

ACEP  
Association canadienne  
des employés professionnels



CAPE  
Canadian Association  
of Professional Employees



**20**  
**ANNÉES**  
**YEARS**

# ANNUAL REPORT 2023



## Letter from the President

Dear members,

Throughout 2023, the Canadian Association of Professional Employees (CAPE) successfully obtained well-received collective bargaining agreements with the Treasury Board and the Library of Parliament. Yet these peaks were interspersed with reminders that we still have work to accomplish.

Progress is built on our understanding of how we arrived at the present. October 2023 marked the 20th anniversary of our association's inception. This moment provided an opportunity to reflect on our successes, and our challenges, from the past two decades.

Since it was formed by the merger of two other unions, CAPE has grown to become one of the largest and most successful federal public sector unions in Canada; a union that is committed to using its platform to defend the rights, safety, and wellbeing of its members. We are united in the belief that every public employee – just like every Canadian – deserves fair, equitable and inclusive working conditions.

While I had the honour of serving as your president for only a brief period of time, it was a privilege to have represented CAPE members and contributed to advancing critical issues that matter to the entire membership.



**We are united in the belief that every public employee – just like every Canadian – deserves fair, equitable and inclusive working conditions.**

I am grateful to have served these last three years with my colleagues on the National Executive Committee and helped to forge the many legacy policies that will shape our workplace future, including transitioning to a new normal in telework, addressing the disruptions that have occurred – and will continue to occur – with the adoption of digital technologies and AI automation, and overseeing a rapid growth of CAPE across the entire country.

I also want to express my deep appreciation for the staff who work tirelessly to keep the association running while constantly striving to do more and do better. Their advocacy and steadfast efforts on behalf of our members is what makes this union so impactful and effective.

In 2024, CAPE will begin its next chapter. With the lessons and learnings from its past 20 years in hand, the association can look toward a future that is both ambitious and attainable. We must, however, stay vigilant in planning for economic conditions that the employer may act upon, against our members. We are the first and last line of defence.

I am a proud member, proud of CAPE's work, and proud of all we do to work towards success in each challenge and opportunity we face.

In solidarity,

**Scott Crawford**

President

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# Section 1: Member Services

## I. Labour Relations

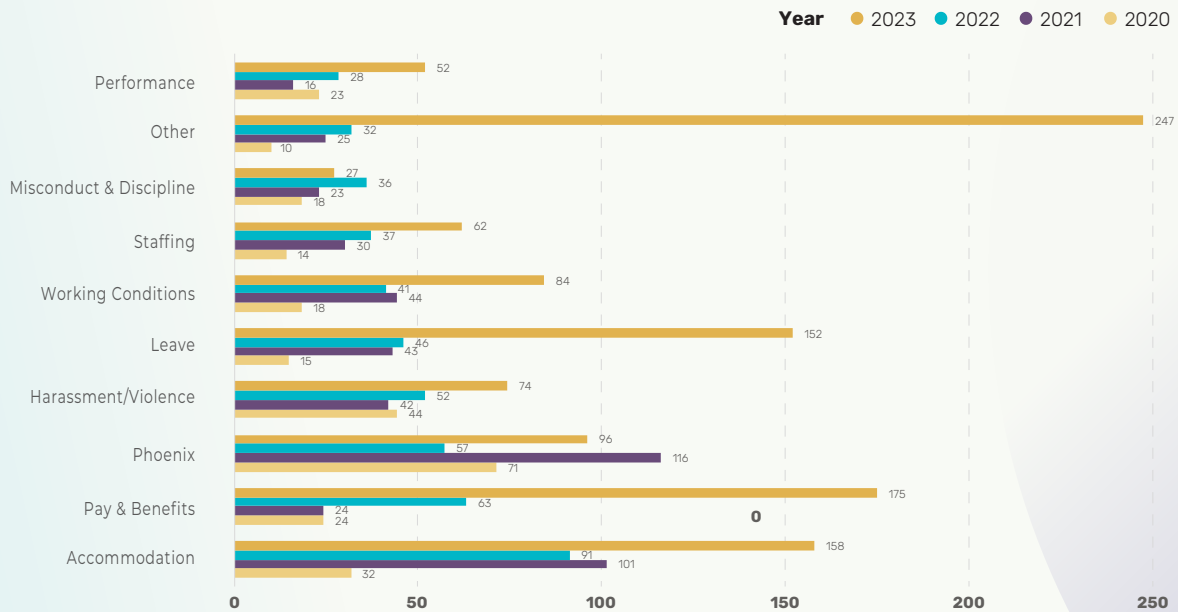
In 2023, labour relations officers dealt with a wide array of cases related to accommodation, leave, and pay and benefits, among others.

