



**National Executive Committee Meeting
Friday, January 26, 2024
Hybrid Meeting**

PUBLIC MINUTES

In Person: N. Prier (*Chair*), C. Pageau, A. Yeo, N. Curti, M. Wylie, N. Burron, M. Davidovic, B. Latour, S. Holmes, A. Brabant, R. Ajmera, A. Petras, G. Brabazon, M. Larcher, T. Green, J. Solomon, F. Assu, A. Hersberger, C. Hill, D. Hagar, A. Trau (*pm session*)

Via Zoom: P. Makrodimitris, J. Szwarc, C. Goldberg, B. Panasyuk, L. Spek

Mgt Staff: C. Habarugira, J. George, S. Salter, K. Thériault, J. Ouellette, A. Poliquin, S. Brosseau and J. Courty

Regrets: L. Monroe

1. CALL TO ORDER / OPENING REMARKS

The NEC meeting was officially called to order at 9:00 a.m. Following a round of self-introductions which included a visual/physical description of each member, the Chair offered opening remarks, outlined the procedural rules, and noted all housekeeping items.

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

1.1 Approval of NEC Agenda

There were no additions or amendments to the agenda.

Be it resolved that the NEC adopt the January 26, 2024, NEC agenda as presented.

Moved by: Chair

By show of hands: Carried unanimously

2. REPORTS

2.1 President's Report: The President attended the Local 514 AGM, Employment and Social Development Canada (ESDC), along with a productive town hall with CAPE staff in attendance. A number of issues were raised during an introductory meeting with ESDC Deputy Minister Paul Thompson, mainly pertaining to Phoenix grievances and tele-work approval rejections.

On the labour front, the President met with PSAC President Chris Aylward, and discussions lead to forming a common front on a range of issues. The President recently attended a meet-and-greet with ACFO President Dany Richard that addressed settling into the role of President, as well as the expectations of general participation at the National Joint Council (NJC). A meeting with PIPSC President Jennifer Carr has been scheduled for February 1st. The President also met with Canadian Labour Congress President Bea Bruske to discuss the potential establishment of a Tele-Work Research Committee for workers across Canada, with President Bruske expressing a keen interest in collaborating with CAPE on the matter.

On the advocacy front, the President tackled the 3 issues outlined in a letter drafted by CAPE membership on January 2nd, 2024, addressed to the NEC and the President, whereby concerns of perceived bias were raised. In response, the President indicated having met with a group called "CAPE Advocacy" to discuss a petition on the Israel/Palestine conflict and the direction the NEC may take as a result of today's meeting. In addition, the President met with the Federal Black Employee Caucus to discuss ongoing hiring and promotion challenges being faced, as well as upcoming plans for Black History Month. Additional notes arising from the meeting can be shared with the NEC upon request.

The President had a meeting with C. Pageau and A. Hersberger of Local 900 (TR) to discuss impediments encountered by interpreters and translators, as well as ways to help in mobilizing the Local to advance their campaign efforts, which have become a forefront issue requiring careful study with significant levels of organization.

Several interviews and media appearances have been scheduled. CAPE staff has been tasked to undertake a strategic landscape analysis document to support the NEC's strategic planning going forward. Alongside a number of CAPE staff and members, the President joined the PSAC picket line for striking Non-Public Funds workers on January 12th. CAPE is currently preparing a solidarity package mailout for Locals without access to flags or placards.

Six copies of the books entitled "*Rules To Win By: Power and Participation in Union Negotiations*" and "*No Shortcuts: Organizing for Power in the New Gilded Age*" by author Jane F. McAlevey have been ordered for the membership to access, which will be stored at the National Office.

A members' Town Hall will be hosted on February 7th from 5-7pm to discuss pressing matters to the membership and priorities for the President, as well as to attempt

to make the distinction between a service model and organizing model of unionism, along with defining social unionism vs. business unionism. NEC members were encouraged to attend.

2.2 Senior Advisor's Report: Currently fulfilled on an interim basis, J. Courty reported on what the Senior Advisor's role entails, which is to provide high-level advice, guidance, and support to the President of CAPE on strategic direction and planning. At this time the task is shared with J. George until a suitable candidate to assume the position is identified. J. Courty's official role at CAPE is Local Liaison Officer.

