



**National Executive Committee
October 27th 2023
HYBRID
DRAFT PUBLIC MINUTES**

In Person: C. Lonmo, K. Mansfield, C. Awada, and A. Okladov

Via Zoom: A. Butler, A. Nemeč, A. Trau, J. Brulotte, J. King, M. Glenwright, P. Makrodimitris, S. Rehman, and S. Crawford

Staff: C. Habarugira, E. Woods, J. Lisiecki, Y. Radwan, J. Ouellette and J. George

Staff via Zoom: S. Salter

Observer(s): N. Koutsoumbis

Regrets: K. Theriault, G. Kopytko, and A. Picotte

1. Opening and Welcome

The meeting was officially called to order at 9:10am.

a. Approval of Agenda

[Be it resolved that the NEC adopt the October 27, 2023, NEC agenda](#)

Discussion: A decision item regarding CAPE's response to Local 514 newsletter was added under item (5b). A discussion item regarding a NEC members appeal to the ERC was added under item (4f).

Moved by: A. Picotte

Seconded by: C. Lonmo

In favour: (10)

Opposed: (0)

Abstentions: (1)

Carried unanimously

b. Approval of September 2023 NEC minutes

[Be it resolved that the NEC approve the September 29, 2023, NEC Public Minutes.](#)

Discussion: The minutes's approval will be postponed until the November NEC meeting due to delays in the review and translation processes.

2. Reports

a. President's Report

The President provided a summary of the meetings he attended in the month of October. The New Brunswick AGM was successful in filling a slate of executive positions. The President also attended the Membership Budget Meeting (MBM), two (2) SGM's, the Presidents' debate as well as several federal employee networks.

b. Senior Advisor's Report

The Senior Advisor attended the same meetings as the President and has been preparing for the AGM.

c. Executive Director's Report

The Executive's Director Quarterly report will be shared in detail at the next NEC meeting.

d. Acting Director of Negotiation and Research Report

A two-day training session was held for RCMP civilian members on November 8th and 9th. In collaboration with the department of representation services and education, a presentation on the findings of the Public Service Employee Survey is being prepared, as well as a Q&A on the new EC collective agreement.

Research is being carried out on how the introduction of Bill C-27 could possibly impact our members. The drafting of explanatory notes regarding the WSIB case is being developed to better inform TR members. The Pay Equity committees' is waiting for the election of a non-unionized member in order to formally begin the work. CAPE has been assigned a seat on the OPBO's committee as a union representative. The committee is meeting to review job permanence and tools.

e. Director of Communications and Public Affairs Report

A detailed report on the Communication department's extensive work will be provided in the ED's Quarterly Report.

f. Director of Finance Report

As it stands, the Association holds a year-to-date surplus of approximately \$1.5M. The Defence Fund currently sits at \$5M. The Operating Fund is currently at \$9.4M and is expected to be replenished by \$1.2M once the rebate from the new landlord is received.

A one-time special levy of 9.52\$ will be pulled in November, for the members' resolution passed at the 2022 AGM. The proposed budget for 2024, with the feedback received at the MBM incorporated, will be voted on under decision item **4a**.

g. General Counsel and Director of Policy's Report

On October 6th, the statement of claim against E. Tremblay was filed in Superior Court. On October 18th, E. Tremblay's counsel informed CAPE of their notice to defend, which according to timeline of civil procedure is expected next few weeks.

A request for arbitration was sent with regards to the LoP bargaining. In light of the recent decision at PSAC recognizing employees at the Library are entitled to same wage package as the rest of public administration. This result underscored that CAPE made right decision moving to arbitration as wages were a sticking point.

The rest of the report was provided 'in-camera'.

3. Committee Updates

a. Finance Committee

The Finance Committee approved the final budget with the incorporated feedback from the MBM. The expenditures over \$500 were reviewed. The Finance Committee passed a motion to present the budget to the NEC this afternoon for a vote, and to be subsequently presented to the membership at the AGM.

b. Constitution and Bylaws Sub- Committee

The Committee did not meet in the last month.

c. HR Sub-Committee

The Sub-Committee did not meet in the month of October.

d. DDT Sub-committee

The Sub-Committee will meet on October 31st to review the findings of the Digital Disruption membership survey.

e. Diversity, Equity, and Inclusion Sub-Committee

The Sub-Committee did not meet in the month of October.

f. Voting Sub-Committee

A survey on voting was recirculated to members, a report on the findings of the survey will be presented at the November NEC meeting.

g. Employment and Benefits Defence Sub-Committee

The Sub-Committee did not meet quorum. A list of recommendations based on the feedback received to date, will be presented to the NEC in November.

