

NEC recommendations: member resolutions

Question 5: Understanding our equity seeking members

WHEREAS CAPE's membership is diverse and CAPE members from equity-seeking groups are confronted with many additional barriers in their workplace and from their employer. As a result, many face elevated and disproportionate rates of discrimination, harassment, mental health struggle, and hardship that are objective and measurable;

AND WHEREAS available data on equity-seeking groups, including 2S/LGBTQIA members, is insufficient. There are many things we can't do without data, such as measure and push back on disproportionate impact of employer actions such as lay-offs (or workforce adjustment) on equity seeking groups;

AND WHEREAS CAPE's Equity Subcommittee and Equity Caucuses functions include:

- Advancing diverse members' interests in relation to the employer;
- Ensuring that priorities of equity-seeking members are strategically integrated in the work and priorities of CAPE;
- Overseeing and advising on internal and organizational initiatives to advance equity within CAPE;

BE IT RESOLVED THAT

CAPE in consultation with the Equity Subcommittee and Equity Caucuses develop and implement a process to collect and update data on the self identified equity seeking groups our members belong to, and how these identities impact them as workers.

This process must include updates to CAPE's membership registration process to include questions on membership in equity seeking groups, and must include a mechanism to collect and update this information for existing members with an understanding that membership in these groups may change over time. CAPE must also empower equity caucuses by providing opportunities for them to recommend additional content on general membership surveys.

Stewardship and decisions regarding use of aggregated data will be informed by the relevant Equity caucus or where one has not been formed, by the Equity Subcommittee, subject to the Association's Privacy Policy.

NEC Comments:

Additional data would allow for CAPE to support equity-seeking members more effectively.

NEC Recommendation:

Vote in favour

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Question 6: Addressing rising misinformation and hate towards trans and gender-diverse workers through education

WHEREAS misinformation and disinformation related to trans and gender-diverse individuals is increasingly common, resulting in increased hatred and misunderstanding of trans and gender-diverse workers who are often vulnerable to mistreatment in the workplace in a way that directly disrupts workplace solidarity;

BE IT RESOLVED THAT

1. CAPE provide training or educational events to locals, including but not necessarily limited to local leaders and stewards, in a way that includes the lived realities of queer, trans and gender-diverse workers and ideally is led by and consulted with individuals with such lived experience.
2. CAPE provide a list of recommended educational resources on queer and trans issues, including a focus on the importance of solidarity in the context of rising homophobia and transphobia, as well as pinkwashing, to CAPE locals.

FINANCE COMMITTEE

As per s 3.41. 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 \$125,000 and would work out either as a one-time special levy of approximately \$5 per member, or smaller amounts spread over an amount of time, in addition to your regular dues.

NEC Comments:

No comments

NEC Recommendation:

Vote in favour

Question 7: Addressing Trauma and Systemic Workplace Barriers in the Hybrid Workplace

WHEREAS

- the employer has not provided its workers with a workplace that is psychologically and physically safe and accessible;

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- many employees, including CAPE members, have been exposed to large-scale and ongoing workplace trauma, sexual harassment, sexual and physical assault and other forms of harassment and discrimination, which has disproportionately impacted members of equity-deserving groups, as demonstrated in multiple class action suits (RCMP and DND), TBS-funded studies and in the results of the Public Service Employee Survey/RCMP Employee Survey;
- exposure to trauma, both acute and ongoing, is linked to many negative health conditions such as PTSD, anxiety, depression, panic disorder, and cardiovascular disease;
- exposure to trauma can cause temporary, episodic, and permanent changes to brain function, cognition, learning, and sensory processing;
- these and other impacts of trauma can make it extremely difficult to navigate the workplace, including physical workspaces;
- physical, mental, and psychological safety are not adequately understood by the employer, especially in the context of requests for accommodations, and in particular, telework;
- many employees who have experienced trauma, including under service-related circumstances, cannot be adequately accommodated within an office setting because of the damaging consequences of perceived and real threats to their safety;
- the employer is enforcing a return-to-office mandate without adequately understanding or addressing these concerns or effectively reducing/eliminating threats to safety and barriers to access.

