



Twenty-ninth Biennial Convention Proceedings



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1991-2003

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1982-1991

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2001-2011

JEAN-CLAUDE LANIER

1985-1989

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General Secretary, Alliance of Concerned Teachers, Philippines

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President, Alliance du personnel professionnel et technique de la santé et des services sociaux

SONIA ÉTHIER

President, Centrale des syndicats du Québec

DAVID FORBES

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VINCENT LECLAIR

Secretary-General, FTQ Montréal Metropolitan Area

MARGARITA LOPEZ

President, Water Workers Union, Sintracuavalle, Colombia

MARIA LUISA REGALADO

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LYDIA MARTEL

First Vice-President, Syndicat de professionnelles et professionnels du
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RYAN MEILI

Leader, Saskatchewan NDP

PAUL MEINEMA

National President, UFCW

ANNE MINH-THU QUACH

Member of Parliament, Salaberry—Suroît

RACHEL NOTLEY

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Executive Director, Broadbent Institute

RICK TELFER

Director of Operations and Development, Canadian Centre for Policy Alternatives

JEAN THIFAUT

Directeur, Service des relations avec les travailleurs
Fond de solidarité – FTQ

SPEAKERS

GEICI MALARA BRIG

Education Director, Sintraseb Blumenau Public Service Workers Union

SARA NELSON

International President, Association of Flight Attendants

THE HONOURABLE JAGMEET SINGH

Leader, New Democratic Party

COLLEEN THORPE

Executive Director, Equiterre

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MONDAY, OCTOBER 7, 2019

MORNING SESSION

CONVENTION OPENING

The 2019 CUPE National Convention was called to order at 10:00 a.m. with Brother Denis Bolduc, President of CUPE Québec, in the chair.

DENIS BOLDUC (President, CUPE Québec): Good morning everyone. Good morning brothers and sisters. Good morning friends. My name is Denis Bolduc, and I am the president of CUPE Québec. I am very pleased to welcome you this week to Montréal.

“Video presentation”

We are happy to welcome our Diversity Vice-President, Sister Gloria Lepine, who will recognize the Indigenous land we are on today.

GLORIA LEPINE, Diversity Vice-President acknowledged that convention delegates are gathered on the unceded territory of the Kanien’keha:ka (Mohawk).

DENIS BOLDUC (President, CUPE Québec): Welcome to Québec. We are very pleased to have you here in Montréal! Montréal is home to 1.7 million people. When you include the suburbs, there is four million people who live here in Montréal. This is the biggest francophone city in North America and the second biggest French speaking city on the planet, after Paris.

The last time you were here in Montréal, for national convention, was in 2009. And about ten days ago I had pride, I’m always proud of our city, but I was very pleased and proud, on September 27th, when we had the national day of action for climate. We had great visitors here, with Greta Thunberg, and we had 25,000 people marching in the streets of Montréal, along with her, to ask our governments to act immediately to stop climate change.

And that same week, at the UN, the City of Montréal undertook to seriously act for the environment. The city set at 55 per cent its target for reductions of greenhouse gases between now and 2030. Congratulations, Montréal!

We have another important appointment for CUPE members here in Québec in the health sector and the

education sector. This month we will officially begin bargaining in the public sector, and this is an essential moment for 35,000 members, and many of them are here with us today and I want to salute them.

I want to encourage all of you to participate, actively, in the various activities that will be held throughout this week as part of convention, but if you want to do something a bit different, here are my suggestions.

Montréal is a very lively city with all sorts of activities. For those who like jazz there is the Montréal Jazz Festival every evening, here, downtown, until October 12th. And until October 14th, we have the Boudro, 360 degrees exhibition. Boudro is our Andy Warhol, and he hasn’t toured in Québec, with an exhibition, for about ten years, so this is an important event.

And for those who like sports, of course, the Montréal Canadiens are going to have their opening game on Thursday, at the Bell Centre. There are very few tickets available, though, so maybe you will have to go to a bar to watch the game. You can see all the games for the Habs in the bars, and, of course, there is a great ambience.

And, finally, in the northern end of the city, until October 12th, there is a show by Cirque Alfonse. Their show is called Tabarnak – a real Quebecer name. There are many excellent restaurants all around here so make the most of your stay and, once again, welcome to Montréal. Welcome to Québec.

Brother Bolduc handed the gavel to the National President, Brother Mark Hancock.

INTRODUCTION OF SPECIAL AND INTERNATIONAL GUESTS

CHAIRPERSON MARK HANCOCK: Hello, CUPE.

My friends, it’s an incredible honour to be here in this beautiful city with all of you. We are going to have a great week! It is truly a privilege for me to chair this convention. I promise to be fair, and I trust that you will let me know if you think that I am not. I need to put you on notice that I will also be firm.

My job as the chair is to give you the space to have healthy, honest, and open debate. My job is also to ensure that everyone is respected, and respectful, and has the chance to be heard. My job is also to

facilitate the debate and decision-making in an effective and efficient way, and I will do my best to make sure that that happens.

It's my honour to introduce an amazing group of guests we have with us today. From our CUPE family we have, first, my good friend Jeff Rose, President Emeritus, who served as CUPE National President from 1983 to 1991. President Emeritus, Brother Paul Moist, who served as National President from 2003 to 2015. Jean-Claude Laniel, the National Secretary-Treasurer for CUPE from 1985 to 1989 and our National Secretary-Treasurer from 2001 to 2011, Brother Claude G  n  reux. Brother Henri Giroux, former Regional Vice-President of our National Executive Board. Brother Danny Cavanagh, President of the Nova Scotia Federation of Labour, former Regional Vice-President of our National Executive Board.

We also have some great friends from our Canadian labour family. Brother Larry Rousseau, Executive Vice-President of the Canadian Labour Congress, and our Chief Electoral Officer for this convention. Sister Marie Clark Walker, a CUPE sister, now Secretary-Treasurer of the Canadian Labour Congress. From the beautiful Province of Newfoundland and Labrador, the President of that federation of labour, Sister Mary Shortall.

Brother Dany Richard, President of the Association of Canadian Financial Officers. Brother St  phane Aubry, Vice-President for the Professional Institute of the Public Service of Canada. Brother Christian Daigle, President for the Syndicat de la Fonction Publique et Parapublique du Qu  bec, SFPQ. Sister Carolle Dub  , President of the Association of Professional and Technical Services. Brother Guillaume Bouvrette, third Vice-President for the Union of Professionals at the Government of Qu  bec, the SPGQ. Brother Jean Thifault, director of worker relations for the FTQ. Brother Vincent Leclair, Secretary General for the FTQ, Montr  al Metropolitan area. Brother Daniel Bourcier, Development Agent for the FTQ solidarity fund. And leader of the Newfoundland Labrador NDP, Sister Alison Coffin.

We also have some labour friends from across the globe with us today. It's my pleasure to introduce them. Sister Margarita Lopez, President, Water Workers Union, Sintracuavalle, Colombia. Sister Geici Maiara Brig from the Blumenau Public Service, Public Workers Union in Brazil who will speak later this

week. Sister Sara Nelson, International President, Association of Flight Attendants in the United States. Brother Raymond Basilio, General Secretary, Alliance of Concerned Teachers, Philippines. Brother Jean Bonald Golinski Fatal, President, Public and Private Sector Workers Confederation, CTPS, Haiti. Finally, Brother Steven Porter, from the Public Services International, and from Washington DC, an organization that we are very close.

Welcome sisters, brothers, and friends.

INTRODUCTION OF NATIONAL EXECUTIVE BOARD

The members of the National Executive Board are: Charles Fleury, National Secretary-Treasurer; the five general vice-presidents: Daniel L  g  re, Atlantic and Maritimes; Denis Bolduc, Qu  bec; Fred Hahn, Ontario; Judy Henley, Manitoba and Saskatchewan; and Paul Faoro, Alberta and British Columbia.

The two diversity vice-presidents are: Yolanda McClean and Gloria Lepine; and the regional vice-presidents are: Sherry Hillier, Newfoundland and Labrador; Nan McFadgen, Nova Scotia; Leonard Crawford, Prince Edward Island; Brien Watson, New Brunswick; Beno  t Bouchard and Patrick Gloutney, Qu  bec; Candace Rennick, Michael Hurley and Amanda Farrow-Giroux, Ontario; Gord Delbridge, Manitoba; Tom Graham, Saskatchewan; Rory Gill, Alberta; Trevor Davies and Barb Nederpel, British Columbia.

EQUALITY STATEMENT

"Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goal. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So, too, discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes, discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate.

Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions and justice in the workplace, society and in our union. CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all sisters and brothers deserve dignity, quality and respect."

CODE OF CONDUCT

CHAIRPERSON MARK HANCOCK: At CUPE events, we want everyone to feel respected and included. It makes our union stronger. Our Equality Statement sets the tone for this convention and is supported by CUPE's Code of Conduct. At every National Convention, there's a team of ombudspeople that are ready to hear complaints about behaviour that is not in line with the equality statement or the code of conduct. We have a new video that shows how the Ombudsperson Program works at the National Convention. Let's have a look.

"Video presentation"

If you do need to reach an ombudsperson during the convention, you will find the phone number in your program.

My friends, since we met last in Toronto in 2017, our CUPE family has suffered many losses, we do our best to track members, staff, and retirees who have passed, and we acknowledge them at every National Executive Board meeting.

I'm always struck by the tributes paid to our fallen comrades at the division conventions, yet I know if we were to put up a list of names, we would miss someone. And I also know if we do here what many of you do at your division conventions and read them into the record, we would simply run out of time for convention. There are so many members of our CUPE family that I am missing here today, and I know that you are feeling it too. Some good friends that we have lost in the last two years. Please join with me and stand for a moment of silence and tribute to our fallen sisters, and our fallen brothers and our fallen friends.

"moment of silence"

RULES OF ORDER

CHAIRPERSON MARK HANCOCK: I want to draw your attention to the rules of order. These are CUPE's continuing rules of order, which are set out and part of our national constitution. A copy of the rules of order is in your kits. If we run into any constitutional issues or parliamentary disputes, not that I would expect that from a CUPE convention, I am lucky enough to call on the immediate expertise of four very wise and learned constitutional advisers. Brother Gary Day, Sister Leanne MacMillan, Brother Justin Schmid, Brother Bill McKinnon. I thank you for your support.

We do conduct the convention as set out in the rules of the order as set out in the constitution, but you have a role as delegates to move the convention along so we can together deal with the important business before us. I will not abuse my role in the chair. I will try always to be fair, to be democratic and respect the rules of order and to be consistent and fair in the application of these rules. I say that knowing full well that if you ever think I stray away from that, you will let me know. From time to time, I will be asking the General Vice-Presidents to assist me in this task, and I know they will give you the same respect.

When you wish to speak from the floor, please approach an appropriate microphone. You will notice they are labeled pro and con. Use the pro mic if you support the report, motion, or resolution, and use the con mic if you are opposed to it. Make sure every time you speak, you identify yourself, you give your name and the local, council, or division you represent here. When speaking, delegates are limited to three minutes. This is a rule that's been in place since 1993 and helps to ensure that we can hear from as many delegates as possible. We have timers that will count down the three minutes and warning lights as well. A yellow light will come on when you have 30 seconds left and the red light means your time is up. I will cut your microphone off if I must. I also want to talk about points of order, points of information, points of interest and other points delegates try to make at mics either in the middle of a debate or in between debates. I will do my best to limit these points to those that are legitimate under the rules of order, otherwise we will get bogged down and can't complete our work.

Under our rules, there are only two points allowed. Delegates can make a point of order or a point of privilege. A point of order is made when a delegate believes that something has happened that's contrary to the rules of order. A point of order must be raised at the time of the alleged irregularity. It cannot be raised later. When a point of order is made, I will consider the objection and make a ruling. A point of privilege can only be made if a delegate feels it is necessary to correct an inaccuracy that would otherwise reflect badly on him, her, or on CUPE. It is my job to decide if it is in fact a matter of privilege and I don't intend to be overly flexible on this.

Under the rules of order, there's no such thing as a point of information, and I know we all have points of view, but those aren't allowed either. I will not allow delegates to rise to the microphone no matter how creative you try. If you wish to share information with delegates or make an announcement, please don't get up to the microphone to raise a point. Instead, go to the convention office in room 520C. The staff there will help you put the announcement in writing, and I will make the appropriate announcements on the adjournment of each session.

Sisters and brothers, we have a lot of work to do this week and it is my job to make sure we use the convention to do convention business and I'm counting on your cooperation to make that happen.

CREDENTIALS COMMITTEE REPORT

The committee members are: Debra Merrier, co-chair, Local 728, British Columbia; Gabriel St-Amand, co-chair, Local 2815, Québec; Tiffany Balducci, Local 1281, Ontario; Dylan Breland, Local 456, Saskatchewan; Tracy Carmichael, Local 1870, Prince Edward Island; Ernest Green, Local 488, Newfoundland and Labrador; Alan Linkletter, Local 8920, Nova Scotia; Steve Magian, Local 744, Manitoba; Christy McGregor, Local 4078, Airline; Bill McMullan, HEU, British Columbia; Dianna Miller, Local 3210, New Brunswick; Mabel Ong, Local 3550; Alberta; Sherry Hillier, NEB Liaison; Caroline Bédard, Rob Limongelli and Michelle Miller, Staff Advisors.

This is the first report of the Committee.

From Newfoundland and Labrador: 37 delegates representing 19 local unions; 2 delegates representing 1 provincial division; for a total of 39 delegates and 14 alternate delegates.

From Nova Scotia: 57 delegates representing 29 local unions; 1 delegate representing 1 provincial division; for a total of 58 delegates and 13 alternate delegates. From New Brunswick: 80 delegates representing 34 local unions; 1 delegate representing 1 council of unions; 1 delegate representing 1 provincial division; for a total of 82 delegates and 16 alternate delegates.

From Prince Edward Island: 26 delegates representing 11 local unions; 1 delegate representing 1 council of unions; 2 delegates representing 1 provincial division; for a total of 29 delegates and 3 alternate delegates.

From Québec: 144 delegates representing 56 local unions; 3 delegates representing 3 councils of unions; 1 delegate representing 1 airline division component; 2 delegates representing 1 provincial division; 2 delegates representing 1 service contract; for a total of 152 delegates and 3 alternate delegates.

From Ontario: 421 delegates representing 147 local unions; 1 delegate representing 1 council of unions; 3 delegates representing 3 district councils; 1 delegate representing 1 service division; 1 delegate representing 1 airline division component; 2 delegates representing 1 provincial division; for a total of 429 delegates and 38 alternate delegates.

From Manitoba: 53 delegates representing 16 local unions; 2 delegates representing 1 provincial division; for a total of 55 delegates and 4 alternate delegates.

From Saskatchewan: 68 delegates representing 20 local unions; 2 delegates representing 1 provincial division; for a total of 70 delegates and 1 alternate delegate.

From Alberta and the Northwest Territories: 78 delegates representing 30 local unions; 2 delegates representing 2 district councils; 1 delegate representing 1 provincial division; for a total of 81 delegates and 7 alternate delegates.

From British Columbia: 208 delegates representing 102 local unions; 4 delegates representing 4 district councils, 1 delegate representing 1 provincial division; 1 delegate representing 1 service division; for a total of 214 delegates and 6 alternate delegates.

At this time, we have a total of 1,209 delegates and 105 alternate delegates representing 464 local unions, 6 councils of unions, 9 district councils, 2 service divisions; 2 airline division components,

10 provincial divisions, 2 national officers and 5 general vice-presidents for a total of 1,216.

As per Article 6.4 of the National Constitution, we also have 5 equity-seeking group delegates with voice but no vote.

On behalf of the Committee, we move adoption of this report.

(M/S S. Hillier, committee member – Carried)

There are five locals that have been chartered after the end of the previous fiscal year. They are Locals 5386 and 5415 from New Brunswick, Local 4070 from Alberta. Local 5400 from Québec and Local 5331 from Prince Edward Island.

The members representing these local unions have asked they be allowed delegate status. The National Executive Board has passed a motion recommending to the Credentials Committee that these delegates be seated.

On behalf of the Committee, we move adoption.

(M/S S. Hillier, committee member – Carried)

CONVENTION CALL

CHARLES FLEURY (National Secretary-Treasurer): In April of this year, a notice was issued to all local unions and chartered organizations. All the resolutions and constitutional amendments were presented in accordance with Article 6.11(a) of the CUPE Constitution as well as any changes that you will find in the kit. A copy was posted for all chartered organizations on the CUPE website thirty (30) days prior to calling today's convention to order.

In accordance with Article 6.3, the official call for the 29th Biennial National Convention was issued on July 5, 2019 to all local unions and chartered organizations that were in good standing at the time. Delegate representation for locals eligible to attend convention was calculated in accordance with Article 6.4 and 6.5 of the CUPE Constitution. We are expecting that by the end of the last Credentials Committee Report more than 2,600 delegates, guests and staff will be in attendance. I welcome you all and I would like to propose the adoption of the provisions pertaining to CUPE's 29th biennial convention.

(M/S C. Fleury, member – Carried)

"Video presentation"

REPORT OF THE NATIONAL PRESIDENT

MARK HANCOCK (National President): Good morning, and welcome to Montréal.

Welcome to the 29th National Convention of CUPE. Thank you to all for having taken the time to be with us this week. Thank you so much for taking part in our democracy and thank you for having your voices heard so that we're able to set the way for our union as well as for our society over the next two years.

This CUPE convention is our parliament, but being here together this week, with our friends and with our allies, is also as if our convention were a very big family reunion.

And for me, that's especially true of the members of the National Executive Board, who do such a fabulous job of representing all of you. I am truly lucky to work with such dedicated activists. I thank all of them for their hard work and their leadership. On behalf of the National Executive Board, again, I want to welcome you all to this beautiful City of Montréal.

My friends, time has flown by the past two years and we have come a long way since our last convention in Toronto. We have signed new collective agreements with our amazing national staff. And I'm especially happy to have resolved the long-standing pension indexing issue. This is great news for all of us.

We really do have the most talented and dedicated staff, and we will always live up to our commitments that we have made to them. We have also conducted a thorough review of our trial procedure, and I'm really proud of the innovative and progressive changes that we are proposing to create a trial procedure that is more fair, more flexible and more in tune with the dynamics of a 21st century union like ours.

CUPE continues to be a strong partner with our sister unions on the world stage and an active member of Public Services International (PSI). We continue to strengthen our ties with public sector unions and workers across the globe. We have stood in solidarity with our friends, who after a hard-fought case at the US Supreme Court, now face the reality of the whole public sector becoming a right to work zone.

This is a powerful reminder that attacks on workers in other parts of the world can affect us here as well, and that we need to stay vigilant. I believe that the era of Trump has given us a very important reminder that injustice does not care about international borders. And what affects workers in the United States or in the Philippines or in Brazil can affect us here as well. In fact, I'm looking forward to hearing a young worker from Brazil who will be speaking to us later this week. And at the end of the month, I will be traveling to Columbia to meet with our allies there.

My friends, these are countries where being involved in your union can cost you your life. The experiences faced by union activists in other parts of the world underlines just how dangerous it can be to be a union leader in some countries, and just how lucky we are, relatively speaking, to be here in Canada. And how important it is for us, as Canadians, to stand against injustice here at home and across the world.

Coming out of our last convention, delegates gave us a mandate to task a national task force on governance, and that team of CUPE leaders and activists from every sector and region of Canada came together. And we took a long and detailed look at the structure of our union, and the ways that we can better represent our diverse national membership. The result of that work is a strong set of recommendations that we will have the opportunity to debate during this week. Recommendations that recognize that CUPE is not the same union it was at our founding convention 56 years ago. Recommendations that acknowledge that as we grow in numbers and in strength, the membership that is reflected in our leadership also needs to change.

Just like our country, CUPE is vibrant, and we are diverse, and we celebrate the things that make us who we are. We represent workers in hundreds of different occupations. We're spread out over thousands of kilometers in regions with their own differences in culture and language. Some of our locals have a dozen members, some of them have tens of thousands. And while we have done a great job representing our regions at the leadership level in CUPE, the task force acknowledged that the way that we represent the struggles of our members, especially members who belong to equity-seeking groups needs to change.

We need to make space for our women, for our LGBTQ2+ members, for workers with disabilities, and

we need to empower young workers. I'm looking forward to the discussion on how we can best do that this week.

In the past few years, we have done some great work on combating violence and harassment in our workplaces. We have focused on ensuring that our union is a safe place too. My friends, it's no secret that hate and intolerance are on the rise in Canada and around the world, but, my friends, there is no place for that hate, no place for that intolerance in our union.

And it is more important now than ever before to take a stand. When we see sexism or misogyny, homophobia or transphobia, racism or bigotry or ableism, when we see any kind of discrimination, it is our responsibility to name it, to call it out, and to stand up to it.

My friends, there is no place in our union for anything that divides us. That is the true test of solidarity: to stand up for each other inside of our union, in our workplaces, in our communities, because we have so much important work to do. And we cannot do it, we will not win unless and until we are united, because the power of the people standing together is the most important tool that we have in our kit.

Solidarity between CUPE members and locals, between sectors and regions, has seen us through some enormous challenges over the years. Over the last two years, we have shown our strength on picket lines as we have fought back concessions and won. Like our members at Local 2424, Carleton University, who faced concessions from their employer, and went on strike in the middle of an Ottawa winter for 31 days, and emerged not only with their pension language intact, but a better agreement that will set the bar for better retirement security for university workers across this country. Congratulations on this great victory, my friends.

Or our municipal workers in Cornwall, Ontario, who showed tremendous strength when faced with concessions and a wage freeze. They held the line until they got a deal, with no concessions and real wage increases for their members. Now that's how we win.

And our members at Local 15 – the Vancouver Art Gallery, who again faced major concession demands from their employer. They rolled up their sleeves and

got the community behind them and had some of the most creative picket signs that I've ever seen. They spent seven days on the picket line and ended up with a concession-free contract, with well-deserved wage increases too.

And I'm thinking of our members in Local 1505, at Wood Buffalo Housing in Fort McMurray. They have been locked out since May. The employer is trying to take away the language that protects their jobs against contracting out, so that they can lay off half of our members and privatize their work. Fighting against contracting out is a fight that matters to all of us, my friends. They are at the table today so let's show them our support.

We've also made some big gains on bread-and-butter issues for our members. Like our members in Local 458, Harrison Hot Springs, who took to the picket line for nine days to get the pay and benefit increases that they deserved. And our members in Local 1761 in the Town of Placentia, who went on strike for real wage increases that were long overdue.

Then there's our members of Local 4764, restorative justice workers in Nova Scotia who went on strike for 36 days to fight for pay equity. And you know what they came out with? They came out with a 19.8 per cent wage increase, my friends.

Or our members from Local 1282 in Bathurst, who were locked out by the city. They received visits by hundreds of CUPE members who came from across the province of New Brunswick to support them in a large demonstration at the end of August. And it's thanks to this show of solidarity that our members were able to achieve gains and to end the lockout with their heads held high.

Or our members here in Montréal, from Local 6317, who were put on lockout for 230 days. That's a long time, but at the end of the day they were able to negotiate wage increases and a better pension plan as well as better provisions of health and safety.

Deciding to go on strike is never an easy call. Our school board members are on the leading edge of these fights too. In Saskatchewan, right now, three of our locals have taken strong strike votes to stave off concessions to benefits and retirement severance, but also to fight for real wage increases.

And, of course, our education workers in Ontario, 55,000 CUPE members of the Ontario School Board Council of Unions, who refused to accept concessions, who did not back down, who took on Doug Ford. My friends, we fought back with them. They took strike action, they took votes. They built support across the province, and they won!

You know, it wasn't an easy process, and it wasn't a quick process, we all recognize that. It started months ago and our leaders and our staff in Ontario worked very hard. A week ago, they started working to rule, and they warned the government that if they did not get a deal by the end of the week, all 55,000 of them would walk off the job.

And I must tell you, we were ready for that. The national secretary-treasurer's office was set up to make sure that every one of those members had strike pay from day one. All our activists and our leaders and our staff in Ontario were preparing for that strike today.

And just yesterday, literally at the 11th hour, OSBCU got an agreement. An agreement with no concessions! No sick leave concessions! They got wage increases, and they also got \$20,000,000 invested into the services that our members provide to the students of Ontario. Now that's how we win, my friends. That's how we win!

My friends, making the decision to go on strike is never easy. And being locked out, of course, is not any easier, but we recognize that our locals take on these fights on behalf of CUPE members across the country. And we thank you and we salute you for your courage and your determination. Your dedication to fight for a better future is an inspiration to all of us.

And whether it's on a picket line, whether it's the Boots on the Ground campaign in Newfoundland and Labrador or Breaking the Mandate campaign in New Brunswick or the Communities, Not Cuts, campaign in Ontario.

