ACEP Association canadienne des employés professionnels
CAPE Canadian Association of Professional Employees

Budget Consultation: FY2026

Investing in the Plan to Win

CAPE Budget 2026

Date: October 16, 2025

1

The Changing Landscape

- **Anti-worker government committed to austerity**
- **Push to end remote work**
- **Rush towards AI**

We need to INVEST in our ability to fight

2

Austerity is Here.

Austerity government committed to **deep cuts, despite promises:**

- **Arbitrary austerity** – 15% cuts demanded **before** tabling a budget
- **Tens of thousands** of jobs at risk
- **Hundreds** of terms and casuals already let go
- Programs Canadians rely on **under threat,** echoing Chretien/Martin cuts that gutted housing, health care, post-secondary, and more

At the same time, billions are wasted on the RTO policy

For ourselves and for Canadians: we can't let 1995 happen again

3

AI: A Growing Threat to Your Job.

AI & automation as method of austerity, not of productivity

- TR and entry level ECs = **most exposed**
- EC core work already impacted = **research, analysis, data processing being reshaped by AI**
- Translators/interpreters : **highest AI applicability** (Microsoft, 2025)
- Gender impact very high again for TRs = **women to pay the price**

4

Public Sector Under Attack

- **Arbitrary cuts** = heavier workloads, burnout and lost productivity, costly privatization when work still needs to be done
- **All for political pandering:**
  - Rushed job cuts one of least efficient ways to save money
  - Public servants didn't create the deficit – proportionally less spent on public sector employees than ever; revenue problem is at the root

5

CAPE's Plan to Win

Three Pillars:

1. **Structure based organizing / open bargaining** = leverage
2. **Common Front** = leverage
3. **External coalition building** = leverage

We are under existential threat – we can only defend ourselves by building power strategically

6

Winning Takes Investment

- **US FPS unions** – clear warning
- **CUPE** flight attendants and education workers
- **Lesson:** invest in the systems you need to win before it's too late

It's time for CAPE to pull our weight in the public service and in the labour movement

7

Focus for 2026

The three big items to build members' bargaining power:

1. Structure Based Organizing
2. Open Bargaining
3. Defence Fund

8

Budget 2026 & 2027
Investing in What Matters

Additional resources to support members:
- **Member book-off** so you can build the unity needed to win
- **Training & coaching** for increasingly empowered stewards
- More **organizers** to strengthen local organizing efforts
- Increased **labour relations support** in the workplace
- **Research capacity** to support open bargaining, pay equity, and more
- A credible **Defence Fund** to build leverage

9

Expenditure Comparison

Approved 2026 Budget (in 2024)	$17,712,963
Proposed 2026 Budget	$20,575,203

Key differences:
- New staff and staff compensation
  - Primarily additions to member-facing staff
- More resources directly to members
  - Book off and training
- Open bargaining

10

Budget 2026 & 2027

Highlights

- Salaries & Benefits
- ↑ $1.9M overall – positions below represent half of that increase

Strengthen our support with **7** new positions in member-facing roles:

  - 1 Associate LRO (term) & 1 Senior LRO
  - 1 Education Officer
  - 1 Negotiator
  - 3 Organizers (including 1 Digital Organizer)

11

Budget 2026 & 2027

Highlights

Collective Bargaining

- Member participation in the open bargaining process during book-off
- $750,000 for members in all bargaining groups

12

Budget 2026 & 2027
Highlights

Provide organizing resources for the members

- Increase to a total of $0.6M

COST ESTIMATES ($)	
Salary Reimbursement (Members)	450,000
Travel for Training & Education Events (Members)	50,000
Promotional Material (Organizing)	40,000
Catering for Events	25,000
Conferences & Workshops	20,000
Training & Education Events	15,000

13

Budget 2026 & 2027
Highlights

Reducing spending in:

- Legal fees (Growth in internal legal team will result in lower reliance on external firms)
- Travel: ↓ $0.1M

No change to spending for:

- Office & Administration Expenses
- Professional Fees
- Rent*

*We are exploring *ways to scale back our office footprint and reduce this cost*

14

Dues Alignment

It's time to get serious about winning.

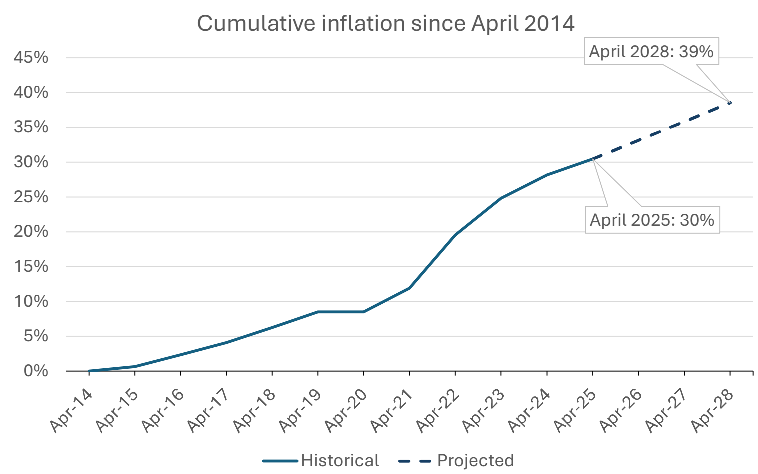
Aligning dues with member needs and priorities

- Consistently projected deficits:
  - To meet member needs and strategic priorities, Budgeted Expenditures are estimated at **$20.6M**
  - Annual Revenue from Membership Dues is currently at **$15.6M**
- Need to build an adequate Defence Fund
- Inflation has eroded real value of paid dues

15

Why We Must Act Now.

Cumulative inflation over 30% since last dues increase



16

Dues and Defence Fund contributions

- Beginning **July 1, 2026:**
  - 1.0% of regular salary, based on the first step of their classification:
    - 0.9% of the member's regular salary – 90% to CAPE
    - 0.1% of the member's regular salary – 10% to Defence Fund
- Monthly dues capped at $90/month starting on July 1, 2026
  - Increasing to $100 on July 1, 2027 then $110 on July 1, 2028
- Decreased by 50% for part-time status
- Dues rates adjusted following a wage increase
- Dues will not be charged on overtime pay or back pay

17

What Does 1% Mean in Practice?

Classification	Monthly Dues (2025)*	Monthly Dues (July 1, 2026)	Change Per Pay
EC-02	$61.33	$58.00	↓ $1.67
EC-05	$61.33	$83.00	↑ $10.84
TR-01	$61.33	$56.00	↓ $2.67
TR-02	$61.33	$61.00	↓ $0.16

*Includes Special Levy of $13.33

18

Return on Investment.

You winning depends on how well resourced you are

- Members building leverage in campaigns and bargaining
- Faster frontline support when needed
- Increase power in the workplace
- Capacity to fight cuts when we need it most

The result will carry into multiple areas:

- Enforcing employer's accountability relating to the pay system
- Maintaining existing rights
- Protecting members' wages from inflation

19

Important upcoming dates

- AGM: Nov. 16, 2025
- Vote: Nov. 17–26, 2025

20

Q&A

Budget2026@acep-cape.ca

Slide / 21

www.acep-cape.ca

21