Leadership Council, and the Atlantic Regional Council. Discussions revolved around COVID-19, the mandatory vaccination mandate, return-to-office plans, collective bargaining, the next generation HR and pay system, Public

Service Health Care Plan negotiations, development and support of Locals, and increasing membership services and representation. As a result of these engagement meetings, many Locals saw an uptake in interest in volunteering, participating, and being involved.

Section 4:

Operational Update

I. Management

In 2022, the [management team](#) completed its full review of CAPE's organizational effectiveness and continued pursuing the achievement of objectives set early in the year and endorsed by the NEC. Those priorities guided financial and staffing decisions throughout the year.

II. Workforce Planning

New Hires and Positions

CAPE continues to grow and secured new hires this year. The labour market was extremely difficult and competitive, and consequently hiring people with the skills required proved to be difficult and challenging. A dozen new people joined CAPE, the vast majority in roles to support the membership, including a membership clerk, legal counsel, labour relations officers, a local liaison officer, a senior labour relations officer, an executive assistant, a few administrative assistants, a receptionist and two labour relations/education officers.



Office Relocation

When CAPE renewed its lease on its current office location 10 years ago, it was deemed the best option at the time to stay in that location due to CAPE's needs and the market conditions. The NEC did express interest in keeping options open the next time around, and so halfway through the lease, the National Office and the NEC began to look at what options would be available at the end of the current lease as the market and CAPE's needs changed. Paramount to evaluating

the options were ways to reduce costs and to better manage the limitations of its current office. The NEC chose moving to a new location in downtown Ottawa in 2021 ahead of the end of the current lease, and the transition to a new office space therefore began in 2022. The selected office, previously rented by a federal government agency, secured a more economical location better suited to serve CAPE's staff and members.

III. Information Technology and Management

New Voting Infrastructure

CAPE [launched a new voting platform](#) through *SimplyVoting* to make things easier and safer for membership votes. *SimplyVoting* offers members a whole range of improvements, including security, versatility, and auditing.

Membership Lists

[Beginning in May](#), membership lists were made available to Local executives who request them. Measures have been put in place to safeguard members personal information and privacy. CAPE is now able to update those lists monthly and make

them automatically available to Local Leaders who signed the confidentiality of information form.

Section 5:

Finance and Budget

Summary

CAPE is continually working to ensure that its resources are used efficiently and appropriately.

CAPE closed out the 2021-2022 fiscal year with an excess of revenues over expenses in the amount of \$2.5M. CAPE received membership dues totaling \$12.6M, which represents approximately 21,700 members. The ongoing COVID-19 pandemic during the remainder of 2021 resulted in a temporary decrease in expenses, as CAPE has not been incurring costs related to travel or in-person meetings.

Financial markets in the latter part of 2021 and early 2022 were volatile, in large part due to the crisis in Ukraine and rising interest rates. This resulted in a net loss on investments of \$482,500 – or 6.75%. However, since inception, CAPE's restricted and unrestricted funds invested with Cumberland Private Wealth Management continue to perform positively, returning 1.39% since inception. As of December 31, 2022, the restricted (or defence) fund had \$9.6M in assets invested and the unrestricted fund had \$7.3M in assets invested.

Membership Budget Meeting

A hybrid [membership budget meeting](#) was held in May to present the draft budgets for 2022/23 and 2023/24, which were also sent to members via email at the end of April. Held yearly as part of the budget approval process, the budget was later approved by the National Executive Committee on May 13. [Members voted on the final budget in July](#) and voted in favour of accepting it.

CAPE in Numbers

TOTAL MEMBERS **23 736**

22 401

EC MEMBERS

802

TR MEMBERS

401

RCMP MEMBERS

118

LIBRARY OF PARLIAMENT
MEMBERS

14

OFFICE OF THE PARLIAMENTARY
BUDGET OFFICER MEMBERS

Budget 2022

CAPE Fiscal Year is May 1 to April 30. Budgets for each fiscal year included in the calendar year are reflected here.

