

VOTE 2025 Member resolutions

In accordance with Article 15.9 of the Constitution, the Elections and Resolutions Committee (ERC) is sharing with members material regarding Questions 9, 12 and 14.

QUESTION 9 – CAPE Position Statement

Have you heard of CAPE's "position statement"? Probably not, unless you read the minutes of the September 2025 NEC meeting!

This new tool, endorsed by just 1,081 of over 24,000 CAPE members, gives a majority of the NEC the power to control the Association's communications, policies, and even the President's speech. It is an ambiguous idea ripe for abuse.

CAPE's Constitution and policies already protect members from discrimination. They already call for member empowerment, transparency, and democracy. They already provide that the Association speak with one voice while recognizing the specific character of individual groups. CAPE doesn't need a new tool that allows the NEC to define members' issues.

Twelve NEC members voted and voilà! CAPE has new priorities - and you had no say. None.

Members want CAPE to focus on saving jobs during workforce adjustment, on solving issues with Phoenix, and on securing fair and compassionate policies towards in-office presence. Workplace issues first. Full stop.

Send a message to our leaders to focus on our priorities, not theirs.

Vote yes on Question 9.

Question 12: Support for CAPE Locals

The resolution was put forward to highlight the disparity locals are facing when dealing with CAPE National. While collective agreements are between the union and employer, as public servants, they dictate our leave during working hours. We rely on the wording within the collective agreements to request book off time from the employer to be engaged in union-related activities.

When CAPE chooses to promote the success of the work done by the locals while denying the requests to be compensated for that work results in frustration and anger. The disparity increases stress and anxiety over the potential loss of income or loss of vacation

time that a member should use for their own rest and relaxation. It results in members getting closer to burnout, all while trying to do their utmost to support their fellow members and the union itself.

Question 14: Supporting Transparency and Financial Clarity in Member Resolutions

The NEC believes that increased transparency on how THEY spend OUR dues is “onerous” and would yield little benefit. We disagree.

Two examples why CAPE members should support Question 14:

1. Last year’s menopause resolution had a special levy hidden in the fine print. To its credit, CAPE recognized this oversight and voided the levy, but the ballot was never corrected. This resolution prevents such oversights.
2. The finance committee’s calculations are black-box. How could last year’s divestment resolution that triggered the sale of financial assets cost nothing, yet CAPE needs a quarter of a million dollars to enact this year’s resolution that doesn’t even involve CAPE’s investments? Something doesn’t add up. Literally.

Is our resolution unnecessary because the finance committee already reviews the resolutions? We believe all members should be entitled to clear and open information regarding finances.

Vote yes on Question 14.