One thing is clear, my friends, CUPE is showing up. We are fighting back and my friends, we are winning. We are winning, at least in part, because of our national bargaining policy which has served our members very well in the two-and-a-half years since it was unveiled. In that time CUPE locals have drawn a hard line against concessions and two-tiered contract proposals at tables across Canada. We have fought to

make workplaces safer, and we have fought to make jobs more secure, and that's because at CUPE we are connecting the dots. We understand that to achieve real progress for workers we must demand better. And most importantly, we must stand firm when employers and governments try to turn back the clock on our hard-won rights.

We know if we accept concessions and two-tier proposals at one bargaining table and in one community, that it's only a matter of time before they pop up in the next town over. And we know that when we make real gains for ourselves others will benefit too. We know that if we take on the fight to protect our rights, to make our lives better, to set the stage for workers, one town over, they will also feel that positive impact. We aren't just drawing the line in protecting what we have. We also know that we can never accept concessions for future generations, that we are not willing to take ourselves, my friends.

Our bargaining policy is how we are making real gains. Locals large and small are bargaining new provisions and commitments. They're drawing up strategic plans for the next round of bargaining as soon as they have finished negotiating the last one.

And they are making sure that our members are educated and engaged every step of the way, so that they're prepared to hold the line and get involved when it counts. From coast to coast to coast, CUPE is better prepared than ever before to push back and secure strong collective agreements that move us forward.

We're giving our members the tools and information they need to fight back against violence in the workplace, and whether it's in hospitals in Ontario, or K to 12 workers in British Columbia, CUPE is making major progress in making workplaces safer. We're making sure that our members know that they don't have to accept violence as just part of the job. And we're making sure that governments and bosses, in every corner of this country, know that as well.

Meanwhile, CUPE locals across Canada are also tackling the rise of precarious work head on. We are engaging our members in that fight. We are finding new ways to protect members in precarious jobs at the bargaining table. Achieving things like sick leave, seniority rights, and benefits for our growing ranks of precarious workers. And we're converting casual jobs to permanent, part-time jobs to full-time, because we

understand that the nature of work is changing, and that the powers that be, want to drive our society away from good, stable family-supporting jobs, towards precarious work, towards automation, but, my friends, we must refuse to give in when they try to take away our hard-won rights and we must refuse to give up on a better future.

By bargaining forward, CUPE is doing the hard work of demanding better for our members now. We're doing the hard work of creating winning conditions for our members down the road as well. We're doing the hard work of forging a path for a better life for all workers across Canada, and, my friends, we are damn good at it.

Because of the hard work we are doing in communities, big and small across the country, we are winning, and we are growing. Of course, some of our growth has come from enforcing our certifications. And as some communities grow and need more public services, we gain more members too, but a lot of that growth has come from our incredible activists and staff who take on the tough slogging work of signing up workers who have never had a union before, one conversation and one card at a time. And because of this dedicated and unrelenting work, CUPE is growing twice as fast as any other union in Canada. In fact, we are welcoming 1,000 new members into CUPE every month.

Just this summer, thanks to incredible work by our members, our leaders, our staff in Manitoba, we welcomed more than 8,700 health care workers into CUPE. This makes CUPE the largest union in that province.

Now, many of you know that my buddy Charles and I, we use different numbers. Charles likes numbers – those nice round numbers when we're talking about membership size. Staff ask him to use those numbers, but I prefer to use the real numbers. And we've had a few organizing victories recently, so let's look at what those numbers are today.

Yeah. My friends, CUPE is now 700,000 members strong nation-wide. We are the largest union this country has ever seen! It is a great day, my friends, 700,000 members in the Canadian Union of Public Employees.

Not only are we the largest, but we are also the strongest, and we are strong because we always advance and defend workers' rights and human

rights. We are strong because we always promote and protect public services. And we are strong because we know how to keep governments and employers in check when they try to take away those rights and those services.

Since our last convention, two years ago, 50,000 new members joined CUPE. These members know that they can trust us to support them in facing changes that are coming up, and they know that they can trust us when it comes to helping them to fight against concessions and two-tier jobs.

They know that they can trust us when it comes to helping them to make their workplaces safer, and when it comes to improving their living conditions, and because they know that they can trust us to have their voices heard at work, because they know that we'll be standing side by side with them. And they know that they can trust us to fight on their behalf when governments attack us and when governments undermine our rights and employers attack what we have.

More than ever, members need us. And CUPE is fighting for good jobs and for stronger communities. And, dear friends, I'm extremely proud of that.

Now, you probably noticed we're in the middle of a federal election and I want to talk a little bit about that, because outside of the bargaining table, elections are the best chance that we have to make real change in our workplaces and in our communities. And, my friends, there are some different visions on the ballot this time. We have the conservative party, led by Andrew Scheer, who calls himself Stephen Harper with a smile, and whose party has been peddling fear against our neighbors and against newcomers to distract us from his plans to cut our public services. To keep us fighting against each other instead of fighting against guys like him. Scheer is a lot like his conservative buddies, Jason Kenney and Doug Ford, you know, they talk a good game about helping working people, but when you look at places like Alberta, where Jason Kenney is about to wage an all-out war on public services and protections for the most vulnerable people, or Ontario where under Doug Ford, that war is already in full swing, it's easy to see that the conservatives talk the talk when it's time to get our votes, but they don't know our issues and they sure as hell don't get our values. And frankly, my friends, they don't care either because they're not in it for us. They're in it for

themselves and they're in it for their boardroom buddies.

If we're being honest, after the SNC-Lavalin affair where we found out just how far Justin Trudeau's office will go to get big corporations off the hook for international corruption charges, it's not hard to come to the same conclusion about our current prime minister. Don't get me wrong, he had some good ideas and he's great at making promises, but, unfortunately, he's even better at breaking those promises.

Whether it's electoral reform, or reconciliation with Indigenous peoples, or letting big corporations decide which laws that they feel like obeying, whether it's keeping Stephen Harper's laughable climate change targets and maintaining Stephen Harper's tax loopholes for corporations and CEOs, or telling us that he would respect the rights of working people, and then we all know what he did, he legislated the Canadian Union of Postal Workers back to work last winter before they even had an opportunity to go on full strike, just like Stephen Harper did. You know, Justin Trudeau promised us that he would be different, and he lied. He broke our trust, and we cannot let him off the hook for that.

But the good news, my friends, and there is good news, is that Jagmeet Singh and the NDP have an incredibly dynamic and diverse team running in this election, and they have the most progressive platform that I've ever seen at a federal level.

The Canada we want is on the ballot with Jagmeet and the NDP. Tommy Douglas' vision of health care for Canada, one that covers us head to toe, is on the ballot. That means coverage for prescription drugs, mental health, addiction treatment and dental. Half a million new units of affordable housing is on the ballot, my friends. And a plan to make the super wealthy one per centers finally start paying their fair share is on the ballot.

And, you know, I get that these are big ticket promises. And we're all pretty skeptical of politicians who make big promises during election season, but when I look at the incredible progress underway in my home province of British Columbia under John Horgan's NDP government, my friends, I can tell you this, when the NDP makes promises, unlike Justin Trudeau, they actually keep them.

This time around, a Canada where we take care of the vulnerable, is on the ballot. A Canada where we make and follow up on our commitments to First Nations and take our commitments on climate change seriously, is on the ballot. A Canada where we build up our public services is on the ballot. We are Canada's largest union. We are 700,000 strong nation-wide. Our activism, our votes can make a difference in this election. What do you say, my friends, are we going to do it? The future is in your hands on October 21st. Let get out there. Let's make that happen. Let's elect Jagmeet Singh and the NDP, all across this country.

Right on!!

For now, we're here at our national convention where we will decide the future of our union and the future of our movement when things like inequality and climate change, the great challenges of our time, are really reaching crisis levels.

And in a moment where it seems like everywhere you look our governments, and the powers that be, are sending us in the opposite direction of where we need to go, turning their backs on climate change, making lives easier for corporations and harder for everyday people. Hate and intolerance is on the rise, and politicians like Jason Kenney and Doug Ford and Andrew Scheer not only do nothing to stop it, they feed off of this hateful rhetoric. They use it to divide us from our neighbors, and they use it to keep us distracted from the real problems that they've created.

My friends, we find ourselves at a crossroads where working people feel like the system is rigged against them. We know that the system is rigged against us, and we know that politicians occupying the mushy middle have done nothing to help us through economic hard times. We're frustrated and we're fed up watching governments move mountains to satisfy their big business friends, but never lifting a finger to help people like us. The Doug Fords' and the Jason Kenneys' of the country have fed off that frustration. They feed off the inequality and distrust created by generations of governments that have failed working people, and they feed off the inability of the liberals, politics as usual, to offer any real solutions. And while that's a powerful tool to win elections, the reality is the right has nothing to offer, no vision, other than to cut public services, no plan, other than blaming newcomers or minimum wage workers, or whatever

their scapegoat of the day may happen to be.

My friends, we're at a crossroads and we do not have the option of standing still. We do not have the option of sitting silent, idly, while in the face of an acceptable status quo, and regressive conservative movement that wants to turn the clock back even further. My friends, where those leaders fall short, we will step up and fight for the change that people in our communities need. Where our governments fail us on reducing inequality, we will stand up and fight for a more equitable country. Where our governments break their promises on reconciliation, with Indigenous peoples and on climate change, we will be there, fighting to make sure that the mistakes of the past are not repeated. Where our governments have failed to lead, we will show people a vision of what our country can be, because now is the moment where our movement is needed the most. We are the strongest union in Canada, and we know what a better future can look like. We know how to get out there and fight for it.

So, my friends, are you ready? Are you ready to fight for pharmacare and for public services? Are you ready to fight to end the free ride for corporations and the super-rich? Are you ready to fight for a country where nobody is left behind?

My friends, are you with me?

Let's get out there, my friends. Let's make it happen. Thank you. Have a great convention.

(M/S M. Hancock, member – Carried)

MONDAY, OCTOBER 7, 2019

AFTERNOON SESSION

PRESENTATION OF THE NATIONAL HEALTH AND SAFETY AWARD

MARK HANCOCK (National President): The National Health and Safety Award pays tribute to a health and safety leader and activist. Someone who has solved problems, achieved important victories, established precedents, or improved workplace conditions. This year's winner, I'm very happy to announce, is Gina Puntill from CUPE 474.

Gina works as an artistic director and program coordinator for the workplace schools program run by the Alberta Workers' Health Care Centre. The centre uses live professional theatre to educate young

workers about workplace health and safety and empower them to act.

Gina oversees the program.

She develops and directs plays, trains the actors on workers' rights and health and safety principles, and facilitates discussions with students and teachers after the performances. The program has reached more than 150,000 young workers in high schools across Alberta.

That is amazing!

Gina also knows that marginalized workers may face greater barriers in accessing their health and safety rights. In response, she has worked to ensure the program addresses health and safety matters through a lens of equity, diversity, and inclusion.

Congratulations, Gina!

REPORT OF THE NATIONAL SECRETARY-TREASURER

CHARLES FLEURY (National Secretary-Treasurer): Good afternoon, brothers, sisters and friends. Today we are gathered here together on the unceded territories of Kanien'keha;ka, or the Mohawk Nation.

It is a true honour for me to be here. At CUPE, we are determined to defend land, water, and air. And to do everything in our power to put an end to the global climate crisis. In CUPE, we care for our planet, we are concerned with our communities. We take care of each other.

We also care for the workers around the world. International solidarity is extremely important, and I'm honoured to have brothers and sisters from around the world here with us this week: from Brazil, Columbia, Haiti, Honduras, the Philippines, South Korea, and the United States. We have been fighting beside you for many years to protect workers' rights and public services in Canada and globally. Welcome to la belle province of Québec and the wonderful City of Montréal.

Delegates, I'm very proud to be with you today as your National Secretary-Treasurer. I'm finishing my fourth term, and I thank you for all your trust and support. Together we have done so much.

The work we do is not possible without all CUPE working together as a team.

First, the captain of our team, my brother Mark Hancock. Each and everyday Mark works very hard for CUPE members from every part of our country. Many days we travel together, but the days we don't I read the news and Mark is everywhere!

One day he's speaking at a picket line in Newfoundland, the next at a rally against a right-wing government or marching in pride parades, going to community barbecues or conferences. Many times, we see Mark working on national and international labour issue with other unions.

Day in and day out – Mark fights for CUPE members and for all workers.

Thank you, Mark, for all you do.

I also recognize the CUPE National Executive Board members. They give me support, advice, and solidarity, and they are there whenever I need. They all come from very different regions and experiences, and they work very hard. I thank them for all they do for CUPE members.

I want to recognize each local union leader and activist here today. And I recognize the shop stewards in this hall today and watching from home. You do some of the most important work of our union. You are in direct contact with our members every day. You advocate, mobilize, listen, and support our members. For this, we all say thank you for a job well done!

I give special thanks to every one of our national staff here today and to those back at the offices across the country. You do fantastic work and you are appreciated.

And, finally, I thank the most important players on our team: 700,000 members who, day in and day out, provide services Canadians count on.

Together, my friends, we are CUPE, the biggest and strongest union in Canada.

We make a powerful team, but we should take our adversaries very seriously. Right wing governments are multiplying in Canada, and their objective is to destroy public services, social movements, and trade unions.

Despite these attacks, CUPE is still gaining strength. My friends, it is when we face our greatest opposition

that we are most united. Together, as a team, we resist, we make gains.

When non-union workers see us standing up to the forces that oppose workers, and everything we represent and defend, they want to be part of our union, and they want to be part of our team.

We have achieved many victories since the last convention, and we will continue making gains. We are moving forward, and we have the human and financial resources to do so.

Over the past two years, CUPE's finances continued to be in good shape and carefully managed. Thanks to a stronger economy in some parts of the country, and the fifty thousand new members we welcomed since last convention, our revenues increased.

The result is more money for all three CUPE National funds.

First, our Strike Fund. It is bigger than ever. Yes, my friends, our Strike Fund is now over \$100,000,000 strong! The fund now generates big investments that help it grow.

This gives our locals confidence when they face concessions at the bargaining table. Governments and employers also know that if you attack one CUPE local, the largest strike fund in Canada is there to support them.

And that is exactly what happened in Ontario where our members in the education sector were about to strike, to say "no" to cuts that affect their work environment and student learning. Because of their determination and the support of our 700,000 members across the country, our education workers in Ontario got the fair deal they deserved.

Congratulation and job well done!

The Strike Fund pays the full costs of interest arbitration and the powerful strike averting campaigns for all locals across the country. As you know, we now have strike pay and benefits from day one. We now have picket duty strike pay for part-time and casual members who cannot picket the full five days or 20 hours a week.

We back up our members when they fight, and we win!

The second fund is our National Defence Fund. This covers cost-shared campaigns at the local level, national campaigns, organizing, and a very wide range of funding for social movements, organizations, and coalitions across the country.

We made significant increases to our internal campaign and cost-shared budgets. Over the past two years, we dedicated over ten million dollars to cost-shared campaigns matched by our locals and councils. This is more than 20 million dollars!

We also allocated ten million dollars to organizing projects, and just over eight million on national and regional campaigns.

I know I speak on behalf on the entire National Executive Board when I say CUPE National is very proud to support your campaigns.

We also support those who stand with us to defend public services and work to build a better world.

Each year, we dedicate hundreds of thousands of dollars to those who fight for environmental justice, student rights, disability rights, migrant rights, Indigenous issues, and those who fight violence against women, racism, and many more.

We celebrate the UN decade for People of African descent, and we commit to stand strong against anti-black racism and all forms of oppression – because no one is free until all of us are free.

Because of CUPE support, progressive voices are stronger in our communities, across our regions and around the world. I thank all of you who dedicate time to this coalition and advocacy work. You show the community CUPE will always be there for them.

CUPE dedicates resources to fight the climate emergency. Our new material is being used by locals at their membership meetings and some are putting in place "Green Stewards" for our workplaces. This is making a difference.

We continue to fight at all levels here in Canada and around the world to make sure we do everything we can to fight the urgent crisis facing us today. I cannot say enough about all the different work CUPE National takes on and I cannot mention them all.

Just remember, if there is a big pension fight, health and safety fight or a privatization fight, CUPE National is there.

If a strong voice needs to say "no" to anti-immigrant messages or racism, CUPE is there.

If someone is attacking our workplaces, our wages, or our rights, the CUPE team is there in full strength to fight back.

Since our last convention, we dedicated 1.5 million dollars to national conferences, such as the Sector Council, Bargaining and Human Rights conferences.

I'm very proud to report, since the last convention we gave financial support to over 150 members from the National Events Assistance Fund to help locals come to our national events. At this convention, over 100 members are here thanks to CUPE National's support. This way, CUPE is more inclusive. This especially helps small and new locals.

The last fund is our General Fund. You will see in my written report, we have increased funding in all areas of our operations and programs. Our General Fund is used to fund daily activities of the union, and also includes money for many other areas of our work such as funding for Divisions, District Councils, anti-privatization fights and Global Justice.

And it's thanks to this general fund that we're able to support some of the most important legal fights in the country, many at the Supreme Court. For instance, the resources of CUPE National supported cases in Manitoba and in Nova Scotia, where right-wing governments are attacking our right to free collective bargaining.

CUPE has taken on major causes regarding pay equity and ones regarding people with a disability in Québec.

We also stepped in to support other unions who are advocating for the rights of workers before the Supreme Court, such as CUPW, which is fighting for the right to health and safety of workers of air transportation, as well as other sectors that don't work in traditional industries.

We also have our Fightback Fund which is used to fight governments who are attacking us and enables us to fight back. For example, in New Brunswick, we're supporting the fight against the essential services legislation which is undermining our right to

bargain in the health care sector. Wherever the rights of workers are threatened, we are there to fight back.

We're also working to have progressive governments elected, which will adopt the right legislation. And we're backing thousands of activists, as well as CUPE members and staff that will be taking part in election campaigns across the country and who, in some cases, are also candidates.

Local leaders are mobilizing their members and encouraging them to vote. We were successful in many of these election campaigns where we elected progressive candidates. And we will do it again in the upcoming federal election on October 21st, by contributing as a team to elect many NDP MPs.

As many of you know, CUPE National started a very important project in 2005. We put aside money each year to cover the future costs of providing retiree benefits for our staff. This was called the, "Benefits Roadmap".

I congratulate the past officers for their commitment to this project as this can be a difficult decision, especially when everyone is telling you we need other things instead.

But despite pressures, we keep going. And, I am very happy to say that in four years we should be finished making these special extra payments. The future generations of CUPE will benefit from these good decisions.

The CUPE pension plan also had big changes during the past term. The government rules changed so we were able to decrease our contribution rate. This gave us the chance to provide indexation and retroactive increases to our retirees. The stronger revenues gave us more money to cover the increasing retiree health care costs. I am very proud we made the changes.

We also invested more money for staff recruitment and training.

One priority coming out of our last convention was to increase the number of permanent staff positions so we could help reduce the amount of staff turnover.

And we made big improvements.

In 2017, we made 11 positions permanent, added a new position, and increased some clerical position to full-time.

Then we were able to have our first big staff increase in a long time. I am very happy to say that in our 2018 budget, we added 17 new positions to support each area of our great union, in every department and region in the country.

I want you to know my priority is always to dedicate most of our new revenue to direct servicing so that our locals get the best support possible. At the 2017 National Convention, we set up the CUPE National Task Force on Staffing. The Task Force did a lot of work since then. Did we have a big mandate? Yes, we did. Because in CUPE we take on big challenges.

We looked at the new realities facing CUPE as we have bigger bargaining structures and more coordinated bargaining across the country. We looked at the staffing allocations by region. Numbers are not the only issue when we look at servicing assignments. We also have to look at geography, bargaining demands, multiple sectors, language needs, what locals need, and much more. We looked at our servicing approach to better meet the needs of our locals. We looked at what we can do to cut down the high levels of turnover as many staff begin their well-deserved retirement. And we looked at what kinds of new challenges our locals are facing.

For example, we looked at how we can better support small locals. Almost 40 per cent of our locals have under 50 members. Yes, that is right, more than 800 CUPE locals have less than 50 members. This is a big challenge, as some small locals can have financial challenges and problems building power at the bargaining table. This results in servicing challenges. So, we need to come up with better solutions to how we work.

Our final report has 25 recommendations for future work. It was sent out to all locals, and you can see it on our website. We identified key areas that need to be worked on, such as what supports our staff need to meet the challenges for the new decade ahead. The Task Force was the start of much work forward. And the solutions will be different across the country.

Some of the work has already started.

We are producing new orientation kits and improved training for local leaders. We have changed the way we bring on new staff. And we are now doing an intern program with a commitment to recruit a high number of equity-seeking members into the program

so that more of our staff reflect our membership. We will continue to work together to come up with solutions and find better ways to support our small locals.

We hope the report generates discussion and collaboration across the country on how we implement the recommendations in the future.

Over this term, we also did important work on Employment Equity with our CUPE staff. We are working with our staff unions to develop the plan.

And we just completed our updated survey. Many staff responded. We see that we have made big progress in making sure our CUPE workforce represents our members and our communities. We still have a lot of work to do in some areas, such as increasing the numbers of racialized staff we hire. With your help, we will continue to increase staff diversity as members get the experience, they need to become staff.

And to empower our members, our incredible union education programs continue to be updated and expanded in both official languages. Not only are we investing in people, but also in their work environments.

We continue to look after our 68 offices across Canada. We are increasing the number of spaces dedicated to education and meetings for our locals.

Another priority has been to upgrade our technology, including our accounting systems. Our locals and our staff need this.

We can now make all our payments to you electronically and we accept electronic per capita payments from locals on direct remittance. You can register for the system at our booth in the gallery, and you can also view our electronic ledger. This ledger has been updated for treasurers. Also check out our website for more information.

I am very happy to say that more locals are sending in their trustee's reports. This means more local unions are now accountable to their membership and that is a major step forward, but it's not enough. Each chartered organization of CUPE must present its trustee report to the members and send it to CUPE National. Our constitution requires this, and it is the right thing to do.

Every level of CUPE must be accountable and must be transparent regarding its expenditures. Our members expect it from us, and they deserve it.

In closing, I want to thank our national trustees for their work on behalf of our membership. I thank the thousands of CUPE leaders from across the country who do so much by making sure CUPE's finances are healthy, accountable, and transparent. To my team at NSTO, and to all the staff across the country, for your dedication, commitment, and spirit, each day in everything you take on, thank you.

Most important of all, I thank each of you here today, and everyone watching from across the country for everything you do for our members. It is my honour to represent you as your National Secretary-Treasurer.

With a solid financial and administrative foundation, CUPE will continue to fight, to grow, to improve the lives of our members and our communities, to stay united and build a better future for all.

Thank you very much, friends, brothers, and sisters.

I move adoption of my report.

(M/S C. Fleury, unidentified delegate – Carried)

REPORTS OF THE NATIONAL TRUSTEES

The National Trustees are Christian Trudeau, Karen Ranalletta (2015-2019), Shireen Clark (2019) and Luc Cyr.

January 1 to December 31, 2017

This year's audit meeting took place at the CUPE National Office in Ottawa, from June 4 to June 8, 2018. We had the opportunity to meet with CUPE National President Mark Hancock and CUPE National Secretary-Treasurer Charles Fleury to review and discuss last year's Trustees' Report. We also met with senior CUPE staff, external auditors, and external actuaries.

To perform our audit, we had access to the minutes of all National Executive Committee (NEC) meetings and all National Executive Board (NEB) meetings, as well as the draft financial statements dated December 31, 2017 for the General Fund, the National Defence Fund and the National Strike Fund.

We also reviewed files on per capita payments and arrears, National Strike and Defence Funds, National Defence Fund expenses, actuarial valuations of the CUPE Employees' Pension Plan (CEPP), post-employment and post-retirement benefit plans for 2017 and any other documents deemed necessary for our audit. We met with the external auditors, Deloitte, to review the draft financial statements and Audit Results report. We also met with the consulting and actuarial firm Eckler who reviewed the most current valuation of the CEPP. Finally, we met with Morneau Shepell who explained the actuarial valuation of the post-retirement and post-employment benefit plans for accounting purposes.

General Fund and Per Capita

The Trustees reviewed entries made to the General Fund and found them to be in good order. The total assets of the General Fund are \$279,473,554 at December 31, 2017.

Per Capita Receivables, Per Capita Arrears

The per capita receivables as of December 31, 2017 were \$29,468,533. Only a small portion of that amount (5.6%) is actually in arrears (more than 90 days overdue).

National Defence Fund

The Trustees reviewed entries made to the National Defence Fund and found them to be in compliance with the National Defence Fund Regulations. The total assets in the Defence Fund are \$13,910,964.