2.3 Executive Director Report: J. Ouellette described his responsibilities within the organization, which mainly oversee the operations of the organization, as well as working closely with senior management to meet CAPE's objectives. Quarterly reports will be provided to the NEC, with the next one slated to be presented at the February NEC meeting, along with the Elections and Resolutions Committee report.

2.4 Director of Negotiations and Research Report: S. Brosseau outlined key responsibilities and expectations associated with the role, including pay equity, representing CAPE by providing expertise on collective bargaining, negotiations strategies, as well as to research, review, assess and evaluate the impact of changes to the collective agreements. A formal report will be presented at the next NEC meeting.

Action Item: *With respect to the pay equity portfolio, a request was put forth to discuss the establishment of a team consisting of NEC members tasked to provide advice to the CAPE Pay Equity Committee Representative for the core and the RCMP at the next NEC meeting.*

2.5 Director of Communications and Public Affairs Report: K. Thériault reported on the growth of the division since 2018 with a team of 7 CAPE staff. Main functions performed by the Communications and Public Affairs division include corporate communication, advocacy, knowledge management, member engagement, translation, media and government stakeholder relations. Also falling within the purview of the division is to set and meet high standards of accountability and transparency by producing a variety of reports and ensuring a steady flow of information to the membership, as well as enhancing and protecting CAPE's brand and reputation. The Communications and Public Affairs division reports directly to the Executive Director but works closely with the Office of the President. The division's budget for 2024 is \$70,000.

2.6 Director of Finance Report: Since joining CAPE 2.5 years ago, S. Salter and the Finance team have dedicated significant time towards developing a robust financial framework by strengthening internal controls to ensure consistent financial oversight, dual approval of all expenditures as well as documented policies and procedures, to prevent fraud and provide transparency, accountability and the safeguarding of members' funds. The Director of Finance is working closely with the Finance Committee on reviewing expenditures, preparing the budget, overseeing the audit, handling Local rebates, as well as reconciling monthly financial statements. Lastly, the role of the Finance team extends

beyond the numbers as it also manages union leave forms, membership registration and procurement requests for the organization.

2.7 Director of Representation Services & Education Report: A. Poliquin provided a detailed breakdown of the team, which is comprised of 16 Labour Relations Officers, including 2 Labour Relations assistants, 2 Labour Relations Officers, 1 Education Officer, 2 Labour Relations & Education Officers and 3 Labour Relations administrative staff. The Representation Services department is divided into portfolios, which include a number of agencies and ministries. Each team member is dedicated to contributing to the effective delivery of high-standard representation services for CAPE's membership.

2.8 General Counsel & Director of Policy Report: J. George outlined the specific duties, authorities, and accountabilities of the General Counsel & Director of Policy role, which involves leading the in-house legal team and providing legal advice to the association. It was clarified that the role does not involve acting as personal lawyer to the NEC or President, nor does it provide individual legal advice to members. Often the General Counsel & Director of Policy will act as a representative when dealing with external legal counsel, Chief Negotiator for the LoP group on the bargaining front, as well as staff resource for internal staff union bargaining table (ESU/CSN). With the upcoming rounds of bargaining set for the spring, NEC members will be petitioned to volunteer to sit at the table at the next NEC meeting.

***Action Item:** As reports will become more substantial, the Chair requested for CAPE staff to allow sufficient dedicated time on future agenda for discussion and questions while adhering to set time limits.*

HEALTH BREAK

3. COMMITTEE UPDATES

Committee updates have been provided in the form of 'Legacy Letters' and will be submitted once translated. The NEC will establish the (sub)committees for the term under agenda item '4.6'.

4. DECISION ITEMS

4.1 Transport Safety Board - Steward application for Paul Whiteley: The following motion was raised:

Be it resolved that the NEC accept Paul Whiteley's application to become a steward

Moved by: M. Larcher

Seconded by: B. Latour

Discussion: The nomination process was reiterated as a point of information.

Abstentions (1)

By show of hands: Carried unanimously

4.2 NEC LoP Director - S. Feldman: In accordance with the Constitution, the NEC is able to proceed with the vote given the current vacancy and the requirement for 50% representation, which the LoP currently has no representation on the NEC.

