

National Executive Committee Resolution on Dues Increase

(This document is for information purposes only and is not to be used as a ballot)

1. **Whereas** CAPE must meet its legal and other obligations to provide an array of services to its members;
2. **Whereas** CAPE has the authority to set its own level of revenues and therefore cannot invoke a lack of resources to free itself of its legal obligations;
3. **Whereas** CAPE has been operating on a dues base which is inadequate to maintain the required level of services and fully meet the legal obligations of a public service union in 2005;
4. **Whereas** the National Executive Committee, the Local Leadership and the Task Force on Dues established by the National Executive Committee support a dues increase to ensure the Association has the ability to eliminate its current operating deficit, meet its annual operating expenses, and build a reasonable contingency reserve (Members= Equity);
5. **Whereas** the National Executive Committee has openly and democratically reviewed the causes of the financial situation of the Association in various members forums;
6. **Whereas** the National Executive Committee=s recommended dues increase will result in CAPE=s dues being the second lowest among Federal Public Service unions;
7. **Whereas** the National Executive Committee has established a process to conduct an expenditure review of the Association=s operating expenses so as to ensure members= resources are effectively and prudently used;
8. **Whereas** the National Executive Committee will recommend a process to develop a constitutional provision to require a regular expenditure review, which may lead to dues restructuring;
9. **Whereas** the National Executive Committee has concluded that, in the absence of a dues increase, and if there is a reduction in expenditures, this will result in radical reductions in major services, such as communications, representation and the Association=s ability to effectively bargain on behalf of our members;
10. **Whereas** if the Association ceases its operations and a debt remains, the members will be required to pay a special levy in order to pay off all our contractual obligations;
11. **Whereas** the National Executive Committee recommends that the dues increase being proposed is in the best interests of the Association and is necessary to make it a sustainable organization;

Therefore, based on the analyses of various dues scenarios, the National Executive Committee recommends that the members vote in favor of the Resolution in the amounts specified for the planning period as this will eliminate the deficit in 2006/07 fiscal year and provide adequate resources to maintain the operations of the Association.

✂ Cut ✂ ----- ✂ Cut ✂

BALLOT

Given all of the above reasons, are you in favor of increasing our dues from \$23 a month incrementally as follows:

- \$10.00 per month in 2005/2006
- \$6.00 per month in 2006/2007
- \$3.00 per month in 2007/2008
- \$2.00 per month in 2008/2009.

YES	
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NO	
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