National Strike Fund

The Trustees reviewed entries made to the National Strike Fund and found them to be in compliance with the National Strike Fund Regulations. The total assets in the Strike Fund are \$99,286,030.

Recommendations

- **File Sharing**

As CUPE has moved to a Cloud-based file sharing system, we recommend that an Outlook 365 group be set up for the National Trustees. This would enable quicker and less cumbersome access to the files and reference documents needed to carry out our audit.

- Review of Policy Manual

In 2016, we recommended that updated policies be bolded and reflected in the Table of Contents. This was not done. During this year's audit, we found that many of the policies were outdated and it was not clear when many of the policies were last revised. We further recommend the policy manual be reviewed and any new policies or revisions be dated.

- Updates for 2017

Locals are required to submit certain documents in order to receive funding (cost-shared campaigns or strike pay). In our 2015 report, we recommended that it would be helpful for CUPE to indicate how these documents were received, whether in paper form or electronically. We reiterated this recommendation in 2016 and we are pleased that this has been done for 2017.

Accrued Benefit Liability - Other Plans

In 2017, the accrued benefit liability amounted to \$192,472,740 of which CUPE reported \$140,078,402 on the balance sheet. The understatement of the accrued benefit liability is therefore \$52,394,338. This information can be found in the 2017 financial statements of the General Fund (please refer to Note 7).

The actuaries continue to use a discount rate to express future liability in today's dollars. The new standards allow them to use a discount rate in line with the rate of return of the organization's assets. CUPE continues to acknowledge the shortfall of the liability for future benefits and is addressing it in accordance with the roadmap approved by the NEB by providing increased funding. Further measures have been taken by transferring a portion of the 2017 surplus in the General Fund into the future benefits liabilities. This has resulted in an additional contribution of \$2,850,000.

In addition, there was a change in accounting practice during the year such that all unrealized gains and losses will be added to or deducted from the recorded benefit liability. Details of the new accounting practice can be found in Note 3 in the General Fund financial statements (see below):

"During the year ended December 31, 2017, the Union adopted a new accounting practice around the

treatment of unrealized gains and losses. This change was accounted retroactively when the investment for the Employee Future Benefit Fund was first created. As these gains (or losses) are generated directly from the investment account which holds the funds to pay the employee future benefit liabilities, the gains (or losses) are now being added to (or deducted from) the accrued benefit liability instead of being included in the fund balance." (Page 10 - Financial Statements of the General Fund).

Accounting Standards

CUPE is in compliance with the Canadian Accounting Standards for not-for-profit organizations, with a qualification concerning the recognition and measurement of the employee future benefits referred to in the previous section, and an internal fund restriction recorded in the statement of operations (please refer to the 2017 Financial Statements of the General Fund, Notes 2 and 7).

Cost-Shared Campaigns

The Trustees reviewed the cost-shared campaigns and found the files to be very well kept and in compliance with the regulations of the various funds.

Expense Forms

The Trustees reviewed the expense forms of the NEB members, the Executive Assistants, Senior Management and a random selection of staff. We found them to be in good order.

Actuaries

The Trustees discussed the post-retirement and post-employment benefit plans with Morneau Shepell and discussed the CUPE Employees' Pension Plan with Eckler Consultants. Both actuaries provided detailed explanations of their actuarial valuations.

Eckler – CUPE Employees' Pension Plan (CEPP)

- The going-concern valuation showed the CEPP is healthy with a surplus in funding. We also discussed the plan's solvency valuation. In our 2016 report, there was an 8.8% shortfall in funding. It was noted that this funding gap has been narrowed to 7% funded by the close of 2017.

Morneau Shepell – Benefit Plans

- We reviewed the 2017 actuarial valuation of the post-retirement and post-employment benefit plans. In addition to the valuation itself, they walked us through their methodologies and assumptions used in their report.

Concluding Remarks

The Trustees found the books to be in excellent order. We congratulate Brothers Charles and Mark for their efforts over the past year. We would also like to thank the CUPE staff in the Accounting and Communications branches who answered our questions quickly and accurately. Special thanks to Sisters Danielle Jennings, Tammy Greaves and Linda Marcoux and Brother David Robbins.

(M/S S. Clark, unidentified delegate – Carried)

January 1 to December 31, 2018

Introduction

This year's audit meeting took place at the CUPE National Office in Ottawa, from June 3 to June 7, 2019. We had the opportunity to meet with CUPE National President Mark Hancock and CUPE National Secretary-Treasurer Charles Fleury to review and discuss last year's Trustees' Report. We also met with senior CUPE staff, external auditors and external actuaries.

To perform our audit, we had access to the minutes of all National Executive Committee (NEC) meetings and all National Executive Board (NEB) meetings, as well as the draft financial statements dated December 31, 2018 for the General Fund, the National Defence Fund and the National Strike Fund. We also reviewed files on per capita payments and arrears, National Strike and Defence Funds, National Defence Fund expenses, actuarial valuations of the CUPE Employees' Pension Plan (CEPP), post-employment and post-retirement benefit plans for 2018 and any other documents deemed necessary for our audit. We met with the external auditors, Deloitte, to review the draft financial statements and the Audit Results report. We also met with the consulting and actuarial firm Eckler which reviewed the most current valuation of the CEPP as well as the actuarial valuation of the post-retirement and post-employment benefit plans.

General Fund and Per Capita

The Trustees reviewed entries made to the General Fund and found them to be in good order. The total assets of the General Fund are \$278,968,817.

Per Capita Receivables and Per Capita Arrears

The per capita receivables as of December 31, 2018 were \$31,840,157. Only a small portion of that amount (8.3%) is actually in arrears (more than 90 days overdue).

National Defence Fund

The Trustees reviewed entries made to the National Defence Fund and found them to be in compliance with National Defence Fund Regulations. The total assets in the Defence Fund are \$14,408,769.

National Strike Fund

The Trustees reviewed entries made to the National Strike Fund and found them to be in compliance with the National Strike Fund Regulations. The total assets in the Strike Fund are \$99,893,775.

Expense Forms

The Trustees reviewed the expense forms of NEB members, Executive Assistants, Senior Management, and a random selection of staff. We found them to be in good order.

Cost-Shared Campaigns

The Trustees reviewed the cost-shared campaigns and found the files to be well kept and in compliance with the regulations of the various funds.

Accrued Benefit Liability – Other Plans

In 2018, the accrued benefit liability amounted to \$205,115,744 of which CUPE reported \$150,691,295 on the balance sheet. The understatement of the accrued benefit liability is therefore \$54,424,449. This information can be found in the 2018 financial statements of the General Fund (please refer to Note 7).

The actuaries continue to use a discount rate to express future liability in today's dollars. The new standards allow them to use a discount rate in line with the rate of return of the organization's assets.

CUPE continues to acknowledge the shortfall of the liability for future benefits and is addressing it in accordance with the roadmap approved by the NEB by providing increased funding. In 2018, CUPE transferred a portion of the surplus in the General Fund to address future benefits liability. The transfer amounted to an additional contribution of \$1,200,000.

Smith Pension & Actuarial Consultants (SPAC) project that CUPE's future employee benefits liability will be fully recognized in its financial statements by 2023 if the roadmap is followed.

Accounting Standards

CUPE is in compliance with the Canadian Accounting Standards for not-for-profit organizations, with a qualification concerning the recognition and measurement of the employee future benefits referred to in the previous section. The qualification in the audit opinion in 2017 related to the internal fund restriction recorded in the statement of operations has been removed due to reformatting on the statement of operations (please refer to page 6 of the 2018 Financial Statements of the General Fund).

Actuaries

The Trustees discussed the post-retirement and post-employment benefit plans and the CUPE Employees' Pension Plan with Eckler Consultants. As well, we reviewed the financing of post-employment benefits with Don Smith from Smith Pension & Actuarial Consultants (SPAC). Both actuaries provided detailed explanations of their actuarial valuations.

Eckler – CUPE Employees' Pension Plan (CEPP)

- The going-concern valuation showed the CEPP is healthy with a decline at the end of 2018. We also discussed the plan's solvency valuation. Our 2017 report noted that the funding gap from 2016 had been narrowed to 7%. The shortfall has increased to 15% at the end of 2018 due to a decline in return on investments in the fall of 2018.

Eckler – Benefit Plans

- We reviewed the 2018 actuarial valuation of the post-retirement and post-employment benefit plans. In addition to the valuation itself, they walked us through their methodologies and assumptions used in their report.

Smith Pension & Actuarial Consultants – Financing of Post-Employment Benefits

- The financing of the post-employment benefits was presented and reviewed. The strategy behind the roadmap was discussed, and the unrecognized past service liability was outlined.

Recommendations

The trustees have no recommendations at this time.

Update for 2017

In our 2017 report, we recommended that an Outlook 365 group be set up for the National Trustees to enable quicker and less cumbersome access to the files and reference documents needed to carry out our audit. We are pleased that this has been completed for 2018.

In 2016, we recommended that updated policies be bolded and reflected in the Table of Contents. This was not completed. During the 2017 audit, we found that many of the policies were outdated and it was not clear when many of the policies were last revised. We further recommended the policy manual be reviewed and any new policies or revisions be dated. We have been advised that these updates will be completed by the 2019 National Convention.

Concluding Remarks

The Trustees found the books to be in excellent order. We congratulate Brothers Charles and Mark for their efforts over the past year. We would also like to thank the CUPE staff in the Accounting, Communications and IT branches who answered our questions quickly and accurately. Special thanks to Sisters Danielle Jennings, Tammy Greaves, Marie-Ève Dubois and Brothers Michael Butler, David Robbins and Sean Healey.

(M/S S. Clark, unidentified delegate – Carried

Internal Audit Plan 2017-2018

Auditable Process or Unit	Relative Risk Rating	Nature of Work	Key Audit Areas or Issues	Schedule	Tasks
Per capita arrears	2016:Medium 2017:Medium 2018:Medium	Financial Review	Membership Stats	3 years	NEB + NEC Internal staff, Reps Local union Trustees
Over 3 months	2016:Low 2017:Low 2018:Low				
Pension Liability	Going-Concern Report: 2014:Low 2015:Low 2016:Low 2017:Low 2018:Low	Financial Review	Review investment policy	5 years	NEB + NEC Settlers Trustees
	Solvency Report 2016:Medium 2017:Medium 2018:Medium	The solvency gap has decreased to 7%	Actuarial valuation 2018: Met with the actuaries	January 2020	NEB Settlers Trustees
Post-Retirement and Post-Employment Employee Benefits	2014:High 2015:High 2016:High 2017:High 2018:Medium	Financial Review See Trustees' Report	Review investment policy 2018: Trustees met with the actuaries	5 years	NEB + NEC Trustees

INTRODUCTION OF GUEST SPEAKER

CHAIRPERSON MARK HANCOCK: Delegates, I have a very special guest to introduce. Earlier this year, the New York Times called her "America's most powerful flight attendant" (and I know some powerful flight attendants) for her role in helping to end the 35-day US government shutdown. In Style magazine placed her on their list of top 50 bad ass women.

She first became a union member in 1996, when she was hired as a flight attendant at the United Airlines. Today, she is serving her second term as the International President of the Association of Flight Attendants, representing 50,000 of aviation's first responders at 20 airlines.

She is a leading voice on issues facing women in the workplace and across the country, encouraging women everywhere to join unions, to run unions. She was a powerful force in the broader labour movement in the United States and internationally. She is the recipient of several prestigious award, including the Eleanor Roosevelt Human Rights Award, from Jobs with Justice.

CUPE, please join me in giving Sister Sara Nelson a huge Canadian welcome!

Following Sister Sara Nelson's address, Brother Mark Hancock thanked her and presented her with a gift.

REPORT OF THE RESOLUTIONS COMMITTEE

The members of the Committee are: Karen Tsitinas, co-chair, Local 1770, Prince Edward Island; Rebecca Reynard, co-chair, Local 5430, Saskatchewan; Kevin Beath, Local 4058, Airline Division; Janice Folk-Dawson, Local 1334, Ontario; Heather Holland, Local 1190, New Brunswick; Kim Jaedicke, Local 38, Alberta; Rose Jurkic, Local 1123, British Columbia; Annick Landry, Local 4250, Québec; Sara Mann, HEU, British Columbia; Patricia Perry, Local 4459, Nova Scotia; Margaret Schroeder, Local 5362, Manitoba; Mike Tobin, Local 879, Newfoundland and Labrador; Nan McFadgen, NEB Liaison; Graham Cox, Matt McLean and Gabrielle Ross-Marquette, Staff Advisors.

The Resolutions Committee has been appointed under Article 6.10 of the CUPE Constitution.

The Committee is independent of the National Executive Board, our provincial divisions, and our locals. Our deliberations, over the past week, were carried out with the full knowledge that we are accountable only to the delegates of this convention. We have worked diligently and conscientiously on behalf of the delegates and members.

We have reviewed each resolution submitted to the convention. The Resolutions Committee would like to thank the many locals, councils, and divisions for their hard work on behalf of the membership, in submitting over 293 thoughtful resolutions, focused on the issues facing our membership, our communities and the broader society today.

The 2009 CUPE Convention adopted a constitutional amendment, C-26, which changes the way in which resolutions are dealt with at convention. Since our 2011 convention the Resolutions Committee no longer makes recommendations of concurrence or non-concurrence. The Committee places resolutions directly on the floor for consideration and the delegates vote whether to adopt them.

The Resolutions Committee still has the responsibility to examine and consider each of the resolutions submitted. While we no longer make recommendations to the delegates, we do have the responsibility to ensure that the resolutions are clear and that they are in compliance with CUPE's constitution.

Referral of resolutions

Article 9.3(d) of the CUPE Constitution states that the National Secretary-Treasurer is responsible for preparing and presenting the annual budget to the National Executive Board for amendments and adoption. The Resolutions Committee will place resolutions which have financial implications on the floors, as long as they are general enough to allow the National Secretary-Treasurer, and the National Executive Board, to determine the budget. The following resolutions are contrary to the responsibilities for budget and staffing as set out in the Constitution:

- resolutions which would tie the National Union to particular or significant level of expenditure;
- resolutions that direct the National Union to set aside funds or increase funding for new or existing initiatives;

- resolutions that deal with staffing, such as hiring or assignments.

We have placed resolutions of that type in one substitute resolution, which will be presented to the National Executive Board for consideration.

Resolutions that require changes to the CUPE Constitution were referred to the Constitution Committee to be dealt with as constitutional amendments.

Substitute resolutions were drafted to address resolution format errors and problems with translation.

Emergency resolutions

It is possible to submit emergency resolutions to convention, per Article 6.11 (b) of CUPE's Constitution, if they deal with issues that have arisen in ninety (90) days prior to convention. They are submitted first to the National Executive Board (NEB) for a ruling on whether or not the resolution addresses an "emergency". Once the NEB establishes that it is in fact an emergency resolution, it is to be formatted and distributed on the convention floor. After four hours, the National President will ask the delegates for their consent. Once a majority of delegates consent, the resolution is referred to the Resolutions Committee for their consideration. The Resolutions Committee will decide whether to submit the resolution for debate.

Presentation of resolutions to convention

When we present the resolutions, we will read only the section that begins with "CUPE NATIONAL WILL" or the resolves. However, we encourage delegates to read the entire resolutions in the book, as it explains the actions and provides background information.

We recognize and support the desire of delegates at National Convention to deal with as many resolutions as possible. We have tried to group resolutions of similar intent so that more resolutions can be presented to the delegates at convention.

We also recognize that the number of resolutions we debate at convention is contingent on dealing with the other business of a pressing nature. These other issues are also important for delegates to address.

The draft Strategic Directions 2019-2021 – *Building our strength* – references many topics and issues that are also dealt with in resolutions. The process for consideration of the Strategic Directions document allows for broad debate and we encourage delegates to speak at this time.

Each morning a list of resolutions will be distributed indicating the order in which they will be presented when the Resolutions Committee is called to the podium. This enables delegates to know in advance which resolutions will appear on the floor that day. We will bring forward resolutions related to each day's agenda – for instance, resolutions that complement the CUPE National Committee reports or the guest speakers – as well as others. Due to time constraints, resolutions which are on the list one day but not dealt with, may or may not come back to the convention floor the next day or subsequent days.

All resolutions not dealt with by this convention will be referred to the National Executive Board for decision.

The Resolutions Committee is pleased to place the following resolutions in front of the delegates to the 2019 convention for decision.

REPORT OF THE CONSTITUTION COMMITTEE

The members of the Committee are: Phil Dembicki, co-chair, Local 500, Manitoba; Dawn Lahey, co-chair, Local 2329, Newfoundland and Labrador; Danielle Danis, Local 2559, Alberta; Brenda Doucette, Local 3260, Prince Edward Island; Veriline Howe, Local 2191, Ontario; Andrew Ledger, Local 1004, British Columbia; Iris Lloyd; Local 380, New Brunswick; Céline Picard, Local 1017, Québec; Marcia Ray, Local 8443, Saskatchewan; Bev Strachan, Local 8920, Nova Scotia; Paul Faoro, NEB Liaison; Martina Boyd, Laura Delhenty, Gavin Leeb and Karine Rainville, Staff Advisors.

Forty-eight (48) resolutions were submitted ninety (90) days or more before Convention. In accordance with Article 6.11 (a) of the Constitution the resolutions were posted on the CUPE website. They were also available in paper form to any chartered organization which requested the resolutions in that format.

Fifteen (15) of the forty-eight (48) resolutions were submitted by the National Executive Board and a number of the resolutions submitted address the

work of the Task Force on Governance and the review of CUPE's Trial Procedure. The balance was submitted by Local Unions, Divisions or Councils.

The Resolution Committee also referred five (5) resolutions to the Constitution Committee for consideration.

The Constitution Committee began meeting on October 2nd, 2019 prior to the opening of Convention, and has considered all Constitutional Resolutions submitted, as well as the resolutions that were referred from the Resolutions Committee.

During Convention, the Committee will prepare each day a list of resolutions for the delegates to consider, which will be distributed.

Each resolution has been reviewed from a number of perspectives, including its constitutionality and practicality. In all instances, Committee members have attempted to look at the issue raised through the amendments from the perspective of what is best for CUPE as a whole.

The Committee has consulted with others where required. All resolutions were fully discussed by the Committee itself.

Most importantly, the Committee's role is to ensure that all matters are presented to the full Convention for discussion, debate and decision-making.

REPORT OF THE RESOLUTIONS COMMITTEE

Resolution 141 submitted by the Vancouver Island District Council (BC) and Local 951 (BC)

CUPE NATIONAL WILL:

- Develop and adopt a policy of using gender-inclusive language that avoids bias towards a particular sex or social gender; and
- That uses appropriate pronouns for people who are transgender, non-binary, gender non-conforming and anyone who doesn't agree with the gender binary and doesn't identify as masculine or feminine; and
- The policy should include the use of nouns that are not gender-specific to refer to roles or professions as well as avoidance of the pronouns 'he/she', 'him/her', and 'his/hers' to refer to

people of unknown or indeterminate gender; and

- The policy should identify the best gender-inclusive term to address delegates at all CUPE conferences and conventions instead of the terms 'sister' and 'brother'.

BECAUSE:

- As we become increasingly aware of gender identities that don't strictly fit under 'man' or 'woman', gender-neutral terms are being developed that can be used to refer to non-binary people or to talk about people without specifying their gender; and
- Recent changes to the *Federal Human Rights Act* make discrimination on the basis of gender-identity and gender-expression forbidden; and
- Transgender people have always been protected on the basis of sex, but this explicit protection makes our obligation as co-workers and as union members, even more clear; and
- The use of gender inclusive or gender-neutral language has been widely recognized as being hugely important in the struggle for gender equality; and
- CUPE and its locals must be able to address groups in a way that makes everyone feel included, whether their gender is evident or not.

(M/S committee member, committee member – Carried)

REPORT OF THE CONSTITUTION COMMITTEE

Constitutional Amendment C-8 submitted by the National Executive Board

CUPE NATIONAL WILL:

Replace the words "division aérienne" in Articles 6.4 and 6.8 with the words "division du transport aérien."

BECAUSE:

- The French version of the Constitution has not been translated properly;
- The Airline Division name in French is not "division aérienne" but "division du transport aérien".

(M/S committee member, committee member – Carried)

REPORT OF THE RESOLUTIONS COMMITTEE

Resolution 65 submitted by the National Executive Board

CUPE NATIONAL WILL:

- Pressure the federal government to expand Medicare to include coverage for prescription drugs and dental, vision, long term, mental health, addictions, and home care; and
- Demand that all new services covered by Medicare be publicly-administered, universal, accessible, portable, and comprehensive.

BECAUSE:

- Too many medically necessary services aren't covered by Medicare;
- We need to make Tommy Douglas' Medicare vision a reality, so we're fully covered from head to toe;
- Health care in Canada is a patchwork system of public and private coverage, where access to care beyond doctors and hospitals depends on a person's income, employment status, and place of residence;
- Too many people - even those with private insurance plans - can't access the care they need and pay huge out-of-pocket costs for needed services;
- Our health care system should be restructured to include a focus on illness prevention, health promotion, and the social determinants of health;
- Privatization isn't the answer; a public, single-payer health care system is administratively efficient, economically sustainable, controls costs, and makes people healthier.

(M/S committee member, committee member – Carried)

TUESDAY, OCTOBER 8, 2019

MORNING SESSION

INTRODUCTION OF GUEST SPEAKER

CHAIRPERSON MARK HANCOCK: It's my absolute pleasure to introduce our guest speaker, somebody that I'm really looking forward to hearing from, our friend Colleen Thorpe is here.

Colleen is the Executive Director of Équiterre, an environmental group based right here in Montréal, and specializes in corporate social responsibility, and responsible consumption. Colleen has also coordinated projects related to sustainable transportation, composting in schools and responsible food sourcing.

Before joining Équiterre, she has worked as a journalist, covering many important issues, locally and internationally, for Global TV, CTV, and CBC. She lived and studied in Berlin where she witnessed the fall of the Berlin Wall.

Colleen embodies the ideals she promotes in her professional life. A year-round cyclist, which can be challenging here in Montréal, she strives to pass on her values to her four teenagers. She speaks many languages, and she will address the convention in French.

Please join me in welcoming Colleen Thorpe.

Following Sister Thorpe's address, Brother Mark thanked her and presented her with a gift.

REPORT OF THE NATIONAL ENVIRONMENT COMMITTEE

The members of the committee are: Derek Benson, co-chair, Alberta; Carina Ebnoether, co-chair, Québec; Lisa McDonald, Newfoundland and Labrador; Donna Van Kroonenburg, Nova Scotia; Serge Plourde, New Brunswick; Donna Gormley, Prince Edward Island; Brian Leclerc, Québec; Joanne Azevedo, Ontario; Bob Walker, Local 1000; Tristan Dreilich, Manitoba; Laura Moffat, Saskatchewan; Ken Vaughan-Evans, British Columbia; Ken Robinson, HEU, British Columbia; Benoît Bouchard, NEB Liaison; Matthew Firth and Leonor Cedillo, Staff Advisors.

"Video presentation"

CUPE's National Environment Committee provides advice and recommendations for action on environmental issues to CUPE members. Since the 28th National Convention, the committee continued its work on promoting environmental awareness and education through focused tools and materials. Primary topics are climate change, green/climate jobs, greening the workplace by proposing and implementing sustainable practices.

The committee builds environmental alliances and members actively celebrate Earth Day and other environmental days in their regions and locals. The committee meets once a year and communicates regularly, using CUPE's videoconferencing capacity.

Promoting environmental awareness and education

Environmental education is the foundation of CUPE members' action.

The committee has helped develop and update awareness and education tools for members.

Starting to Talk: CUPE Climate Change Conversations has been the centrepiece of CUPE's environmental education. It was updated in 2018-2019 to be more accessible and to include the most current information. This tool has helped to engage members and labour allies on climate change on many levels. Climate change is discussed from a worker's perspective and priorities for CUPE are embedded in the education, such as promoting public renewable energy and expanding green workplace initiatives. The tool has been used at CUPE locals and District Labour Council meetings and division committee events, and it has been shared with labour allies from across the country. The document is available online.

The *Green Action for Stewards module* was recently developed. It explains how to either bargain or set up a green workplace steward program on a volunteer basis in CUPE workplaces. It also describes which issues the stewards should address where they work and what tools they should use (workplace environmental audits, inspections, and education) to help lower the environmental impact of existing CUPE work. Four workshops have been offered across the country as of April 2019 and another three are already scheduled by the end of this year. This tool will further contribute to the development of a network of green leaders within CUPE.

