National Executive Committee Meeting

Friday, November 27, 2026, 9h00 a.m. - Hybrid

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National Executive Committee Meeting

Friday, November 27, 2026, 9h00 a.m. - Hybrid

In Person: CAPE 's Office 350 Albert Street, Suite 1800; Ottawa, Ontario K1R 1A4

Zoom:
https://ca01web.zoom.us/j/67494847998?pwd=2jqnoviDENof3ih3VLkaaOtX7JLU1q.1

Agenda

1. Opening (9:00 am to 9:10 am | 10 mins)

a) Approval of Agenda (5 mins)

Motion reads: Be it resolved that the NEC approve the November 27, 2026, NEC meeting agenda.

b) Approval of the October 2026 NEC Meeting Minutes (5 mins)

Motion reads: Be it resolved that the NEC approve the October 30, 2026, NEC meeting public minutes.

2. Reports (9:10 am to 9:50 am | 40 mins)

1) President
2) Chief of Staff
3) Senior Advisor
4) General Counsel and Director of Policy
5) Director of Finance and IT
6) Director of Communications, Public Affairs and Linguistic Services
7) Director of Representation Services and Education

8) Director of Negotiations, Research and Pay Equity

3. Committee updates (9:50 am to 9:55 am | 5 mins)

a) Finance Committee

4. Subcommittee updates (9:55 am to 10:25 am | 30 mins)

a) Accessibility and Health and Safety subcommittee

b) Constitution and by-laws subcommittee

c) Education subcommittee

d) Equity, Diversity & Inclusion subcommittee

e) Governance subcommittee

f) New Federal Workers and New Locals subcommittee

5. Decision Items (10:25 am to 10: 45 am| 20 mins)

a) 2026 AGM Member Recommendation (N. Prier – 20 mins)

Motion reads: Be it resolved that the National Executive Committee (NEC) approve the following recommendation passed by the members attending CAPE AGM on November 15, 2026:

Be it resolved that:

1. **CAPE recognize technology-facilitated gender-based violence as a workplace health, safety and equity issue for our members;**
2. **The NEC direct the development of a strategy on technology-facilitated gender-based violence, in consultation with the Gender Justice Caucus, to be presented to the NEC before the 2027 Annual General Meeting. The strategy should include advocacy with allied organizations for legislative and regulatory reform, and a review of protections for our members in their workplaces, including reporting mechanisms that are trauma-informed, confidential and accessible;**

3. **CAPE call on federal employers to complete a GBA Plus analysis of AI tools before deploying them, and refer related proposals to our bargaining committees;**
4. **The NEC report back to members on progress every 6 months or as requested by members, in collaboration with the Gender-Justice Caucus.**

6. Discussion items (10:45 am to 11:00 am | 15 mins)

a) **Update on WFA** (A. Poliquin – 15 mins)

7. Adjournment (11:00 am)

DRAFT MINUTES

National Executive Committee (NEC) Meeting

Friday, October 30, 2026

In Person	Via Zoom
N. Prier, President - Chair	A. Yeo, Vice-President (EC/LoP/OPBO)
F. Assu, EC Director	S. Bakhtawar, EC Director
D. Hagar, EC Director	N. Burron, EC Director
G. Latour, EC Director	M. Davidovic, EC Director
L. Spek, EC Director	S. Feldman, LoP Director
	P. Makrodimitris, EC Director
	B. Panasyuk, EC Director
	J. Solomon, EC Director
	J. Szwarc, EC Director
	L. Thibodeau, EC Director

Staff

M. Ashworth (Chief of Staff)
C. Flook (Senior Advisor, President office)
J. George (General Counsel & Director of Policy)
S. Salter (Director of Finance & Information Technology)
A. Poliquin (Director, Representation Services & Education)
S. Brosseau (Director of Negotiation, Research and Pay Equity)
N. Conner (Acting Executive Assistant to the President & Secretary to the NEC)
F. Dixon (Administrative Assistant, President's Office)

Regrets

R. Ajmera, EC Director (on leave)
E. Rochon-Gruselle, TR Director
A. Hersberger, Vice-President (TR)
F. Roux, TR Director

1. Call to Order / Opening Remarks

The President and Chair called the NEC meeting to order at 9:05 a.m. (Ottawa time).

a) Approval of Agenda

Be it resolved that the NEC adopt the October 30, 2026, NEC meeting agenda.

