



## **CAPE Monthly Dues increase Why you should support it**

On May 31 the CAPE Finance Committee submitted a motion to the CAPE National Executive Committee (NEC) recommending that the NEC approve a motion to increase the CAPE membership dues by \$15.00 monthly.

The motion reads as follows: *The Finance Committee, in light of the government's actions that have led or will lead to a substantial decrease in the amount of dues collected and to a significant increase in the demand for CAPE's services, recommends to the NEC that it recommend to the membership a dues increase of \$15.00 per month starting as soon as possible.*

On June 4<sup>th</sup> the NEC approved this motion.

### **The Background**

As you are aware, the federal government's budget cuts for 2012/2013 and the years ahead significantly reduce the size and scope of the federal public service. At least 19,000 jobs are at risk, plus tens of thousands of indirect jobs. CAPE has released an analysis based on a Statistics Canada model that predicts that 40,000 private sector jobs could be lost as the public service cuts reverberate through the Canadian economy.

As of the end of May, 3,291 CAPE members have received notices they are affected by the cuts. Not all of them will lose their jobs, but many will need help in deciding what their options in this difficult situation are. We expect that number to rise as more Departments venture down the Work Force Adjustment (WFA) path.

To help our members affected by these notices, we have added additional Labour Relations Officers to address the hundreds of requests for information and support. We remain committed to assisting all the members during this difficult period.

In addition, CAPE has responded swiftly to this attack, by forging an alliance with five other professional associations to coordinate our strategies. This Coalition, called Professionals Serving Canadians, is currently active by informing the Canadian public about the impact of the cuts to government services all across the country. You can learn more about the coalition's work at: [www.safetyeh.ca](http://www.safetyeh.ca)

These initiatives have increased the overall costs within the CAPE budget. When this is added to the projected dues revenue declines, due to members volunteering or becoming impacted, the projected deficit for 2012/2013 exceeds \$2 million dollars.

To address this situation, the CAPE Finance Committee has met and was able to reduce expenditures by \$500,000 to reduce the expected deficit to approximately \$1.5 million.

As previously noted, the National Executive Committee endorsed a plan to increase membership dues, to help address the deficit and to ensure that important services that are required for our members are maintained, especially at this critical time.

### **The Timing**

We know that approaching you for more money at this time is a difficult request.

CAPE spends your dues on a variety of initiatives including a team of Labour Relation Officers who provide immediate assistance to CAPE members who require advice and/or representation in the workplace.

We are engaged in arbitration discussions at the moment that will lead to a resolution of talks and provide a settlement later this summer for all our groups, EC, TR and Library of Parliament.

We express your concerns to federal politicians and committees and have increased our visibility in the media to ensure you are heard.

### **And if we reject the increase?**

In the event that a dues increase is rejected, CAPE will need to cash in all of our short term investments to ensure that bills get paid. This will eliminate the reserve fund and place CAPE in a serious financial position that would lead to another dues increase request next year.

Acceptance of a dues increase will ensure a stable financial footing during this uncertain time.

### **The Proposed Increase**

CAPE dues have not increased in six years. The proposal before you is for a \$15 per month / per member increase, which will put your dues at \$50 per month. CAPE dues are among the lowest within the federal public service and the increase will still see CAPE's union membership dues among the lowest.

The National Executive Committee proposal does not include any automatic inflationary increase in the future. Other unions in the federal public service undergo regular dues increases, whereas this is the first CAPE dues increase recommended in the past six years. All increases in dues must be submitted to the CAPE membership for approval.

Our budgets over the last several years have been modest. Spending has increased incrementally over the years as the overall membership, and consequently membership dues revenue, has also increased. However, this year is the exception. Revenues are falling, while expenses are rising in order to ensure members receive the necessary services while they face different options under WFA.

### **CAPE Bargaining Unit Collective Agreements**

CAPE is currently going through arbitration. Preparations for the current rounds of negotiations began two years ago, and have been particularly difficult. Treasury Board has pushed many groups into arbitration, including CAPE's EC and TR members, and the Library of Parliament has done the same with CAPE members there. As a result, the costs of negotiations have substantially increased.

The EC group has finished mediation and arbitration will be held on June 18, 19 and 20. We expect a decision by the fall. The same will happen with the TR group which is going to arbitration on July 18, 19 and 20. The decision should be reached by early September. Finally, the members at the Library of Parliament also reached an impasse in March and requested to go in arbitration. While the Arbitration Board has been established by the Public Service Labour Relations Board, we are still waiting for dates for the hearings.

### **CAPE National Executive Committee Recommendation**

The National Executive Committee recommends that you approve the dues increase as proposed.