One of the tools developed for hands-on practice in identifying greening opportunities in the workplace is the Eco-Audit. This tool has been used in 2019 three times more than in 2017, probably as a result of the Green Stewards workshops. The committee will be monitoring these responses and continue to develop and update the tools accordingly to meet the needs of environmental activism in CUPE.

Climate Change

Climate change is the most urgent environmental issue facing all working people and among the world's most pressing concerns. There is important news since the last convention and the committee discussed its work to be more focused and effective accordingly. First, the Intergovernmental Panel on Climate Change (IPCC) called in 2018 on all sectors of society to boost their efforts to cut Green House Gases (GHG) for not surpassing 1.5°C the planetary warming. The IPCC report further states that GHGs must be cut by 45% by 2030 compared to 2010 levels. Lately, the Silesia Declaration on Solidarity and Just Transition, came out of the 24th Conference of the Parties (COP24) and recognizes the need of an economy shift to low greenhouse emission assuring a just transition of the workforce to decent work and green quality jobs. One immediate antecedent of this was the work that CUPE's delegation including committee members conducted in 2015 with international labour partners to push for Just Transition language to be incorporated in the Paris Agreement.

The committee updated its action plan to make it consistent with the latest IPCC report. It looked at ways to address Just Transition strategies in CUPE workplaces and is working on steps that can be taken to promote the electrification of transportation across Canada as a way to cut greenhouse gases.

The committee should continue to centre much of its work on climate change through three paths of action: 1) promoting and delivering the educational tools already developed; advocating for greenhouse gas reductions in CUPE workplaces and within CUPE organizationally; 2) expanding our work in our communities to slow climate change; encouraging workplace and community actions to adapt to the impacts of climate change and ensuring community resilience, 3) strengthening our environmental alliances and urging the federal government to adopt progressive policies and implement actions that will help lead Canada to an equitable and prosperous low-carbon future where public sector climate jobs are fundamental to creating a truly sustainable economy.

Building Environmental Alliances

The committee has continued to work with allies within labour and with environmental and social justice groups to strengthen actions taken on

environmental issues. Some committee members sit on the Canadian Labour Congress Environment Committee. The committee also works with the International Trade Union Confederation, Green Economy Network (GEN), Climate Action Network – Canada (CAN – Canada), and others.

Committee members have been instrumental in growing the Green Economy Network, which now has chapters in Alberta and Prince Edward Island, New Brunswick and with plans for a fourth in Nova Scotia. Committee members from CUPE sit on the steering committees of these provincial GEN groups and jointly campaign for “One Million Climate Jobs”.

The committee is working to promote climate jobs that directly contribute to reductions in greenhouse gases through its work with the GEN, primarily at the national level and in its local chapters in Alberta and Prince Edward Island.

Ongoing work

Committee members continue to work at setting up environment committees at all levels of the organization. The latest development in this matter was the resolution submitted to CUPE Québec for setting up a Provincial Environment Committee.

REPORT OF THE NATIONAL ABORIGINAL COUNCIL

The members of the council are: Larry Giffin, co-chair, Ontario; Tricia Merritt, co-chair, Manitoba; Brandice Blancard, Newfoundland and Labrador; Paula Gerrior, Nova Scotia; Leo Cheverie, Prince Edward Island; Doris Nason, New Brunswick; Nathalie Claveau, Québec; Dawn Bellerose, Ontario; Lorenzo Dufrane, Manitoba; Joe-Ann Gosselin and David Miller, Saskatchewan; Don Monroe and Sherry Elliot, Alberta; Debra Merrier and Mike Lupo, British Columbia; Lynn Serhan, HEU, British Columbia; Gloria Lepine, NEB Liaison; Greg Taylor, Staff Advisor.

“Video presentation”

Mandate

Established at the 2005 CUPE National Convention in Winnipeg, the National Aboriginal Council's (NAC) mandate is to promote and defend the rights of Indigenous peoples in our union and communities, locally, nationally and internationally. The following priorities were initiated at the Council's inaugural meeting and continue to be relevant today:

- Organizing Indigenous workers
- Address under-representation of Indigenous peoples in the workplace and in CUPE
- Indigenous awareness training

The council is made up of elected Indigenous individuals from regions that have established provincial or regional councils. Appointments are made for Maritimes and Atlantic representatives to the council, as there is no formalized structure yet in these regions. The council's composition reflects Indigenous traditional governance to ensure gender parity, elder advice, and consensus decision-making.

Elders

NAC recognizes late Elder John Shingoose who opened our inaugural meeting held in Saskatoon's in 2006, and Elder Thomas Louttit who continues to guide our proceedings.

Diversity Vice-President (DVP)

The Aboriginal Diversity Vice-President (DVP) acts as the National Executive Board liaison to the NAC. The DVP developed an action plan drawing from the ongoing work and the recommendations of the NAC. This action plan focuses on building relationships with grass-roots activists and leaders and promoting the role our union can have in supporting the work of Indigenous peoples on important issues to their communities. Working with CUPE Nova Scotia, CUPE PEI, CUPE New Brunswick, and CUPE Newfoundland and Labrador, the DVP has assisted in coordinating a first ever gathering for Indigenous members in the Atlantic and Maritimes regions. The gathering laid the groundwork for a regional Indigenous Council that will greatly improve the inclusion and participation of Indigenous members in our union.

Working with the Canadian Labour Congress

It is vital that our union continue to work with the CLC and other affiliates on advancing the interests of Indigenous peoples. We must ensure that the issues affecting Indigenous peoples in workplaces, and in our communities, are a priority for the labour movement.

Council members were proud to take part in the first ever CLC Indigenous Lobby Day. Over 130 Indigenous union members and allies met with almost 100

parliamentarians during the April 2, 2019 lobby campaign. With fellow Indigenous union members, our Council raised the important issues of honouring residential school students who died in the schools, proper funding for public services in Indigenous communities such as education and drinking water systems, advocating for more resources to combat violence against Indigenous women, girls and the two-spirited.

Building allyship with Indigenous communities and organizations

It is vital that our union continue to build and strengthen our relationships to Indigenous organizations and communities. We have much to offer Indigenous allies, and much more to learn. Our union has a responsibility to advocate for all Indigenous workers and their rights to decent pay, fair pensions, and safe workplaces. We must also follow the leads of Indigenous communities in their fights for justice, respect, a healthy environment, and excellent public services.

Demanding justice for Indigenous peoples

As a result of the historical and on-going harmful effects of colonialism, Indigenous peoples in Canada are persistently behind in virtually all indicators of well-being.

Indigenous peoples are over-represented in the justice system and subjected to systemic discrimination. Our union is committed to working with Indigenous peoples to fight these injustices faced every day. We have supported the First Nations Child and Family Caring Society "Have a Heart Day" campaign for equal access for First Nations children on reserve to social services, spoken out against aggressive police actions against lawful and peaceful protests by Indigenous peoples, and have continued our support of the adoption and implementation of the United Declaration on the Rights of Indigenous Peoples.

Violence against Indigenous women, girls and two-spirited

The NAC continues to support the families of missing and murdered Indigenous women and girls. Our union has sponsored the annual October 4th families of Sisters in Spirit vigils. Council members attended the Parliament Hill vigil to honour over 1200 missing

and murdered Indigenous women and girls and hear the stories of families seeking justice for their lost loved ones. Council members were joined by members of the National Rainbow Committee, National Women's Committee and the National Persons with Disabilities Committee at the 2018 vigil on Parliament Hill.

To ensure the needs of families are adequately addressed by the on-going National Inquiry into Missing and Murdered Indigenous Women and Girls, our union is joining others in the labour movement to continue funding a monitoring project with the Native Women's Association of Canada (NWAC). With our support, NWAC will be able to independently hold the Inquiry and federal government to accountable to Indigenous peoples and communities.

Defending the land and environment

Many Indigenous peoples define their relationship as belonging to the land, and they see their well-being intrinsically linked to the well-being of the environment. We need to continue to pressure Canadian governments and resource extraction industries to acknowledge the rights of Indigenous peoples to protect their traditional territories. CUPE must continue efforts to partner with Indigenous peoples, communities, organizations and allies to work on environmental issues, and the protection of water. Indigenous peoples are the stewards and protectors of the waters of their traditional, unceded territories. The NAC will work with Indigenous peoples, the labour movement, and allies to protect our water from harmful development.

Truth and Reconciliation

It has been over four years since the Truth and Reconciliation Commission issued its final report and Calls to Action. This historic report emphasized that true reconciliation is more than apologies; it's a responsibility for everyone to build a respectful relationship with Indigenous peoples – governments, our union and the entire labour movement, and all Canadians. Canadian governments, particularly the Trudeau Liberal government, are not living up to the promise of reconciliation in full partnership with Indigenous peoples. Reconciliation requires immediate and concrete action. CUPE must hold our governments to account to fulfill its promises to Indigenous peoples for justice and reconciliation. The NAC is working to ensure our union fulfills its

responsibilities to Indigenous peoples and educating our members on what we can do to foster reconciliation in our workplaces and communities.

Promoting fair public services for Indigenous peoples and communities

Canada has a proven history of underfunding services and infrastructure for Indigenous peoples, creating injustice and crisis in Indigenous communities. Indigenous peoples deserve the same quality public services and infrastructure available to others in Canada. Indigenous communities, both on and off reserve and in urban centres, have a right to control the services their people depend on. Our union must use our expertise to highlight the negative effects the privatization of public services and infrastructure has on Indigenous peoples. We must pressure all levels of government to protect community-controlled infrastructure – including water and wastewater systems – and social services in Indigenous communities, and ensure all Indigenous peoples have fair and equal access to public services regardless of where they live. The NAC will work with Indigenous peoples, the labour movement, and allies to protect water from harmful development.

National Day of Reconciliation

We have worked with Indigenous organizations and activists in advocating for a national statutory holiday recognizing the cultures and heritage of Indigenous peoples. We support moves to recognize September 30th as a National Day of Reconciliation in honour of the students and survivors of the residential school system. We must continue to work to ensure this day remains focused on healing the deep harm caused by the residential schools and other forms of continued colonialism. The NAC will work to education CUPE members on the importance of this remembrance, and we must mobilize our members to have the National Day of Reconciliation recognized as a statutory holiday in all provincial and territorial jurisdictions.

The NAC thanks the National Officers, the National Executive Board, staff and the members at National Convention for their support, and their commitment to supporting the work of Indigenous peoples to achieve justice and equality.

Meegwetch, Marsee, Thank you

REPORT OF THE NATIONAL HEALTH AND SAFETY COMMITTEE

The members of the committee are: Minerva Porelle, co-chair, New Brunswick; Jason Woodbury, co-chair, Prince Edward Island; Theresa Antle, Newfoundland and Labrador; Tracey Sullivan, Nova Scotia; Diane Côté, Québec; Tom Nicholls, Ontario, Local 1000; Erin Bockstael, Manitoba; Perry Turton, Saskatchewan; Jared Matsunaga-Turnbull, Alberta; John Gibson, British Columbia; John Fraser, HEU, British Columbia; Judy Henley, NEB Liaison; Troy Winters, Staff Advisor.

“Video presentation”

The National Health and Safety Committee is pleased to present the following report to the 29th Biennial CUPE National Convention. Since last convention, the committee continues to monitor and defend the occupational health and safety rights of CUPE members.

Our focus continues to be to provide members with tools, information and education to fight back against concerted attacks on our working conditions and rights by many of our employers and some governments.

The committee gathered in Ottawa four times since the last convention in March 2018, August 2018, January 2019, and June 2019, and has undertaken a wide range of activities:

- Promoting health and safety as a top priority at all levels of the union.
- Supporting April 28th, the Day of Mourning activities.
- Assisting with the promotion, selection and presentation of the National Health and Safety Award.
- Urging locals to monitor all workplace fatalities and encouraging reporting to CUPE National.
- Providing feedback with regards to the development of a new CUPE workplace mental health kit.

As with our previous reports to convention, it is with great sadness that the committee reports on work-related deaths of CUPE members. Since the last convention, we have received notice that nine members were killed as the result of their work (at the time this report was prepared). We mourn the loss of:

- Wayne Hornquist, Local 2093, British Columbia
- Lloyd Smith, Local 873, British Columbia
- Robert Boulet, Local 301, Quebec
- James Baragar, Local 1000, Ontario
- Xiaochun Luo, Local 500, Manitoba
- Rémy Brault, Local 4400, Ontario
- Sheldon Hackl, Local 1000, Ontario
- Jocelyne Chery, Local 3691, Ontario
- Cole Timlin, Local 1000, Ontario

Each fatality reminds us that prevention of workplace illnesses and injuries, together with strong government enforcement and swift and severe punishments for employers, are the keys to stopping the death toll in our workplaces.

National committee activities – the past two years

The following is a broader description of the activities that the National Health and Safety Committee participated in this year.

Encouraging the increase in reporting incidents

The committee identified that one of the major barriers to creating a healthier workplace was the few reports that health and safety committees receive. To overcome the lack of reporting, the committee proposed a new poster that will be available for locals to identify where incidents’ reports should be made, along with some messaging about the importance of reporting.

Violence prevention

The committee has worked to advise CUPE on the many aspects of violence in the workplace, including reporting of incidents of violence to the employer and workplace committee. They have advised the Health and Safety Branch on additional resources for the violence prevention kit. The committee would also like to remind members of the CUPE “It’s Not Part of the Job” response to violence.

National Ban of Asbestos

For years, the committee has participated and provided input towards the ban of the terrible scourge to Canadian workers that is Asbestos. The committee is pleased to announce that as of this year, it is illegal to import products containing asbestos. There is still much work to do, and a tremendous

amount of asbestos still in the buildings CUPE members work in, resulting in asbestos exposures for our members. The committee asks all CUPE members to remain diligent and ensure that they know if and where asbestos is located in their workplaces.

National Health and Safety Award

Since the creation of the National Health and Safety Award in 1992, the National Health and Safety Committee has selected and recommended each award winner. The winner is selected by a sub-committee of the whole. We offer our sincerest congratulations to this year's worthy recipient.

Highlighting the Day of Mourning – April 28th

This year marked 35 years since CUPE's National Health and Safety Committee first proposed the National Day of Mourning for workers killed or injured as a result of the workplace. It was the committee that first recommended the creation of a day of remembrance for workers killed or injured on-the-job in 1984. The Day was proclaimed by the then CUPE National President Jeff Rose at a Health and Safety Conference in early 1985, and in the same year, the Canadian Labour Congress and affiliated unions quickly adopted the day across Canada. The National Day of Mourning honours the killed and injured workers who have been struck down in our own communities.

Every day in Canada, workers lose their lives on the job. Their deaths are preventable and should not happen. It continues to boggle the mind that, in 2019, we continue to see the loss of at least 1,000 workers every year. However, this year, a new report called *Work-Related Death in Canada* has attempted to quantify the number of workers lost who are usually uncounted. These are people who are not in the compensation system, or are self-employed, or work "off the grid" in precarious work. Or they are considered to have had a "natural" death, or were commuting to and from work, or who died from an occupational disease or cancer that was never related back to their working conditions.

If we include all the uncounted, the research suggests that there may be 10-13 times as many people dying because of work in Canada than we officially accept in our compensation system. But while there may be no insurance payment for those left behind, their loved ones are gone just the same.

Additionally, the committee helps to promote CUPE's National Day of Mourning materials – April 28th bookmarks, a workers' statement, posters and activity checklists – which are distributed to all locals through general mailings.

Conclusion

The successes of the last two years give us encouragement that CUPE will continue to be a leader in defending the health and safety rights of workers from coast to coast to coast. We remain confident that our union will play a leading role in occupational health and safety in CUPE and within the labour movement.

REPORT OF THE NATIONAL POST-SECONDARY EDUCATION TASK FORCE

The members of the task force are: Tracy Carmichael, co-chair, Prince Edward Island; Lois Rugg, co-chair, British Columbia; Steven Smith, Newfoundland and Labrador; Carmel Forde, Nova Scotia; Pierre Bourgeois, New Brunswick; Janice Folk-Dawson, Ontario; Joanie Crandall, Saskatchewan; Vanee Narayanan, Alberta; Deborah Hopper, British Columbia; Marle Roberts, NEB Liaison; Chandra Pasma, Staff Advisor.

"Video presentation"

Introduction

More than 70,000 CUPE members work in the post-secondary education sector. We are instructors, researchers, teaching assistants, and support staff working in grounds and building maintenance, trades, libraries, food services, caretaking, information technology, clerical support, and administration. The CUPE National Post-Secondary Education Task Force was created in 2011 to provide advice to the National Executive Board on issues such as advocating for publicly accessible post-secondary education, protecting workers in the post-secondary sector, and fighting privatization and corporatization of higher education. We are pleased to present this report to National Convention.

Over the past two years, the task force has addressed three main priorities:

- A national campaign to make post-secondary education a federal election issue.

- Sexual harassment and violence.
- Precarious work.

Making Post-Secondary Education a National Priority

Post-secondary education makes an important contribution to the social, economic, and cultural well-being of individuals, communities, and our country. Yet, for decades, our federal government has failed to make post-secondary education a priority. Instead, they have allowed tuition rates to rise, student debt to skyrocket, and vulnerable learners – including Indigenous students – to fall through the cracks of a poorly designed financial aid system. As a result of this constant underfunding, corporate influence in the post-secondary sector is growing and workers are being made increasingly precarious. CUPE has long called for governments to reverse this trend and make high quality, accessible post-secondary education available to all Canadians, to limit the influence of corporations over post-secondary education, and to provide greater fairness and security for workers.

At the last National Convention, members called for a campaign to make post-secondary education a federal election priority, including resources to help CUPE members advocate for a national *Post-Secondary Act*, tuition-free post-secondary education, and predictable, multi-year funding for higher education.

Since then, the task force has worked hard to develop multiple resources for members to use in advocating to make post-secondary education a national priority in advance of the 2019 federal election. These resources include:

- A back-pocket card with key messages that CUPE members can use to engage in conversations about post-secondary education with family, friends, and colleagues.
- A pamphlet that CUPE members can use at local events or share with local politicians that explains why we need urgent action on post-secondary education.
- An Advocacy Toolkit which provides step-by-step instructions to help CUPE members effectively lobby their local politicians.
- A structured Conversation Guide to help CUPE members run a kitchen table event or workshop in their home or workplace.

- A postcard to the Prime Minister calling for immediate investments in post-secondary education.
- Backgrounders and myth busters on themes such as federal funding, student debt, precarious work, corporatization, free tuition, and a *Post-Secondary Act*.
- A set of videos highlighting the issues in post-secondary education which members can share widely on social media.

All these materials are available on CUPE's website at www.cupe.ca/ourtimetoact.

Sexual harassment and violence

There have been several high-profile incidents of sexual harassment and violence at Canadian universities and colleges over the past few years. Many institutions have not handled these incidents very well. Schools have handled complaints informally, blamed victims, protected perpetrators, and failed to take steps to prevent sexual violence before it happens. As a result, and as mandated by law in several provinces, many universities and colleges are developing and implementing institutional policies to prevent and respond to incidents of sexual violence and harassment.

The federal government has also announced that it will create an Advisory Committee on the Framework to Prevent and Address Gender-Based Violence at Post-Secondary Institutions. Following the announcement, CUPE National President Mark Hancock sent a letter on behalf of CUPE members to the Minister for Women and Gender Equality, Maryam Monsef, urging her to include workers in the process of developing the National Framework and highlighting the urgent need for policies on sexual violence and harassment to cover all members of a post-secondary community, not just students. Since then, the task force's staff advisor has been appointed to the federal Department of Women and Gender Equality's Advisory Committee on the Framework, and task force members have participated in multiple consultations relating to the development of the Framework.

The task force also met with staff from CUPE National's Human Rights Branch to provide input on the development of a guide for CUPE locals to address and prevent sexual violence in the workplace. Task Force members were very pleased to see the *Stop*

Workplace Sexual Violence Guide launched at the end of 2018. The guide is now available on CUPE's website.

Precarious Work

Precarious work is work that is part-time, temporary or based on short-term contracts, with low pay, few to no benefits, and no job stability. A growing number of the people employed in the post-secondary sector are now in precarious positions.

Precarity is hard on workers, personally and professionally. Academic workers and support workers are passionately committed to delivering high quality education and services for students, but they need fair and decent working conditions to make that happen. Precarious work hurts post-secondary education twice: it hurts workers, and it diminishes the quality of education that students receive because the working conditions of staff and faculty are the living and learning conditions of students.

However, while we know a great deal about the impact of precarity in the post-secondary sector, there is very little data about the extent of precarity. To help fill this gap, CUPE submitted Freedom of Information requests to all 78 publicly-funded universities in Canada asking for ten years' worth of data on faculty employment by permanent or contract status. To date, CUPE has received information from 72 universities.

This information has been collected in a publicly available database, allowing union locals, organizers, and researchers to review trends in contract faculty based on university, region, and subject area. This database can be accessed at www.contractu.ca.

Based on the information collected, CUPE also released a major research report in collaboration with the Canadian Centre for Policy Alternatives that analyzed the trends in contract appointments across the country. The report garnered media stories in every major newspaper chain across the country, in addition to more than 30 radio interviews, due to its finding that more than half of faculty appointments are now contract, rather than permanent.

CUPE is currently exploring ways to build on the expertise developed through this project to collect more information on precarity within the sector.

CUPE also released a bargaining guide *Quality Jobs: Tackling Precarious Work in Post-Secondary*

Education at the Bargaining Table to assist locals in combating precarity at the bargaining table. The guide is available on CUPE's website.

Other Issues

Pensions: A growing number of CUPE locals are facing attacks on their pension benefits. At our very first meeting this term, the task force was proud to walk the picket line with our members from CUPE 2424 at Carleton University in defense of their pension plan. Shortly thereafter, CUPE 2424 won a resounding victory that will defend their pension for decades to come. The task force also held a solidarity call with CUPE 1975 at the University of Saskatchewan, whose members are facing a sustained attack on their pension. Task Force members have shared CUPE's petition in support of CUPE 1975 within their regions and have sent the local messages of support from across the country. The task force also met with CUPE's senior pension officers to discuss pension issues and share ideas about how to resist demands for employer concessions within the post-secondary sector.

Indigenization: The task force has also worked hard to expand our understanding of how reconciliation with Indigenous Peoples can take place within the post-secondary sector. We were pleased to welcome CUPE Senior Human Rights Officer Greg Taylor to one of our meetings, along with Coty Zachariah, National Chair of the Canadian Federation of Students, to talk about Indigenization of post-secondary education. The task force followed this up with a very tangible discussion on steps that CUPE locals can take to pursue reconciliation.

(M/S committee member, committee member – Carried)

REPORT OF THE RESOLUTIONS COMMITTEE

Resolution 34 submitted by Hospital Employees' Union (BC) and Locals 8920 (NS) and 2348 (MB)

CUPE NATIONAL WILL:

Support CUPE divisions and locals in their efforts to reduce the environmental footprint and advance actions for shifting to a low-carbon economy in their workplaces. Actions are related but not limited to:

- Promote the use of electric vehicles of various kinds (e.g., cars, trucks, Zambonis, buses, etc.);

- Develop Just Transition programs for CUPE members whose work and communities might be affected by the shift to a low-carbon economy;
- Encourage locals to establish joint environment committees with employers;
- Encourage locals to adopt green bargaining language and environmental clauses in collective agreements.

BECAUSE:

- CUPE National environmental policy supports the international objective to limit average global warming to a maximum of 1.5 degrees.
- Changing to electric vehicles is one of the most direct ways to reduce greenhouse gases (GHGs) that cause climate change.
- Transportation is the second-highest source of GHG emissions in Canada.
- CUPE represents electrical energy generation workers.
- New work can be created in the low-carbon economy in many sectors. These jobs must be decent, fair and unionized.
- A Just Transition program can help workers adapt, develop new skills and prosper in a new, low-carbon economy.
- CUPE members can enhance workplace democracy via workplace environment committees.

(M/S committee member, committee member – Carried)

Resolution 40 submitted by CUPE Québec

CUPE NATIONAL WILL:

Add its voice to those of citizens, associations and companies demanding that various levels of government ban the use of single-use plastics.

BECAUSE:

- Plastic is everywhere and used for numerous single-use products;
- Plastic pollution has evolved into a crisis affecting the entire planet;
- The situation is such that major companies are changing their habits and environmental groups are stepping up their campaigns on this issue;
- Major behavioural changes generally come about as a result of restrictive legislation.

(M/S committee member, committee member – Carried)

Resolution 103 submitted by Locals 2348 (MB) and 3550 (AB)

CUPE NATIONAL WILL:

1. Provide mandatory training each term for all National Executive Board members on the history of Indigenous Peoples, the history and legacy of residential schools, on the United Nations Declaration on the Rights of Indigenous Peoples, and on Treaty and Indigenous rights.
2. In consultation with all staff unions, make similar training available to all CUPE staff.
3. Encourage all executive boards members of divisions, locals, affiliates, and charter organizations to take similar training.