The agenda was amended, upon motion by Dr. L. Thibodeau and seconded by L. Spek, to add new Discussion Item **6.d (Public Service Employee Survey)**.

The amended agenda was **approved**.

b) Approval of the September 2026 NEC Meeting Minutes

Be it resolved that the NEC approve the September 25, 2026, NEC meeting public minutes.

The minutes were **approved** as presented.

2. Reports

a) President

Membership Budget Meeting (MBM)

- The MBM was held on October 6.
- 4 Recommendations were brought forward from the floor, with 81 members participating in the vote.
- These recommendations were reviewed by the Collective Bargaining Committees (CBCs) and the Finance Committee.
- 2 recommendations led directly to special levy motions, which will be presented to the NEC for a decision later in this meeting.
- If adopted by the NEC, the resolutions will be presented to the membership for a vote.

Local Leadership Council Meeting

- A Local Leadership Council (LLC) meeting was held on October 16 to gather feedback on the draft Locals Capacity Development Policy, which is before the NEC for a decision today.
- The policy addresses concerns raised in a letter last year from 17 leaders representing 12 Locals, who noted they felt excluded and lacked the information needed to support members, particularly during the Workforce Adjustment (WFA).
- The draft policy presented to the NEC today incorporates the insights and recommendations shared by local leaders during the LLC meeting.
- Local leaders were also briefed on the Empowered Steward pilot project.

Federal budget and Stop the Cuts

- Ahead of the federal budget release on November 5, we have been preparing Locals. Budget 2025 outlined approximately 40,000 federal public service positions cuts by 2028–29, and we expect this upcoming budget to provide updates on that plan. We hosted "Stop the Cuts" sessions with local leaders to discuss department-specific impacts and strategies for building public support around our key issues.

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Bargaining

- **TR open bargaining:**
    - On October 20, the TR Bargaining Committee held a press conference on Parliament Hill, joined in solidarity by the National President of the Public Service Alliance of Canada (PSAC), the President of the Professional Institute of the Public Service of Canada (PIPSC), the President of the International Association of Conference Interpreters (AIIC), and freelance interpreters working alongside our members. Bloc Québécois MPs Yves Perron and Mario Beaulieu, and New Democratic Party (NDP) Labour Critic Don Davies also stood with us.
    - On October 21, TRs officially launched their bargaining round with the employer using an open bargaining format
- **EC open bargaining:**
    - The Bargaining Committee met from October 20 to 22 to finalize proposals, successfully building on the foundational work of the article committees. Preparation is now well underway, with official bargaining dates confirmed for December 3 and 4.
    - Members have formed 2 new Organizing Committees at Housing, Infrastructure and Communities Canada (HICC) and Elections Canada. With committees now established in most of our largest departments, members are actively engaging coworkers one-on-one to build the solidarity and workplace pressure needed at the bargaining table. The proposed amendments to the Policy on the Use and Distribution of Member Information on today's agenda will provide support for these organizing efforts.

President's Office

- Work continues on clearing the administrative backlog, strengthening member outreach, and improving day-to-day operations while advancing new priorities. This month, the team played an important role in preparing for the 2026 Annual General Meeting (AGM), coordinating governance documents and meeting materials to meet deadlines, and organizing components of the hybrid presentations and supporting resources.
- The team provided substantial administrative support for both TR and EC bargaining, assisting article committees with material preparation and responding to time-sensitive requests from the Negotiation and Bargaining teams.
- Work is underway to wrap up key NEC files and outstanding items for the current mandate, ensuring a smooth transition into the next NEC and committee cycle.