Be it resolved that S. Feldman be appointed as NEC Director for the LoP group

Moved by: M. Larcher

Seconded by: A. Brabant

Discussion: A comment was raised regarding a lack of information on the candidate, which may hinder the ability to make a well-informed decision.

Based on the previous comment, the following motion was raised:

Motion to defer the appointment of S. Feldman to the next NEC meeting in order for additional information to be provided.

Moved by: C. Hill

Seconded by: S. Holmes

Discussion: A recommendation was put forth to consider inviting the candidate to the meeting to answer further questions, and/or potentially hold a debate in the event another candidate arises. The NEC was informed that no other nominations came forward given the size of the unit, and discussed what additional information could be provided or stipulated in the application.

Abstentions (2), In Favour (2), Opposition (21)

Motion Defeated

Vote on Original Motion:

Abstentions (2), Opposition (2), In Favour (21)

Motion Carried

4.3 Motions and resolutions in the official languages: In an effort to prevent motions/resolutions from being tabled outright if not translated, a request was put forth that all non-procedural motions/resolutions must be submitted in writing in both official languages prior to being tabled for consideration by the NEC. The following motion was raised:

Be it resolved that the NEC amends Bylaw 2 by adding a Section 2.6, stipulating that any motion or resolution that is not merely procedural must be available in writing in both official languages before it can be reviewed by the NEC.

Moved by: M. Larcher

Seconded by: A. Hersberger

Discussion: The rationale for recommending that all motions/resolutions be tabled in advance was cited as to ensure NEC members can make an informed decision prior to casting a vote. Although already a CAPE prerequisite to submit all motions/resolutions in both official languages, this motion would aim to formalize this practice. Conversely, it was cautioned that doing so could potentially limit discussions for unilingual Directors wishing

to table a motion, thereby hampering the ability to react in real-time, notwithstanding that issues may arise on short notice or due to urgency.

RECORDED VOTE

In Favour: C. Pageau, A. Yeo, N. Curti, M. Wylie, N. Burron, M. Davidovic, B. Latour, S. Holmes, A. Brabant, R. Ajmera, D. Hagar, A. Petras, G. Brabazon, M. Larcher, T. Green, J. Solomon, F. Assu, A. Hersberger, C. Hill, J. Szwarc, C. Goldberg, B. Panasyuk

No Opposition

Abstentions: N. Prier, L. Spek and P. Makrodimitris

Motion Carried

4.4 NEC Strategy Retreat in March: The following motion was raised:

Be it resolved that CAPE host a two-day (2) strategic planning retreat at CAPE headquarters in March 2024 for all NEC members, with the goal of developing a three-year (3) Strategic Plan that identifies key strategic priorities for the organization over the next NEC term, and, that CAPE hire an external strategic planning consultant to design and facilitate this exercise.

Moved by: R. Ajmera

Seconded by: M. Davidovic

Discussion: The date of the retreat is yet to be determined. It was confirmed that the retreat is separate from the scheduled March 22nd NEC meeting; however, the timeframe of the retreat will coincide to accommodate travel arrangements.

Abstentions (1)

By show of hands: Carried unanimously

4.5 Suspending By-law 5: The following motion was raised:

Be it resolved that, CAPE suspend the current Bylaw 5 process in its entirety pending the development of an updated discipline bylaw by the Constitution and By-Laws Sub-Committee in consultation with CAPE staff, and, that the suspension of By-law 5 be in place for 3 months to allow the NEC to create a new process that is more effective and efficient,

And, that all current By-law 5 complaints will continue to follow the By-law 5 process as it existed when those complaints were filed. Complaints filed during the period that By-law 5 is suspended will be dealt with on a case-by-case basis.

Moved by: A. Yeo

Seconded by: A. Brabant

Discussion: In response to concerns raised over the period of time during which no Bylaw would be in place, general counsel confirmed the existence of current legislation for handling complaints that defines the threshold of harassment, which are triaged accordingly dependent on the type of complaint filed. Meanwhile, the CBC is internally working on drafting a more robust definition of harassment. In addition, both parties would be informed with the process prior to initiating any actions.

Abstentions (1)

By show of hands: Carried unanimously

As a formality, a request was put forth to amend the last sentence of the approved motion to reflect that By-law 5 when suspended will be dealt with “in accordance with existing legislation” rather than on a case-by-case basis.