BECAUSE:

- Education is essential to fulfilling CUPE's on-going commitment to truth and reconciliation with Indigenous Peoples.
- Myths and misconceptions about Indigenous Peoples, and their histories and cultures, persist in our Union and in the broader Canadian public, and fuel racism and discrimination against all Indigenous Peoples.
- It is not the exclusive responsibility of Indigenous Peoples to educate Canadians on Indigenous issues, history and cultures.
- CUPE leaders must set the example for all CUPE members by taking responsibility to learn more about the truths facing all Indigenous Peoples.

(M/S committee member, committee member – Carried)

Resolution 102 covering Resolutions 98, 99, 100 and 101 submitted by Local 3550 (AB)

CUPE NATIONAL WILL:

- Recognize that 'Water is Life', and a basic human right to all peoples.
- Recommit to reconciliation by supporting Indigenous Peoples' role as the stewards and protectors of the waters of their treaty lands, and their traditional unceded territories.

- Develop a campaign to educate and mobilize all locals and members in support of Indigenous Peoples and environmental allies in protecting and fixing the water, which is necessary for a healthy ecosystem.

BECAUSE:

- Indigenous Peoples have a right to free informed prior consent on any resource development on their territory that might affect them, as recognized by the United Nations Declaration on the Rights of Indigenous Peoples.
- Development and environmental damage in Wet'suwet'en, Shubenacadie, Grassy Narrows, Barriere Lake, Shoal Lake, Site C and others are devastating Indigenous communities and are threatening the water, their communities, and their way of life.

(M/S committee member, committee member – Carried)

REPORT OF THE CONSTITUTION COMMITTEE

Constitutional Amendment C-20 submitted by the National Executive Board

CUPE NATIONAL WILL:

Define geographic representation and eligibility for the positions of General Vice-President, and ensure consistency in the eligibility for Regional Vice-Presidents, by adding the following language to Article 7.2 and Article 11.1 of the National Constitution:

Add new 7.2 (c)

- (c) **The General Vice-Presidents are elected from these geographic areas:**

The East (Nova Scotia, Newfoundland and Labrador, New Brunswick, and Prince Edward Island)	1
Quebec	1
Ontario (including Northern Ontario)	1
The Prairies (Manitoba and Saskatchewan)	1
The West (British Columbia, Alberta, and the Territories)	1

Amend 11.1 (b)

- (b) ~~Only members who reside in the region and who are members in good standing of a Local Union~~ **work in the region, and who fulfill the requirements of Article 6.8,** are eligible for election to the office of Regional Vice-President. A Regional Vice-President who ceases to meet these requirements cannot continue in office.

Amend 11.1 (c)

- (c) **Only members who work in the geographic area, and who fulfill the requirements of Article 6.8, are eligible for election to the office of General Vice-President. A General Vice-President who ceases to meet these requirements cannot continue in office.**

BECAUSE:

- It is important to ensure geographic representation on the National Executive Committee;
- Historically, General Vice-Presidents have been elected from different geographic areas;
- Incorporating this practice into our Constitution improves transparency, which is a key component of good governance;
- These amendments will clarify and harmonize the eligibility for election to Regional and General Vice-President positions

(M/S committee member, committee member – Carried)

Constitutional Amendment C-37 submitted by the National Executive Board and CUPE British Columbia

CUPE NATIONAL WILL:

Amend the standard Membership Meeting Agenda in Appendix B.VI of the National Constitution to include a territorial acknowledgment, as follows:

B.6.1 Meeting Agenda

The President will chair the meeting and follow this order of business:

- 1. Acknowledgment of Indigenous territory**
- 2. Roll call of officers**
- 3. Reading of the Equality Statement**
- 4. Voting on new members and initiation**

5. Reading of the minutes
6. Matters arising from the minutes
7. Secretary-Treasurer's Report
8. Communications and bills
9. Executive Committee Report
10. Reports of committees and delegates
11. Nominations, elections, or installations
12. Unfinished business
13. New business
14. Good of the Union
15. Adjournment

BECAUSE:

- CUPE is committed to working with Indigenous nations, communities and organizations towards reconciliation.
- CUPE respects the rights of Indigenous Peoples to their territories, and we must acknowledge their long histories and continued existence on these unceded lands.
- Acknowledging the Indigenous territory on which we are meeting is respectful, helps to educate our members of our shared history and the continuing effects of colonialism, and is a small step towards reconciliation.

(M/S committee member, committee member – Carried)

TUESDAY, OCTOBER 8, 2019

AFTERNOON SESSION

PRESENTATION OF THE ED BLACKMAN AWARD

CHAIRPERSON MARK HANCOCK: CUPE established the Ed Blackman Award to recognize outstanding leadership in the pursuit of racial justice and a strong diverse labour movement.

Ed Blackman was a proud racialized worker and a CUPE leader at both the local and national level. He broke down barriers and blazed a trail for others facing racism, discrimination, and injustice in the union, in workplaces, and in their communities. He served for many years as the president of the Winnipeg civic employees, CUPE Local 500, was a member of the CUPE National Executive Board and was a founding member of the CUPE National Rainbow Committee.

It is my pleasure to present the Ed Blackman Award to sister Veriline Howe.

Veriline is a passionate, hardworking and dedicated activist and advocate for racial justice. She is a proud black woman who stands up for the rights of others. She works hard at challenging the status quo to ensure that black, and other racialized voices, are heard and understood in a way that inspires change for the better. She champions equality, diversity and inclusion in all that she does.

Veriline has been the vice-president of Local 2191, in Toronto, for six years, and has served on the CUPE Ontario's executive board representing racialized members for the past ten years. She is the co-chair of the National Rainbow Committee and the co-chair of the Ontario Racial Justice Committee, but there's more, for the past 20 years Veriline has been an incredible mentor for racialized members in their fight against precarity, against discrimination, and racism including anti-black racism.

One of her goals has been to ensure that no one is left behind, and that marginalized members have the support they need.

Please join me in congratulating Veriline Howe.

REPORT OF THE CREDENTIALS COMMITTEE

This is the second report of the Committee.

From Nova Scotia: 77 delegates representing 39 local unions, 1 delegate representing 1 provincial division, for a total of 78 delegates and 17 alternate delegates.

From Newfoundland and Labrador: 40 delegates representing 20 local unions, 2 delegates representing 1 provincial division, for a total of 42 delegates and 15 alternate delegates.

From New Brunswick: 109 delegates representing 52 local unions, 1 delegate representing 1 council of unions, 1 delegate representing 1 provincial division, for a total 111 delegates and 27 alternate delegates.

From Prince Edward Island: 30 delegates representing 14 local unions, 1 delegate representing 1 council of unions, 2 delegates representing 1 provincial division, for a total of 33 delegates and 5 alternate delegates.

From Québec: 300 delegates representing 100 local unions, 3 delegates representing 3 councils of unions, 1 delegate representing 1 airline division component, 2 delegates representing 1 service contract, 2 delegates representing 1 provincial division, for a total of 308 delegates and 10 alternate delegates.

From Ontario: 762 delegates representing 246 local unions, 1 delegate representing 1 council of unions, 8 delegates representing 8 district councils, 1 delegate representing 1 service division, 1 delegate representing 1 airline division component, 2 delegates representing 1 provincial division, for a total of 775 delegates and 86 alternate delegates.

From Manitoba: 69 delegates representing 20 local unions, 2 delegates representing 1 provincial division, for a total of 71 delegates and 7 alternate delegates.

From Saskatchewan: 90 delegates representing 31 local unions, 2 delegates representing 1 provincial division, for a total of 92 delegates and 4 alternate delegates.

From Alberta and the Northwest Territories: 143 delegates representing 50 local unions, 2 delegates representing 2 district councils, 1 delegate representing 1 provincial division, for a total of 146 delegates and 14 alternate delegates.

From British Columbia: 368 delegates representing 141 local unions, 1 delegate representing 1 council of unions, 5 delegates representing 5 district councils, 1 delegate representing 1 service division, 1 delegate representing 1 provincial division, for a total of 376 delegates and 15 alternate delegates.

At this time, there are 2,032 delegates and 200 alternate delegates representing 713 local unions, 7 councils of unions, 15 district councils, 2 service divisions, 2 airline division components, 1 service contract, 10 provincial divisions, 2 national officers, 5 general vice-presidents for a total of 2,039.

As per Article 6.4 of the national constitution, we also have 5 equity-seeking group delegates with voice but no vote.

On behalf of the committee, I move adoption of this report.

(M/S committee member, committee member – Carried)

REPORT OF THE CONSTITUTION COMMITTEE

Constitutional Amendment C-15 submitted by the National Executive Board

CUPE NATIONAL WILL:

Add three additional Diversity Vice-President positions to the National Executive Board by amending the National Constitution as follows:

Amend 7.2 (a)

- (a) The members of the National Executive Board are elected by majority vote at Convention. The members of the Board are: the National President, the National Secretary-Treasurer, five General Vice-Presidents, fourteen Regional Vice-Presidents and ~~two~~ **five** Diversity Vice-Presidents.

Add new 7.2 (d)

- (d) The Diversity Vice-Presidents represent the following members:**

Indigenous Workers	1
LGBTQ2+ Workers	1
Racialized Workers	1
Women	1
Workers with Disabilities	1

Add new 11.1 (d)

- (d) Only members who self-identify as part of the represented community, and who fulfill the requirements of Article 6.8, are eligible for election to the office of Diversity Vice-President. A Diversity Vice-President who ceases to meet these requirements cannot continue in office.**

Amend 11.9 (c)

11.9 Vacancy on National Executive Board

- (c) ~~Two~~ **Five** alternate Diversity Vice-Presidents are elected at Convention. If an office of Diversity Vice-President becomes permanently vacant, the alternate Diversity Vice-President will fill the office for the rest of the term.

BECAUSE:

- CUPE's leadership should reflect the diversity of our membership; and
- We will be a stronger and more effective union when we include the perspective of equity-seeking groups in decision-making at the highest level of our union; and
- Under the current structure, there are voices and views missing around the table; and
- CUPE's commitment to diversity and equality must be evident in its structures.

(M/S unidentified delegate, unidentified delegate – Defeated)

REPORT OF THE SPECIAL NEB COMMITTEE ON STRATEGIC DIRECTIONS

The committee members are: Daniel Légère, General Vice-President, New Brunswick; Denis Bolduc, General Vice-President, Québec; Yolanda McClean, Diversity Vice-President; Candace Rennick, Regional Vice-President, Ontario; Judy Henley, Regional Vice-President, Saskatchewan; Rory Gill, Regional Vice-President, Alberta; Robert Lamoureux and Archana Rampure, Staff Advisors.

Every convention, since 2003, delegates have adopted a strategic direction, which is a document that combines with adopted resolutions. This sets our priorities for our national union, our national committees, our divisions, councils and local unions as well.

Strategic directions is a document created by a subcommittee of the National Executive Board and approved by the Board prior to coming to the convention floor. It provides a framework for us to address the challenges we expect to encounter, and it gives us a basis from which to approach each new challenge and each new fight. Together, the resolutions that we adopt this week and the strategic directions document, will set our course moving forward to build upon our strength as a union and as a movement.

We will be debating strategic directions today and tomorrow. During that debate we will be seeking your comments and specific suggestions for changes to the document. Our NEB strategic directions committee will be listening to debate and taking notes of your suggestions. They will bring back a final paper for adoption on Friday morning.

For debate today and tomorrow, there will be no pro and con microphones.

Today we will be looking at the first two sections, which are the opening pages, and which set out the current context and our ongoing work. The section titled, "Building Our Strength To Face The Challenges Ahead," which focuses on the work we need to do to engage our members, empower our local unions, increase our bargaining strength, continue to grow our union, and fight for those things that are most important to our union.

Tomorrow we will debate the remainder of the report which is titled, "Building a Class Base of Power".

Discussions took place on Strategic Directions 2019-2021, Section 1 "Building our Strength" and Section 2 "Building our Strength to Face the Challenges Ahead".

(M/S committee member, committee member – Referred back to the committee)

REPORT OF THE NATIONAL WORKING COMMITTEE ON RACISM, DISCRIMINATION AND EMPLOYMENT EQUITY (THE NATIONAL RAINBOW COMMITTEE)

The members of the committee are: Veriline Howe, co-chair, Ontario; Joseph Theriault, co-chair, New Brunswick; Mona Yammine, Prince Edward Island; Nadia Aristyl, Québec; Sharon Stanle, Ontario; Debra Mason, Manitoba; Jasmine Calix, Saskatchewan; Bukola Abiona, Alberta; Michele Alexander, British Columbia; Cora Mojica, HEU, British Columbia; Yolanda McClean, NEB Liaison; Tammy Kelly, Staff Advisor.

"Video presentation"

Introduction

The committee promotes and defends the rights of all racialized people within our local unions and throughout our local, national and international communities. Committee members are also allies to Indigenous peoples and other equity-seeking groups. The National Rainbow Committee keeps the National Executive Board (NEB) apprised of all issues regarding racial discrimination, including the global rise of hate and its impact on our members, their families and communities.

The committee acknowledges and salutes the ongoing support and commitment provided by our National Officers and members of the NEB in our fight for freedom from racism and the rising tide of hate. We continue to receive an influx of support and assistance from CUPE staff and members who keep us at the forefront of our fight against racism, including anti-Black racism and Islamophobia.

The context for our work

For decades, racialized workers have been organizing within and across our communities to name and disrupt systemic and individual forms of discrimination such as racism, sexism, xenophobia, ableism, homophobia and transphobia. Although there have been gains for racialized workers in Canada over the years, within the past few years, we have witnessed a disproportionate increase of hate crimes, Islamophobia and anti-Black racism. Systemic racism, harassment and discrimination in our workplaces, unions and our communities continue to be major barriers in achieving racial justice and equality.

Canada has a long history of colonialism and slavery in its dealings with first peoples and people of African descent. We are consistently reminded of this with high rates of poverty, environmental segregation, unemployment, violence, over-policing and incarceration faced by these communities and nations. The legacy of mistreatment and abuse of Indigenous peoples within assimilationist policies and in the state-sponsored residential school system and “sixties scoop” continues to plague their lives and communities and has caused high suicide rates and intergenerational trauma.

Canada’s history of immigration and exploitation has also impacted other racialized communities. Examples include the Chinese “head tax” and the use of indentured Chinese workers to build the Canadian Pacific Railway; the internment of Japanese-Canadians and the refusal of the Canadian state to welcome majority Sikh passengers on the Komagata Maru.

Racial profiling and carding continue to exist and have become much more problematic as they affect marginalized members of our communities. Police shootings and violence towards people of African descent in Toronto, Nova Scotia, Ottawa, MONTRÉAL and across the United States and elsewhere have our

communities traumatized, hurt, frustrated and angry with no faith or trust in the justice system. In March 2019, the Canadian Race Relations Foundation hosted a webinar titled, ‘A Collective Impact: the Ontario Human Rights Commission’s interim report on its inquiry into racial profiling.’ The findings in the interim report provide evidence that racialized people are clearly treated differently by the police. Hiding behind the national-security agenda, Canadian officials at borders continue to discriminate against people from the Middle East and the global South through systematic racial profiling.

This year’s massacre of 50 Muslim community members at a mosque in New Zealand and the 2017 shooting at the Islamic Cultural Centre of Quebec City were devastating attacks that make it clear we need to be vigilant in standing up to hate and standing in solidarity with Muslim communities.

With emboldened right-wing and white supremacist rhetoric and actions in Canada, the United States and elsewhere, we continue to call on the federal government to suspend the Canada-US Safe Third Country Agreement that may prohibit asylum-seekers from claiming refugee status in Canada.

The current federal government was elected with a human rights mandate to level the playing field and bolster the rights of Canada’s most vulnerable, oppressed and under-served communities. One of the promises made by the government was to improve Canada’s immigration system. This year marks a time in history to be remembered. CUPE and other migrant rights organizations have fought for migrant workers for many years to be treated equally by being provided with decent wages, health and safety provisions and basic human rights. In November 2019, the government has a plan to replace the flawed Caregiver Pilot Program with two 5-year pilot programs. These programs will now provide migrant caregivers an opportunity to achieve permanent residency after two years of work and an opportunity to change jobs in a timely manner. The ability to change jobs in a timely manner gives women caregivers an opportunity to escape abusive situations and experiences without worry or fear of discipline and deportation. Unfortunately, these pilot programs are limited to the caregiver program only. With the rise of precarious work and the government’s failure to improve immigration and labour codes, migrant workers continue to be left behind. Every year, thousands of racialized people

enter Canada with work permits under the Temporary Foreign Workers Program. Workers such as temporary farm workers continue to lack access to basic labour standards, health and safety regulations and citizenship rights, and are pitted against other workers in Canada through a right-wing, racist “divide and conquer” strategy. As trade unionists, we must stand in solidarity with migrant workers.

Looking into the future, racialized workers will continue to become a growing part of the Canadian workforce. It is projected that by 2025, 20% of the population will be racialized and an even more significant number will inhabit our urban areas. We have witnessed no movement towards improving Canada’s federal employment equity legislation. The last review of the federal *Employment Equity Act* took place in 2002. CUPE has called upon the federal government to review and amend the *Employment Equity Act* to ensure employment justice for racialized workers and other equity-seekers.

Racist immigration policy, unresponsive employment legislation, a low-wage labour market strategy, and non-recognition of foreign credentials will continue to be key barriers facing newcomers and racialized workers in securing and maintaining meaningful employment. It is crucial that the labour movement prioritizes the elimination of these barriers.

Through CUPE’s 2014 membership survey, we can see what systemic discrimination in our labour markets, communities and economy means for our union. The survey confirmed that racialized workers are less likely to hold good quality public service jobs. Only 15% of our members are racialized compared to 19% for Canada as a whole. Only 54% of CUPE’s racialized members have full-time work and they are twice more likely than the average CUPE member to have casual work. Precarious working conditions are a major barrier to participation in our union.

Our activities and progress

Over this term of our committee, we developed and implemented a workplan based on CUPE’s 2017-2019 Strategic Directions document, the Vancouver Declaration, convention resolutions and emerging issues. We also worked closely with the Diversity-Vice President representing racialized members.

The following were our priorities:

Employment Equity

- Provided input to CUPE’s employment equity resources;
- Hosted discussions on employment equity at committee meetings;
- Promoted employment equity within members’ regions.

Migrant Workers

- Hosted a presentation on migrant workers and integrated issues of immigration and migrant workers;
- Signed and promoted petitions designed and developed by migrant worker’s rights organizations;
- Worked with migrant worker organizations to learn about the issues and solidarity actions;
- Hosted a screening of Min Sook Lee’s *Migrant Dreams* – a documentary that follows the lives of migrant workers across Ontario to expose the underbelly of the exploitative Temporary Foreign Worker Program that leaves migrant workers in precarious positions, working in unsafe and unhealthy working conditions and whose lives are at the whim of the employer.

Racial Profiling and Carding

- Hosted a presentation on racial profiling and carding by the Senior Human Rights Officer (anti-racism);
- Participated in Ontario-wide consultations on the Anti-Racism Directorate and the Ontario Independent Police Oversight Review;
- Participated in protests, rallies and community meetings on racial profiling, street checks, and police violence;
- Provided advice on CUPE’s letter to the federal government to intervene at all government levels to put an end to racial profiling and carding.

Federal Government’s Anti-Racism Strategy

- Promoted CUPE’s participation in federal government consultations on a national anti-racism strategy;

- Reviewed and advised on CUPE's submission and recommendations for a national anti-racism strategy.

Environmental Racism

- Hosted a training session on environmental racism by the Coalition of Black Trade Unionists.

Our Vote Counts

- Hosted a training session on the importance of Black and racialized peoples' votes by the Senior Officer (anti-racism) and outside activists and researcher;
- Shared information with our regions and locals

Black History Month

- Hosted a Black History Month (BHM) celebration at the CUPE National Office;
- Dedicated and presented a Viola Desmond \$10 bank note to CUPE National;
- Explored the history and art of spoken word;
- Provided input on the newly designed Black History Month Bookmark that features Rosemary Brown;
- Distributed BHM bookmarks in various regions;
- Participated in several BHM events in various regions.

Strengthen the work of the Committee

- Reached out to new activists at various community events;
- Honoured CUPE's second recipient of the Ed Blackman Award, Yolanda McClean.

Constitutional amendments - Governance

- Participated in a joint meeting with other equality committees to provide input on the work of CUPE's National Task Force on Governance and need for changes in the make-up of our National Executive Board;
- Encouraged members in our regions and locals to complete the governance survey as members' input count.

A large part of the committee's work in the regions involves reaching out to racialized communities and their organizations. As a public sector union, CUPE's

support is rooted in communities. We continue to strengthen our links and work with communities, not only through the services we provide as workers, but by connecting our work as CUPE activists to important activities in racialized communities.

Our committee members across the country play a key role in commemorating days of action such as Black History Month, the International Day for the Elimination of Racial Discrimination, Asian Heritage Month and National Aboriginal Day. The following are some of our activities in our communities:

- Organized and participated in Black History Month events;
- Participated in Pride Parades;
- Planned and organized CUPE participation in Toronto's Caribbean Carnival also known as Caribana;
- Continued to build connections between CUPE and community organizations such as PRUDE International in New Brunswick, Black Lives Matter-Toronto, NCCM-Ottawa, Canadian Council for Refugees (CCR) etc.

REPORT OF THE NATIONAL CHILD CARE WORKING GROUP

The members of the working group are: Carolyn Ferns, co-chair, Ontario; Michelle Lohnes, co-chair, Nova Scotia; Gail Brinston, Newfoundland and Labrador; Erin McAllister, New Brunswick; Katie Morrissey, Prince Edward Island; Paule Turgeon, Québec; Shellie Bird, Ontario; Peggy Robichaud, Manitoba; Jessica Herman, Saskatchewan; Elizabeth Bonk-Richards, Alberta; Lee-Ann Lalli, British Columbia; Louella Vincent, HEU, British Columbia; Nan McFadgen, NEB Liaison; Preethy Sivakumar, Staff Advisor.

"Video presentation"

Since the last convention, the National Child Care Working Group (NCCWG) has continued to work closely with its national advocacy partner, Child Care Now.

The members of the working group have worked together to share policy analysis and support grassroots child care advocacy efforts in their own regions. The landscape of child care has seen significant shifts since the last convention. While we

have made some gains in British Columbia, right-wing governments in other provinces are supportive of private, for-profit child care.

Parents cannot reliably find licensed child care centers, and even if they find it, it is too expensive. Because parent fees are the main source of revenue for most child care centers, child care workers' wages remain low.

NCCWG members have committed to connect with all levels and structures of CUPE to support an affordable, publicly-managed system that can provide child care for all who need it and can provide decent wages and working conditions for child care workers.

National Child Care Lobby Day

The working group planned its meeting to coincide with a nationally-coordinated Parliament Hill lobby on child care. On November 20, the National Day of the Child, we took action by calling for a federal strategy for child care.

We worked with Child Care Now which coordinated the lobby by over 100 participants from multiple unions and community organizations. Our working group was joined by the National Political Action Committee and CUPE members met with Members of Parliament (including Ministers) as well as Senators. This was a non-partisan, issue-based lobby to educate decision-makers about the value of child care for all.

The day was a successful mobilization for the child care sector and brought together advocates, parents, and workers. The working group members have built on the momentum to follow up with decision-makers in all levels of government within their regions.

Federal Strategy Required

Without federal leadership and strategy, there is too much potential for marketization and instability in child care across provinces and territories. Canada's child care spending is currently too low. The 2019 federal budget has disappointingly left child care out.

Making affordable, high-quality early learning and child care (ELCC) available to all families will grow a green, care-based economy, promote gender equality, address the gender wage gap, increase women's economic participation and enhance children's well-being.

Child care advocates and CUPE are calling for a stable, universal child care plan for all, and Canada can build it by 2030 with proper federal leadership if we:

- Boost public spending by increasing Canada's ELCC budget by \$1 billion each year over 10 years to meet international benchmarks and reach the goal of affordable, high-quality, inclusive child care for all across Canada.
- Negotiate ELCC agreements with the provinces and territories that tie federal transfers to meeting evidence-based policy criteria:
 - Direct public funding to expand public and not-for-profit child care, not vouchers, tax credits or fee subsidies.
 - Provide funding and set fee guidelines to make child care affordable for parents.
 - Improve quality of care and stability in the workforce through public spending on set wages and fair working conditions.
- Continue to work with Indigenous leadership and communities to operationalize, implement and expand on the Indigenous Early Learning and Child Care Framework to realize the goals and aspirations of the Indigenous Peoples.