CAPE saw an increase in cases on most issues facing our members. Although there is no concrete evidence to explain these increases, it is likely that they can in part be attributed to the implementation of return-to-office policies.

Although Phoenix issues do not always lead to formal grievances, CAPE continues to manage a constant flow of requests for support from members running into pay-related problems caused by the failures of the Phoenix pay system.

Cases falling into the Other category were predominantly investigations and Canadian Human Rights Commission consultations.

### Case files



## Accommodation

Following the implementation of the return-to-office policy mandating the employees work in the office 40 to 60 per cent of the time, these cases remained high. Members with disabilities continued to report difficulties in having their accommodation requests fulfilled.



## Pay and benefits

Following the transition of the Public Service Healthcare Plan to Canada Life on July 1, CAPE saw a high increase in inquiries related to pay and benefits – cases that are often complex and urgent. CAPE met with the chief executive officer of the Public Service Health Care Plan Administrative Authority to establish an escalation process that can be used by labour relations officers when members experience urgent, health or life-threatening situations relating to a healthcare claim or need.

## Policy grievances

CAPE is currently working on moving forward on two policy grievances.

- On November 6, 2020, CAPE filed a policy grievance with the Treasury Board on behalf of its EC and TR members on the use of Code 699 – Other Leave with Pay. In April 2022, an arbitration board ruled on an identical policy grievance filed by the Public Service Alliance of Canada, finding that the Treasury Board could not force employees to exhaust all other leave before using code 699 for COVID-19 related reasons. While awaiting a ruling on its own policy grievance, CAPE continued to [urge members to use Code 699](#) leave when appropriate.
- CAPE engaged in a mediation session in December to attempt to resolve the policy grievance filed against the Canadian Human Rights Commission on anti-Black racism and gender-based discrimination in the workplace. The Association of Justice Counsel and PSAC had also filed similar grievances.

# II. Collective Bargaining

In 2023, CAPE secured collective agreements for most of its members, many of whom had been without an agreement in place for more than a year. In addition to wage increases across the bargaining tables, CAPE also secured the National Day for Truth and Reconciliation as a designated holiday and language around the right to disconnect. For the EC and TR groups, additional leave was secured for Indigenous employees to allow them to participate in traditional practices.

## **EC Table**

A new collective agreement with the Treasury Board was signed in June. The agreement received [94 per cent support in the ratification vote](#) from EC members.

The agreement covers the period from 2022 to 2026 and includes a total wage increase of 12.5 per cent, or 13.14 per cent when compounded over four years.

## **TR Table**

A new collective agreement with the Treasury Board was signed in June. The agreement received [95 per cent support in the ratification vote](#) from TR members.

The agreement covers the period from 2022 to 2026 and includes a total wage increase of 12.5 per cent, or 13.14 per cent when compounded over four years.

## **LoP Table**

In December, the [tentative agreement was ratified](#) with 100 per cent of the vote. The agreement covers the period from 2022 to 2026 and includes a total wage increase of 12.5 per cent or 13.14 per cent when compounded over four years.

## **OPBO Table**

The Office of the Parliamentary Budget Officer group ratified their collective agreement at the end of 2021. It is set to expire in September 2025.

## **RCMP**

With the deeming of RCMP civilian members delayed likely beyond 2025, it was necessary for CAPE to engage in collective bargaining. A callout for volunteers to serve on the bargaining committee was sent out, with the selection process completed in the fall. The chosen volunteers participated in a two-day training session.

The work of the collective bargaining committee will be guided by the results of the extensive survey that was sent to RCMP civilian members in the spring.

# III. Advocacy

## Telework

During the collective bargaining process, CAPE and the Treasury Board signed a Letter of Agreement on Telework, which called for the creation of departmental panels and for a Joint Consultation Committee to review the Directive on Telework.

The committee met for the first time on October 20 to establish the terms of reference. CAPE is establishing a consultation process with members, other

union representatives and external experts to support this process and maximize the consultation opportunity with the employer.

Some departments and agencies have reached out to labour relations officers to begin implementing the departmental panels. CAPE is consulting with other union representatives and legal counsel to identify the best way forward.

## Interpreters' health and safety

The health and safety of federal interpreters remained a top priority.