BE IT RESOLVED THAT

- CAPE engages in research, data gathering and gap analysis, in partnership with members, equity groups/caucuses, and especially those with lived experience, on the causes and effects of trauma in the workplace. This could include legal opinions to support common cases, or training;
- CAPE engages appropriate caucuses, experts and members (especially those with lived experience), and together, develop educational materials and communications products aimed at highlighting the causes, effects and potential mitigation options of trauma in the workplace. This includes, but is not limited to, educational and training materials on disability, trauma and neurodivergence; and shares a copy of the resulting materials to the government to raise awareness.
- CAPE make a public statement endorsing the yes-by-default human rights approach to disability management;
- CAPE work to unify its approach to the Duty to Accommodate and grievance processes of its EC, TR, ESS and TRL members and their respective regimes, and works with other unions to do the same for their respective members;

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- CAPE work in solidarity to develop a strategy to address the causes of trauma and re-traumatization in the workplace, including introducing its own supports and services; and,
- CAPE inform members of the option to engage in collective consultations and responses to these barriers, as part of publicly-available documents or procedures.

FINANCE COMMITTEE

As per s 3.41. 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 \$250,000 and would work out either as a one-time special levy of approximately \$10 per member, or smaller amounts spread over an amount of time, in addition to your regular dues.

NEC Comments:

No comments

NEC Recommendation:

Vote in favour

Question 8: CAPE to Conduct an Inquiry on Repression, Intimidation & Penalties in the Workplace for Pro-Palestine and Anti-Genocide Positions

WHEREAS federal public servants adhere to a code of values of ethics and the common law duty of loyalty to the employer, these principles have increasingly been misused and weaponised to create repressive workforce environments, specifically on issues relating to Palestine, the genocide, and zionism.

The unconscionable brutality inflicted by Israel on Palestinians in Palestine over the last 20 months has been coupled with sharp rises in anti-Palestinian racism (APR), repression, intimidation and punitive actions in Canadian workplaces. Workers are more resolved than ever to counter APR, resist attempts to repress solidarity, and challenge positions of complicity and/or open collaboration with the occupation, war crimes, and genocide.

This context has complex manifestations within the federal public service. The common law duty of loyalty to the employer requires federal public servants to maintain impartiality during the course of their roles and responsibilities. However, this duty does not negate the right of public servants to freedom of expression guaranteed by the charter. This is especially true for matters of public concern where the employer may be engaged in illegal acts and or policies that are seen to jeopardize the life, health or safety of others.

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Federal public servants are being silenced in punitive climates where they fear being able to express solidarity with Palestinians in Palestine, opposition to zionism as the ideological driver behind the genocide, and objections to policies that may render them complicit.

BE IT RESOLVED THAT CAPE lead a confidential workforce inquiry to understand the extent to which repression, intimidation, and other punitive acts have been used to quell pro-Palestine and anti-genocide sentiment, organising and actions by federal public servants.

Where possible, the inquiry should:

1. Engage members who have witnessed or experienced APR and anti-semitism when speaking out against the genocide in Palestine or the political ideology of zionism.
2. Document instances where members have been reprimanded when objecting to their responsibilities as they relate to maintaining Canada's complicity in the genocide.
3. Identify through ATIP and other means instances of attempted whistleblowing as it relates to Canada's role in the genocide in Palestine.
4. Collaborate with sister unions to engage workers governed by different collective agreements who have been subject to similar tactics by the employer.
5. Produce a summary report with recommendations coupled with a media release.
6. Develop a protocol to provide specialized support to members who are either interested in, or have committed to, conscientious objection to assigned responsibilities and tasks on human rights grounds.

FINANCE COMMITTEE

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NEC Comments:

The misuse of Values and Ethics to infringe on the political rights of union members, including CAPE members, is a serious issue. Implementation of this resolution would help address that.

