



**2022 MEMBERS RESOLUTIONS
FOR APPROVAL BY THE MEMBERSHIP
NOVEMBER 2022**

RESOLUTION 1:

Resolution (Policy) Subject: Return-to-office policies and equity

WHEREAS

The employer’s 2022 [guidance on telework](#) does not adequately consider the effects of hybrid or full return-to-office forms of work on equity deserving groups (for e.g., among others, those who identify as BIPOC, members of racialized communities, LGBTQ+, people with disabilities or chronic illnesses, and women), even if such work has been done effectively and efficiently in a remote manner during the pandemic;

Whereas recent literature and anecdotal evidence have illustrated the benefits of working from home for equity deserving groups, who routinely face [microaggressions](#), discrimination, and harassment in their physical workspaces;

Whereas research shows that equity deserving groups are “[more exposed and less protected](#)” from COVID-19 and other transmissible illnesses, due to inequalities in the health system, in the types of work that people do, and the living conditions that people experience in their homes and communities;

And whereas maintaining remote working options has been shown to [improve the equity and social mobility of equity deserving groups, particularly women](#);

BE IT RESOLVED THAT

CAPE initiates a vigorous campaign – rooted in engagement with its equity deserving members – to explore ways to minimize the impacts of return-to-office policies in undermining union and employer policies around equity.

Submitted by

A handwritten signature in black ink, appearing to read "Nicole Rigillo".

Nicole Rigillo
Policy Horizons Canada
514-820-4252

A handwritten signature in black ink, appearing to read "Julianne Yip".

Julianne Yip
Environment and Climate Change Canada
647-794-6155



Local 514

Local 511

IMPLEMENTATION COSTS - FINANCE COMMITTEE

As per s 3.39. of the Bylaws, the Finance Committee has the authority to amend any resolution to include a special levy or budget amendment to ensure that the funds are available to implement the resolution.

The total cost of implementing this resolution was estimated by the Finance Committee at approximately \$200,000 and would work out either as a one-time special levy of approximately \$9.10 per member, or smaller amounts spread over an amount of time, in addition to your regular dues.

RESOLUTION 2:

Policy Resolution Subject: Strengthening and Expanding the CAPE Defence Fund

WHEREAS:

Workers face increasingly uncertain futures and are experiencing declining living standards in the face of mounting inflation and growing economic uncertainty. The economic situation could lead to new calls for austerity in the federal public service in the not-so distant future. More than ever, public service unions need to maximize their bargaining power by working together to advance our common interests. In the past, the ability of PSAC to strike has allowed CAPE to pursue the arbitration route, without the cost of preparing for more direct action. While labour disruptions are rare in the public service, they are important for making, protecting and expanding bargaining gains that apply to all workers;

In 2017, following a period of debate and a general vote by CAPE members, a Defence Fund was established at CAPE, the purpose of which is to strengthen CAPE's ability to defend itself against employer attacks in concert with other unions. The Defence Fund has since been neglected and CAPE continues to negotiate agreements with the employer that include free-rider clauses, affording CAPE members the benefits that PSAC members negotiate separately with the employer.

BE IT RESOLVED THAT CAPE:



- Hold a membership-wide information and debate session on the Defence Fund following the November 2022 Annual General Meeting, including on the Defence Fund's original terms of reference and the importance of democratic safeguards to ensure that any changes to the fund and its terms of reference are voted on by the membership;
- Develop a plan by February 2023 to increase the Defence Fund annually, as designed in the original terms of reference;
- Conduct an educational campaign by January 2023 on collective-bargaining and the challenges ahead, which honestly addresses the free-rider issue and proposes an approach that does not rely upon other unions to do the fighting for us (including holding an open forum in 2023 of all members to discuss these issues); and

Submitted by:

Neil Burron, Employment and Social Development Canada, Local 514, 819-744-1917
Annie Yeo, Employment and Social Development Canada, Local 514, 514-651-2745

 Signature 1	 Signature 2
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