In February, one year after CAPE had filed a complaint against the Translation Bureau to the Labour Program on the grounds that it had failed to provide interpreters with a safe working environment, the Translation Bureau was found to be in contravention of the Canada Labour Code and ordered to take immediate action.

In March, CAPE launched the “One incident is too many” campaign to raise awareness amongst politicians, government, and the public about the prevalence of workplace injuries and health risks facing interpreters.

During the collective bargaining process, CAPE was unable to come to agreement on terms regarding time worked on hybrid shifts. To explore new avenues to secure protections, in July, CAPE launched a [working group](#) comprised of lawyers, interpreters and CAPE staff to develop a plan for more targeted actions. A strategic action plan was developed in consultation with interpreters.





## Pay equity

In July, the [federal pay equity commissioner ruled in favour of CAPE](#) who, alongside the Professional Institute of the Public Service of Canada (PIPSC) and PSAC, had opposed the Treasury Board's request for three separate pay equity plans for the core public administration.

CAPE sits on pay equity committees for the core public administration, LoP, OPBO and the RCMP civilian members. Each committee is mandated to correct pay discrimination between jobs traditionally done by women and jobs traditionally done by men.

The first adjustments are expected in September 2024.

## Public Service Health Care Plan – Canada Life

The transition of the Public Service Health Care Plan (PSHCP) to Canada Life caused undue hardship on many members and resulted in risks to both their physical and mental health and wellbeing.

While the transition and the resulting delays are completely in the purview of the government, CAPE advocated strongly with the Treasury Board president to remedy the situation, including [writing directly](#) to Minister Fortier on the issue.

CAPE met with the chief executive officer of the Public Service Health Care Plan Administrative Authority to establish an escalation process for labour relations officers when members experience urgent, health or life-threatening situations related to a healthcare claim or need.

To ensure the voices of members were front and centre on the issue, CAPE called on members to send in their personal experiences with Canada Life so they could be used in the association's submission to the Standing Committee on Government Operations and Estimates, which is studying the transition. CAPE also provided members with a template letter, [encouraging them to write to their members of Parliament](#) to apply additional political pressure.

## Phoenix

For many members, Phoenix issues continue to present enormous challenges to their everyday lives. To identify members with cases who still required assistance, the representation team began a comprehensive outreach campaign to identify members who were still experiencing Phoenix-related problems. CAPE worked with all parties involved to identify resolutions where possible, and to determine a clear escalation path for complex cases.

CAPE also called for a renewed Memorandum of Understanding on Phoenix Damages, without response from the employer. In the absence of clear recourse mechanisms, the association continues to file grievances where the situation warrants it.



# IV. Government and Partner Relations

## Government

CAPE brought members' concerns to the highest levels of government through bilateral meetings with Cabinet ministers, parliamentary secretaries, opposition critics, senators and members of Parliament from all political parties.

On July 26, a Cabinet shuffle brought changes in key ministerial positions. CAPE leadership met with the new heads of key departments, including [Treasury Board President Anita Anand](#) and [Minister of Public Services and Procurement Jean-Yves Duclos](#), to bring their attention to urgent issues facing CAPE members and move forward on finding mutually agreeable solutions. Other high-level meetings included:

- [Dominic Laporte, Translation Bureau CEO](#): At a meeting at CAPE's office in September, Mr. Laporte and CAPE leadership discussed issues facing interpreters and translators, including interpreters' health and safety and the use of artificial intelligence. This followed a [meeting in February](#), shortly after Mr. Laporte's appointment, in which CAPE pressed for action on issues facing its TR members.
- [Mona Fortier, President of the Treasury Board](#): In May, before the Cabinet shuffle, CAPE met with Minister Fortier to advocate for permanent solutions to address interpreters' health and safety and racism and discrimination against Black federal sector employees.
- Member of Parliament Claude DeBellefeuille (Bloc Québécois): CAPE staff briefed Ms. DeBellefeuille on the interpreters file ahead of a House of Commons Board of Internal Economy meeting where the Translation Bureau CEO was set to appear. Ms. DeBellefeuille, the Bloc Québécois party whip and a member of the Board of Internal Economy, has been a strong voice in Parliament advocating for protections for interpreters.



## Partners

### Canadian Labour Congress

CAPE has been a Canadian Labour Congress (CLC) affiliate since 2021. This year, for the first time, the association sent a delegation to the CLC's two lobby days in [February](#) and [November](#). The delegates, volunteer members selected by the NEC, spoke with parliamentarians, and advocated for the most pressing issues facing CAPE members, including telework and the health and safety of interpreters.