Upcoming events

- Federal Budget release (November 5)
- CAPE National AGM (November 15)
- EC open bargaining official launch (December 3)

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b) Chief of Staff

- Efforts have focused on supporting bargaining activities, including the TR bargaining launch on October 21 and 22, and preparations for upcoming EC bargaining sessions.
- Following the TR open bargaining launch, we are gathering departmental feedback what worked well and what challenges arose to strengthen internal coordination for upcoming sessions.
- The implementation of the 2025 AGM resolution on support for locals is progressing through the draft Locals Capacity Development Policy, which is before the NEC for a decision today.
- Work is underway with the Representation Services and Education department to develop a more structured feedback loop for CAPE's education program, with a fully consulted framework slated for rollout in the new year.
- The new Operations Support team is now fully established and operational.
- Preparations are underway for the 2026 national AGM, scheduled for November 15.

c) Senior Advisor

- Locals and organizing committees across several departments held petition days of action centered around bargaining.
- The Organizing team welcomed a new Administrative Assistant.
- The team is preparing for upcoming EC bargaining, with a focus on maximizing member turnout for the EC table.
- Inter-union coordination work is ongoing with PSAC and PIPSC.
- Planning is underway for the transition to a new NEC mandate.

d) General Counsel and Director of Policy

In 2020, CAPE, the Association of Justice Counsel (AJC) and PSAC filed a joint policy grievance concerning systemic anti-Black racism, anti-Black sexism and systemic discrimination at the Canadian Human Rights Commission. Following a lengthy mediation process that did not yield a resolution, the grievance was referred to arbitration. However, the parties continued settlement discussions in parallel and have now reached an agreement that largely addresses the remedies sought by the members.

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e) Director of Finance & Information Technology

- For the nine-month period ending September 30, CAPE recorded approximately $12.2M in revenue and $14.8M in expenditures, resulting in an operating deficit of $2.6M, compared to a budgeted deficit of $4.2M. While results are approximately $1.6 million favorable to budget, we continue to experience financial pressures, particularly in expenses related to collective bargaining. We are monitoring expenditures closely and identifying opportunities for cost containment.
- Since CAPE has been incurring expenses greater than its revenue, as per the budget ratified by the membership in 2025, the excess expenses have been covered by withdrawals from CAPE's operating fund at Cumberland Investments. Year-to-date, CAPE has withdrawn $3.5M from the operating fund, corresponding to of 24% of the fund. Strong investment performance has helped cushion these withdrawals, with the portfolio generating a 2.98% return year-to-date and 4.78% since inception. The fund currently sits at $10.5M.
- CAPE's Defence fund currently sits at $8.1M and has returned 2.95% year-to-date, and 4.72% since inception.
- **2027–2028 Budget:** the team completed the development of the two-year budget, including extensive departmental consultations, expenditure reviews, and presentations to the Finance Committee, NEC, Local Leadership Council, and Membership.
- **Information Technology:** the team supported the first session of the TR open bargaining in hybrid format.
- Looking ahead, our priorities for the remainder of 2026 include advancing key technology projects and preparing for the implementation of the 2027–2028 budget, while the focus remains on responsible financial management and ensuring CAPE's resources are aligned with its strategic priorities and service delivery to members.

f) Director of Communications, Public Affairs and Linguistic Services

A written report was included in the meeting package.

g) Director of Representation Services & Education

Representation

- **Empowered Steward Pilot Project**:
    - The initial E-steward training launched on Oct 6-7 with 4 Locals participating.
    - Staff facilitators led the group through the fundamentals and skills required to operate as an active Steward within the pilot framework.

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- Participants will meet bi-weekly with staff coaches to continue their learning and development.
- Because the learning objectives exceed a two-day training format, additional content will be built for a part II training midway through the pilot period. The joint committee is aware that Stewards will need to have supplemental training.

