

2024 NEC RESOLUTIONS

FOR APPROVAL BY THE MEMBERSHIP AT THE 2024 AGM

November 17, 2024

Resolution to Strengthen the CAPE Defence Fund and Fight for Telework

The motion reads as follows:

WHEREAS the forced Return to Office (RTO) mandate undermines the flexibility and work-life balance that remote and hybrid work models have proven to provide, while not reflecting the realities of modern work dynamics and fight for telework;

WHEREAS our members deserve autonomy and the ability to choose work environments that best suit their personal and professional needs, without arbitrary mandates that negatively impact their well-being;

WHEREAS good arguments and data-backed evidence only go so far with a government that refuses to make evidence-based decisions, disregarding the clear benefits of remote work for both employees and employers;

WHEREAS the working conditions of our members are increasingly under threat;

WHEREAS the existence of a robust defence fund strengthens CAPE's negotiation position during collective bargaining;

WHEREAS CAPE's defence fund is critical to providing financial support to workers during the rare event of a labour dispute;

WHEREAS having a defence fund boosts morale and solidarity among union members;

WHEREAS CAPE's defence fund is currently capped at \$5 million, until the Operating Fund reaches a level equivalent to one year of operating expenditures;

BE IT RESOLVED that the \$5 million cap on CAPE's defence fund be removed;

BE IT RESOLVED that the National Executive Committee implement a plan to increase the defence fund annually;

BE IT RESOLVED that the National Executive Committee review and amend, the Terms of Reference of the Defence Fund to ensure its intended use is to support members during labour disputes;

BE IT RESOLVED that a special levy of \$5.00 per paycheck per member, or smaller amounts spread over an amount of time, in addition to our regular dues, be applied to the 2025 calendar year to increase our current defence fund by approximately \$3M*.

*Based on 25,000 dues paying members:

10\$ month x 12 months x 25,000 members = \$3,000,0000