In May, nine members attended CLC's annual convention in Montreal. CAPE also participated in CLC's Indigenous Lobby Day on October 3. The CAPE president lobbied staff of two cabinet ministers on safe drinking water, establishing a national red dress alert system, and funding searches for the missing remains of all children who died at residential schools.

### National Joint Council

CAPE is active on the [National Joint Council](#) and sits on eight of its working groups. The council brings together the employer and bargaining agents, allowing the association to informally influence policy by discussing various issues affecting our members, such as telework, health and safety, employment equity, official languages in the workplace.

In September, CAPE's president, NEC members and staff represented the association at the NJC 2023 seminar, "Defining the Employee Value Proposition."

### Centre of Expertise for Mental Health in the Workplace

CAPE attends the monthly meetings of the centre's advisory board. The centre provides guidance and support to federal organizations as they work towards enhancing mental health in the workplace.



## V. Education and Training

The 2023-2024 education strategy was finalized in the summer, which outlines the focus on knowledge mobilization and the use of various forms of media to communicate and deliver important and timely educational content to the membership.

The strategy also set the training dates for stewards and local executives until summer 2024.

### Steward training

Typically held on a biannual basis in the spring and fall, CAPE increased the number of steward training sessions in 2023 to meet demand. Throughout the year, the education team delivered five two-day training sessions for stewards, beginning with two hybrid training sessions – one in English and one in French – in April. This was the first time since the start of the COVID-19 pandemic that in-person training was offered.

The education team updated and piloted CAPE’s steward training in June, with two hybrid sessions – one in English and one in French – offered to stewards across the country. A two-day English session in September was held in person at the CAPE office in Ottawa and was attended by members from the National Capital Region and regional locals. A French in-person training session was scheduled for winter 2024.

In-person training for new stewards and elected officers was reinstated to create meaningful spaces for rich exchanges of ideas and to establish a strong sustainable network of elected officers.

### Local executives training

CAPE provided local executive training in English to 10 members on November 21 and 22. The training was held in person at the CAPE offices in Ottawa. A French training session is expected to be held in early 2024.



### Pay equity training

In July, as work began to establish pay equity plans with federal employers, CAPE hosted a two-day training session delivered by the Professional Institute of the Public Service of Canada and the Association of Canadian Financial Officers. The training was delivered for the

benefit of representatives from unions, employers, and underrepresented employees so all groups could build a common understanding of the pay equity process and its legal requirements.

## VII. Media Relations

CAPE's media relations efforts generated 25 news articles and reached a national audience in key French and English media outlets, with most articles focusing on the return-to-office policy, Phoenix issues, and interpreters' health and safety.

Read all [CAPE media coverage](#).



# Section 2:

## Member Relations

Throughout 2023, CAPE strove to engage and inform members on issues that matter to them, while ensuring that their voices could be heard.

### I. Equity-Deserving Groups

CAPE made a concerted effort to better understand the unique challenges facing various equity-deserving groups in the federal workplace and explore ways to collaborate with their networks, to both increase member participation in the association and to work together to advocate within the federal government on issues of concern.

CAPE identified and met with the following community networks:

- Public Service Pride Network
- Muslim Federal Employees Network
- Indigenous Federal Employees Network
- Jewish Public Servants Network
- Network of Asian Federal Employees
- Network of Neurodivergent Public Servants
- Federal Black Employees Caucus



## II. Black History Month

In February, CAPE interviewed two co-chairs of the Parliamentary Black Caucus to highlight the barriers that Black public sectors employees face in the workplace and what can be done to address them.

Read the interviews on CAPE's website:

- [Black History Month 2023 - Interview with Senator Rosemary Moodie](#)
- [Black History Month 2023 - Interview with Michael Coteau, M.P.](#)

## III. Pride

For the first time, in 2023 CAPE had its own contingent marching in the [Capital Pride Parade](#) in August. The larger presence at the annual Pride event was a strong demonstration of support, solidarity and allyship with 2SLGBTQI+ members and the broader community.

## IV. Implementing Member Resolutions

Following CAPE's 2022 AGM, two member resolutions were passed. This year, CAPE worked to implement both. A senior advocacy and campaigns advisor was hired in March to oversee the implementation of both resolutions.

### **Return-to-office policies and equity**

The resolution passed by the membership called for CAPE to initiate a vigorous campaign to explore ways to minimize the impacts of return-to-office policies, especially on equity-deserving members.