4. Decision Items

a. Finance Committee motion re: Final Budget

Be it resolved that the NEC accept the final budget as presented by the Finance committee for ratification by the membership after the November 2023 AGM.

Moved by: A. Okladov

Seconded by: S. Crawford

In favour: (10)

Carried unanimously

Opposed: (0)

Abstentions: (1)

b. Name of the National Executive Committee

Be it resolved that, effective January 1, 2024, the word Council replace Committee in the English Version of the NEC name

Moved by: M. Collins

Seconded by: C. Lonmo

Discussion: The NEC discussed if changing the name of the NEC would require constitutional change. The motion was withdrawn pending a legal opinion.

ACTION: General Counsel to seek legal opinion on changing the name of the NEC.

Motion withdrawn

c. Member Education

Be it resolved that the Education Committee be revitalized to explore, identify, and communicate external and free/cost-shared training opportunities for CAPE's membership.

The NEC discussed reinstating a (Education Committee) Acknowledging the limited resources, it was proposed that the Director of Representation and Education, in tandem with the Director of Communications, work to develop non-traditional educational material, such as free webinars, handbooks, etc., involving both members of the NEC and the membership at large.

The motion was withdrawn. NEC members will develop a draft ToR for a potential Education Committee, to be presented at the next NEC.

Motion withdrawn

d. Volunteers for CLC Lobby Day on November 28th 2023.

A call for volunteers was put out to the membership. Sixteen (16) applications were received, out of which the NEC must select four (4). NEC members took the opportunity to provide context and endorse different candidates. The NEC voted via a poll on the four (4) volunteers to be selected.

S. Nicole, S. Dwyer, J. Arthur, and P. Timsuk were selected to attend.
L. Jeong was selected as an alternate.

e. CLC delegation to the United Nations Commission on the Status of Women (UNCSW) in March 2024

The theme of the conference is stated as: “the achievements of gender equality and the empowerment of all women and girls by addressing poverty and strengthening institutions and financing, with a gender perspective. The approximate cost for reimbursement of salaries, meals and travel is about \$10,000 per delegate.

Whereas the CLC has set a deadline of November 6, 2023 for indication of attendance under the CLC's credentials at the UN Status of Women's, be it resolved that the NEC support the attendance of 2 NEC equity-seeking, intersectional members provided the 2024 - 2026 NEC costs and approves the expenditure and selects the 2 attendees.

Discussion: The motion is intended to signal interest given the tight timelines, but official confirmation would follow a detailed costing out and approval. The NEC discussed the high cost of sending two delegates as opposed to one. It was expressed that approval for such events should favour instances where CAPE delegates can actively participate in the event as opposed to passively attend.

Moved by: C. Lonmo

Seconded by: M. Glenwright

In favour: (5)

Opposed: (4)

Abstentions: (1)

Motion carried

5. Discussion Items

a. **NEC – Holiday Dinner 2023**

The NEC discussed possibilities for where to host the ‘NEC Holiday Dinner.’ The President’s Office will take recommendations into consideration and inquire on availability.

b. **Use of official CAPE letterhead and misinformation being published**

A NEC member inquired on the use of CAPE’s official letterhead by entities who do not officially represent the National Office. Members have reported posters and communications published by candidates who are running in the election, using CAPE’s logo, and sharing incorrect information about NEC members and their positions, as well as requests for donations. The NEC discussed previous similar occurrences and the possible financial implications.

ACTION: CAPE’s Local Liaison Officer to send a letter requesting corrections to errors in information about NEC members’ positions.

6. Report on Action Items from prior meeting

- a. Director of Communications and Public Affairs to make available on CAPE website how members can participate in NEC meetings as observers – **not completed**
- b. Executive Director to work with F. Raposo and HR Sub-Committee on a process for standard high-level data reporting to/of LRO’s. (CSM) - **not completed**
- ~~c. Senior Advisor to prepare a detailed costing out of the requested funding for the 8-week term re: Black Class Action Lawsuit. – **completed**~~
- d. Executive Director to report to NEC on the possible need for recruiting services to assist in filling vacancies – **not completed**
- ~~e. President’s Office to reinstate M. Collins to the EDI sub-committee – **completed**~~
- f. Implementation of the recommendations of the Chief Science Advisor – **not completed**

7. Adjournment

The meeting was adjourned at 3:22pm