



**RECORD OF DECISIONS**  
**National Executive Committee (NEC) Meeting**  
**Friday, March 1st, 2024**

**4.1 Amendment to the Bylaw: In an effort to improve the efficient management of NEC meetings, the following motion was raised:**

Be it resolved that the NEC modifies Article 2 of the bylaw by the addition of Article 2.7, stating that the NEC meetings' verbal proceedings do not reflect the content of the debates.

**Moved by:** M. Larcher

**Seconded by:** B. Latour

Discussion: NEC members weighed in on the pros and cons of reflecting the discussions.

By show of hands: Carried unanimously

Abstentions (1)

Motion Carried

**4.2 TR Vice-Presidential vacancy: For this portion of the meeting, Antoine Hersberger recused himself due to conflict of interest. The following motion was raised:**

Be it resolved that the National Executive Committee designate Antoine Hersberger as Vice President TR given the indefinite leave of Caroline Pageau. Be it further resolved that CAPE immediately open a call for nominations to fill the vacant TR Director positions on the National Executive Committee.

**Moved by:** A. Yeo

**Seconded by:** T. Green

By show of hands: Carried unanimously

Abstentions (2)  
Motion Carried

**4.3 Dispute Resolution Subcommittee: The following motion was raised:**

Be it resolved that CAPE form a Dispute and Resolution Subcommittee to assist in resolving disputes between members.

In light of the Dispute Resolution Subcommittee being a product of the Temporarily Suspended Bylaw 5 process, and because a number of Bylaw 5 complaints that were filed happened prior to the bylaw been temporarily suspended, the purpose of that committee cannot change as it is already constituted by individuals who had submitted for it during a previous callout. As such, the motion was stricken from today's agenda.

**4.4 Steward Application - Annie Slizak: The following motion was raised:**

Be it resolved that the National Executive Committee appoint Annie Slizak's application to become a steward.

**Moved by:** B. Latour

**Seconded by:** L. Spek

By show of hands: Carried unanimously

Abstentions (2)

Motion carried

**4.5 Creation of a local for CBSA: The following motion was raised:**

Be it resolved that the National Executive Committee approve the creation of a local for CBSA.

**Moved by:** C. Goldberg

**Seconded by:** M. Larcher

By show of hands: Carried unanimously

Abstentions (1)

Motion carried

\*At this time VP Annie Yeo presided over this portion of the meeting

**4.6 Creation of a local for Southern Ontario: The following motion was raised:**

Be it resolved that the National Executive Committee approve the creation of a local for Southern Ontario.

**Moved by:** C. Goldberg

**Seconded by:** M. Davidovic

Discussion: It was noted that the Guelph local is comprised of many communities that are currently listed with the Toronto local despite being geographically closer to Guelph, which poses boundary delineation. There is currently a Guelph local in existence.

\*Nathan Prier resumed chairing the NEC meeting

A request was put forth to amend the original motion as follows:

Be it resolved that the NEC direct the Governance Committee to delineate the geographic boundary between the Guelph and Toronto regional locals.

**Moved by:** N. Prier

**Seconded by:** L. Spek

In Favour (19), Opposed: (2)

Abstentions (3)

Motion Carried

\*The NEC entered in-camera session

Be it resolved that the NEC conclude the in-camera portion of the meeting and return to the public meeting.

**Moved by:** M. Larcher

**Seconded by:** S. Feldman

By show of hands: Carried unanimously

Abstentions (1)

Motion carried

#### **4.7 Third session of the Permanent Forum on People of African Descent:**

The Office of the United Nations High Commissioner for Human Rights (OHCHR) has announced that the third session of the Permanent forum on People of African Descent will take place from 16-19 April 2024 in the Palais des Nations of the United Nations Office in Geneva, Switzerland. Background information on the proposal has been attached to the meeting package. As a meaningful way for CAPE to signal its commitment to combating anti-Black racism in both national and international contexts, **the following motion was raised:**

Be it resolved that CAPE fund a delegation of 1-2 members to attend the 2024 UN Permanent Forum on People of African Descent, and bring a report back to support the development of a member-led strategy for holding our federal government employer accountable to its international commitments on combating anti-Black racism, inside and outside of the workplace.

**Moved by:** M. Davidovic

**Seconded by:** A. Brabant

#### **The following motion was raised:**

A friendly amendment to the original motion was put forth to reflect that CAPE will organize a member-wide event to share learning and implications for members at an all-member event, which was agreed upon by the mover.

