

# Mobilization and Defence Committee Terms of Reference

This document identifies the objectives, mandate, core principles and general activities of the Mobilization and Defence Committee of the Canadian Association of Professional Employees (CAPE) union, established on January 26, 2024 by decision of the National Executive Committee (NEC).

## Objectives

Building a union with strong rank-and-file member engagement that ensures collective strength and solidarity among members, enables us to defend our workplace rights against attacks, continues to make gains for members, and supports the struggles of the broader labour movement.

The Committee will seek to:

- Encourage member participation in campaigns being led by CAPE National or at the rank-and-file level at issues related to the workplace, such as Phoenix or Telework.
- Increase member participation and engagement with CAPE National and local events and campaigns, collaborating with the Education Committee and Communications Advisory Committee where relevant.
- Monitor relevant issues and campaigns occurring in the labour movement and federal public service to find opportunities for CAPE member involvement and solidarity actions.
- Lead, support and provide strategic advice to support the development of campaigns.
- Build the capacity to mobilize members to push back against threats to federal public sector workers (e.g., austerity/workforce adjustment and budget constraints, pensions).

## Mandate of the Committee

With a focus on member engagement and mobilization, the committee will find opportunities and build the capacity of members to defend our rights and workers of the broader labour movement, particularly in the federal sector.

The committee will seek to foster democratic unionism recognizing that active engagement, unity and solidarity makes us more effective and mass participation is a requirement of a strong labour movement. The committee will focus on practical actions to enhance member participation.

The committee may help conduct background research, identify opportunities for action, develop or provide strategic advice to the NEC or President's office on issues with potential for member mobilization.

The committee recognizes that there is strength in working collaboratively with other unions as much as possible to help maximize our impact. Collective action is an essential component of a strong labour movement.

## **Structure**

The Mobilization and Defence Committee will have two co-chairs elected by the committee on an annual basis.

Meetings will occur on a monthly basis. Supplementary meetings may be scheduled as required.

Membership on the committee is open to all CAPE members.

Where necessary, committee members will vote on activities and campaigns by simple majority. Meetings will generally adhere to Bourinot's Rules of Order.

## **Strategy**

The committee will develop an annual workplan to map out priority activities, while providing space for unexpected campaign opportunities to arise. The workplan will be updated as required.

Each campaign or activity will seek to identify a lead (or co-lead) who will be responsible to advance the planning and organization. Volunteers to help advance campaigns will be solicited from the committee and from the CAPE membership as needed.