Supporting Research on For-Profit Care

With support from CUPE National, the Childcare Resource and Research Unit (CRRU) is producing a report on the expansion of for-profit care across Canadian provinces and territories. This report will provide an analysis on quality of care, working conditions in the sector, and equity issues in child care, as well as recommendations for action. It will provide a valuable basis for campaigning for policy change that can support the creation of "Child Care for All".

Solidarity with Migrant Care Workers

The working group has supported the "Landed Status Now" campaign organized by migrant care workers. Racialized, migrant women in this sector face structural exploitation because they have fewer rights. Dangerous and exploitative work for migrant care workers is unacceptable, and further devalues care work. Without care work, the economy doesn't work.

The “Landed Status Now” campaign calls for migrant workers to get permanent resident status upon arrival to ensure equal protections in the workplace and in the community.

Next Steps

- Work closely with Child Care Now as our national advocacy partner and encourage CUPE divisions and locals to join and support their public campaign.
- Apply pressure on the ground on decision-makers at all levels of government and recruit more activists to join the “Child Care for All” campaign.
- Promote “Child Care For All” through CUPE events, conferences, and conventions.
- Build on the success of working with the National Political Action Committee and connect more closely with other structures of CUPE including committees.

REPORT ON THE NATIONAL TRANSPORTATION COMMITTEE

The members of the committee are: Steve Joy, co-chair, Nova Scotia; Tanya Paterson, co-chair, Airline Division; Phil Collins, Newfoundland and Labrador; Donna Keizer, Prince Edward Island; Troy Killam, Alberta; Maureen Hummel, British Columbia; Brien Watson, NEB Liaison; Janet Dassinger, Staff Advisor.

“Video presentation”

The National Transportation Committee is made up of representatives from the broader transportation sector consisting of airlines, airports, marine, ports, rail, urban transit (including paratransit), and highway construction and maintenance. Members who work in the sector occupy a wide range of classifications across federal, provincial and municipal jurisdictions. These include jobs such as flight attendants, urban transit and school bus drivers, highway maintenance workers, dockworkers, and so on. Though these members also belong to more established CUPE sectors such as education, airlines, ports and municipalities, they share a commitment to working together on issues of mutual concern:

- Contracting out and privatization of transportation;
- Workplace health and safety;

- Violence and harassment in the workplace (co-workers, managers and passengers);
- Promoting safe, affordable, publicly delivered transportation services to move people and goods;
- Maintaining a high union standard for the privately-owned airlines where CUPE members work.

The committee has focused on a range of priorities, as well as an on-going commitment to working together on the following priorities such as:

Appropriately defining and establishing a common approach to mitigating work-related fatigue

The committee is greatly concerned with increased fatigue on the job due to job cuts, excessively long hours in peak seasons, and poor or non-existent fatigue rules by federal and provincial regulators. The committee views workplace fatigue as the leading cause of impairment on the job rather than substance abuse and would only support efforts to mitigate fatigue that recognize this reality.

The committee encourages the development of a fatigue management resource tool. Such a tool would reflect a union approach to identifying and mitigating fatigue that does not focus on substance abuse or “blaming the worker”. Such a tool could also be used as a template by other sectors.

Stopping or reversing contracting out and privatization of road and highway maintenance and construction, urban transit, rail, and airports

We have discussed various local and provincial campaigns aimed at stopping or reversing contracting out and privatization, as well as CUPE’s “Best Line of Defence”. Information sharing, and exchange of ideas will continue to be an important goal for these discussions, as well as identifying ways to participate in other existing CUPE campaigns.

Responding to issues of worker and public safety related to transportation

We will continue to provide input into transportation related safety concerns. One example is the growing number of motorists who fail to stop for school buses that are picking up or dropping off students. In addition to greater public awareness, the committee advocates for the strongest possible penalties to discourage motorists from this deadly practice.

Another example is the on-going deregulation of airline safety rules and practices. The committee clearly understands the implications of such deregulation and will advocate on behalf of workers and passengers to ensure profit is never placed before safety.

Mapping the sector

A continuing concern of the committee is to develop a more comprehensive picture or “map” of the CUPE transportation sector. While the airline sector is large and distinct, there are many transportation related occupations across jurisdictions that are less recognizable. Meetings as a committee or at sector conferences are important ways to identify common issues and strategies. However, the committee strongly believes that a more detailed map would lead to a more representative and inclusive transportation sector, and better equip the committee to fulfill its mandate.

(M/S committee member, committee member – Carried)

REPORT OF THE RESOLUTIONS COMMITTEE

Resolution 47 submitted by Locals 4041, 4091 (QC) and 4070 (AB)

CUPE NATIONAL WILL:

1. Create an advocate, or peer-to-peer training program for members to help them provide “in the workplace” support and guidance for members who are exposed to violence and harassment, including domestic violence.
2. Create sample bargaining language to support achieving employer recognition and financial support for these programs.

BECAUSE:

- All victim/survivors need the support of an advocate in the workplace to successfully deal with violence or harassment.
- Victim/survivors are 5 times more likely to talk to someone they already know than their manager or HR when seeking help and often don't want to go to the employer as a first step.
- CUPE members who identify as female, LGBTQ+, or other frequently marginalized groups are at increased risk for violence and harassment.

- Recent legislative changes in the federal jurisdiction prevent reporting violence and harassment to the Joint Health and Safety Committee.
- Many other unions have this type of support program, and CUPE is lagging behind adopting one of the most powerful tools to prevent violence and harassment in the workplace.

(M/S committee member, committee member – Carried)

Resolution 54 submitted by CUPE Peel District Council (ON)

CUPE NATIONAL WILL:

Develop, resource and implement through Union Education, an accessible training for all members in: the Occupational Health and Safety Act, the Employment Standards Act with an emphasis on violence in the workplace, sexual violence, harassment, and domestic violence leave.

BECAUSE:

- There have been instances of sexual violence & harassment in our union and as such they need to be addressed.
- Not all locals can afford to send members to conventions, conference and schools in central locations.
- An injury to one is an injury to all.
- Our equality statement reads: "sexual violence and harassment should not be treated as a joke as it divides us and prevent us from working together as a union".
- Silence on the topic weakens our union and undermines CUPE's commitment to equity among all members.

(M/S committee member, committee member – Carried)

Resolution 229 submitted by CUPE Metro Vancouver District Council (BC) and Locals 1334, 3902 (ON) 1858 and 4879 (BC)

CUPE NATIONAL WILL:

1. In cooperation with the National Post-Secondary Education Task Force, work with CUPE locals in raising awareness about precarity in employment conditions among post-secondary education

workers through engagement, outreach, education and direct discussions with the membership;

2. Develop appropriate tools and provide adequate training for use by CUPE locals in combating precarity in post-secondary education sector; and
3. Develop language for the bargaining table to help locals in their fight against precarious work.

BECAUSE:

- Precarity is a world-wide phenomenon that is escalating at a rapid pace and is a significant threat to the workforce in post-secondary education, as more than 50% of the workers experience precarity;
- The forms of precarity seem to be ever expanding as employers constantly uncover new ways to circumvent regulation or find loopholes in regulation to increase the profitability of their business or organization at the expense of their employees;
- While CUPE locals are aware of problems arising from precarious work situations, they do not have adequate resources or training to combat precarity or to mitigate the effects of precarity.

(M/S committee member, committee member – Carried)

Resolution 226 covering resolutions 225, 227 and 228 submitted by Local 1334 (ON)

CUPE NATIONAL WILL:

- Endorse and lobby the federal government for the national "Our Time to Act" campaign to restore federal transfers to support access to high quality post-secondary education in Canada by adopting a post-secondary education act with clear conditions and accountability measures for federal funding;
- Create a dedicated post-secondary transfer;
- Increase transfer funding by 40% to restore the level of per-student PSE funding that was provided in 1993; and

- Work with the provinces and territories to reduce and eventually eliminate tuition fees for post-secondary education.

BECAUSE:

- Federal transfers for post-secondary education are almost 40% less per student now than they were 25 years ago;
- 30 years ago, universities received more than 80% of their operating revenue from governments. Today, government funding has shrunk to barely 50%;
- Tuition fees at Canadian universities have increased by three times the rate of inflation since 1990. In the same period, average student debt has grown 40% while average real wages have stagnated.

(M/S committee member, committee member – Carried)

Resolution 4 submitted by CUPE Toronto District Council (ON) and Locals 3260 (PE), 2191 (ON), 2348 (MB), 4828 (SK) and 15 (BC)

CUPE NATIONAL WILL:

1. Create and implement an anti-racism strategy, including anti-Black racism, for the workplace and union that builds on CUPE's 1999 policy statement on racism in the workplace.
2. Present this strategy at our 2021 CUPE National Convention for delegates to adopt.

BECAUSE:

- The rise of hate and white supremacy affects precarious and marginalized workers across Canada, many of whom are racialized, including migrant workers and refugees.
- We need new initiatives, tools and resources to address racism, xenophobia and Islamophobia in our workplaces, union and communities.
- The voices of those across the country with lived experience and perspective on key anti-racism issues need to be heard and included in the development of this strategy.
- This action is aligned with the United Nation's International Decade of "people of African descent: recognition, justice and development"

and the working groups recommendations to rid of all forms of racism, racial discrimination and xenophobia.

- Black and other racialized members as well as members from other equity-seeking groups need support and safe spaces for healing.
- CUPE's 1999 anti-racism policy has not been reviewed or amended for the past 20 years.
- The strategy will unify locals and strengthen our position at the bargaining table.

(M/S committee member, committee member – Carried)

REPORT OF THE CONSTITUTION COMMITTEE

Constitutional Amendment C-23 submitted by the National Executive Board

CUPE NATIONAL WILL:

Amend the National Constitution to add 2 additional Trustee positions, reduce the term of office, define geographic representation and clarify eligibility requirements for the positions, as follows:

Amend Article 10.1

10.1 Duties of Trustees

Five ~~Three~~ Trustees examine the financial practices and audit of the National Union. They exercise general supervision over the property and finances of the National Union to ensure:

- financial accountability of the National Union's policies and practices and financial control; and
- protection of the National Union's property.

Replace Article 10.3 with the following:

10.3 Election of Trustees

- The Trustees are elected from these geographic areas:**

The East (Nova Scotia, Newfoundland and Labrador, New Brunswick, and Prince Edward Island) 1
Quebec 1
Ontario (including Northern Ontario)..... 1

The Prairies (Manitoba and Saskatchewan)1
The West (British Columbia, Alberta, and the Territories).....1

- Only members who work in the region, and who fulfill the requirements of Article 6.8, are eligible for election to the office of Trustee. A Trustee who ceases to meet these requirements cannot continue in office.**
- Trustees are elected at National Convention for a term of four years.**
- At the 2021 National Convention, Trustees from The West and The East will be elected for a four-year term, and a Trustee from the Prairies will be elected for a two-year term.**

BECAUSE:

- Historically, Trustees have been elected from only three provinces.
- It is important that delegates from all provinces have an opportunity to serve as Trustee.
- Eligibility requirements for Trustees should be clear, and consistent with other elected positions.

Motion to postpone debate until Wednesday morning.

(M/S unidentified delegate, unidentified delegate – Carried)

Constitutional Amendment C-9 submitted by the National Executive Board

CUPE NATIONAL WILL:

Amend Article 6.5 of the National Constitution to allow larger Local Unions to send more than one alternate delegate, as follows:

6.5 Alternate Delegates

Local Unions entitled to representation at Convention are also entitled to alternate delegates:

Up to 500 members1
501 to 2,500 members2
Over 2,500 members.....3

Other chartered organizations entitled to representation at Convention ~~is~~ **are** also entitled to one alternate delegate.

An alternate delegate can speak and vote at Convention only when replacing a delegate from the same chartered organization and only if in possession of that delegate's badge.

BECAUSE:

- Currently, every chartered organization is entitled to only one alternate delegate.
- If more than one member of a delegation falls ill or is otherwise unable to attend convention, larger local unions could be left without representation.
- Some local unions use alternate delegate positions as an opportunity to expose new activists to the national union.

(M/S committee member, committee member – Carried)

Constitutional Amendment C-13 submitted by the National Executive Board

CUPE NATIONAL WILL:

Realign the regional representation of members in Canada's three territories by amending the National Constitution as follows:

7.2

(b) The Regional Vice-Presidents represent these regions:

Nova Scotia	1
Newfoundland and Labrador	1
New Brunswick	1
Prince Edward Island.....	1
Quebec.....	2
Ontario.....	2
Northern Ontario.....	1
Manitoba.....	1
Saskatchewan.....	1
Alberta, and the Northwest Territories, and Nunavut	1
British Columbia and the Yukon	2

Northern Ontario is defined as the area north of the French River.

BECAUSE:

- CUPE's membership in the Yukon, Northwest Territories and Nunavut has grown since the last National Convention.
- This new alignment will mirror that of other labour and not-for-profit organizations.

(M/S committee member, committee member – Carried)

REPORT OF THE RESOLUTIONS COMMITTEE

Resolution 130 submitted by Local 2348 (MB)

CUPE NATIONAL WILL:

1. Become a member of Migrant Justice Network and support their actions through participating in call for actions, training and sharing via social media; and
2. Lobby government for migrant workers and refugees needs and basic human rights.

BECAUSE:

- There are myths about migrant workers and refugees that feed into racism which influences our workplaces, unions and communities;
- Migrant workers and refugees pay taxes, EI, and CPP yet, they do not have access to public services and basic human rights;
- Migrant workers and refugees are our co-workers, peers and neighbors;
- Migrant workers and refugees are treated as disposable commodities with no voice;
- Migrant women and other racialized workers are those most likely to be at risk of abuse, harassment and exploitation at the hands of employers and have their rights denied and work devalued;
- Anti-immigrant, Islamophobic, and other racist nationalist groups are organizing in our communities and spreading hatred and fear against Black and other racialized people;
- We are Canada's largest union and we have the power to make a difference;
- It aligns with our commitment to fairness and justice for all workers across Canada.

(M/S committee member, committee member – Carried)

WEDNESDAY, OCTOBER 9, 2019

MORNING SESSION

PRESENTATION OF THE GRACE HATMAN AWARD

CHAIRPERSON MARK HANCOCK: Today it's my absolute pleasure to give out the Grace Hartman Award. CUPE's Grace Hartman Award recognizes members who shine as feminist leaders in our union. And it's especially memorable, because it's in memory of one of our first and greatest feminist leaders, our former national president.

In 1967 Grace Hartman became the first woman in North America to take on a national leadership position in a union, in any union. Over her 16 years as a national officer, she led CUPE through critical strikes and social justice fights in Canada and internationally.

My friends, I am honoured to present this year's Grace Hartman Award to another trail blazer. You know, one of my favourite jobs is to call members with good news, especially when they're not expecting it. And the person I'm going to introduce this morning was not expecting a call from me, and she definitely wasn't expecting the call to be told that she was the winner, the recipient, of the Grace Hartman Award, that's because she is a humble leader, someone who understands solidarity deep through her bones.

I'm very proud to announce that Sharon Hubley, from Local 1867, in Nova Scotia, is the winner of the Grace Hartman Award.

You know, when I called Sharon to tell her this, she was speechless, and I know why. Sharon is a natural organizer and a hardworking activist, but rarely seeks the spotlight, if ever. She speaks when something new needs to be said, otherwise she listens, and she supports others.

As part of her activism, Sharon knows that we need both bread and roses. She is a person who brings food to the meeting, buys the thoughtful group gift and writes the kind card.

You may be getting the impression that Sharon is a big softy. People that know her are probably smiling because Sharon is a warrior through and through. If you have a grievance, or if you've been harassed and don't know where to turn, if your boss is refusing an accommodation, you want Sharon by your side.

Sharon speaks truth to power in the union as well. She recognizes, as I do, that safer spaces and human rights are vital to our movement. Sharon has been a member facilitator, ombudsperson and women's committee leader in our union.

Sharon is also a barrier breaker. Twenty-five years ago, she was the first woman unit president in Local 1967. Twenty years ago, she was the first woman on the provincial executive of her local. And earlier this year she became the first woman to serve as provincial Secretary-Treasurer. All this is in a local of 1,000 highway workers, where maybe one in forty is a sister.

Sharon, it is an incredible honour to present this award to you today. And I know Grace Hartman would be very happy with you winning it.

Congratulations, my friend.

**REPORT OF THE NATIONAL ADVISORY COMMITTEE
ON PENSIONS**

The members of the committee are: Kim Jaedicke, co-chair, Alberta; Bob Ripley, co-chair, Manitoba; George Lloy, Alternate, Nova Scotia; Leonard Gallant, Prince Edward Island; Roland Cormier, New Brunswick; Jocelyn Bourdon, Québec; Sharon Richer and Tim Maguire, Ontario; Janice Wolfmueeller, Saskatchewan; Sarah Bjorknas, British Columbia; Talitha Dekker, HEU, British Columbia; Rory Gill, NEB Liaison; Mark Janson and Kevin Skerrett, Staff Advisors.

"Video presentation"

Public Pensions Remain Inadequate

Our last report to convention highlighted the historic federal-provincial 2016 deal to expand the Canada Pension Plan. This was the first real expansion of CPP benefit levels since the program began more than 50 years ago. We continue to view the expansion deal as a very welcome first step, but a step that is far too modest to truly solve Canada's ongoing retirement income challenges. In our view, it is important that the labour movement continue to fight for bigger public pensions. For more than 50 years, Canada's labour movement has clearly articulated the need for a significant expansion of our public pension system, so we should not be satisfied with the modest increase we recently won. CUPE should consider shifting attention to a potential expansion of the Old

Age Security (OAS) system. OAS expansion may be a more politically realistic option, given that the Canada Pension Plan has just been through a historic reform. The indexation provisions of OAS are not adequate and will actually contribute to the shrinking of OAS costs (when compared to the Canadian economy) over the long-term. CUPE needs to continue taking up the cause of public pension expansion, both in the public and at the Canadian Council of the CLC. We should also not be shy about reminding Canadians of the fact that CUPE and the labour movement were the key drivers in winning better pensions for all working Canadians and their families.

We also note that there continues to be deficiencies in the “drop out” provisions of the expanded CPP. Canadian workers seeking to have years of low earnings (due to child rearing responsibilities or disability) excluded from their CPP calculations, so they do not pull their CPP benefits down, are currently penalized under the provisions of the expanded CPP. CUPE highlighted this issue to the federal government when CPP expansion legislation was introduced. We successfully pressured the government to act on this issue with improvements to the legislation in late 2017. But there remain deficiencies in the new mechanism and CUPE should continue fighting so that Canadian workers facing disability or child rearing responsibilities should not have their CPP entitlement suffer.

Bill C-27 & the Target Benefit Threat

The NACP continues to view federal Bill C-27 as a major threat. This legislation would permit federally-regulated employers to retroactively convert past defined benefit pension promises into reducible insecure target benefit pension plans. The committee was particularly troubled to hear reports that Bill C-27 seems to be spreading, with Nova Scotia and Manitoba both opening consultations on similar changes to their provincial pension laws. We encourage CUPE to continue to follow policy adopted at our last convention and fight such legislation with all resources necessary wherever it arises. CUPE should pressure all political parties in all regions against such legislation and should endeavour to secure principled political opposition to retroactive pension conversions before election cycles begin.

Pensions and Privatization

CUPE is strongly opposed to our members’ pension funds investing in and supporting privatization. Our union opposes private, for-profit ownership and control of public infrastructure – even when our members’ pension funds may benefit. We want our pension funds to achieve decent investment returns, but not at the expense of the Canadian public, or workers and residents in other countries. Our last report to convention recommended that CUPE should take strong action against the growing trend of pension funds of public sector workers being used in this way.

We are happy to hear that CUPE National has produced an information kit on this issue designed for all CUPE members, CUPE pension trustees and other CUPE pension representatives. The kit covers the risks of investing in privatization, information about fiduciary duty, and provides ideas for action. We are strong supporters of this initiative and call on CUPE National to distribute this kit widely.

Protecting Pensions During Restructuring or Bankruptcy

The Sears bankruptcy and the resulting cuts to pensioners’ entitlements was an emotional news story throughout this sitting of the NACP. We strongly support the labour movement’s long-held view that pensions are a promise and that no worker or retiree should see their promised pension reduced. The CLC has made this issue a federal campaign priority, which is a good strategy considering the tepid reforms the federal government proposed in budget 2019. The government did not move on the CLC’s three central demands on this issue: 1) change bankruptcy laws so that workers and pensioners are first in line, not last, when it comes to paying creditors, 2) work with the provinces and territories to create a national system of mandatory pension insurance, 3) change the rules so that when companies can fund their pension plans, they have to. We support these demands and suggest that CUPE continue to push to see that pensioners do not suffer another unthinkable situation like Sears.

Expanding CUPE’s Pension Education

Over recent decades, pension plans have grown more complex and pension bargaining has grown more technical. Employers and governments have sought to advance their agenda by spreading misinformation

about pensions, often at the expense of workers. We strongly believe that members will fight harder to protect their pensions when they understand the value of their pension benefits.

CUPE offers basic pension education as part of its education workshops, but these courses are not often delivered. The result is that many members do not understand their plans and potential local pension leaders and champions are not found or developed.

CUPE also offers an advanced week-long course for pension trustees and committee members, but it is infrequently offered. The most recent delivery on this training saw record numbers of members wanting to learn more about pensions, the threats they face and how to defend them.

We support making basic pension education a requirement in the Steward Learning Series, and an expansion of the existing advanced trustee/committee member training. This training should be offered more regularly and should be supplemented by ongoing educational opportunities. Currently, CUPE delivers education to new trustees/committee members, with little continuing education.

CUPE has a strong and proud record on pension education, which should be expanded to best serve our members.

Ongoing Pension Fights

CUPE members continue to face serious pension attacks at the bargaining table, in all sectors and in all provinces and jurisdictions. The NACP was inspired to hear about three important pension victories in this convention cycle. The members of CUPE 2424 won a month-long strike at Carleton University, where the employer was seeking to remove key pension protections from the collective agreement. This effort was beaten back by a strong membership and the defined benefit plan is protected under the new agreement. We were also happy to hear that the effort to remove guaranteed indexation in the massive Ontario municipal pension plan OMERS was stopped by the governing board of that plan. CUPE members played a key role in educating plan members about what this proposal would have meant and why it was unnecessary. Finally, we were very glad to hear that members in the Local Authorities Pension Plan in Alberta finally achieved

joint governance of the plan after decades of pushing for such a change.

The relentless employer attacks on DB pension plans will of course continue. We are particularly concerned about a major employer threat at the University of Saskatchewan and call on CUPE to support this fight in any way possible. Despite these attacks, we are inspired by these important CUPE pension wins, which add to an increasingly impressive list. They should serve as examples for all CUPE members facing a pension fight.

Conclusion

The members of the NACP thank the NEB and the members of CUPE everywhere for the opportunity to serve our union on this important topic.

We would also like to salute our retiring co-chair Bob Ripley, who is retiring after 40 years of work, including 17 as member of this committee and 15 as co-chair, and Kim Jaedicke, fellow co-chair who is retiring after 30 years at her job, four years on the committee and two years as co-chair.

REPORT OF THE NATIONAL POLITICAL ACTION COMMITTEE

The members of the committee are: Barbara Nederpal, co-chair, HEU, British Columbia; Fred Shilson, co-chair, Ontario; Ernest Green, Newfoundland and Labrador; Jennifer Cox, Nova Scotia; Tammy Nadeau, New Brunswick; Tena Creamer, Prince Edward Island; Stephen Doucet, Québec; Tiffany Balducci, Ontario; Daniel Richards, Manitoba; Marcia Ray, Saskatchewan; Michael Taylor, Alberta; Michelle Waite, British Columbia; Gord Delbridge, NEB Liaison; Danika Brisson, Staff Advisor.

"Video presentation"

The National Political Action Committee (NPAC) was first established in 2003 and makes recommendations through the Officers to the National Executive Board (NEB) on CUPE political action. Committee members work collaboratively with national staff and officers to increase political action capacity within CUPE.

NPAC has marched, protested, lobbied and fought federal, provincial and local politicians on issues ranging from access to public health care, to support

for a national child care program, a national, public single payer Pharmacare program and pension protection.

We continued to work on increasing CUPE member and staff activism within the NDP. We advised CUPE on their plan for the upcoming federal election in the fall of 2019 and brought back those strategies to their regions.

The committee members participated in lobbies that have been organized by CUPE, the CLC and our allies such as Child Care Now, on issues such as retirement security, workers' rights and against privatization.

The committee members have studied and strategized around issues that are important to workers such as the future of pensions, bills C-27 and C-26, the growing number of precarious workers and their different realities, austerity measures and proportional representation.