#### **RECORDED VOTE**

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

Opposed: (P. Makrodimitris)

Abstentions: (J. Solomon, S. Feldman, N. Prier)

Motion Carried

#### **4.8 Enhancing online transparency and accessibility of committee proceedings: The following motion was raised:**

Be it resolved that the Association adopts the following enhanced transparency measures:

Online availability of minutes: All non-confidential approved minutes of the association committees shall be made available to members on the ACEP-CAPE website within five weeks of the meeting date.

Online availability of record of decision: In addition to the online availability of minutes, a concise record of decisions made during the committee meetings will be posted on the ACEP-CAPE website as soon as possible, but no later than three weeks after each meeting to ensure members have a prompt access to critical outcomes. This record will provide a brief summary of the decisions taken without delving into the detailed discussions that led to these decisions, respecting any confidentiality constraints

Notification of Delays: In cases where there are delays in making the record of decision available, a notification shall be posted online within the same three-week period. In cases where there are delays in making minutes available, a notification shall be posted online within the same two-week period. These notifications will include the reason for the delay and an estimated date when the information will be available

Clear confidentiality guidelines: Committees must provide clear criteria for classifying matters as confidential. When a matter is deemed confidential, a general statement explaining the nature of confidentiality (without revealing sensitive details) shall be posted online.

A friendly amendment was put forth to strike Paragraph 2 in its entirety, as well as the reference to record of decision in Paragraph 3 due to redundancy. As it

relates to the availability of the minutes and/or delays of notification, it was requested replacing any mentions of the 5-week period with 2-weeks.

**Moved by:** B. Latour

**Seconded by:** M. Larcher

In Favour (21) Opposed (0)

Abstentions (2)

Motion Carried

A secondary amendment was put forth to remove point #4 from the motion in an effort to prevent abuse of the provision as it would be up to the respective chairs of committees to determine what is deemed confidential.

**Moved by:** M. Larcher

**Seconded by:** J. Solomon

**The original motion as amended was read aloud as follows:**

Be it resolved that the Association adopts the following enhanced transparency measures:

Online availability of minutes: All non-confidential approved minutes of the association committees shall be made available to members on the ACEP-CAPE website within two weeks of the approval of the minutes.

Notification of delays: In cases where there are delays in making minutes available, a notification shall be posted online within the same two-week period. These notifications will include the reason for the delay and an estimated date when the information will be available.

In Favour (21), Opposed: (1)

Abstentions (1)

Motion Carried

**4.9 CAPE delegated convention:** A delegated convention is a conference in which members are delegated by their locals or equities deserving groups to make decisions about motions that they or the NEC have developed. It is about member democracy and the rank and file coming together to meet, network, share stories, and make binding and/or non-binding decisions. Supporting this outreach will increase member engagement. **The following motion was raised as follows:**

Be it resolved that CAPE explore delegated convention models, as well as potential changes needed to the Constitution and bylaws with an aim to hold a delegated convention within one year.

**Moved by:** C. Hill

**Seconded by:** L. Spek

In Favour (20), Opposed: (0)

Abstentions (2)

Motion Carried

**4.10 Anti-Semitism and anti-racism training for the NEC:** This relates to a statement passed last month that committed CAPE to anti-racism training. The following motion is an extension of that statement focused on anti-Semitism from a provider with an integrated anti-racist lens and a demonstrable commitment to the struggle against all forms of discrimination as per the values expressed in the statement.

Be it resolved that the NEC promptly undergo anti-Semitism training provided by independent Jewish voices insofar as this training situates anti-Semitism in a broader anti-racist and progressive framework and is continuous with the NEC's previous statement on the subject and that CAPE further look into robust equity and anti-racist training for union executives on other issues such as anti-Black racism, anti-Palestinian racism, and Islamophobia as part of our renewed commitment to equity and education.

**Moved by:** M. Davidovic

**Seconded by:** G. Brabazon

An amendment was put forth to reflect the term “mandatory” added after the words ‘further look into’, which was accepted by the mover.

In Favour (20), Opposed: (3)  
Abstentions (1)  
Motion Carried

A second amendment was put forth to reflect that CAPE staff will also undergo the same training, which was agreed upon by the mover and in accordance with operational procedures, approved by the President. In addition, the mover of the motion requested an amendment to reflect that "CAPE will explore with Independent Jewish Voices providing training sessions for CAPE staff, local executives, stewards, and entrusted members", which was accepted by the seconder. Lastly, another friendly amendment was put forth to remove the word "promptly", which was agreed upon by the mover.

**The motion now reads:**

Be it resolved that the NEC and CAPE staff undergo anti-Semitism training provided by independent Jewish voices insofar as this training situates anti-Semitism in a broader anti-racist and progressive framework and is continuous with the NEC's previous statement on the subject, and that CAPE explore with Independent Jewish Voices providing training sessions for CAPE staff, local executives, stewards, and entrusted members, and that CAPE further look into mandatory robust equity and anti-racist training for union executives on other issues such as anti-Black racism, anti-Palestinian racism, and Islamophobia as part of our renewed commitment to equity and education.