Moved by: J. Solomon

Seconded by: C. Goldberg

Discussion: The intent of the amendment is to ensure all complaints follow the Rule of Law rather than be based on arbitrary individual decisions.

Abstentions (1)

By show of hands: Carried unanimously

The revised motion was read aloud as follows:

Be it resolved that, CAPE immediately suspend the current Bylaw 5 process in its entirety pending the development of an updated discipline bylaw by the Constitution and By-Laws Sub-Committee in consultation with CAPE staff,

And, that the suspension of By-law 5 be in place for 3 months to allow the NEC to create a new process that is more effective and efficient,

And, that all current By-law 5 complaints will continue to follow the By-law 5 process as it existed when those complaints were filed. Complaints filed during the period that By-law 5 is suspended will be dealt with in accordance with existing legislation.

Abstentions (1)

By show of hands: Carried unanimously

4.6 Formation/Dissolution of new and old Committees and Subcommittees:

The following motion was raised:

Be it resolved that the NEC establish the following NEC subcommittees:

- Education
- New Federal Workers
- Mobilization and Defence
- Accessibility

And, that the following NEC subcommittees be disbanded:

- Digital Disruption and Transformation
- Voting
- Employment and Benefits Defence

Moved by: A. Yeo

Seconded by: B. Latour

Discussion: In light of the overlapping functions, a recommendation was put forth to consider merging a health & safety component into the Accessibility Committee. This was unanimously supported, and it was noted that other committees may also collaborate when

it pertains as it encompasses a range of issues affecting other subcommittees. This will be outlined in the Accessibility Subcommittee's TORs.

Motion to amend the title of the Accessibility Committee to reflect "Accessibility & Health & Safety Subcommittee.

Moved by: M. Larcher

Seconded by: J. Solomon

Abstentions (1)

By show of hands: Carried unanimously

As a result, the amended motion now reads:

Be it resolved that the NEC establish the following NEC subcommittees:

- Education
- New Federal Workers
- Mobilization and Defence
- Accessibility, Health & Safety

And, that the following NEC subcommittees be disbanded:

- Digital Disruption and Transformation
- Voting
- Employment and Benefits Defence

The following motion was raised:

Motion to amend the New Federal Workers Committee's name to include "Rand members recruitment and awareness"

Moved by: J. Solomon

Seconded by: C. Goldberg

Discussion: It was commented that approving this amendment may restrict the Mobilization & Defense Committee to address the issue of onboarding Rands, including other committees that may be involved as well.

In Favour: (2) Abstentions (1), Opposition: (22)

Motion Defeated

Vote on original motion

Abstentions (1)

By show of hands: Carried unanimously

Motion to call for NEC volunteers for all relevant standing committees and NEC subcommittees. CAPE calls on volunteers to identify themselves at the January 26 NEC meeting, given the constitutional requirement that NEC directors sit on at least one subcommittee (Article 11.3)

Moved by: A. Yeo

Seconded by: A. Petras

Abstentions (1)

By show of hands: Carried unanimously

The Chair noted that procedurally, the NEC is unable to call for volunteers to sit on the Collective Bargaining Committee in accordance with Bylaw 7.1.1 and therefore, will be established at a future NEC meeting. It was also stated that while subcommittees can propose amendments to the existing TORs, final approval by the NEC is required. Staff support is provided to each committee in the form of a secretary. After soliciting volunteers, the NEC (sub)committees were populated as follows:

- **Finance:** A. Hersberger, M. Larcher, S. Holmes, B. Panasyuk, and A. Trau
- **Accessibility, Health & Safety:** C. Goldberg, L. Spek, and M. Wylie
- **Communication Advisory:** G. Brabazon, J. Solomon, A. Hersberger, B. Latour, M. Davidovic
- **Constitution and By-Laws:** C. Pageau, A. Yeo, B. Latour, P. Makrodimitris, and C. Goldberg
- **Education:** A. Yeo, B. Latour, M. Davidovic, M. Wylie, R. Ajmera, B. Panasyuk, D. Hagar, N. Burrton, G. Brabazon, and C. Hill
- **Equity, Diversion, and Inclusion:** L. Spek, C. Goldberg, M. Davidovic, T. Green, F. Assu, J. Solomon, S. Holmes, and G. Brabazon
- **Governance:** C. Hill, M. Larcher, G. Brabazon
- **Human Resources:** L. Spek, A. Petras, N. Curti, M. Wylie, and D. Hagar
- **Mobilization and Defense:** A. Brabant, T. Green, D. Hagar, J. Szwarc, L. Spek, C. Hill and J. Solomon
- **New Federal Workers:** A. Yeo, A. Brabant, and N. Curti