- **A few noteworthy cases:**
  - **Grievance regarding an international telework agreement/Exemption from the Direction on prescribed presence in the workplace:** A settlement was reached at the third level, providing for the extension of the telework agreement until March 31, 2027.
  - **Pay (Phoenix) – Overpayment:** An overpayment dating back to 2016 of more than $6,850. The employer argued that the member had acknowledged the overpayment in 2022 and that, as a result, the limitation period was reset. The grievance was upheld at the second level. The overpayment was recovered and refunded to the member.
  - **Union leave:** The employer had denied a request for unpaid leave to attend training courses for union representatives and preparatory meetings for collective bargaining, citing operational requirements. The matter was resolved informally with the employer before a grievance was filed.
  - **Grievance for discrimination and workforce adjustment:** A member alleged that he had been subjected to discrimination on the basis of age and race in connection with his status as an opting employee. After a failed attempt at settlement through informal conflict resolution, third-level negotiations led to a Memorandum of Understanding providing for approximately $40,000 in back pay, a transition support measure of $104,000, a severance payment of $104,000, a certificate of recognition for the member's 35 years of service, and a $350 gift card as a token of appreciation.
  - **Pay-related grievance (Phoenix):** The overpayment amounted to approximately $80,000. Following negotiations, a Memorandum of Understanding was reached, acknowledging that approximately $36,000 was statute-barred and therefore unrecoverable, and providing for the payment of $15,000 in damages.
  - **Grievance related to parental leave:** The employer had granted three separate periods of parental leave, as permitted under the Québec Parental Insurance Plan (QPIP), but this was not in compliance with the EC collective agreement. The employer reversed its decision after the first two periods of leave, which prevented the member from receiving the supplemental benefits provided under the Supplemental Unemployment Benefit Program (SUB). A grievance based on the principle of estoppel was filed. A Memorandum of Understanding was reached at the third level, allowing the member to take a third period of parental leave and receive the corresponding supplemental benefits.

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Education:

- **Fall Calendar Launch:**
    - The fall calendar is now live on the CAPE website, with all training sessions open for registration.
    - Alongside the website's events page, a printable version of the course calendar including QR codes for easy registration was distributed to locals.
- **Virtual Stewards Training:**
    - The sessions were held on October 1 and 15. The curriculum was refreshed this summer, placing a stronger emphasis on popular education practices.
    - 2 additional sessions are scheduled remain scheduled for this semester, with approximately 70 spots still available.
- **Strategic Planning Session:**
    - The team reviewed a list of future courses to be developed, as well as learning pathways.
    - The team also began preparations for the 2027 winter and spring education schedules.
- **Education Subcommittee Meetings:**
    - The education team met with the education subcommittee to share current initiatives, including the new course catalogue, fall schedule, and printable calendars.
    - The education team will continue to meet with the subcommittee with the goal of increasing collaboration between member led initiatives and the education program.

NEC member G. Latour chaired the meeting at this time.

h) Director of Negotiation, Research and Pay Equity

Bargaining

- **Project Manager**: The implementation of the Teamwork tool is nearly complete:
    - We are conducting user integration tests in Teamwork;
    - We are beginning to plan the data import for pay equity;
    - We are testing the feature for tracking union leave requests;
    - We are working on training the team.

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- **EC and TR open bargaining**
    - **TR Bargaining Committee:** The exchange of proposals with the Treasury Board took place last week. Treasury Board representatives participated online only. One day of committee preparation and two days of bargaining were scheduled. On the first day, the parties exchanged their proposals and reviewed them. On the second day, they met briefly to ask questions about each other's proposals.
    - **EC bargaining Committee:** We have completed our meetings with the article committees and summarized the discussions. We prepared a summary of the proposals and presented it last week to the Bargaining Committee, which was tasked with determining which proposals would be selected and prepared for EC bargaining. After three days of discussion, there are still 16 proposals left to debate. An additional day of meetings will be needed to complete this work.
    - **EC – Essential Services Agreement:** The employer notified us at the last minute of its intention to designate EC members as essential workers in the event of a strike. We objected, and the employer asked the Board for an extension of the deadline. We worked with Legal, which prepared a challenge.
    - **Coordination:** We are continuing to develop drafts of the structures needed to coordinate open bargaining, particularly those related to workforce adjustment (WFA).
- **Library of Parliament (LoP)**: We are continuing to work with the Collective Bargaining Committee to prepare draft proposals and will begin bargaining with the employer by the end of the year or in early January.
- **Office of the Parliamentary Budget Officer (OPBO)**: Together with the Collective Bargaining Committee**,** we are working on preparing the bargaining survey. We will attend a general meeting of members on October 30th.

<u>Research</u>

- **Brief on Menopause and Perimenopause:** We submitted a brief to the House of Commons following a study conducted by the Standing Committee on the Status of Women.
- ***Public Service Superannuation Act*****:** We continue our efforts to support the President's office.

<u>Pay Equity</u>

- **RCMP:** Work is progressing well. Four factors are ready to be tested.
- **CPA:** There are four job classes that still need to be discussed between the unions and representatives of non-unionized employees.

