



**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'.

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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.