Be it resolved that the volunteers who have identified themselves be appointed to sit on the committee they have chosen, as identified in the following list:

Standing Committees:

- Finance Committee

NEC Subcommittees

- Accessibility, Health & Safety Sub-Committee
- Communications Advisory Sub-Committee
- Constitution and By-Laws Sub-Committee
- Education Sub-Committee
- Equity, Diversion, and Inclusion Sub-Committee
- Governance Sub-Committee

- Human Resources Sub-Committee
- Mobilization and Defence Sub-Committee
- New Federal Workers Sub-Committee

Abstentions (1)

By show of hands: Carried unanimously

Action Item: CAPE staff to review the French translation of Committee titles to ensure accurate reflection of the wording

LUNCH BREAK

4.7 NEC to send out Statement on Palestine Ceasefire: Prior to raising the motion, G. Brabazon requested the agenda title be amended to read “***Advancing a Statement in support of a permanent ceasefire in Palestine and Israel***” in order to accurately reflect the upcoming motion. The NEC agreed to update the agenda as amended. The motion was raised as follows:

Be it resolved that the National Executive Committee support the urgent release of the attached statement calling for an immediate and permanent ceasefire in Palestine, Israel, and surrounding region.

STATEMENT: Members and leadership of ACEP-CAPE are deeply concerned by the events that have unfolded in Palestine and Israel since and including October 7, 2023. The violence that has ensued continues to devastate the region, displacing over 1.9 million Palestinians and killing over 23,000 Palestinian people.

ACEP-CAPE condemns the violence occurring in Palestine and Israel and condemns the ongoing targeting and killing of Palestinian civilians. ACEP-CAPE is opposed to the apartheid practices and genocidal tactics that have defined the region for over 75 years.

We grieve with our members whose families have been affected by the escalating violence in Gaza and the West Bank, and stand with our members who have experienced racism, silencing, and intimidation in Canada and from their employer in response to their calls for justice.

As a union of federal public sector workers, ACEP-CAPE acknowledges that Canada is a settler colonial state, and our members work on Indigenous lands. As such, ACEP-CAPE believes we have a responsibility to work to understand the context, history, and broader conditions that impact workers in occupied territories and the violence they face. The horrors we are witnessing today are deeply connected to long-standing systems of oppression, occupation, and settler colonialism, and do not exist in isolation.

ACEP-CAPE joins the calls of hundreds of labour unions, human rights and international law organizations, and the United Nations for a permanent ceasefire and an immediate end to the collective punishment and slaughter of the Palestinian people by the Israeli state.

ACEP-CAPE calls upon the Government of Canada to:

- Unequivocally call for an immediate and lasting ceasefire,
- Take clear, public steps to ensure the upholding and enforcement of international law to stop the war crimes in Gaza,
- Call for the release of all hostages and all civilians held in unlawful or arbitrary detention,
- Contribute to establishing humanitarian corridors and providing humanitarian aid to the millions of displaced Palestinian families, and
- Demand the protection and immunity of Palestinian journalists and their families in the region.
- ACEP-CAPE remains committed to ensuring members are informed and supported in their workplace in the face of rising instances of antisemitism, anti-Palestinian racism, and Islamophobia.
- It is ACEP-CAPE's priority to advocate, protect, and respond to member needs, interests, and rights. ACEP-CAPE commits to:
- Encouraging members to engage further in solidarity actions and activities as ACEP-CAPE members toward a peaceful and just resolution,
- Remaining informed on developments in the region and on the realities and context of fellow workers and their families in Palestine,
- Supporting members in their learning on Palestine and Israel's history and context, and
- Exploring opportunities and options for building solidarity with workers and humanitarian initiatives in the region.
- ACEP-CAPE demands an immediate and permanent ceasefire as the first step to lasting peace