In the summer, CAPE held two consultation sessions with members – with one specifically designated for members belonging to equity-deserving groups – to better understand the impact of the government's return-to-office policies on members, especially those

belonging to equity-deserving groups, and what steps or policies could be put in place to mitigate challenges.

Following these in-depth consultations and extensive literature review, CAPE was completing the full report and supporting materials, including an advocacy toolkit for members to formulate their arguments when discussing their own accommodation needs with management.



The information and data gathered through member statements, as well as an extensive literature review, will build a strong case for why, in its current form, the [Direction on prescribed presence in the workplace](#) is harming members.

The final report and toolkit will be released in early 2024.

### **Strengthening and expanding the CAPE defence fund**

Following the 2022 AGM, CAPE members voted in favour of two non-binding resolutions on the defence fund: a members' resolution to expand the fund annually, and a NEC resolution to cap the fund at \$5 million.

In June, CAPE hosted an information and discussion session, for members to learn more about the defence fund and debate different models.

Over the summer, a survey of the membership was conducted to gauge members' views and goals for the defence fund, and any changes that they are hoping to see made to the fund

or its terms of reference. The survey results also provided more insight into members' perspectives on collective bargaining including possible future strategies, potential challenges and members' educational needs around bargaining.

More than 1000 members participated in the survey, which revealed high familiarity with the collective bargaining process and a majority interested in maintaining or growing the fund in the future.

## **V. Special General Meetings**

CAPE received three member petitions for special general meetings in 2023. As laid out in the constitution, the meetings were held within 30 days of receipt.

### **CAPE's defence fund**

On May 5, a special general meeting was held to respond to members' questions about CAPE's defence fund and the two conflicting resolutions that had been voted on by the membership following the 2022 AGM – one of which called for the defence fund to be capped at \$5 million and the other called for annual increases to the fund.



## **CAPE's plan to confront homophobia and transphobia, and implement the 2023 Canadian Labour Congress resolution calling for anti-hate flying squads**

On October 16, [a special general meeting](#) was held to discuss how CAPE will implement the unanimous resolution that came out of the 2023 Canadian Labour Congress convention, calling for affiliates to act against the rising tide of

anti-2SLGBTQIA+ hate and how CAPE plans to confront the well-documented rise in anti-2SLGBTQIA+ hate crimes and workplace harassment, in the workplace and communities.

## **CAPE's plan to secure telework for its members**

Also on October 16, members participated in a second special general meeting to discuss the association's plan to [improve telework for members](#) over the lifespan of the current collective agreement, how to achieve further gains in the next rounds of bargaining, more information about the Letter of Agreement on Telework, and specific strategies members can use to gain further telework rights.

## **VI. RCMP Survey**

Between March 13 and April 28, CAPE conducted a [survey of its RCMP civilian members](#) to get a clear picture of their working conditions, regional differences, and highest-priority issues. More than 63 per cent of members participated in the survey, which covered demographics, telework practices, working conditions and COVID-19 impacts, harassment and discrimination, occupational health and safety, and deeming.

## **VII. Public Service Alliance of Canada Strike**

In April, members of PSAC voted to strike. CAPE stood in solidarity with these workers, voicing support and marching alongside them.

To ensure its members understood their rights and responsibilities during the PSAC strike, CAPE held several information sessions for members to ask questions about how the strike may impact them and how they could show support. CAPE also developed an FAQ document and a toolkit for members to show their solidarity with PSAC.

The PSAC strike spurred many CAPE members to take an interest in their own association, with a nearly 8 per cent increase in member registration over the period.

## VIII. Digital Membership Cards

In February, CAPE introduced digital membership cards for all registered members. The new digital cards can be updated as needed, allow for easier distribution to members across the country, and save the association money

and reduce the environmental imprint of plastic cards.

Digital membership cards can be downloaded from the members portal on the CAPE website.



## Section 3: Leadership Community

### I. National Executive Committee

The National Executive Committee completed the last year of its three-year mandate. Beginning in January, the NEC met once a month, with a summer hiatus, to fulfill their fiduciary duties and focus on issues of concern to the membership. Minutes of [NEC meetings](#), and of CAPE [standing committees](#) and NEC [subcommittees](#), are available on the website for members to browse.

There were several leadership changes this year. President Greg Philips resigned his position in April. Camille Awada was designated president and held the position until November 6. Scott Crawford was then designated as president and served from November until the end of the year.

## II. Locals, Regional Councils, President's Council and Local Leadership Council

A total of 24 local AGMs took place across the country. While there continues to be fewer attendees than before COVID-19, this year saw an increase in member engagement and participation.