**RECORDED VOTE**

In Favour (R. Ajmera, A. Yeo, B. Panasyuk, M. Davidovic, M. Larcher, A. Brabant, L. Spek, B. Latour, G. Brabazon, A. Petras, M. Wylie, N. Curti, C. Hill, T. Green, A. Hersberger, N. Burrton, D. Hagar, J. Szwarc, F. Assu, S. Holmes)  
Opposed: (C. Goldberg, J. Solomon, P. Makrodimitris, S. Feldman)  
Abstentions (N. Prier)  
Motion Carried

**4.11 Motion to mitigate accessibility barriers and inequitable NEC processes and practices for members with disabilities:** Given the significant barriers to



accessibility and inclusion, establishment of oversight is critical. **The following motion was raised: (#1 was removed)**

Be it resolved that

CAPE immediately put in place interim equity and accessibility mitigation measures for processes, protocols, meetings, and full materials, including but not limited to Bourinot's Rules of Order in accordance with CAPE's Constitution and Bylaws to facilitate accessible and equitable participation for all committee members with disabilities for all activities, trainings, and meetings.

And CAPE commission with a reasonable contract in place to begin work, an external accessibility and inclusion audit of the Board Constitution, Bylaws, regulations, policies, and practices by April 5th, 2024.

And that the NEC use the audit recommendations to inform proposed updates to the Constitution, the Bylaws, regulations, policies, and practices of the organization in order to address obstacles to the full participation of members with disabilities in the business of the union in collaboration with the NEC subcommittees, including but not limited to the Constitution and Bylaws subcommittee.

And CAPE will provide universally accessible, and according to individual accommodation needs communicated to the President's office, versions of all key documents required for committee meetings and any associated activities or trainings, including but not limited to, any meeting rules of order (Bourinot's Rules of Order, 4th edition).

And CAPE will also provide accessible, according to individual accommodation needs communicated to the President's office, materials to support training on Bourinot's Rules of Order, 4th edition to any and all committee members with disabilities no later than March 14th at least 5 business days prior to the March 22nd NEC meeting, as well as accommodation measures during this training and others.

And prior to each committee meeting, CAPE will provide all members with an agenda and package of required documents in accessible format with the same titles, numbers, and descriptions so that all committee members can easily locate the item being discussed.

And CAPE will ensure that all amendments to motions and any amended motion will be shared in text form during committee meetings with up to 5 minutes allocated for review if requested by any NEC member before or during the meeting or after.

And the Accessibility Health and Safety Subcommittee will develop a comprehensive accessibility and disability inclusion action plan with clearly identified timelines and objectives to ensure accessibility, equity, and inclusiveness within CAPE, and return to the committee no later than May 31st, 2024.

And the Accessibility Health and Safety Subcommittee will take steps to recommend training and/or support training of all committee members on matters of accessibility, equity, and inclusion, and related matters of discrimination and harassment of members with disabilities to ensure a baseline of awareness and to create a shared understanding of possible barriers and adaptations.

CAPE will provide guidance and support to NEC subcommittees in order to ensure that meetings and events are universally accessible with the intent of allowing all voices to be heard.

**Moved by:** C. Goldberg

**Seconded by:** L. Spek

An amendment was put forth to amend the motion so that Article 8 is stricken down as it goes against Bourinot's Rules of Order, which was accepted by the mover on a temporary basis as this is contingent on undergoing seeking of a consultant, as well as aligning a human rights lens to ensure no clause is added that excludes a Board member with disabilities.

Results of motion as amended (with item #8 removed)

By show of hands: Carried unanimously  
Abstentions (1)  
Motion carried

**4.12 Modification to the Bylaws:** In the spirit of transparency, this motion would allow access to members and non-NEC members to discussions that transpired without having to write a summary of complete debates, which can then be subject to discussion and debate. **The motion was raised as followed:**

Be it resolved that the NEC amend Bylaw 2 to add Article 2.8 stipulating that “for transparency purposes, the transcription of the NEC meetings will be produced and published within a reasonable timeframe in the original language, as well as in both official languages”, and that this amendment to the bylaws only comes into effect 30 days after its adoption.

**Moved by:** A. Hersberger

**Seconded by:** M. Larcher

Motion to refer this matter to the Governance Committee

**Moved by:** B. Latour

**Seconded by:** L. Spek

By show of hands: Carried unanimously

Abstentions (1)

Motion carried

Through the President's office, the NEC recommended seeking a legal opinion in order to mitigate risks.