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- **Pay equity:** On September 24, the CLC, with the support and participation of all unions, organized a meeting with the Pay Equity Commissioner to discuss several points of contention. CAPE played an important role in preparing the agenda and background material for this meeting.
- **LoP:** The Commissioner has set November 4 as the deadline for us to provide her with the additional documents requested in response to our complaint. The employer continues to oppose everything. After a few meetings with PSAC to discuss the strategy to adopt**,** we agreed on a course of action.

The president resumed the role of Chair at this time.

3. Committee Updates

a) Finance Committee

- The committee met in September to review the 2026 AGM member resolution and confirmed they carry no financial cost.
- Additionally, the committee reviewed and finalized the proposed 2027-2028 budget.
- In October, the committee reviewed the 4 member recommendations from the MBM, which are on today's agenda for a NEC decision.
- The committee also reviewed CAPE financial statements and expenses over $500 for June, July, August and September.

4. Subcommittee Updates

a) Accessibility, Health & Safety Subcommittee

The subcommittee met on October 27 and was joined by several guests, including members from the Disability Justice Caucus and CAPE's Education Officer. The group exchanged constructive feedback on previous events accessibility, health and safety. Member-created documents and training materials were also shared.

b) Constitution & By-Laws Subcommittee

A minor amendment to Bylaw 19 will be presented to the NEC for a decision later in this meeting.

The subcommittee has no further constitutional or bylaw amendments to consider and the remaining meetings for this term have been cancelled.

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HEALTH BREAK FROM 10:25 A.M. TO 10:45 A.M.

c) Education Subcommittee

The subcommittee met in September to review CAPE's Education Strategy and discuss upcoming events and speaker engagement.

The subcommittee is very supportive of CAPE's education calendar and printable version that can be used by locals.

d) Equity, Diversity & Inclusion Subcommittee

Four caucuses attended the September meeting, with discussions centering on bargaining and the ongoing work of the equity review committee, which includes representatives from all caucuses.

e) Governance Subcommittee

The subcommittee is continuing its policy review process, currently focusing on 2 policies: the Code of Ethics and the Harassment Prevention Policy.

the legal team has completed the first draft of the Local By-laws, which is currently being reviewed by the Local Liaison Officer prior to being presented to the subcommittee.

The Equity, Diversity, Inclusion, Anti-Racism and Anti-Oppression Statement has been finalized and will be submitted to the NEC today as a decision item.

f) New Federal Workers & New Locals Subcommittee

We are currently winding down our operations and preparing this subcommittee for its transition.

Our primary focus is on finalizing materials for the AGM and completing a collaborative transition document to support the incoming subcommittee Chair.

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5. Decision Items

a) Approval of the 2025 Audited Financial Statements

Moved by A. Yeo, seconded by L. Spek:

Be it resolved that the NEC accept the Draft Audited Financial Statements for the year ended December 31, 2025, as prepared by BDO Canada LLP and reviewed by the Audit Committee, and submit them to the membership for ratification purposes.

In favour:	**12**
Opposed:	**0**
Abstentions:	**3**

The motion **carried**.

b) Review & Approval of the Final version of the budgets for 2027 and 2028

Moved by B. Panasyuk, seconded by F. Assu:

Be it resolved that the National Executive Committee (NEC) approve the final proposed budgets for 2027 and 2028, as presented, and authorize their submission to the membership for final ratification.

In favour:	**10**
Opposed:	**3**
Abstentions:	**2**

The motion **carried**.

NEC member G. Latour assumed the role of Chair to allow the President to introduce the next agenda items.

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c) Review & Approval of the 2027 Budget Briefing Note

Moved by N. Prier, seconded by F. Assu:

Be it resolved that the National Executive Committee (NEC) approve the 2027 budget briefing note and authorize its submission to the membership.