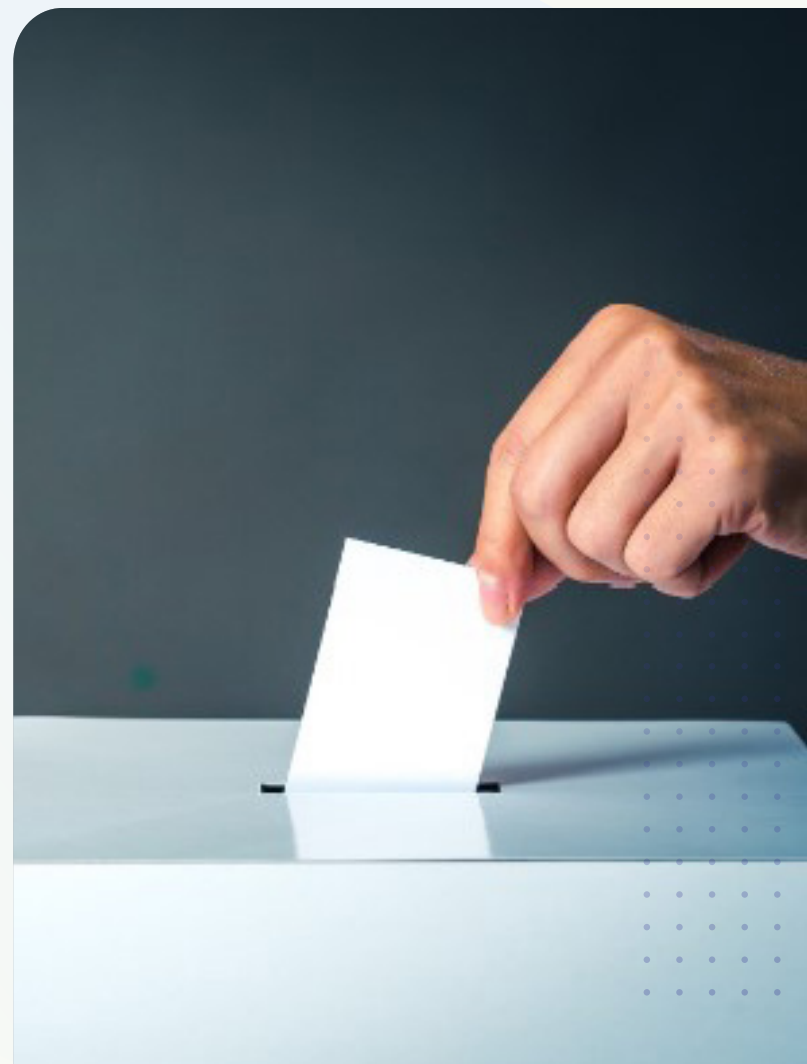
The Presidents' Council consists of the president, the two national vice-presidents, and the local presidents. The annual meeting was held on October 3 and focused on membership lists, steward and executive training, and subcommittee consultation. A second meeting was held

virtually on November 23 to consult local presidents on the departmental panels on telework.

Local Leadership Council meetings were held in April and December. This was an opportunity to present and consult locals on CAPE's budget and discuss the important issues that our members have been facing.

## III. Elections

Following the 2023 AGM on November 29, the membership voted for their representatives to form the next NEC. The 2023 election saw record-high turnout and the most diverse group of candidates in CAPE's history.



# Section 4:

## Operational Update

### I. Workforce Planning

#### New hires and positions

Over the course of the year, 24 staffing actions were taken, including 12 new hires, two internal promotions which were subsequently backfilled, five term positions, four employees on contract and one student. Eight employees left the association during that period.

#### Office relocation

CAPE officially moved to its new office location on May 29. The premises, located in Constitution Square in Ottawa, represents a 15 per cent increase in square footage than the space at World Exchange Plaza while also costing 20 per cent less than the rent of the former office. This represents a cost savings of \$2 million over 10 years.



# Section 5:

## Finance and Budget

### Summary

The finance team worked throughout the year to improve and streamline processes across the association, including introducing a new system to automate expense claims, and a more robust framework for requests for proposals.

CAPE closed the year with a surplus, due in large part to its well-performing portfolio and greater membership than originally estimated. The 2023 budget was based on a membership of 21,000 while the actual number at the end of the year was closer to 27,000. CAPE's investments performed well throughout the year, counteracting some of the negative performance from 2022. This was helped by inflation levelling off and waning interest rate hikes.