NEC Recommendation:

Vote in favour

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Question 9: Position Statement Resolution

Whereas the purpose of the position statement is to allow CAPE to "define its position on key issues affecting members, as well as allowing members the opportunity to set priorities for organizing and advocacy".

Whereas "key issues affecting members" is an ambiguous term which could change over time.

Whereas "key issues" could be significantly different between members due to several factors such as location of work, family-related responsibilities, or age.

Whereas the CAPE Constitution states that the CAPE Constitution takes precedent over the position statement.

Whereas the CAPE Constitution states its objective is to promote and protect the rights and interests of members in matters related to their employment and their relationship with their employer;

BE IT RESOLVED THAT

To avoid ambiguity and conflict with the Constitution, the position statement of CAPE is "CAPE's concerns are limited to issues affecting members in matters related to their employment and their relationship with their employer."

NEC Comments:

Limiting CAPE's concerns to issues affecting members in matters related to their employment and their relationship with their employer could drastically undermine CAPE's ability to support equity-seeking members, build coalitions to advance the interests of CAPE members, express opposition to racism, sexism, homophobia, etc., or act in solidarity with other unions, including other unions facing restrictions on their collective bargaining rights or attacks on public sector workers.

CAPE is only now beginning to occupy a position of leadership and significance in the federal public sector labour movement and the bigger Canadian labour movement - and our bargaining outcomes will be in part a result of the solidarity we build with other unions. This would weaken CAPE at a time when it is more important than ever to be taking our place in the labour movement, building solidarity and positive relationships with other unions, and building external coalitions to push back against budget cuts.

NEC Recommendation:

Vote against

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Question 10: CAPE to Demand that the Federal Government recognize Israel's actions in Gaza as Genocide

WHEREAS

Article II of the United Nations Convention on the Prevention and Punishment of Genocide (1948, hereby 'Convention'), to which Canada is a signatory, defines genocide as 'any of the following acts committed with intent to destroy, in whole or in part, a national, ethnical, racial or religious group, as such:

- (a) Killing members of the group;
- (b) Causing serious bodily or mental harm to members of the group;
- (c) Deliberately inflicting on the group conditions of life calculated to bring about its physical destruction in whole or in part;
- (d) Imposing measures intended to prevent births within the group;
- (e) Forcibly transferring children of the group to another group.'

Israeli politicians have consistently made statements demonstrating genocidal intent while the Israeli military has consistently carried out acts of genocide and ethnic cleansing since October 2023.

BE IT RESOLVED THAT

CAPE launch a formal campaign with sister unions to demand that the federal government, in accordance with the numerous genocide and Holocaust scholars including in Israel, recognize that Israel's actions in Gaza amount to genocide.

NEC Comments:

Recently, the UN Independent International Commission of Inquiry on the Occupied Palestinian Territory, including East Jerusalem, and Israel has come to the conclusion that Israel has committed genocide against Palestinians in the Gaza Strip and urged all states to fulfill their legal obligations to end the genocide

NEC Recommendation:

Vote in favour

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Question 11: CAPE to launch a campaign to divest the Public Service Pension Plan

WHEREAS

the Public Service Pension Plan (PSPP), retains investments that financially support Israel's illegal occupation of Palestinian land, the widely recognized genocide and the manufactured famine through siege of the Palestinian people. The extreme violence, disregard for human rights, and multiple violations of international law enabled through these investments are unacceptable and place federal public service workers in an involuntary position of complicity.

