

## RESOLUTION

Resolution (General) Subject: Review and Ratification Process for Local Restructuring

### WHEREAS

CAPE's organizational model is a legacy model which attempted to address the needs of a geographically diverse union. It groups members in locals based on a mix of geographical and departmental criteria. This primarily includes National Capital Region (NCR) based locals, which are departmentally organized based on a member's position location; and regional locals, which cross departments within a common geographical boundary outside the NCR.

However, this geographical cross-departmental local model directly reduces regional member opportunities for involvement; consultation within their departmental union/management fora; and organization amongst regional members.

Recent technological changes and the advent of hybrid and remote work has either eliminated or can eliminate with appropriate technological practices the practical needs which resulted in separate geographical locals. The constraints of the current model are increasingly outweighing the benefits, leading to several defunct regional locals, disproportionately high workload amongst regional local executives, and failure to include regional staff in union/management conversation.

### BE IT RESOLVED THAT

CAPE create and mandate a Local Review Committee to consider options for restructuring CAPE criteria for local membership. The committee shall develop and propose one or more options, which shall include the development of a proposed process for ratification of the above options. Priorities and options shall be determined by the Local Review Committee with consultation from members, locals, and elected CAPE executives. The committee shall report back to the membership within six months from first being appointed.

Submitted by Nikki Forfar, AAFC and by Simon Mattioli, AAFC.