### Membership consultation on Budget 2023

In April and May, member feedback was sought on a revised 2023 budget, after the Finance Committee proposed a dues increase and adjustments to respond to the high rate of inflation as well as additional staffing positions approved in late 2022.

Following consultation with the membership, the revised budget and dues increase [were rescinded](#) and the original 2023 budget, approved at the 2022 AGM, was used going forward.

### Budgets 2024 & 2025

In September and October, consultations were held with the Local Leaders Council and the membership on the budgets for 2024 and 2025. The membership [approved the final budgets](#) following the 2023 annual general meeting.

### Special levy

In November and December, two special levies of \$9.10 each were instituted to cover the costs of the two special

resolutions that had been approved following the 2022 AGM.

## CAPE in Numbers

TOTAL MEMBERS **27 137**

**25 663**

EC MEMBERS

**880**

TR MEMBERS

**430**

RCMP MEMBERS

**148**

LIBRARY OF PARLIAMENT  
MEMBERS

**16**

OFFICE OF THE PARLIAMENTARY  
BUDGET OFFICER MEMBERS

# Budget 2023

Line #		2023
<b>1</b>	<b>Revenue</b>	<b>12,592,667</b>
	1.1 Dues	12,096,000
	1.2 Retroactive Dues - Phoenix	-
	1.3 Interest (Investments)	496,667
	1.4 Recovery of unsupported expenses	-
	1.5 Special Levy	-
<b>2</b>	<b>Salaries and Benefits</b>	<b>8,783,334</b>
	2.1 Management	1,766,667
	2.2 Staff	4,600,000
	2.3 Pension	1,020,000
	2.4 Benefits	446,667
	2.5 Vacation & Overtime	500,000
	2.6 Temporary Staff	450,000
<b>3</b>	<b>Staff Severance Pay</b>	<b>150,000</b>
<b>4</b>	<b>Management Severance Pay</b>	<b>40,000</b>
<b>5</b>	<b>Communication</b>	<b>131,000</b>
	5.1 External printing	1,000
	5.2 Postage	5,000
	5.3 Translation	50,000
	5.4 Telephone	65,000
	5.5 Internet	10,000
	5.6 Promotional Material	-
<b>6</b>	<b>Training and Development</b>	<b>280,000</b>
	6.1 Accommodations & Food	35,000
	6.2 Travel	65,000
	6.3 Salary Reimbursement	30,000
	6.4 Staff development	75,000
	6.5 Management Development	30,000
	6.6 President Development	10,000
	6.7 Language training	35,000
<b>7</b>	<b>Professional Fees</b>	<b>1,430,000</b>
	7.1 Legal - Members	360,000
	7.2 Legal - Bylaw 5 / Constitution	100,000
	7.3 Legal - Internal	325,000
	7.4 Legal - Contingency Fund	85,000
	7.5 Management fees - Cash & Pension Investments	200,000
	7.6 Consultants fees	300,000
	7.7 Audit	60,000
<b>8</b>	<b>Office Expense</b>	<b>236,000</b>
	8.1 Supplies	50,000
	8.2 Rental of equipment	12,000
	8.3 Reference material	50,000
	8.4 Repairs and maintenance	5,000
	8.5 Insurance	50,000
	8.6 Bank charges	4,000
	8.7 Miscellaneous	55,000
	8.8 Relocation Expense	10,000
<b>9</b>	<b>Capital Asset Purchases</b>	<b>283,333</b>
	9.1 Amortization Expense	283,333
<b>10</b>	<b>Rent and Operating Expenses</b>	<b>862,000</b>
	10.1 Rent	419,998
	10.2 Operating	442,002
<b>11</b>	<b>Computer Expense</b>	<b>182,000</b>
	11.1 Website	20,000
	11.2 Maintenance	160,000
	11.3 Minor capital Purchases (<\$1,000)	2,000
	11.4 Portal - Intangible Amortization	-
	11.5 Website - Intangible Amortization	-
<b>12</b>	<b>Travel</b>	<b>292,000</b>
	12.1 LRO representational services	100,000
	12.2 Conferences	70,000
	12.3 President travel	30,000
	12.4 President Regional Council Travel	12,000
	12.5 Travel to Locals - President	50,000
	12.6 Travel to locals - Staff & NEC	30,000
<b>13</b>	<b>Meetings</b>	<b>696,667</b>
	13.1 AGM/MBM	100,000
	13.2 National Executive	200,000
	13.3 Committees	50,000
	13.4 LLC / Presidents Council	15,000
	13.5 Transportation	-
	13.6 Salary reimbursement	130,000
	13.7 Business Luncheons	5,000
	13.8 Staff	10,000
	13.9 Mobilization, Engagement, Educ.	20,000
	13.10 Candidate's Forum	15,000
	13.11 Regional councils	45,000
	13.12 NEC Special Meetings	10,000
	13.13 NEC Workshop	80,000
	13.14 Staff Workshop	16,667
<b>14</b>	<b>Collective Bargaining</b>	<b>320,000</b>
<b>15</b>	<b>CLC</b>	<b>250,000</b>
	15.1 CLC per capita taxes	225,000
	15.2 CLC Convention	25,000
<b>16</b>	<b>Local Rebates</b>	<b>225,000</b>
	16.1 Local Rebates	25,000
	16.2 Nationally Managed Local Exp.	155,000
<b>17</b>	<b>Donations</b>	<b>2,500</b>
<b>19</b>	<b>Contingency</b>	<b>450,000</b>
	19.1 Executive	300,000
	19.2 Administrative	150,000
<b>Total expenses</b>		<b>14,543,834</b>
<b>Surplus (Deficit)</b>		<b>-1,951,167</b>