In favour:	**10**
Opposed:	**1**
Abstentions:	**4**

The motion **carried**.

d) Special Levies for 2027

Moved by N. Prier, seconded by L. Spek:

Be it resolved that the NEC, acting on the recommendations of the October 6 Membership Budget Meeting, the TR and EC Collective Bargaining Committees and the Finance Committee, put to members for a vote following the November 15, 2026 AGM the special levy resolution for the Defence Fund set out in Appendix A, a levy of $5.00 per pay period for 2027, estimated to raise $3 million;

Be it further resolved that the NEC, acting on the recommendations of the October 6 Membership Budget Meeting, the TR Collective Bargaining Committee and the Finance Committee, put to members for a vote following the November 15, 2026, AGM a special levy resolution to reduce the 2027 deficit and avoid cuts that would weaken our bargaining position, set out in Appendix B, a levy of $6.25 per pay period for 2027, estimated to raise $3.9 million;

Be it further resolved that each levy be put to members as a separate question, voted on separately from the other and from the 2027 budget.

(i) Appendix A: Special levy for the Defence Fund

Be it resolved that, as recommended by successful member resolutions at the October 6, 2026, Membership Budget Meeting, the TR and EC Collective Bargaining Committees and the Finance Committee, CAPE apply a special levy to strengthen the Defence Fund and our position at the bargaining table, as our two largest bargaining units pursue the conciliation track for the first time;

Be it further resolved that the levy be $5.00 per pay period, deducted in addition to regular dues for each pay period in which regular dues are deducted in the 2027 calendar year;

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Be it further resolved that all proceeds, estimated at $3 million, be deposited in the Defence Fund to support members in potential job actions and legal defence;

Be it further resolved that the levy end after December 31, 2027.

(ii) Appendix B: Special levy to reduce the 2027 deficit

Be it resolved that, as recommended by successful member resolutions at the October 6, 2026, Membership Budget Meeting, the TR Collective Bargaining Committee and the Finance Committee, CAPE apply a special levy to reduce the 2027 deficit and avoid cuts that would weaken our bargaining position;

Be it further resolved that the levy be $6.25 per pay period, deducted in addition to regular dues for each pay period in which regular dues are deducted in the 2027 calendar year;

Be it further resolved that all proceeds, estimated at $3.9 million, be used to reduce the 2027 deficit and avoid cuts that would weaken our bargaining position;

Be it further resolved that the levy end after December 31, 2027.

Motion to amend by J. Solomon and accepted as friendly by the mover:

Be it resolved that the NEC, acting on the recommendations of the October 6 Membership Budget Meeting, the TR and EC Collective Bargaining Committees and the Finance Committee, put to members for a vote following the November 15, 2026, AGM the special levy resolution for the Defence Fund set out in Appendix A, a levy of $5.00 per pay period ~~for 2027~~ **over 12 months**, estimated to raise $3 million;

Be it further resolved that the NEC, acting on the recommendations of the October 6 Membership Budget Meeting, the TR Collective Bargaining Committee and the Finance Committee, put to members for a vote following the November 15, 2026, AGM a special levy resolution to reduce the 2027 deficit and avoid cuts that would weaken our bargaining position, set out in Appendix B, a levy of $6.25 per pay period ~~for 2027~~ **over 12 months**, estimated to raise $3.9 million;

Be it further resolved that each levy be put to members as a separate question, voted on separately from the other and from the 2027 budget.

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(i) Appendix A: Special levy for the Defence Fund

Be it resolved that, as recommended by successful member resolutions at the October 6, 2026 Membership Budget Meeting, the TR and EC Collective Bargaining Committees and the Finance Committee, CAPE apply a special levy to strengthen the Defence Fund and our position at the bargaining table, as our two largest bargaining units pursue the conciliation track for the first time;

Be it further resolved that the levy be $5.00 per pay period, deducted in addition to regular dues for each pay period in which regular dues are deducted ~~in the 2027 calendar year~~ **over 12 months**;

Be it further resolved that all proceeds, estimated at $3 million, be deposited in the Defence Fund to support members in potential job actions and legal defence;

Be it further resolved that the levy end after ~~December 31, 2027~~ **12 months of collection**.