**Footnotes have not been included in the motion. NEC members can refer to the written motion provided in the meeting package*

Moved by: G. Brabazon

Seconded by: M. Davidovic

Discussion: It was confirmed that the Jewish Network was not formally contacted on this statement. After lengthy deliberations, several comments were raised, including the need to exercise caution in issuing a statement in favour towards a specific conflict participant over others as this can be deemed as politically divisive and inflammatory. Contrarywise, several NEC members strongly urged for CAPE to take immediate action as this was viewed as a genocidal act. Recognizing that the association's mandate is to protect members' rights and serve in the membership's best interests, it was requested to consider broadening the direction to encompass such social issues.

Motion for the statement to include that ACEP-CAPE calls upon the Government of Canada to take action to ensure enforcement of International Court of Justice's January 26, 2024 order to prevent acts of genocide

Moved by: M. Larcher

Seconded by: A. Hersberger

In Favour (20), Abstentions (2), Opposition (4)

Motion Carried

Motion for CAPE to instead adopt the statement released by the Canadian Labour of Congress (CLC) or the International Trade Union Confederation (ITUC)

Moved by: C. Goldberg

Discussion: The impetus for raising the motion was to enable CAPE to fact-check portions of the statement prior to its release. This motion was ruled out of order by the Chair as it changes the original intent of the previously passed motion.

Motion to defer the ruling of the previous motion until the next NEC meeting

Moved by: C. Goldberg

Seconded by: A. Trau

In Favour (3), Opposition (22)

Abstentions (1)

Motion Defeated

The mover, G. Brabazon, requested a friendly amendment to the motion whereby the statement should be replaced to reflect '2.3 million Palestinians' instead of 1.9. In addition, the first paragraph should also reflect '25,000 Palestinians' instead of 23,000, and lastly, it was requested to add '1300 Israelis' at the end of the sentence. Furthermore, the word 'all' in paragraph 6-bullet point 3 will be substituted so it reads: "*Call for the release of 136 Israeli hostages and the over 1,300 Palestinian civilians*". The friendly amendment was accepted by the seconder, M. Davidovic. The motion was amended accordingly.

The following motion was raised:

Move to amend the text of the motion to instead adopt the Canadian Labour of Congress (CLC) statement as CAPE's stance.

Moved by: J. Solomon

The motion was ruled out of order by the Chair as it fundamentally changes the nature of the statement. The mover, J. Solomon, subsequently appealed the decision and requested it be reconsidered, which was seconded by A. Trau. Upon the Chair consulting with legal counsel, it was determined that while the motion can be ruled upon by the NEC, a $\frac{2}{3}$ majority in favour is required.

**At this time VP Annie Yeo presided over this portion of the meeting as the Chair momentarily stepped down and refrained from participating in the voting proceedings*

Results of the vote:

In Favour (2), Opposition (22), Abstentions (2)

Motion Defeated

** Nathan Prier resumed chairing the NEC meeting*

The original motion with amended statement was read aloud as follows:

Be it resolved that the National Executive Committee support the urgent release of the attached statement calling for an immediate and permanent ceasefire in Palestine, Israel, and surrounding regions.

STATEMENT: Members and leadership of ACEP-CAPE are deeply concerned by the events that have unfolded in Palestine and Israel since and including October 7, 2023. The violence that has ensued continues to devastate the region, displacing over 2.3 million Palestinians and killing over 25,000 Palestinians and 1,300 Israelis.

ACEP-CAPE condemns the violence occurring in Palestine and Israel, and condemns the ongoing targeting and killing of Palestinian civilians. ACEP-CAPE is opposed to the apartheid practices and genocidal tactics that have defined the region for over 75 years.

We grieve with our members whose families have been affected by the escalating violence in Gaza and the West Bank, and stand with our members who have experienced racism, silencing, and intimidation in Canada and from their employer in response to their calls for justice.

As a union of federal public sector workers, ACEP-CAPE acknowledges that Canada is a settler colonial state, and our members work on Indigenous lands. As such, ACEP-CAPE believes we have a responsibility to work to understand the context, history, and broader conditions that impact workers in occupied territories and the violence they face. The horrors we are witnessing today are deeply connected to long-standing systems of oppression, occupation, and settler colonialism, and do not exist in isolation.