These investments violate the values and ethics public servants are expected to adhere to and are antithetical to guiding principle 4 articulated in the Funding Policy for the Public Sector Pension Plan which states that, "Funding will be managed with appropriate regard for the governance and ethical standards expected for the management of pension plans for the Government of Canada. The government expects that the PSPIB will describe....how environmental, social and governance factors are incorporated into the PSPIBs investment practices." (Treasury Board Secretariat)

These investments are indefensible and actively erode public trust and the integrity of the Government of Canada and the federal public service. To continue with these investments compromises the interests of current public servants in favour of the interests of pensioners. This undermines funding policy objective 2.4 in the funding policy which aims to, "...support intergenerational fairness by recognizing that the plans' costs and risks are shared between current and future plan members, as well as current and future taxpayers." (Treasury Board Secretariat)

In November 2024, CAPE members voted to adopt a similar policy of divestment which has since been implemented. (ACEP-CAPE) Through this historic win, CAPE signaled our commitment to the principles of labour solidarity with human rights and social justice causes and solidarity with oppressed peoples. More significantly, CAPE acted decisively to protect ourselves from a position of complicity with the atrocities occurring in Palestine.

BE IT RESOLVED THAT

CAPE, launch a formal campaign with sister unions to lead divestment efforts for the Public Sector Pension Plan. These efforts should include the following actions:

1. Collaboration with sister unions and relevant stakeholders to articulate a divestment policy and criteria to identify and remove PSPP investments that are financially implicated in the occupation, genocide, and manufactured famine in Palestine.
2. CAPE and sister unions collaborate with relevant stakeholders, to review and assess current investments which meet the divestment criteria and implement a divestment plan.
3. Secure a commitment from relevant stakeholders to apply the divestment criteria for all future investments as long as the conditions of occupation, genocide, and manufactured famine through siege persists.

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4. Document the process of divesting the PSPP, including enabling and constraining factors, roles and positions towards divestment taken by relevant stakeholders and sister unions and key considerations and strategies that yielded desired outcomes.

FINANCE COMMITTEE

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NEC Comments:

This would build on a resolution passed last year in favour of divestment at CAPE.

NEC Recommendation:

Vote in favour

Question 12: Support for CAPE Locals

WHEREAS: Regardless of their size or status as regional vs. Departmental locals, all locals should have equitable access to support for locals from CAPE national, including financial support, in addition to the Local stipends.

WHEREAS: CAPE has recently procured increased access to better resources for organizing as a union, including increased staff and more modern tech solutions.

WHEREAS: Some locals have reported a lack of said equitable access to these resources, such as denials for access to book off for local executives to take time to respond/prepare/organize for large campaigns CAPE is developing such as Work Force Adjustment, fighting budget cuts Phoenix Damages, Winning Telework Rights.

BE IT RESOLVED THAT CAPE perform a comprehensive review and audit of local executives request for book off time, ensuring communication by CAPE has continually aligned with the EC/TR collective Agreement

BE IT FURTHER RESOLVED THAT CAPE produces a Memorandum of Understanding between local executives and CAPE National to provide a clear outline of book off time in accordance with the EC/TR collective agreement, so executives have the ability to fulfil their necessary duties.

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NEC Comments:

The EC/TR collective agreements are agreements between the union and the employer, not between CAPE's national office and local executives, and does not define CAPE's internal policies on granting salary replacement for union leave. As such, an audit for alignment between CAPE's communications on book off time and the collective agreement would not yield any meaningful results.

A memorandum of understanding or clearer policies regarding book off time may be beneficial to local executives and CAPE as a whole, however.

NEC Recommendation:

No recommendation

Question 13: Use of Electronic Signatures for Member Resolutions and Other Forms

WHEREAS CAPE encourages member participation through the resolution submission Process.

WHEREAS procedures for the submission of member resolutions are outlined in By-law 3, which stipulates that authors of resolutions must sign the resolution, and the signatures must be verifiable (B. 3.37-3.38).

WHEREAS the By-laws do not make a distinction between electronic and wet signatures, and CAPE does not have a policy on the use of electronic signatures listed on its website.

WHEREAS accepting electronic signatures on member resolutions would encourage more robust member engagement, including for members located outside of the National Capital Region, while also reducing paper waste.

WHEREAS it is thus in the interest of CAPE members that CAPE accept electronic signatures for resolution submissions and for other Association forms.