(ii) Appendix B: Special levy to reduce the 2027 deficit

Be it resolved that, as recommended by successful member resolutions at the October 6, 2026 Membership Budget Meeting, the TR Collective Bargaining Committee and the Finance Committee, CAPE apply a special levy to reduce the 2027 deficit and avoid cuts that would weaken our bargaining position;

Be it further resolved that the levy be $6.25 per pay period, deducted in addition to regular dues for each pay period in which regular dues are deducted ~~in the 2027 calendar year~~ **over 12 months**;

Be it further resolved that all proceeds, estimated at $3.9 million, be used to reduce the 2027 deficit and avoid cuts that would weaken our bargaining position;

Be it further resolved that the levy end after ~~December 31, 2027~~ **12 months of collection**.

In favour: **11**

Opposed: **2**

Abstention: **2**

The motion **carried**.

DRAFT

e) <u>Membership Budget Meeting: Member Recommendation #2 – Software and subscriptions</u>

Moved by N. Prier, seconded by L. Spek:

Be it resolved that the NEC considers reducing subscriptions in American companies in favour of companies headquartered in countries with strong privacy protections, and use open-source software wherever possible.

The mover amended the motion prior to discussions:

> Be it resolved that the NEC considers reducing subscriptions in American companies in favour of companies headquartered in countries with strong privacy protections, and use open-source software wherever possible.
>
> **Be it further resolved that CAPE staff review our current software and subscriptions, and report back with options at the April 2027 NEC meeting so that the NEC can make an informed decision.**

After discussions, the motion was further amended by the mover:

> **Be it resolved that staff report back to the NEC in April 2027 with a recommended research plan to assess options for reducing subscriptions to American companies in favour of providers headquartered in countries with strong privacy protections, and for replacing currently used software with open-source alternatives. The plan shall propose criteria for defining and identifying countries with strong privacy protections and for determining whether open-source alternatives are acceptable replacements, including functionality, privacy, security, accessibility, compatibility, support, and total cost.**

In favour: **12**

Opposed: **0**

Abstentions: **3**

The motion **<u>carried</u>**.

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f) <u>Membership Budget Meeting: Member Recommendation #3 – Hiring of CAPE Members</u>

Moved by N. Prier, seconded by L. Spek:

Be it resolved that the NEC examine the impact of preferential hiring at CAPE considering all relevant policies and statutes;

Be it further resolved that the NEC expand the scope of any future preferential hiring policy to include all CAPE members.

The mover amended the motion prior to discussions:

Be it resolved that the NEC examine the impact of preferential hiring at CAPE considering all relevant policies and statutes;

Be it further resolved that the NEC expand the scope of any future preferential hiring policy to include all CAPE members.

Be it further resolved that the NEC direct the National Office to report to the NEC at its April 2027 meeting on the legal, policy and collective agreement considerations of a preferential hiring policy for CAPE members, and options for implementing one.

In favour:	**11**
Opposed:	**0**
Abstentions:	**3**

The motion **<u>carried</u>.**

The President resumed the role of Chair at this time.

g) <u>Amendments to By-Law #19 - Trusteeship</u>

Moved by G. Latour, seconded by L. Spek:

Be it resolved that the proposed amendments to Bylaw 19 be adopted for consistency with amendments to Bylaw 5.

In favour:	**13**
Opposed:	**0**
Abstention:	**2**

The motion **<u>carried</u>.**

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h) <u>Approval of the CAPE Equity, Diversity, Inclusion, Anti-Racism and Anti-Oppression Statement</u>

Moved by A. Yeo, seconded by L. Spek:

Be it resolved that the NEC approve CAPE's Equity, Diversity, Inclusion, Anti-Racism and Anti-Oppression Statement.

Motion to amend by J, Solomon and accepted as friendly by the mover.

- Actively identifying, challenging, and removing the systems, practices, barriers, and behaviours that create or reinforce oppression. CAPE endeavours to take responsibility for creating structures that prevent harm, support equity and reconciliation, and ensure that all of our members can participate **in the workplace**, fully, safely, and with dignity.

Motion to amend by G. Latour and seconded by L. Spek:

- Actively identifying, challenging, and removing the systems, practices, barriers, and behaviours that create or reinforce oppression. CAPE endeavours to take responsibility for creating structures that prevent harm, support equity and reconciliation, and ensure that all of our members can participate ~~**in the workplace**~~, fully, safely, and with dignity.

