

CAPE MEMBERS STAND UP

CANDIDATE FOR PRESIDENT: EMMANUELLE TREMBLAY



As described in my [bio](#), I believe in a leadership that is directly connected to the realities of its members. An originator of Portage Mobilization in the spring of 2014, an inter-union, grassroots mobilisation movement to raise awareness about government attacks on public servants, I am well-known among CAPE members and members of other public sector unions as a passionate organizer who knows how to listen and a front-line defender of working conditions. I have been a member of the public service for 13 years, including three years as

the CAPE local president at CIDA and DFATD.

By voting for me, you are supporting the collective effort of a team of candidates, eight EC director candidates and EC VP Nick Giannakoulis, who have now been acclaimed and will be on the National Executive Committee this January, working hard to make our Association stronger, more active, more democratic and participatory.

CAPE MEMBERS STAND UP PLATFORM: OUR COMMITMENTS

If you agree with this platform, please contact us to stay informed, become more involved, and become a member of our grassroots caucus. Visit us at capestandup-acepdebout.ca, and reach us by email: capestandup.acepdebout@gmail.com. Join our [Facebook group](#).

TRANSFORMING

COLLECTIVE

BARGAINING

SO IT BECOMES TRULY MEMBER-LED

- A bargaining committee elected directly by the members
- A member-led bargaining strategy
- Member-led decision-making throughout the bargaining process

CAPE is unequipped for the approach to bargaining forced on us by the employer. **Binding arbitration is no longer a possibility since bill C-4 passed last December. The national leadership should have immediately launched a serious mobilization campaign**, empowering locals to organize and mobilize with the union's protection and endorsement.

Bargaining is taking place completely separate from any scrutiny or engagement by the membership. It is unlikely members will be consulted again about strategy or positioning. The union apparently has no serious plan should the employer present an unacceptable final offer.

With no mobilisation and no training on what the new bargaining approach means and how it works, a strike vote has little chance of success, leaving us with practically no bargaining power. This is particularly alarming at a time when we are likely to lose our [sick leave](#) and can anticipate that at the next bargaining round, the employer will go after our [pensions](#).

ESTABLISHING

- Working towards raising a sufficient strike fund by 2016

A PROPERLY RESOURCED

- Exploring revenue sources for this, such as a reasonable dues increase or a temporary levy

STRIKE FUND

CAPE does not have a strike fund. The ability to collectively withhold ones labour is the single most important tool that trade unions have at their disposal. Without a strike fund, **collective bargaining is reduced to collective begging**. Government legislation has ensured that binding arbitration will no longer be available to us. What will CAPE do when the employer demands deep concessions from our collective agreement?

In the short term we may find help from our friends in other unions. But in the long run, if CAPE is to survive, we cannot expect a free ride on the backs of the rest of organized labour. **Having a strike fund does not mean that we need to go on strike. But it is the most powerful tool available to enhance our bargaining power.**

INFORMING, INVOLVING &

- Meaningful and accessible consultation on key issues, beyond web-based polling

EMPOWERING CAPE

- A robust training program in line with the needs of a modern union
- Devolution of decision making

MEMBERS BOTH DIRECTLY &

- Support for member-driven Local actions

THROUGH THEIR LOCALS

- Regular and open reporting to members

Strengthening local member representation is key to protecting and improving the day-to-day working conditions of members. We must ensure there is better local support in the face of increased demands for member representation on harassment, accommodation, performance management and other employment and labour relation matters. We can significantly increase the role of Locals in representation and mobilization, and renew and modernize CAPE's structure to address limitations in our current representation process, including the creation of Chief Shop Steward positions.

MY COMMITMENTS ALSO INCLUDE:

- **LAUNCHING A DIALOGUE WITH ALL MEMBERS ON THE FUTURE OF CAPE, INCLUDING A POSSIBLE MERGER WITH A STRONGER UNION**
- **JOINING THE LABOUR MOVEMENT THROUGH MEMBERSHIP IN THE CANADIAN LABOUR CONGRESS**
- **PARTICIPATING ACTIVELY IN THE BROADER MOVEMENT AGAINST AUSTERITY**

For details on all of these commitments, see our [web site](#). and find us on [facebook](#)