



REASONS TO SUPPORT CAPE

A small group of dissident members is making an argument against the proposed dues increase because it feels that members would be better served by PIPSC. Here is a review of the “facts” regarding both organizations that were not necessarily presented completely or with accuracy by the anonymous people behind the no campaign.

Please note that the Professional Institute of the Public Service of Canada (PIPSC) and CAPE have partnered on many matters of common interest to our members and will continue to do so in the future. But we are different as a result of decisions by our respective memberships. And here are some of those differences.

1. In 2011, the last year for which budget information on the PIPSC web site is available to the public, PIPSC’s deficit was \$2,948,517 where revenues from membership fees were at \$36.4 million. The deficit was equivalent in value to 8.1% of membership dues. CAPE’s deficit for the closest comparable fiscal year (ending April 2012) was \$255,142 where revenues from dues totaled \$5,958,666. CAPE’s deficit was equivalent to 4.3% of membership dues. For both organizations, these were the last complete fiscal years prior to the significant reduction in membership experienced by both organizations as of April 2012. We do not have figures for the Institute for subsequent years.
2. CAPE has a reserve fund of approximately \$2.3 million for 12,500 members. PIPSC has a reserve fund of approximately \$15 million for just over 50,000 members (no membership data for 2013). The Institute’s estimated deficit for 2012 was \$3,024,612. It is suggested by the small group of members promoting that we join PIPSC that CAPE’s reserve could cover PIPSC’s deficit. For one year, this would be possible. The document does not explain how deficits would be covered in subsequent years. PIPSC’s AGM information for 2013 includes the following sentence: “Notice is hereby given that a change in the basic monthly fees may be proposed at the 2013 Annual General Meeting.”
3. If CAPE’s membership supports the dues increase of \$8 starting September 2013, and of \$5 starting September 2014, CAPE members will be paying \$48 in dues as of September 2014. PIPSC members are already paying \$55.56. PIPSC delegates will be deciding in November whether dues will be raised and if so, by how much.

4. If CAPE's membership supports the CPI adjustment in dues as of September 2015, CAPE will have sufficient funds to continue working for years without a dues increase under circumstances comparable to current conditions.
5. CAPE's membership was at 12,600 members in March 2013; it was at 13,475 on March 31, 2012. PIPSC membership was at 54,500 before cuts began in April 2012.
6. PIPSC is a bigger union than CAPE. It has 7 offices; CAPE has only 1. PIPSC represents 41 bargaining units, while CAPE represents 3. If the EC group or TR group or our group of members at the Library of Parliament joined PIPSC, it would be 1 voice amidst a group of 42.
7. The combined memberships of CAPE and PIPSC would be equivalent to approximately half the membership of the PSAC. These are difficult times. CAPE, PIPSC and the PSAC have worked closely on many matters of common interest to their respective memberships and have been successful in many instances. Nevertheless, CAPE members, PIPSC members and PSAC members all lost the accumulation of severance on voluntary departure, absorbed increases in pension contributions and were affected by workforce adjustments.
8. CAPE's entire membership has the right to vote and decide Association's dues and the annual budgets. Delegates at the PIPSC Annual General Membership meeting vote on the Institute's dues and budget.
9. PIPSC delegates can debate and vote on resolutions at their AGM. The entire membership at CAPE votes on resolutions and can submit resolutions that must be debated at CAPE's AGM.
10. At PIPSC, the role of steward is very similar to the role of steward at CAPE. The big difference is that PIPSC members could be represented by a steward from the work place when they file a grievance, a harassment complaint, or any other type of grievance or complaint. At CAPE members are represented by professional Labour Relations Officers from the national office.
11. PIPSC is a member of the CLC. Any CAPE member can put forth a resolution for a membership vote to join the CLC. If CAPE membership supports the resolution, then CAPE becomes a member.

12. The governing body of PIPSC, the Board of Directors, currently includes members from six of forty-one bargaining units. However, they are not chosen by their bargaining unit colleagues. The president and four vice-presidents are elected by the membership at large. The directors are elected by the members of a region with one exception as explained below. Members to the Board include: the president, two full-time vice-presidents, two part-time vice-presidents, four directors from the National Capital Region, one director from each of the five other regions (Atlantic, Quebec, Ontario, Prairie/NWT, BC/Yukon) , and one director chosen by the Advisory Council (Chairs of all Groups and Chairs of Treasury Board Departmental Consultation Teams). The president's remuneration as well as the remuneration of the four vice-presidents is decided by the Board of Directors. Remuneration of the directors is decided by the delegates at the AGM. Members of the National Executive Committee cannot be concurrently local representatives.
13. CAPE's governing body, the National Executive Committee, includes members from three bargaining units. There is only one paid elected official: the president. The 16 other members of the Executive donate their time preparing for meetings, attending meetings and working on sub-committees. The president's remuneration is decided by the membership, following a vote which sets the president's salary in CAPE's Constitution. There are two vice-presidents representing respectively the EC and TR groups. For historical reasons, the EC VP also represents CAPE members at the Library of Parliament. Directors are elected by bargaining unit: there is one director for the Library of Parliament, two for the TR group and twelve for the EC group. Each bargaining unit has a guaranteed minimum number of directors on the National Executive: one seat for members at the Library of Parliament, two seats for the TR group and 8 seats for the EC group. The number of directors above the minimum is determined by the number of members in each bargaining unit. Thus, currently the number of directors is as follows: one LoP director, two TR directors and ten EC directors (two vacant EC positions). Members of the National Executive Committee can be concurrently local officers. Currently, there are twelve members of the National Executive Committee who are also local officers.

This is the second time that you are voting on a dues increase in the past year. Please take note that if CAPE members agree to the dues proposal, it would be only the second time in twenty years that dues will go up for EC and LoP members, and only the third time for TR members. The TR dues decreased when CAPE was created.

The priority of CAPE's National Executive Committee is to provide its members with service second to none, in a financially efficient manner. We engage in professional advocacy to promote our membership and to defend its interest. We believe these to be the priorities of our members.

This is your organization. Vote yes