# National Executive Committee 2021-2023

CAPE held elections in November 2022 for the vacancies of two EC director positions.

#	Name	Role	Affiliation	Category
1.	Greg Phillips ^	President (2021-April 2023)	President	
	Camille Awada^	President (May 2023-November 2023)	President	
	Scott Crawford	President (November 2023-December 2023)	President	
2.	Camille Awada^^	Vice-President, EC, Library of Parliament and Office of the Parliamentary Budget Officer	Statistics Canada	EC
	Scott Crawford^^	Vice-President, EC, Library of Parliament and Office of the Parliamentary Budget Officer	Atlantic Canada Opportunities Agency	EC
3.	André Picotte	Vice-President, TR	Translation Bureau-Public Services and Procurement Canada	TR
4.	Jonathan Brulotte	Vice-President, EC, Library of Parliament and Office of the Parliamentary Budget Officer	Employment and Social Development Canada	EC
	Jonathan Brulotte^^	Director	Public Services and Procurement Canada	
5.	Alexander Butler	Director	Public Services and Procurement Canada	EC
6.	Maureen Collins	Director	Immigration, Refugees and Citizenship Canada	EC
7.	Scott Crawford^^	Director	Atlantic Canada Opportunities Agency	EC
8.	Howard Delnick	Director	Statistics Canada	EC
9.	Matthew English	Director	Atlantic Canada Opportunities Agency	EC
10.	Megan Glenwright*	Director	Employment and Social Development Canada	EC
11.	Sandy Harquail*	Director	Translation Bureau-Public Services and Procurement Canada	TR
12.	Peter Ives	Director	Public Health Agency of Canada	EC
13.	Jason King	Director	Public Health Agency of Canada	EC
14.	Granda Kopytko	Director	Agriculture and Agri-food Canada	EC
15.	Robert Kossick**	Director	Employment and Social Development Canada	EC
16.	Ann Kurikshuk-Nemec	Director	Statistics Canada	EC
17.	Jamie Lafontaine	Director	Indigenous Services Canada	EC
18.	Charlene Lonmo	Director	Statistics Canada	EC
19.	Pinelopi Makrodimitris	Director	Transport Canada	EC
20.	Kelly Mansfield	Director	Employment and Social Development Canada	EC
21.	Andriy Okladov	Director	Justice Canada	EC
22.	Sami Rehman	Director	Health Canada	EC
23.	Nazia Shaikh	Director	Royal Canadian Mounted Police	EC
24.	Andreas Trau	Director	Statistics Canada	EC
25.	Emmanuelle Tremblay^	Director	Global Affairs Canada	EC
26.	Dan Monafu^	Director	Treasury Board of Canada Secretariat	EC
27.	Caroline Pageau^	Director	Public Services and Procurement Canada	TR

^Did not complete term

^^Changed positions

\*Began in 2023

\*\*On leave

## Management Team

**Jean Ouellette** – Executive Director

**Jennifer George** – General Counsel and Director of Policy

**Katia Thériault** – Director of Communications

**Sharon Salter** – Director of Finance

**Suzelle Brosseau** – Director of Negotiations and Research

**André Poliquin** – Director of Representation and Education

**Clarisse Habarugira** – Executive Assistant to the President, Secretary to the National Executive Committee

**Elisabeth Woods** – Special Advisor to the President



# ACEP CAPE

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of Professional Employees

## Follow us



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