In addition to participating in CUPE's federal election work, the committee members attended a question period and received a behind the scenes tour of parliament from NDP MPs.

Since 2017, members have worked on provincial elections, knocking on doors, having conversations with members, attending debates, running campaigns in New Brunswick, Quebec, Ontario, Alberta, PEI and Newfoundland and Labrador.

The committee members have also been involved in municipal and school board elections in Alberta, British Columbia, Manitoba, Ontario, Quebec, Prince Edward Island and federal and provincial by-elections

The committee members are politically engaged in their regional issues and structures as well, taking leadership positions in fights such as the nursing home fight for decent pay and work conditions in New Brunswick, in their labour councils, fighting for affordable housing, against P3s and privatization, in the representation votes in Manitoba, and fighting anti-union laws such as bill 15 and 24 in Quebec.

NPAC members have reviewed the resolutions that were passed during the last convention that were related to political action. They discussed and strategized around integrating these positions into CUPE's political work and how they could echo that work in the regions.

(M/S unidentified delegate, unidentified delegate – Carried)

REPORT OF THE RESOLUTIONS COMMITTEE

Resolution 159 covering resolution 160 submitted by CUPE Calgary District Council (AB), Ontario Council of Hospital Unions, Metro Vancouver District Council (BC) and Locals 4134 (QC), 500 (MB), 38 and 417 (AB) and 23 (BC)

CUPE NATIONAL WILL:

Create a pension module for the Steward Learning Series and make it a core component for new stewards.

BECAUSE:

- All stewards should understand the basics about pensions and the current pension environment.
- CUPE's current pension courses are not offered regularly enough.
- CUPE needs to develop the next generation of pension leaders and champions within our union.
- Pensions are complex, and members will fight harder to defend their pensions if they understand their benefits clearly. Our union needs local pension champions to facilitate this education.

(M/S committee member, committee member – Carried)

INTRODUCTION OF GUEST SPEAKER

CHAIRPERSON MARK HANCOCK: My friends, we have a very special guest joining us this morning. You might have caught him at the leaders debate on Monday night, or maybe you noticed his giant orange bus parked outside the convention center.

Of course, I'm talking about our leader, the NDP leader, Jagmeet Singh.

My friends, Jagmeet was elected leader just over two years ago, and you may recall that his first public address as NDP leader was to our 2017 convention in Toronto. Since then, he has been very hard at work putting issues like universal pharmacare, real climate action and meaningful reconciliation at the top of his national agenda.

You know, I got to spend some time with Jagmeet in Burnaby, doing some door knocking when he was running in the by-election, which, of course, sent him to parliament for the first time. And at doorstep after doorstep I was amazed, every time, at his incredible ability to connect with people, and how much he really cares about the struggles of people that he meets.

And also, of course, his strong commitment to making a difference in the lives of everyday people. We're lucky to have a fighter like Jagmeet on our side, and I'm glad he could pay us a visit in the home stretch of this election campaign.

It's a huge privilege for me to introduce a great friend of mine, and a great friend of ours, a great friend of all working people across Canada.

My friends, let's give a huge CUPE welcome to Canada's next prime minister, the leader of Canada's NDP, let's give it up for Jagmeet Singh.

Following Brother Jagmeet Singh's address, Brother Mark Hancock thanked him and presented him with a gift.

CREDENTIALS COMMITTEE REPORT

This is the third and final report of the Credentials Committee.

From Nova Scotia: 77 delegates representing 39 local unions, 1 delegate representing 1 provincial division, for a total of 78 delegates and 17 alternate delegates.

From Newfoundland and Labrador: 40 delegates representing 20 local unions, 2 delegates representing 1 provincial division, for a total of 42 delegates and 15 alternate delegates.

From New Brunswick: 109 delegates representing 52 local unions, 1 delegate representing 1 council of unions, 1 delegate representing 1 provincial division, for a total 111 delegates and 27 alternate delegates.

From Prince Edward Island: 30 delegates representing 14 local unions, 1 delegate representing 1 council of unions, 2 delegates representing 1 provincial division, for a total of 33 delegates and 5 alternate delegates.

From Quebec: 314 delegates representing 101 local unions, 3 delegates representing 3 councils of unions, 1 delegate representing 1 airline division component, 2 delegates representing 1 service contract, 2 delegates representing 1 provincial division, for a total of 322 delegates and 12 alternate delegates.

From Ontario: 800 delegates representing 258 local unions, 1 delegate representing 1 council of unions, 8 delegates representing 8 district councils, 1 delegate representing 1 service division, 1 delegate representing 1 airline division component, 2 delegates representing 1 provincial division, for a total of 813 delegates and 94 alternate delegates.

From Manitoba: 69 delegates representing 20 local unions, 2 delegates representing 1 provincial division, for a total of 71 delegates and 7 alternate delegates.

From Saskatchewan: 90 delegates representing 31 local unions, 2 delegates representing 1 provincial division, for a total of 92 delegates and 4 alternate delegates.

From Alberta and the Northwest Territories: 143 delegates representing 50 local unions, 2 delegates representing 2 district councils, 1 delegate representing 1 provincial division, for a total of 146 delegates and 14 alternate delegates.

From British Columbia: 369 delegates representing 141 local unions, 1 delegate representing 1 council of unions, 5 delegates representing 5 district councils, 1 delegate representing 1 service division, 2 delegates representing 1 provincial division, for a total of 378 delegates and 14 alternate delegates.

Currently, there are 2,086 delegates and 209 alternate delegates representing 726 local unions, 7 councils of unions, 15 district councils, 2 service divisions, 2 airline division components, 1 service contract, 10 provincial divisions, 2 national officers, 5 general vice-presidents for a total of 2,093.

As per Article 6.4 of the national constitution, we also have 5 equity-seeking group delegates with voice but no vote.

On behalf of the committee, I move adoption of this report.

(M/S committee member, committee member – Carried)

ELECTION OF NATIONAL PRESIDENT

Brother Larry Rousseau, Chief Electoral Officer, declared nominations open for the position of National President in accordance with the provision of Article 11 of the CUPE Constitution.

Brother Mark Hancock and Brother Francisco Ortiz were nominated.

REPORT OF THE CONSTITUTION COMMITTEE

Constitutional Amendment C-23 submitted by the National Executive Board

CUPE NATIONAL WILL:

Amend the National Constitution to add 2 additional Trustee positions, reduce the term of office, define geographic representation and clarify eligibility requirements for the positions, as follows:

Amend Article 10.1

10.1 Duties of Trustees

Five ~~Three~~ Trustees examine the financial practices and audit of the National Union. They exercise general supervision over the property and finances of the National Union to ensure:

- (a) financial accountability of the National Union's policies and practices and financial control; and
- (b) protection of the National Union's property.

Replace Article 10.3 with the following:

10.3 Election of Trustees

- (a) The Trustees are elected from these geographic areas:**

The East (Nova Scotia, Newfoundland and Labrador, New Brunswick, and Prince Edward Island)1
Quebec1
Ontario (including Northern Ontario)..... 1
The Prairies (Manitoba and Saskatchewan)....1
The West (British Columbia, Alberta, and the Territories).....1

- (b) Only members who work in the region, and who fulfill the requirements of Article 6.8, are eligible for election to the office of Trustee. A Trustee who ceases to meet these requirements cannot continue in office.**

- (c) Trustees are elected at National Convention for a term of four years.**

- (d) At the 2021 National Convention, Trustees from The West and The East will be elected for a four-year term, and a Trustee from the Prairies will be elected for a two-year term.**

BECAUSE:

- Historically, Trustees have been elected from only three provinces.
- It is important that delegates from all provinces have an opportunity to serve as Trustee.
- Eligibility requirements for Trustees should be clear, and consistent with other elected positions.

(M/S unidentified delegate, unidentified delegate – Carried)

WEDNESDAY, OCTOBER 9, 2019

AFTERNOON SESSION

RESULTS OF THE ELECTION OF NATIONAL PRESIDENT

Brother Larry Rousseau, Chief Electoral Officer, declared that candidate Mark Hancock has been elected for the position of National President.

ELECTION OF NATIONAL SECRETARY-TREASURER

Brother Larry Rousseau, Chief Electoral Officer, declared nominations open for the position of National Secretary-Treasurer in accordance with the provision of Article 11 of the CUPE Constitution.

INTRODUCTION OF GUEST SPEAKER

CHAIRPERSON MARK HANCOCK: I'd like to take the opportunity to introduce, from the land of the living skies, otherwise known as Riderville. I can't believe you made me say that as a Lion's fan, but okay. Ryan Meili is the leader of the Saskatchewan NDP and MLA for Saskatoon-Meewasin.

Prior to his election he built a reputation as a family doctor who believes that we can build fair and healthy communities, if we make choices that are rooted in ensuring better lives for everyone.

We've talked about the number of conservative provincial governments that have swept across the country, well, there's a provincial election in the Saskatchewan next year, and the Saskatchewan NDP is on the rise with the polls trending in the right direction.

Please join me in welcoming brother Ryan Meili to make a few comments.

Following Brother Ryan Meili's address, Brother Mark Hancock thanked him and presented him with a gift.

REPORT OF THE SPECIAL NEB COMMITTEE ON STRATEGIC DIRECTIONS

Discussions were held on Strategic Directions 2019-2021, "Building a Class Base of Power". The final document will be presented to the floor on Friday.

(M/S committee member, committee member – Referred back to committee)

REPORT OF THE CONSTITUTION COMMITTEE

Constitutional Amendment C-22 submitted by the National Executive Board

CUPE NATIONAL WILL:

Define representation and eligibility for the positions of Diversity Vice-President, by adding the following language to Article 7.2 and Article 11.1 of the National Constitution:

Add new 7.2 (d)

7.2

(d) The Diversity Vice-Presidents represent the following members:

Indigenous Workers1
Racialized Workers1

Add new 11.1 (d)

11.1

(d) Only members who self-identify as part of the represented community, and who fulfill the requirements of Article 6.8, are eligible for election to the office of Diversity Vice-

President. A Diversity Vice-President who ceases to meet these requirements cannot continue in office.

BECAUSE:

- Historically, our two Diversity Vice-Presidents have represented Indigenous and racialized workers.
- Incorporating this practice into our Constitution improves transparency, which is a key component of good governance.

(M/S committee member, committee member – Carried)

PRESENTATION OF THE COMMUNICATIONS AWARD

CHAIRPERSON MARK HANCOCK: We live in a world of rapidly changing technology, these days reaching members and the public with our stories and our perspective matters more than ever.

Our locals, councils, and divisions all have members and activists who do amazing work in print, on-line, and in person. They help build stronger locals by engaging and informing our members. And that's why we take the time, every convention, to recognize the excellent work that our members do.

These awards were given at breakfast. There were many great entries, and I know our judges had a very tough time making those decisions. A special thank you to all the entrants and congratulations to the winners.

Best Campaign, Local 500, Manitoba

Best Video, Local 1244, Québec

Best Written Content, CUPE British Columbia

Best Use of Digital Tools, Local 1000, Ontario

Best Photo, Local 1506, New Brunswick

ELECTIONS OF GENERAL VICE-PRESIDENTS

Brother Larry Rousseau, Chief Electoral Officer, declared nominations open for the election of the five general vice-presidents. The following members were acclaimed.

Denis Bolduc, Québec

Fred Hahn, Ontario

Sherry Hillier – Atlantic and Maritimes
Paul Faoro – British Columbia and Alberta
Judy Henley – Saskatchewan and Manitoba

REPORT OF THE RESOLUTIONS COMMITTEE

Resolution 216 submitted by Local 79 (ON)

CUPE NATIONAL WILL:

1. Continue its commitment to the New Democratic Party and clearly articulate that support to other unions; and
2. Encourage the CLC to renew its historic commitment and support to the New Democratic Party of Canada; and
3. Support the New Democratic Party provincially and federally and all New Democratic candidates in upcoming provincial and federal elections, with special support for labour candidates.

BECAUSE:

- The Federal Liberal government has not lived up to the commitments to Canadians. Rather, they have implemented the Conservatives' cuts to public services and federally, furthered their attacks on pensions; and
- They have encouraged the privatization of provincial and national infrastructure; and
- The New Democratic Party has been the only provincial and national party to consistently support workers, including by tabling anti-scab legislation and supporting public funding for services and infrastructure; and
- CUPE is a partner of the New Democratic Party and must remain an important partner leading up to and through all upcoming provincial and federal elections.

Debate ceased due to technical difficulties with translation receivers. Debate to resume on Thursday morning.

Convention adjourned for the day.

THURSDAY, OCTOBER 10, 2019

MORNING SESSION

PRESENTATION OF THE NATIONAL DISABILITIES RIGHTS ACTIVISM AWARD

CHAIRPERSON MARK HANCOCK: My friends, it is my pleasure to present our Disability Rights Activism Award to a remarkable CUPE leader. This award was established at the 2007 convention to recognize the achievements and activism of a CUPE member or retiree with a disability, or a CUPE chartered organization in advancing disability rights in our workplaces, communities and union. The winner of this year's Disability Rights Activism award is Susan Kearsey.

Susan has worked tirelessly on disability rights issues within her local, regionally, and nationally. Susan hails from beautiful Newfoundland and Labrador and has been a CUPE member since 1986. She's been involved in her union, Local 1615 at Memorial University, especially over the past eight years with her local disability committee. Susan has also served on our National Persons with Disability Committee since 2014.

Susan is a strong advocate for front line workers with disabilities and the need to eliminate disability-related discrimination. She prioritizes the health and safety of persons with disabilities in her workplace. She has been actively involved in helping to identify and remove barriers to employment, advocating for accommodation in the workplace, and increasing accessibility to information, meetings, and training. Susan has also succeeded in ensuring accommodations for persons with mental health issues.

Several years ago, Susan wrote a piece entitled, "Living in A Black Hole", which was published on our website and viewed across the country. This article was written from a personal perspective, describing Susan's experience with mental illness. It provided a much-needed voice on the issue and helped others to know that they are not alone.

Susan will be retiring in January. Right on! We're going to miss you! Her dedication and commitment to CUPE, and to improving the daily working conditions of persons with disabilities, will be dearly missed.

It is my pleasure to recognize your outstanding activism and contributions in advancing disability rights in our communities, our workplaces and our movement.

Congratulations, Susan, and thank you very much.

We wish you many, many happy years of retirement.

REPORT OF THE RESOLUTIONS COMMITTEE

Resuming debate of Resolution 216 which was cut short on Wednesday afternoon due to technical difficulties.

Resolution 216 submitted by Local 79 (ON)

CUPE NATIONAL WILL:

1. Continue its commitment to the New Democratic Party and clearly articulate that support to other unions; and
2. Encourage the CLC to renew its historic commitment and support to the New Democratic Party of Canada; and
3. Support the New Democratic Party provincially and federally and all New Democratic candidates in upcoming provincial and federal elections, with special support for labour candidates.

BECAUSE:

- The Federal Liberal government has not lived up to the commitments to Canadians. Rather, they have implemented the Conservatives' cuts to public services and federally, furthered their attacks on pensions; and
- They have encouraged the privatization of provincial and national infrastructure; and
- The New Democratic Party has been the only provincial and national party to consistently support workers, including by tabling anti-scab legislation and supporting public funding for services and infrastructure; and
- CUPE is a partner of the New Democratic Party and must remain an important partner leading up to and through all upcoming provincial and federal elections.

(M/S unidentified delegate, unidentified delegate – Referred back to committee)

REPORT OF THE CONSTITUTION COMMITTEE

Constitutional Amendment C-25 submitted by the National Executive Board

CUPE NATIONAL WILL:

Amend the National Constitution to allow for electronic voting as follows:

Amend 11.3

11.3 Conduct of Elections

- (a) All elections are held by secret ~~ballot~~ **vote**. Each delegate has only one vote. To be elected a candidate must receive a majority of votes cast.
- (b) If no candidate receives a majority of votes cast, a second ~~ballot~~ **vote** will be held. The candidate who received the fewest votes on the first ~~ballot~~ **vote** will be removed from the second ~~ballot~~ **vote**. This process will continue until a candidate is elected by a majority of votes cast.
- (c) After each ~~ballot~~ **vote** the Chairperson will declare which candidates have been elected and which candidate must withdraw. In a ~~ballot~~ **vote** to fill multiple positions the Chairperson will also declare the number of positions to be elected on the next ~~ballot~~ **vote**.

(d) All elections on the floor of convention are conducted by electronic vote.

Amend 11.4

11.4 Multiple Positions

In a ~~ballot~~ **vote** to fill more than one position, each delegate must vote for the full number of positions to be filled or the ~~ballot~~ **vote** is spoiled.

Amend Appendix 'A' Rules of Order

- A.11 Votes may be taken by a show of hands or by a standing vote of delegates. Where a show of hands is not clear, **an electronic vote may be taken at the discretion of the chair or by the decision of the majority of the delegates**. A roll call vote will be held only if required by two-thirds of delegates present. In all votes, each voting delegate has one vote.

BECAUSE:

- Electronic voting is quick, accurate and protects the anonymity of voters.
- Electronic voting will allow delegates more time to conduct the business of convention.
- Many of CUPE's chartered organizations have implemented the use of electronic voting in elections.

(M/S committee member, committee member – Carried)

Constitutional Amendment C-41 submitted by the National Executive Board

CUPE NATIONAL WILL:

Effective June 1, 2020, amend Article B.11.1 to read:

1. The Trial Procedure is found at Appendix "F" to this Constitution and will apply to Local Unions and Airline Division Components. For purposes of the Trial Procedure, the term Local Union will include Airline Division Component.
2. Delete Article B.11.2.
3. Delete Article B.11.3.
4. Delete Article B.11.4.
5. Delete Article B.11.5.

BECAUSE:

- The 2017 Biennial CUPE National Convention mandated the National President's Office to conduct a thorough review of the Trial Procedure;
- Delegates to the 2017 Biennial CUPE National Convention speaking to Resolution 89 were clear that they felt the existing Trial Procedure needed change;
- Local Unions and members found the existing Trial Procedure to be cumbersome, time consuming, difficult to understand and divisive for Local Unions;
- Chartered Organizations and members participating in the consultations requested that the Constitution contain a process to determine

whether a complainant has a prima facie case prior to the selection of a Trial Committee; and

- Most Chartered Organizations and members participating in the consultations requested that the Trial Procedure itself be removed from the Local Union and that charge be heard by an outside Trial Committee.

Appendix F TRIAL PROCEDURE

Purpose

The purpose of the Trial Procedure is to provide members in good standing an internal process to have complaints against other members dealt with in a fair and impartial manner. The Trial Procedure is not to be used for political gain or to resolve interpersonal conflict which does not have a foundation in one of the enumerated offences outlined in Section F.1.

Members are expected to attempt to deal with issues prior to resorting to file a complaint. Concerns are best resolved when members discuss the issues amongst themselves and arrive at mutual solutions. This can be accomplished either through one on one conversation or through facilitated/mediated discussions.

The use of mediation can occur at any time once a complaint is filed including during a trial.

F.1 Offences

A member who does any of these acts is guilty of an offence against this Constitution:

- a) violates any provision of this Constitution or the **approved** bylaws of any chartered organization.
- b) becomes a member by dishonesty or misrepresentation.
- c) brings or urges another member to bring an action in court against the National Union, the National Executive Board, any officer of the National Union, a Local Union or any member of a Local Union about any matter related to the National Union or any chartered organization without exhausting any remedy under this Constitution.
- d) attempts or supports an attempt to remove any member, group of members or Local Union from the Union.

- detail the nature of the complaint, the members involved, the date and circumstances of the alleged offence, a list of confirmed witnesses and documents the complainant intends to rely upon; and
- ii. which parts of Article B.11.1 have been violated **and the specific act or failure to act which constitutes the alleged violation.**
 - iii. The complaint will be sent within ~~90~~ **60** days after the **complainant** became aware of the offence.
-) The Recording Secretary will countersign the complaint and deliver a countersigned copy of the complaint or send it to the ~~accused~~ **respondent** by registered mail or by email within ten days of receiving it.
-) ~~The Recording Secretary will within five days after providing the complaint to the accused, offer in writing to both the accused and accuser a voluntary mediation process. The accused and accuser will, within five days of the written offer of voluntary mediation, respond in writing to the Recording Secretary. With written agreement by the accused and the accuser to participate in a mediation process, the time limits shall be put on hold for a period of 60 days. Mediation will be carried out in accordance with National Guidelines.~~ **forward a copy of the complaint and documents to the National President.**

F.3 Determining Whether Sufficient Evidence Exists to Establish an Offence

- a) The National President will appoint an Investigator to review the complaint and determine whether sufficient evidence exists to establish an offence. The Investigator will report their findings and recommendations to the National President, the complainant and the respondent within 30 days of appointment.
- b) The Investigator will meet with the complainant and respondent either in person or through teleconference.
- c) The complainant may appeal a finding that there is not sufficient evidence to establish an offence case within 14 days of receipt. The National President upon receipt of an appeal will appoint three members of the National Executive Board within 14 days of receipt to

hear the appeal and render a decision as soon as possible.

F.4 Trial Panel and Trial Committee

- a) ~~At least ten days and no more than 120 days after the complaint has been delivered or sent to the accused, the Local Union will elect a Trial Panel of 11 members in good standing and select a Trial Committee. The election will take place at the next regularly scheduled membership meeting or a properly constituted meeting of the Local Union. If the Local Union is a Provincial Local, the election of a Trial Panel and selection of the Trial Committee can take place at a sub-unit meeting. The Recording Secretary will deliver notice of the meeting to both the accused and the accuser or send the notice by registered mail or by email.~~

For purposes of this Article, sub-unit can mean a sub-local, unit or Region of a Provincial Local.

- b) ~~The chairperson of the meeting will conduct the election. A member cannot decline nomination to the Trial Panel unless they are going to be a witness at the trial. The 11 members who receive the most votes are elected to the Trial Panel.~~
- c) ~~The Recording Secretary will put the names of the 11 members of the Trial Panel into a ballot box.~~

~~The Vice-President will draw names from the ballot box one at a time and read out the name. The Vice-President will ask the accused and then the accuser if they object to the member sitting on the Trial Committee. If neither the accused nor the accuser object, the member becomes a member of the Trial Committee. If either the accused or the accuser objects, the member does not become a member of the Trial Committee.~~

- d) ~~The accused and the accuser are each allowed to object to no more than three members of the Trial Panel becoming members of the Trial Committee. If there is more than one accused, they are together allowed to object to no more than three members. If there is more than one accuser, they are together allowed to object to no more than three members.~~
- e) ~~The Trial Committee is the first five members of the Trial Panel whose names are drawn and who are not objected to by the accused or the~~

~~accuser. The Committee will choose one of its members to be the chairperson.~~

- a) **The National Executive Board, upon recommendation of the National President, will appoint members from each region to serve as Trial Panelists for their respective regions.**
- b) **Where sufficient evidence exists to establish an offence, and the matter has not been settled through mediation, the National President will appoint three members of the Regional Trial Panel to serve as the Trial Committee. If the complainant or respondent objects with valid reasons to the appointment of a member to the Trial Committee, the National President may appointment another member.**
- c) **Members who have a complaint alleging a violation of Section F.1 (m) may opt to use an alternate process adopted by the National Executive Board.**
- d) **If a complaint or complaints charge two or more accused with an offence or offences based on facts, issues or circumstances that are similar or related, as determined by the National President, one Trial Committee may will be selected to hear and decide the complaint or complaints.**
- e) **The National President will assign a National Representative to provide support, advice and guidance concerning procedural matters to the Trial Committee.**
- g) ~~If a Local Union has 13 or fewer members, all members except the accused, the accuser and members appointed by them to represent them are the Trial Panel. The Trial Committee is selected from the Trial Panel as set out in this Article.~~
- h) ~~The President will carry out the duties of the Recording Secretary if the Recording Secretary is the accuser or accused. The President will carry out the duties of the Vice-President if the Vice-President is the accuser or accused. The Vice-President will chair the meeting if the President is the accuser or accused.~~
- i) ~~The National President will appoint a member or members of the Union to carry out the duties of~~

~~the President, Vice President and Recording Secretary under the Trial Procedure if the complaint involves all of them.~~

F.5 Trial Committee

- a) Prior to the commencement of the private hearing the Trial Committee will convene a teleconference with the complainant and respondent and their respective representatives to deal with preliminary matters concerning the trial including procedural questions.
- b) The Trial Committee will hold a private hearing into the complaint or complaints within ~~60~~ 30 days of being selected. The Committee will give at least 14 days' written notice to the ~~accuser~~ complainant and the ~~accused~~ respondent of the time and place of the hearing. The notice will be delivered in person or sent by registered mail or by email.
- c) The Trial Committee decides its own procedure in accordance with ~~National Guidelines~~ the rules of natural justice. The Committee can accept any oral or written evidence that it considers proper, so long as every member receives a fair and impartial hearing. The Trial Committee can decide any preliminary objection to the complaint and can dismiss the complaint. **The Trial Committee will make the necessary arrangements to have a record of the hearing.** The Trial Committee ~~can act with only four members, if necessary.~~ **must act with all three members.**
- d) The cost of conducting a trial will include lost wages and reasonable expenses for the Trial Committee, the cost of a hearing room and the cost of keeping a record of the trial. The cost of the trial will be borne by the Local Union where the complaint originates.
- e) The Local Union is not responsible for the costs of either the complainant or the respondent. However, should the Local Union agree to pay the costs for one party to the complaint, then they are obligated to pay the costs for both the complainant and the respondent.
- f) The ~~accuser~~ complainant is required to prove that the ~~accused~~ respondent has committed an offence or offences.
- g) The ~~accused~~ respondent and the ~~accuser~~ complainant have the right to be present at the hearing, to call witnesses and to cross examine witnesses called by the other side. They may choose someone to represent them at the hearing **or at any other time from when a complaint is filed to when the complaint is resolved.** The representative must be a member in good standing of a trade union affiliated to the Canadian Labour Congress, unless the law does not permit this restriction.
- h) If either the ~~accuser~~ complainant or the ~~accused~~ respondent does not attend the hearing, the Trial Committee can dismiss the complaint, adjourn the hearing or hold the hearing and decide the complaint in their absence. The Committee can set terms that it considers appropriate for granting an adjournment. **The Committee must consider the duty to accommodate when a request for an adjournment is made.**
- i) The Trial Committee decides whether the ~~accused~~ respondent is guilty of the offence or offences by a secret ballot vote. The ~~accused~~ respondent is guilty only if at least ~~four~~ two members of the Committee vote guilty.
- j) If the ~~accused~~ respondent is found guilty, the Trial Committee will decide any penalty and what, if anything, the ~~accused~~ respondent must do or not do. The decision may include:
 - i. a reprimand;
 - ii. a fine **where permitted by law;**
 - iii. a suspension or expulsion from membership **except where such suspension or expulsion from membership would lead to termination of employment;**
 - iv. a ban against holding membership or office;
 - v. an order to stop doing the act or acts complained of;
 - vi. an order to correct the act or acts complained of; or
 - vii. any other order that the Trial Committee finds appropriate **in the circumstances.**
- k) The Chairperson of the Trial Committee will report the Committee's decision to the ~~accused~~ respondent and the ~~accuser~~ complainant and ~~then to the next membership meeting of the~~

~~Local Union~~ the National President. The Chairperson of the Trial Committee when reporting to the National President will also provide the record of the hearing. The National President will report the decision to the Recording Secretary of the Local Union. The decision of the Trial Committee will be recorded in the minutes of the next general membership meeting.

