August 12, 2026

Resolution: Mandatory Publication of Survey Results

WHEREAS CAPE regularly conducts surveys, pulse checks, and consultations to assess membership opinions, workplace priorities, and organizational satisfaction;

WHEREAS transparency, open governance, and democratic accountability are essential to maintaining member trust and fostering active union participation;

WHEREAS members who share their views have a clear expectation to see the aggregated outcomes of those surveys;

WHEREAS timely access to survey data allows members to understand collective perspectives and evaluate how well union initiatives align with membership needs; and

WHEREAS a standardized publishing requirement ensures consistency and institutional memory across all national surveys;

WHEREAS this resolution does not apply to surveys that are expressly about the collective bargaining process;

BE IT RESOLVED THAT:

1. CAPE adopt a policy and practice of mandatory publication for all general membership surveys, pulse checks, and thematic consultations conducted by or on behalf of the Association;

2. Full summary reports of survey results be published and made accessible to all members in good standing on the CAPE website or member portal within ninety (90) days of the survey closing date "*or as soon as operationally feasible*; and

3. Published reports include the complete wording of survey questions, response rates, methodology, and aggregated data, while strictly maintaining member anonymity and privacy.

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