Line #		2022/2023	2023/2024
1	Revenue	12,646,000	12,566,000
	1.1 Dues	12,096,000	12,096,000
	1.2 Associate dues	-	-
	1.3 Interest (Investments)	550,000	470,000
	1.4 Recovery of unsupported expenses	-	-
2	Salaries and Benefits	8,450,000	8,950,000
	2.1 Management Salaries	1,700,000	1,800,000
	2.2 Staff Salaries	4,400,000	4,700,000
	2.3 Pension	980,000	1,040,000
	2.4 Benefits	440,000	450,000
	2.5 Comp/Vacation	480,000	510,000
	2.6 Temporary Staff	450,000	450,000
3	Staff Severance Pay	150,000	150,000
4	Management Severance Pay	40,000	40,000
5	Communication	131,000	131,000
	5.1 External Printing	1,000	1,000
	5.2 Postage	5,000	5,000
	5.3 Translation	50,000	50,000
	5.4 Telephone	65,000	65,000
	5.5 Internet	10,000	10,000
	5.6 Promotional Material	-	-
6	Training and Development	280,000	280,000
	6.1 Members' and Stewards' Training - Accommodations and Food	35,000	35,000
	6.2 Members' and Stewards' Training - Travel	65,000	65,000
	6.3 Members' and Stewards' Training - Salary reimbursement	30,000	30,000
	6.4 Staff development	75,000	75,000
	6.5 Mgt. Development	30,000	30,000
	6.6 President Development	10,000	10,000
	6.7 Language training	35,000	35,000
7	Professional Fees	1,430,000	1,430,000
	7.1 Legal - Members	360,000	360,000
	7.2 Legal -Bylaw 5, Constitution	100,000	100,000
	7.3 Legal - Internal	325,000	325,000
	7.4 Legal - Contingency Fund	85,000	85,000
	7.5 Mgmt fees - Cash and Pension Investments	200,000	200,000
	7.6 Consultants fees	300,000	300,000
	7.7 Audit	60,000	60,000
8	Office Expense	256,000	226,000
	8.1 Supplies	50,000	50,000
	8.2 Rental of equipment	12,000	12,000
	8.3 Reference material	50,000	50,000
	8.4 Repairs and maintenance	5,000	5,000
	8.5 Delivery	-	-
	8.6 Insurance	50,000	50,000
	8.7 Bank charges	4,000	4,000
	8.8 Miscellaneous	55,000	55,000
	8.9 Relocation Expenses	30,000	-
9	Equipment	-	-
	9.1 Business Equipment	-	-
	9.2 Office Furniture	-	-
10	Rent and Operating Expenses	861,930	862,036
	10.1 Rent	420,587	419,704
	10.2 Operating	441,343	442,332
11	Information Technology Expense	182,000	182,000
	11.1 Web site/DLT	20,000	20,000
	11.2 Maintenance	160,000	160,000
	11.3 Minor capital Purchases (<\$1,000)	2,000	2,000
	11.4 Software	-	-
	11.5 Programming	-	-
12	Travel	292,000	292,000
	12.1 LRO representational services	100,000	100,000
	12.2 Conferences	70,000	70,000
	12.3 President travel	30,000	30,000
	12.4 President Regional Council Travel	12,000	12,000
	12.5 Travel to locals : President	50,000	50,000
	12.6 Travel to locals: Staff & NEC	30,000	30,000
13	Meetings	730,000	680,000
	13.1 AGM/MBM	100,000	100,000
	13.2 National Executive	200,000	200,000
	13.3 Committees	50,000	50,000
	13.4 LLC / Presidents Council	15,000	15,000
	13.5 Transportation	-	-
	13.6 Salary reimbursement	130,000	130,000
	13.7 Business Luncheons	5,000	5,000
	13.8 Staff - Meetings	10,000	10,000
	13.9 Mobilization, Engagement, Educ.	20,000	20,000
	13.10 Candidate's Forum	15,000	15,000
	13.11 Regional councils	45,000	45,000
	13.12 President Regional Council Travel	-	-
	13.13 NEC Special Meetings	10,000	10,000
	13.14 NEC Workshop	80,000	80,000
	13.15 Staff Workshop	50,000	-
14	Collective Bargaining	320,000	320,000
15	CLC	250,000	250,000
	15.1 CLC per capita taxes	225,000	225,000
	15.2 CLC Convention	25,000	25,000
16	Local Rebates	155,000	155,000
	16.1 Local Rebates	40,000	40,000
	16.2 Nationally Managed Local Exp.	115,000	115,000
17	Donations	2,500	2,500
19	Contingency	450,000	450,000
	19.1 Executive	300,000	300,000
	19.2 Administrative	150,000	150,000
	19.3 Leasehold improvements	-	-
Total expenses		13,980,430	14,400,536
Surplus (Deficit) Operational		(1,334,430)	(1,834,536)
20	Amortization	250,000	300,000
Surplus (Deficit) End of Period		(1,584,430)	(2,134,536)

