

New Federal Workers and new locals Sub-Committee Meeting

Thursday March 13th, 2025

12PM

Via TEAMS

Record of Decisions

Via Teams: A. Yeo (Vice-President EC, LoP, OPBO), A. Brabant (Chair), D. Podkowka (Volunteer), A. Slizak (Volunteer), W. Harrison (Volunteer)

Regrets: N. Prier (President), J. Hutt (Senior Advisor to the President), J. Courty (Local Liaison Officer)

Staff via Teams: A. Poliquin (Director of Representation and Education), S. Newman (Administrative Assistant)

1. Opening of the meeting
 - Meeting was officially called to order at 12:02pm.
2. Approval of Agenda
 - Be it resolved that the March 13th, 2025, agenda be approved unanimously.

3. Approval of Record of Decisions from February 13th, 2025
 - Be it resolved that the February 13th, 2025, Record of Decisions were approved unanimously.

W. Harrison joins the meeting.

4. Document on types of leave
 - a. Canva link
 - b. Next steps
 - i. Approval of english version
 - ii. Translation
 - iii. Make accessible (request via President's Office – approx. \$80)
 - iv. Posters?
 - v. Distribution
- A. Brabant praises the edits and changes made to the leave documents, highlighting the meaningful improvements.
 - He explains the decision to remove the accessibility item from the agenda due to the committee not having a budget.
 - The document is currently being made accessible. The next step is to formally adopt it and send it for translation.
 - W. Harrison offers to review the document for punctuation errors, and A. Brabant mentions additional language added by sub-committee members.

- W. Harrison mentions the need for a final review of both English and French versions before publication.
- A. Yeo suggests making the document available on the CAPE website and in the local starter pack for new stewards.
- The group discusses the potential distribution of the document to local leaders and members via email and WhatsApp.

5. Form for participants

a. Google form link

vi. Approval

vii. Distribution

- A. Brabant shares the Google Form created to gather participation and feedback from local leaders.
- The form includes questions about name, email, department, local engagement, and current role.
- The sub-committee discusses the importance of capturing the specificity of pandemic hires and other specific regional issues.
- A. Yeo suggests presenting the form at local leadership meetings and coordinating follow-up meetings to address local issues.
- The sub-committee discusses the potential for creating a survey template for local leaders to use.
- W. Harrison suggests developing a one-pager on how to write a survey and other tools for local leaders.
- The group considers the importance of preparing local leaders to draft and analyze survey results effectively.

6. Posters

- A. Yeo shares a Google Drive link to workplace posters and suggests reimagining them for national use.
- The sub-committee discusses the potential for hosting posters on the CAPE website and the possibility of printing large posters.

7. Varia

- A. Brabant lists upcoming events: March 8 rallies, International Day Against Police Brutality, and St. Patrick's Day.
- A. Yeo mentions a potential Mother's Day event focused on maternity and parental leave rights, with educational documents to be produced.
- The sub-committee discusses the potential for a WhatsApp or Discord group for DOJ members to share information and support.

8. Closing of meeting

The meeting was adjourned at 12:55pm.

The above record of decisions is accepted as a true representation of the New Federal Workers and new locals Sub-Committee meeting held on March 13th, 2025.