ACEP-CAPE joins the calls of hundreds of labour unions, human rights and international law organizations, and the United Nations for a permanent ceasefire and an immediate end to the collective punishment and slaughter of the Palestinian people by the Israeli state.

ACEP-CAPE calls upon the Government of Canada to:

- Unequivocally call for an immediate and lasting ceasefire,
- Take clear, public steps to ensure the upholding and enforcement of international law to stop the war crimes in Gaza,
- Call for the release of the 136 Israeli hostages and the over 1,300 Palestinian civilians held in unlawful or arbitrary detention,
- Contribute to establishing humanitarian corridors and providing humanitarian aid to the millions of displaced Palestinian families.
- Demand the protection and immunity of Palestinian journalists and their families in the region, and

- Take action to ensure enforcement of International Court of Justice’s January 26, 2024, order to prevent acts of genocide

ACEP-CAPE remains committed to ensuring members are informed and supported in their workplace in the face of rising instances of antisemitism, anti-Palestinian racism, and Islamophobia.

It is ACEP-CAPE’s priority to advocate, protect, and respond to member needs, interests, and rights. ACEP-CAPE commits to:

- Encouraging members to engage further in solidarity actions and activities as ACEP-CAPE members toward a peaceful and just resolution,
- Remaining informed on developments in the region and on the realities and context of fellow workers and their families in Palestine,
- Supporting members in their learning on Palestine and Israel’s history and context, and
- Exploring opportunities and options for building solidarity with workers and humanitarian initiatives in the region.

ACEP-CAPE demands an immediate and permanent ceasefire as the first step to lasting peace.

RECORDED VOTE

In Favour: A. Yeo, N. Curti, M. Wylie, N. Burrton, M. Davidovic, B. Latour, S. Holmes, A. Brabant, R. Ajmera, A. Petras, L. Spek, G. Brabazon, M. Larcher, B. Hagar, T. Green, F. Assu, A. Hersberger, C. Hill, J. Szwarc, B. Panasyuk

Opposition: C. Pageau, C. Goldberg, P. Makrodimitris, A. Trau, J. Solomon

Abstentions: N. Prier

Motion Carried

HEALTH BREAK

4.8 Telework Campaign directing CAPE to begin campaign prep / Research potential telework models: The following motion was raised:

Be it resolved that CAPE design a campaign rooted in member organization by department, in coordination with other bargaining agents, that is oriented towards escalating workplace actions to secure telework for our members,

And, that CAPE initiate intensive research on telework models enjoyed by workers with similar profiles to CAPE members, and that CAPE hold a public event discussion potential telework models for federal public servants to fight for.

Moved by: A. Yeo

Seconded by: A. Trau

Discussion: All NEC members were supportive of the motion as it will assist in streamlining communication, increasing cost-efficiency and productivity, adopting an eco-friendly option, as well as being in alignment with current economic realities.

Abstentions (1)

By show of hands: Carried unanimously

5. DISCUSSION ITEMS

- a) Accessibility Report:** Guest presenter S. Elrich described and provided a detailed overview of the slide deck presentation entitled “Disability Experience Consulting” shared on-screen, which was designed to view an organization or process through the lens of the disabled people, as well as identify existing barriers and devise custom solutions that meet the needs of the organization and the disability community. As it stands, approximately 6766 disabled people are part of the CAPE community to whom the association has a legal responsibility to resolve all barriers encountered. The PowerPoint presentation also outlined the social and lawful definition of disability, its prevalence, as well as the association’s legal obligations under the Human Rights Legislation whereby both CAPE employees and members are protected under. CAPE staff was acknowledged and commended for their efforts towards workplace accommodation and fostering practices that embraces a culture of inclusion.

Next Steps: With respect to the proposed plan, CAPE was recommended to initiate the process of hiring an internal Accessibility Coordinator for 20 hrs/week for the next 6 months where a fulsome plan will be developed afterwards. This position should be jointly developed with accessibility consultation to identify core competencies and ensure an accessible hiring process.

