Resolution Subject: Defending Universal Access to Union Democracy (policy resolution)

WHEREAS for the current collective bargaining process, CAPE introduced an open bargaining model, designed to allow for "every EC & TR member [to be] able to observe and participate in negotiations for their new contract";

WHEREAS shortly after the NEC adopted By-Law 7.12, which states that "...the members of the bargaining unit shall vote…" without mention of any precondition to ballot access, CAPE introduced a policy requiring members to attend an information session in order to be authorized to exercise their right to vote;

WHEREAS no provision in CAPE's Constitution, CAPE's By-Laws, nor the *Federal Public Service Labour Relations Act* (FPSLRA) authorizes such disenfranchisement;

WHEREAS this mandatory meeting requirement created substantial divisions amongst CAPE members at a time when our leadership should have been focused on cohesion;

WHEREAS union democracy must be accessible to all members without preconditions;

BE IT RESOLVED THAT

1. CAPE shall permit all regular members to exercise their voting rights without precondition(s), except where explicitly required by law or in CAPE's Constitution and/or By-laws.
2. Nothing in this resolution precludes CAPE from offering information sessions ahead of any member-wide vote; attending a session, however, must never be used as a prerequisite to be authorized to vote.
3. This resolution enters into force upon adoption and applies to any future votes during the 2026 collective bargaining cycle and to future cycles; however, this resolution does not apply retroactively.

Submitted by the following members:

Justin Margolis, Global Affairs Canada, EC
Charles Boisvert, Global Affairs Canada, EC
Jacqueline Luffman, Statistics Canada, EC
Brandon Knill, HICC, EC
Dominic Shaw, AAFC, EC
Granda Kopytko, AAFC, EC
Paul Catteeuw, RCMP, EC
Ian Disend, ISED, EC
Jean-Guy Bourbonnière , Statistics Canada , EC
Paola Versolato , Statistics Canada, EC