Vote on the amendment:

In favour: **10**

Opposed: **2**

Abstention: **2**

The amendment **<u>carried</u>**

Vote on the motion as amended:

In favour: **11**

Opposed: **0**

Abstention: **4**

The motion **<u>carried</u>.**

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NEC member G. Latour assumed the role of Chair to allow the President to introduce the next agenda items.

i) <u>Essential Services Policy for EC and TR Groups</u>

Moved by N. Prier, seconded by F. Assu:

Be it resolved that the NEC adopt the proposed Essential Services Policy for the EC and TR groups as a CAPE policy.

In favour:	**11**
Opposed:	**0**
Abstention:	**2**

The motion **<u>carried</u>**.

j) <u>Locals Capacity Development Framework</u>

Moved by N. Prier, seconded by L. Spek:

Be it resolved that the NEC adopt the proposed Locals Capacity Development Framework as a CAPE policy.

In favour:	**12**
Opposed:	**0**
Abstention:	**2**

The motion **<u>carried</u>.**

k) <u>Amendments to the Policy on the Use and Distribution of Member Information to Locals and Organizing Committees (OCs)</u>

Moved by N. Prier, seconded by F. Assu:

Be it resolved that the Policy on the Use and Distribution of Member Information to Locals and Organizing Committees (OCs) be amended as proposed.

Be it further resolved that the Privacy Officer prepare the Solemn Declaration for CBC members and update access instructions to implement these amendments, and that the amended policy take effect upon adoption and be posted on CAPE's website.

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The mover amended the motion:

6.2. Access shall only be granted to members of Local Executives, ~~**and**~~ OCs**, and CBC members** who have signed and submitted to the National Office a copy of the applicable Solemn Declaration:

Amendment proposed by M. Davidovic and accepted as friendly:

8. 5.2: add the following as e., and renumber the current e. as f.:

e. An OC member on union leave for an organizing assignment may be given access to Action Builder for additional departments, beyond those covered by their OC, to support organizing in those departments. The assignment must be approved in writing by CAPE's Lead Organizer, and the approval must name the additional departments and the start and end dates of the assignment. The approval shall be provided to the Privacy Officer before access is granted. The uses in a. to d. apply to those departments as if they were covered by the member's OC. This access ends when the assignment ends or the member's union leave ends, whichever comes first.

Vote on the amended motion:

In favour:	**11**
Opposed:	**0**
Abstention:	**2**

The motion **carried.**

LUNCH BREAK FROM 12:45 P.M. TO 13:38 P.M.

I) Donation in Support of striking Bank of Canada Security Officers

Moved by N. Prier, seconded by D. Hagar:

Be it resolved that the NEC approve a donation of the remaining balance of CAPE's 2026 donations budget line of $5,000 to the Public Service Alliance of Canada, designated for the support of striking members of PSAC Local 71250;

Be it further resolved that this be a one-time donation, and that any funds not used for this purpose be returned to CAPE, in accordance with the Donation Policy;

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Be it further resolved that the National President inform the requesting local executives of this decision in writing, and that the donation be posted on CAPE's website.

Motion to amend, moved by J. Solomon, seconded by Dr. L. Thibodeau.

Be it resolved that the NEC approve a donation of the remaining balance of CAPE's 2026 donations budget line of ~~**$5,000**~~ **$1,500** to the Public Service Alliance of Canada, designated for the support of striking members of PSAC Local 71250;

Vote on the amendment:

In favour: **2**

Opposed: **10**

Abstention: **1**

The amendment **failed.**

Vote on the motion as proposed

In favour: **10**

Opposed: **0**

Abstention: **3**

The motion **carried.**

The President resumed the role of Chair.

6. Discussion items

a) Update on WFA – Presented by A. Poliquin

b) AGM 2026 Complete Package – Presented by N. Prier

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c) **Dispute Resolution Mechanism Report** – Presented by N. Prier

d) **Public Service Employee Survey** – Submitted by L. Thibodeau

7. Action Items from Previous Meetings

a) **Follow-up on NEC Meeting Recordings** – Presented by N. Prier

8. Adjournment

The Chair officially brought the NEC meeting to a close at 2:31 p.m. (Ottawa time).

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The above minutes are accepted as a true representation of the National Executive Committee meeting held on October 30, 2026.

APPROVED by the NEC on xxx

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