National Executive Committee 2021-2023

CAPE held elections in November 2022 for the vacancies of two EC director positions.

#	Name	Role	Affiliation	Category
1.	Greg Phillips	President	President	
2.	Camille Awada	Vice-President, EC, Library of Parliament and Office of the Parliamentary Budget Officer	Statistics Canada	EC
3.	André Picotte	Vice-President, TR	Translation Bureau-Public Services and Procurement Canada	TR
4.	Jonathan Brulotte	Director	Public Services and Procurement Canada	EC
5.	Alexander Butler	Director	Public Services and Procurement Canada	EC
6.	Maureen Collins	Director	Immigration, Refugees and Citizenship Canada	EC
7.	Scott Crawford	Director	Atlantic Canada Opportunities Agency	EC
8.	Howard Delnick	Director	Statistics Canada	EC
9.	Matthew English	Director	Atlantic Canada Opportunities Agency	EC
10.	Megan Glenwright*	Director	Employment and Social Development Canada	EC
11.	Sandy Harquail*	Director	Translation Bureau-Public Services and Procurement Canada	TR
12.	Peter Ives	Director	Public Health Agency of Canada	EC
13.	Jason King	Director	Public Health Agency of Canada	EC
14.	Granda Kopytko	Director	Agriculture and Agri-food Canada	EC
15.	Robert Kossick**	Director	Employment and Social Development Canada	EC
16.	Ann Kurikshuk-Nemec	Director	Statistics Canada	EC
17.	Jamie Lafontaine	Director	Indigenous Services Canada	EC
18.	Charlene Lonmo	Director	Statistics Canada	EC
19.	Pinelopi Makrodimitris	Director	Transport Canada	EC
20.	Kelly Mansfield	Director	Employment and Social Development Canada	EC
21.	Andriy Okladov	Director	Justice Canada	EC
22.	Sami Rehman	Director	Health Canada	EC
23..	Nazia Shaikh	Director	Royal Canadian Mounted Police	EC
24.	Andreas Trau	Director	Statistics Canada	EC
25.	Emmanuelle Tremblay	Director	Global Affairs Canada	EC
26.	Dan Monafu^	Director	Treasury Board of Canada Secretariat	EC
27.	Caroline Pageau^	Director	Public Services and Procurement Canada	TR

*Began in 2023

**On leave

^Did not complete term

Management Team

Jean Ouellette – Executive Director

Audrey Lizotte – Director, Policy and Negotiations, and General Counsel*

Jennifer George – Senior Advisor to the President**

Katia Thériault – Director of Communications

Sharon Salter – Director of Finance

Julie Courty – Executive Assistant to the President, Secretary to the National Executive Committee

Clarisse Habarugira - Executive Assistant to the President, Secretary to the National Executive Committee^^

*Departed in August 2022.

**Moved to become the General Counsel in December 2022.

^Moved to become the Local Liaison Officer in October 2022.

^^As of October 2022.



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