Being in the preliminary stages of the process, a more fulsome presentation will be delivered in the future during which time feedback from the NEC will be sought to determine the next steps. It was suggested and agreed for the Accessibility, Health & Safety Committee to explore some of the recommendations put forth, including the development of an Accommodations Plan, as well as advance proposals on resources CAPE can deploy to create a more accessible-friendly environment and carry out a meaningful accessibility change (*e.g.: by enhancing physical and technological accessibility, better foresight of the impact of disability, reviewing CAPE's accessibility practices etc.*)

All NEC members echoed appreciation for the insight and information gleaned from the presentation.

HEALTH BREAK

- b) Expanding the scope of Anti-Black Racism position:** Initially created as an 8-week position, the poster for the Project Officer was subsequently removed by the President following discussions with several black members at CAPE due to the position being only temporary, along with other financial considerations. As a result, the position will be redesigned, and a new proposal and ideas will be solicited at the February NEC meeting. Details on the job classification will be provided at the next NEC meeting. As part of the President's platform plan and the Members for Change campaign, similar to PIPSC Black Caucus, the objective will be to focus on the creation equity caucuses with NEC standing, with the assistance from the EDI Committee and other inter-committee discussions on the thresholds of the structure within the TORs.
- c) Rank-and-file caucuses:** The Solidarity Caucus was established during the previous NEC term, which ultimately led to facing a cease-and decess issue following the release of a Ceasefire Statement. The President is looking to issue a statement declaring that the membership is urged to establish Rank-and-File caucuses, provided that they substantially distinguish themselves from the National Executive Committee or CAPE as an organization. NEC members feedback on drafting the statement was encouraged.

Action Item: CAPE staff were requested to develop a disclaimer that can be referred to by all NEC members

- d) Discussion regarding letter received on anti-Arab/anti-Palestinian/anti-Muslim sentiment:** Two of the three main points raised in the letter by CAPE members dated January 2nd, 2024, have been addressed in the President's report. Furthermore, the President stated that the scope of discussions with the CAPE Advocacy group who drafted the letter remains within the confines of what could be divulged, and members of the group were invited to attend today's NEC meeting as observers. As a stakeholder group, CAPE regularly engages with the Muslim Federal Employees Network and the President has a scheduled meeting with members of the Network as part of the thematic calendar.

6. OTHER BUSINESS

- Outcome of Accessibility Report: although not a budgeted item, funds can be drawn from the contingency fund (\$200K) to cover the costs of the proposal. Additional discussions at the NEC table alongside the Accessibility, Health & Safety subcommittee will be warranted to obtain a comprehensive cost breakdown prior to deciding to pursue.
- The impact of COVID-19, especially on TR colleagues was reemphasized, which has led to auditory and speech health issues, as well as other linguistic difficulties. The

Government of Canada was urged to provide a safe work environment to all members.

- A. Trau requested being on the Finance Committee, which was agreed upon.
- Several NEC members shared their initial thoughts on the first NEC meeting, noting the collegial atmosphere despite holding diverging viewpoints on various issues.
- **Dates for upcoming training:** The Governance training will be held all-day on February 22nd, 2024. The session will enable NEC members to judiciously perform their functions and increase overall knowledge of effective governance practices. In addition, it will assist NEC members in gaining a better understanding of CAPE policies, procedures, roles and responsibilities, internal structures and to obtain an overview how collaborative work happens within the National Office. More details will follow.

The Bourinot's Rules of Order training will also be held all-day on March 21st, 2024. NEC members will have the opportunity to acquire knowledge on parliamentary procedures that govern the NEC and deal with various types of motions in order to run efficient NEC meetings.

It was acknowledged that the current scheduled times for the training are not practical for West coast members.

Action Item: CAPE staff to take scheduling concerns under consideration to ensure accessibility for all. CAPE staff will explore the possibility of scheduling the training in blocks of time rather than full days.

- Moving forward, CAPE staff were requested to consider tips to enhance the ZOOM platform and address technical glitches for a better user experience to ensure a fully functional hybrid meeting with full participation and engagement, particularly to accommodate members more accustomed to the MS Teams platform.

7. ADJOURNMENT

The Chair officially brought the meeting to a close. The NEC meeting adjourned at 4:23 p.m. EDT.

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The above minutes are accepted as a true representation of the National Executive Committee meeting held on January 26th, 2024.

APPROVED by:

Chairperson

Date