BE IT RESOLVED THAT

CAPE shall accept both wet and electronic signatures for member resolution submissions, without distinction. "Electronic signatures" include, but are not limited to, signatures drawn using a pointing device and certificate-backed digital signatures. No later than the Call for Resolutions for the 2026 AGM, CAPE shall update the member resolution submission template and its accompanying instructions to, at a minimum:

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- Clarify that the page limit length excludes signatures;
- Clarify the acceptable forms or types of electronic signatures, and examples of where electronic signatures may be deemed non-compliant;
- Provide a section for electronic signatures; and
- Ensure the revised template is developed with accessibility best practices and complies with CAPE's accessibility policy.

BE IT FURTHER RESOLVED THAT

Within six (6) months, CAPE shall develop a policy to accept electronic signatures for all Association forms requiring a member's signature and, unless some other provision of law, CAPE's Constitution or Bylaws, precludes the Association from accepting an electronic signature.

NEC Comments:

This resolution has already been partially addressed by amendments to Bylaw 3 which have been passed by the NEC in September 2025 and, if ratified in the election, will come into effect on March 31st, 2026.

Providing additional policies or clear instructions on how to submit an electronic signature would be beneficial to assist both members submitting signatures and to those reviewing signatures.

NEC Recommendation:

Vote in favour

Question 14: Supporting Transparency and Financial Clarity

in Member Resolutions

WHEREAS CAPE members do have the right to fully understand the financial implications of resolutions that affect their livelihoods and working conditions;

WHEREAS, transparency in financial matters fosters trust and engagement among CAPE members;

WHEREAS, it is essential for members to make informed decisions regarding resolutions that may impact their financial well-being;

BE IT RESOLVED THAT

All resolutions that have a cost of \$500 or more (including any overhead costs), irrespective of any offsetting external revenue such as a grant, and/or will directly or foreseeably result in any increase in membership dues:

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1. Are identified as such through the use of a common identifier (e.g. term, abbreviation) in the title or subtitle of the resolution.
2. Prior to any recitals, clearly show the sum being spent over the applicable time period. For ongoing expenditures, the time period shall be three years or more.
3. Prior to any recitals and as applicable, specify the money expected to be contributed by members in the form of both a total amount and the amount per pay period over the duration required.
4. On a separate page, provide the calculation methodology, costing assumptions and forecasted financial implications in plain language, avoiding jargon and technical terms.
5. Subject to any limitations in the software used to vote on resolutions, items 2-3 should be listed on the same screen where votes are registered, not a secondary page such as the "more information" document that is opened by a hyperlink.

BE IT FURTHER RESOLVED THAT

The member resolution template be updated to reflect the requirements of this resolution.

NEC Comments:

The finance committee already reviews resolutions for financial implications and has the authority to amend resolutions to include a special levy. Adopting this resolution, particularly the extremely low threshold of costs, would create an onerous requirement for little benefit.

NEC Recommendation:

Vote against

Question 15: Virtual training options

WHEREAS CAPE has received multiple requests to provide virtual training options. CAPE has offered virtual training through the pandemic and has now returned largely to an in-person-only training model. This practice presents barriers to regional members, members with disabilities, those with health conditions that preclude in-person participation, and those with family and other obligations. In addition, flying participants to Ottawa by default is an irresponsible use of union funds, has a harmful impact on the environment and is not necessary for full participation in trainings. Lastly, this practice conflicts with CAPE's push for telework rights, with the Association acknowledging that CAPE members are just as productive with online tools as they are in person.

BE IT RESOLVED THAT

CAPE immediately offer virtual sessions and/or a virtual option for all trainings with sufficient frequency for full participation of members.

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In particular, that steward and local executive training be offered virtually, or at a minimum hybrid, so that those who want or need virtual options are able to participate fully and access critical knowledge about their roles.

Virtual training options be offered for rank-and-file CAPE members so as to build engagement, mobilization and organizational capacity.

NEC Comments:

Some trainings may take some time to redesign for hybrid or virtual participation, particularly organizer training.

NEC Recommendation:

Vote in favour