F.6 Appeal

- a) The ~~accused~~ **respondent** can appeal a finding of guilt and any penalty or order by sending a written appeal to the National President. The appeal must be made within 30 days of when the decision of the Trial Committee was reported to the ~~accused~~ **respondent**. The ~~accuser~~ **complainant** cannot appeal the decision of the Trial Committee.
- b) The written appeal by the ~~accused~~ **respondent** will set out:
- the part or parts of the decision that are being appealed;
 - the date on which the decision was reported to the ~~accused~~ **respondent**;
 - the reasons for the appeal;
 - whether the accused wants a hearing or wants to make submissions in writing;
 - the desired location, if a hearing is requested; and
 - the remedy requested by the ~~accused~~ **respondent**.

The ~~accused~~ **respondent** will send the appeal to the National President by registered mail or by email and will send a copy of the appeal to the ~~accuser~~ **complainant** and to the Recording Secretary of the Local Union.

- c) On receiving a copy of the appeal, the ~~Recording Secretary~~ **National President** will send a copy of the record of the Trial Committee to the ~~accuser,~~ ~~the accused and the National President~~ **the complainant and the respondent**.
- d) On receiving the appeal, the National President will appoint three members of the National Executive Board to be the Appeal Panel. **The Appeal Panel cannot include any member of the National Executive Board who has heard an**

appeal in the case under Section F.3 d). The Appeal Panel will hear and decide the appeal. The Appeal Panel will determine its own procedure and will give the parties a full opportunity to present their case and make submissions on the issues in the appeal.

- e) If the ~~accused~~ **respondent** requests a hearing, the Appeal Panel will send notice to the ~~accused~~ **complainant** and the ~~accuser~~ **respondent** of the time and place of the hearing. The notice will be sent by registered mail or by email at least one month before the hearing.
- f) The ~~accused~~ **respondent** and the ~~accuser~~ **complainant** have the right to be represented at the appeal hearing. The representative must be a member in good standing of a trade union affiliated to the Canadian Labour Congress, unless the law does not permit this restriction.
- g) The Appeal Panel can confirm or set aside the finding of guilt and can confirm, change or set aside any penalty or order made by the Trial Committee. The Appeal Panel will make its decision within 90 days of the completion of the hearing or written submissions. The decision of the Appeal Panel is final and binding.
- h) The penalty or order of the Trial Committee will not be enforced until:
- the Appeal Panel has made its decision;
 - the ~~accused~~ **respondent** gives up the right to appeal; or
 - the ~~accused~~ **respondent** fails to appeal the decision of the Trial Committee as set out in Section F.6 a) and b).
- i) If the appeal is upheld in whole or in part, the Local Union will pay the travel and accommodation expenses of the ~~accused~~ **respondent** for attending the hearing before the Appeal Panel. Travel and accommodation will be paid at the rate outlined in the Local Union bylaws. If the appeal is dismissed, the ~~accused~~ **complainant** will pay their own expenses.
- j) The Appeal Panel will report its decision to the ~~accused~~ **complainant**, ~~accuser~~ **respondent**, **the National President** and the Recording Secretary of the Local Union. The decision of the Appeal Panel will be reported to the next membership

meeting and recorded in the minutes of the meeting.

(M/S unidentified delegate, unidentified delegate – Carried)

ELECTIONS OF REGIONAL VICE-PRESIDENTS, DIVERSITY VICE-PRESIDENTS AND NATIONAL TRUSTEES

Brother Larry Rousseau, Chief Electoral Officer, opened nominations for the positions of regional vice-presidents in accordance with Article 7.2 of the CUPE Constitution as selected by provincial caucuses. The following members were elected.

Nova Scotia
Nan McFadgen

Newfoundland and Labrador
Ernest Green

New Brunswick
Brien Watson

Prince Edward Island
Leonard Gallant

Québec
Benoît Bouchard and Patrick Gloutney

Ontario
Candace Rennick and Michael Hurley

Northern Ontario
Bryan Keith

Manitoba
Gord Delbridge

Saskatchewan
Tom Graham

Alberta
Rory Gill

British Columbia
Barb Nederpel and Trevor Davies

Brother Larry Rousseau next opened nominations for the positions of diversity vice-presidents. Sister Yolanda McClean and Sister Debra Merrier were elected.

Brother Larry Rousseau next opened nominations for the position of national trustee – six-year term, in accordance with Article 11.1 of the CUPE Constitution. Brother Rick Ewashko and Brother Christian Trudeau were nominated.

REPORT OF THE NATIONAL WOMEN'S COMMITTEE

The members of the committee are: Yasmeen Mirza, co-chair, Ontario; Valerie Sailer, co-chair, HEU, British Columbia; Debbie Turner, Newfoundland and Labrador; Sharon Hubley, Nova Scotia; Iris Lloyd, New Brunswick; Donna Dingwell, Prince Edward Island; Joëlle Ravary, Québec; Mylene Holmes, Manitoba; Melody Stark, Saskatchewan; Amber Leonard, British Columbia; Sheryl Burns, Persons with Disabilities; Sherry Hillier, NEB Liaison; Irene Jansen, Staff Advisor.

"Video presentation"

We are strong. We are resilient. We are women of CUPE.

This has been a difficult couple of years for CUPE women, and we take strength from our activism, and from each other. We tap our wisdom, courage and determination. We tap our networks. With other women and women-identified folks, and with our allies, we create safer, more just spaces – in our workplaces, our communities and our union.

We keep fighting the same struggles, and we're tired. Sexual harassment and violence in our workplaces and our own union – it keeps happening, no matter what we do. In fact, the stories multiply. When a courageous woman shares her experience, other women come forward. We all have stories, and we all know women who've survived harassment or assault. It gets overwhelming.

We feel like giving up at times, but we love our union, and we fight for fellow members. We want to make our workplaces, our community spaces and our union safer – places where all of us can thrive.

We are a small group of CUPE women, fortunate enough to serve on your National Women's Committee. Many of us have faced years of barriers, exclusion and harassment because we are women. Those among us who are Indigenous, racialized, LGBTQ2+, low-paid, women with disabilities or otherwise marginalized – we face additional hurdles. Some of us are in male-dominated workplaces.

Others are in sectors pegged as “women’s work”. We face wage discrimination, unpaid care work, harassment, violence and a host of other challenges. We persevere, and we organize.

We got involved in CUPE because we want to make things better for other members, and in this committee because we bring unique experiences and insights as women. This is not easy work, but we support each other. We hope every woman at this Convention and in the union as a whole, finds that type of support. Without it, we cannot sustain ourselves or make the changes we know are necessary.

Context

Progress on gender equality and women’s security - both in Canada and globally, remains slow. Indigenous, racialized, LGBTQ2+ and immigrant women, and women with disabilities, continue to suffer a disproportionate burden of unpaid and low-paid work, stress, discrimination and violence. In some provinces, we face multiple attacks on gains won over decades – on child care, health care, pay equity, paid leave and other rights.

The “feminist” veneer of the Trudeau Liberal government is peeling, especially for Indigenous and racialized women. The federal government has continued its predecessors’ pattern of colonialism, and it has taken weak action on Islamophobia, anti-Black racism, employment equity, migrant worker’s rights and several other priorities for racialized and Indigenous women. Even on pay equity, the federal government is dragging its feet on implementation. Their promise of a national child care program is off the table, and new parental leave came without new money. We welcome paid domestic violence leave and reinstatement of funding to women’s advocacy organizations, but the gaps far outweigh these positive steps.

As most providers and users of public services, women experience negative impacts when services are cut, restructured and commercialized. Women, especially women marginalized by class, racism, ableism, homophobia and transphobia, have been worst hit by government austerity programs.

Women continue to be under-represented in leadership positions, including in their union, and they face multiple barriers to participation. This was documented by the National Women’s Task Force 12

years ago, the national membership survey five years ago and in countless stories by women members, year after year.

National Women’s Committee activities

As women leaders at the local, provincial and national levels of our union, and as leaders in our communities, we have been fighting these setbacks, gaps and violations. And we have supported each other in the process.

Over 19 months, the National Women’s Committee met four times face-to-face and several times by conference call. We communicate regularly through email and a Facebook group, to share resources, flag events and offer each other encouragement.

We were fortunate as the first committee to receive digital storytelling training. Over several months, we worked on our stories: writing a script, creating a voiceover, and adding photos and other content to create a short video. We are proud to have made 12 videos that offer a personal viewpoint on experiences that shaped us as CUPE women. The stories touch on a range of issues: women’s leadership, discrimination, harassment, violence against women, missing and murdered Indigenous women, racism, colonialism, ableism, white privilege, self-care, resilience, motherhood and mentorship. It was an intense and challenging process, but we feel closer, stronger and more equipped as a result. We honed our skills in writing, speaking and crafting a powerful short narrative. We supported each other and gained insight on life-changing experiences. We look forward to sharing our learning with others, and using the workshop and our videos to educate, mentor and mobilize other women and allies.

We participated in the October 4th Vigil on Parliament Hill for Missing and Murdered Indigenous Women and Girls. We scheduled our meeting to join the CUPE National Aboriginal Council, also in Ottawa for this event. In the words of one National Women’s Committee member: “Standing with family and friends of all ages of MMIW, on the steps in front of parliament, holding the wall hanging was an honour and touched me very deeply. I ask myself: what more can I do to help find answers, help the families find closure, make this government keep their promises on the Inquiry?” We vow to keep raising awareness, pressing governments, police and other colonial institutions to stop the violence, and supporting

Sisters in Spirit, the Native Women's Association of Canada and other Indigenous women's organizations seeking justice for stolen sisters and their families.

We based our workplan on 2017 national convention decisions, connecting where possible with campaigns in our respective provinces. The following is an account of our major activities. Most of this work was done on unpaid time, part of our volunteer work for the union. We are happy to contribute. We simply want to acknowledge the unpaid work women do: caring for family, volunteering in school, faith group and other community spaces, and here in our union.

Violence Against Women

- Advocated for ourselves and other women who face sexual harassment and violence at work and in the union.
- Used the new CUPE guide on workplace sexual violence, and "It's Not Part of the Job" posters and stickers, to educate, organize and advocate for survivors.
- Participated in local and provincial bargaining, grievances and political action campaigns to address workplace violence and harassment.
- Fought for legislation and collective agreement language on paid leave for survivors of domestic violence and raised awareness on domestic violence as a union issue through workshops, presentations and one-on-one outreach.
- Participated in provincial and national conferences on sexual violence and provided support and fundraising for local women's shelters and agencies.
- Advised on policies and actions related to internal union human rights harassment and violence.
- Organized and participated in December 6 events, and supported other actions during the 16 Days of Activism Against Gender-Based Violence.
- Organized and participated in October 4th vigils and other memorials, rallies and events to end violence against Indigenous women and girls.
- Took self-defence training as part of a provincial federation of labour women's committee initiative.

Wage Discrimination

- Through bargaining and political action, fought for pay equity and wage gains for low-paid and precariously-employed women.
- Participated in provincial pay equity coalitions and campaigns for a living wage and higher minimum wage.
- Worked as organizers, walked picket lines and otherwise supported local and provincial campaigns against wage restraint, concessions and two-tier bargaining.

Racial Profiling

- Participated in two educational sessions on racial profiling as a committee, and took that information back to our provinces, delivering presentations and talking with members and employer representatives about racial profiling and what we can do to end it.

Strong Public Services

- Campaigned for public health care and child care, across the country, through petitions, social media, lobbying MPs, rallies, conference presentations and other actions.
- Worked in local and regional campaigns against austerity, privatization and contracting-out.
- Helped mobilize members in high-precarity and gendered sectors like social services, home care and for-profit long-term care.
- Fought for collective bargaining rights in sectors where most workers are women.

Human Rights

- Through our division committees, helped organize women's, equity and human rights conferences, breakfasts, rallies and other events.
- Encouraged locals and divisions to get involved in union-community coalitions on disability rights, migrant rights, anti-Islamophobia and other campaigns.
- Continued to play a leadership role in diversity and human rights councils and committees at the local, workplace and broader levels.

- Supported actions by Indigenous water and land defenders and attended educational events on environmental racism against Indigenous and Black communities.

International Women's Day (IWD) and Women's March

- Organized IWD events on March 8 at our workplaces and community spaces, recruiting local businesses to promote and donate products.
- Braving the cold, participated in the third annual Women's March on January 19, in towns and cities across the country.

Education

- Advocated for an intersectional anti-oppression analysis in all education and union activities, raising awareness on how ableism, racism, colonialism and homophobia affect women.
- Facilitated workshops as member facilitators, as well as lunch-and-learns and other educational sessions on equity, in our various educator roles.
- Participated in Labour College, Kairos Blanket Exercise training, Prairie School for Union Women, Summer Institute for Union Women and other union education events.
- Provided input to union education on workshops related to sexual harassment and violence, domestic violence and women's leadership.

Women's Leadership

- Advised CUPE National on the Task Force on Governance, providing feedback on the survey and input at the National Officers' consultation with the human rights committees.
- Supported women running for positions at the local, provincial and national levels.
- Supported NDP candidates and campaigns in municipal, provincial and federal elections.
- Participated in CLC Women in Leadership course, developed action plans and coordinated with other participants on implementation.

Women's Health

- Carry out fundraising, advocacy and education on mental health, bringing a gender lens, connecting mental health to structural factors

like misogyny, colonialism, Islamophobia, unsafe workloads, capitalism's reliance on women's unpaid labour and other cross-cutting and systemic problems.

- Supported campaigns for sex education and reproductive justice, including access to abortion.

Global Solidarity

- Supported organizations and events related to international human rights legislation and policy, for example the United Nations Commission on the Status of Women (UNCSCW), Feminist Alliance for International Action (FAFIA) and Women's Legal Education and Action Fund (LEAF).
- Participated in campaigns for migrant worker's rights.

National Convention

- Drafted resolutions on issues affecting women, for our locals and divisions to consider submitting to this national convention.
- Coordinated with other national human rights committees on resolutions of shared concern.

REPORT OF THE NATIONAL YOUNG WORKERS' COMMITTEE

The members of the committee are: Kayla Mulley, co-chair, Nova Scotia; Dustin Withers, co-chair, Alberta; Samantha Mackey, Newfoundland and Labrador; Erika Arseneau, New Brunswick; Kelsey Pollard, Prince Edward Island; Christian Bisson, Québec; Laura Aversa and Curtis Rosborough, Ontario; Mau Bae, Manitoba; Andrew Ngo, Saskatchewan; Karen Sunner, British Columbia; Marie-Hélène Nadeau, Airlines; Michael Wright, HEU, British Columbia; Patrick Gloutney, NEB Liaison; Simon Ouellette, Staff Advisor.

"Video presentation"

CUPE's National Young Workers' Committee is pleased to provide this report to National Convention. We have held four meetings since the last convention. The committee has not wasted any time during this period. Numerous recommendations were made, all of which aim to engage young workers; empower them, promote activism and solidarity in the labour movement.

The agendas for our meetings have mostly focused on identifying internal and external obstacles to young workers' engagement and finding solutions to overcome these obstacles. These discussions were guided by the Convention 2017-2019 Strategic Directions document.

"New Employees" Collective Agreement Language

Members of the committee worked hard to bring attention to the issues that are common to young and new workers. Often, new workers are young, and they overwhelmingly do not receive a real introduction to the union when they are hired.

This kind of "introduction to the union" given by shop stewards is a crucial moment in young workers' activism. First impressions matter when it comes to empowering rank and file members.

It is essential that more CUPE locals bargain strong "New Hire" language. It is even more important that those who already have it enforce this language to its full potential.

Precarious Work

The committee wishes to reaffirm the importance of tackling the fight for a living wage, which means significant minimum wage improvements in every province. A better living wage not only helps the most vulnerable, the young and other precarious workers, it also has the positive effect of raising expectations and activism of union members who mobilize for better wages in their respective workplaces.

Succession Planning and Inclusion in Our Elected Structures

Succession planning, buddy systems and other mentoring tactics must be promoted across our union to build up young workers and to energize those who are already active in CUPE. However, activism should not limit itself to simply ensure a renewal in elected positions, but in overall member mobilization.

This is why the committee is proud to have made multiple recommendations to the NEB, in order to overcome internal and external challenges facing young workers participation in the labour movement:

- Improve and simplify young and new workers' participation to National Conventions;

- Increase opportunities of new members in union education sessions, so that not only the most senior members are the ones who attend education and training;
- Increase participation of young workers' in committees and executive positions by encouraging all levels of decision-making and advisory bodies to include a young worker's position. This will improve cross-generational understanding, mobilizing and engagement.
- Connecting further with young people in social movements and non-governmental organizations who share the objectives of the union.

Conclusion

The National Young Workers' Committee has devoted considerable time and energy to provide insights on the barriers and opportunities facing young members who want to be active in their union. Our committee is also confident our union understands the multiple structural and cultural changes needed in our workplaces to foster young workers' leadership.

The committee appreciates the continued support from President Mark Hancock, Secretary-Treasurer Charles Fleury and the CUPE National Executive Board. It will continue its efforts to inspire young workers to become active in their union, and in their communities.

REPORT OF THE NATIONAL LIBRARY WORKERS' COMMITTEE

The members of the committee are: Karen Ranalletta, co-chair, British Columbia; Stéphane Simard, co-chair, Québec; Dawn Lahey, Newfoundland and Labrador; Suzanne Nelson, Nova Scotia; Dorothy Peters, Prince Edward Island; Elise Richard, New Brunswick; Brandon Haynes, Ontario; Alice Klumper, Manitoba; Terrill Budd, Alberta; Michael Hurley, NEB Liaison; Joseph Leonard-Boland, Staff Advisor.

"Video presentation"

The National Library Workers' Committee is pleased to present the following report to the Twenty-Ninth Biennial CUPE National Convention. The committee's mandate is to provide advice on how CUPE can support libraries and library workers in public libraries, special libraries, and academic libraries such

as school, college and university libraries across Canada.

CUPE's 22,300 library workers provide services to Canadians across the country. Of that number, approximately 12,760 work in public library boards, with the remainder working in university, college and school board libraries. Approximately 80% of library workers are women. Racialized workers make up about 12% of CUPE library workers.

Many library workers are in part-time or casual positions. CUPE represents 80% of all unionized library workers in Canada. Most members are in Ontario and British Columbia, with members in most other provinces.

The committee identified three priorities for the period 2017-2019: Countering Austerity, including precarious work, staffless libraries, and anti-privatization; Health and Safety, including violence in the workplace, and the opioid crisis; and, Mental Health.

Strategic Priority – Countering Austerity: Precarious Employment, Staffless Libraries, and Anti-Privatization

Precarious Employment

In 2017, CUPE conducted its first-ever national survey of precarious employment in the library sector, fulfilling a 2015 convention resolution. One of the survey's major findings is that precarious work, whether it be part-time, temporary, casual or contract work, is extremely common. The survey revealed that more than 50% of library workers report being either precariously employed or at risk of falling into precarious employment.

The findings also show that library workers who are precariously employed tend to work less than full-time hours, earn less than \$40,000 per year, and have more than one job to make ends meet. Precariously employed library workers are often excluded from or must meet high standards to be eligible for workplace pension plans.

Another major finding is that precarity is a human rights issue. Precariously employed library workers tend to be women, LGBTQ2+, have a disability, Indigenous or racialized.

The survey findings highlight the need to bargain against precarious employment in the library sector. Precarity leads to an insecure and uncertain future for workers and their families. CUPE is committed to reversing this trend through collective bargaining and lobbying efforts with funders.

Staffless Libraries and Privatization

Employers are using new technologies in the form of automation to cut costs in the library sector, which raises concerns about job security and health and safety. An obvious example is the trend toward self-service checkout and returns for books and other library materials. A much more recent technology is the staffless library model, which results in fewer staff positions and negatively impacts the valued frontline service culture.

The Toronto public library system is among the first cities in Canada to open two staffless library branches with no staff during extended operating hours. Both branches are monitored by video surveillance. If needed, customers can interact with staff by video. CUPE 4948, Toronto Public Library Workers' Union, has launched a public campaign to inform the public about the potential downside of the staffless library model. Visit <http://ourpubliclibrary.to/> to learn more about the local's campaign.

Staffless libraries hurt public services, threaten jobs, and reduce security and safety. More hours of operation are a good thing but not without trained, knowledgeable, and professional staff. It is true that in some cases workers' hours of work have increased under the staffless library model. But, with libraries under increasing pressure to cut costs it would be naïve to think that employers would not use staffless libraries to employ fewer staff.

Staffless libraries jeopardize public safety. A building equipped with security cameras is no replacement for on the ground staff who can respond to incidents much more quickly. Violent incidents in Toronto's public library system have increased almost 30% in recent years. At the same time, staffing levels have dropped 20% and the security budget has been slashed.

Staffless libraries are cropping up in other Canadian cities. The Hamilton public library system has opened one staffless library location. The workers are represented by CUPE 932. Staff is present for some hours of operation and at other times remote support

is offered. The staffless library model will expand to other rural branches in Hamilton.

The Calgary Public library has opened a staffless library at its Rocky Ridge branch. The library is not fully staffed for several hours daily. The workers are represented by CUPE 1169. And, the Okanagan Regional Library has opened a staffless library at the University of British Columbia at Kelowna. CUPE 1123 represents the workers.

Underfunding sets the stage for staffless libraries, especially for small rural libraries and the same is true of privatization. The committee monitors all forms of privatization attempts while advocating for strong library services. Many public libraries have contracted out technological and bibliographical services including ordering, processing, and cataloguing. Private contractors have a well-established history of cutting corners and laying off or hiring fewer staff to maximize profit.

Public-private partnerships (P3s) are a recent threat to the library sector. The City of Ottawa considered a P3 for the development of the Ottawa Public Library's new main branch, but the plan was eventually scrapped. CUPE members and community activists campaigned to publicly-opposed the P3 development.

Strategic Priority – Health and Safety, including Violence in the Workplace, and the Opioid Crisis

Workplace health and safety, including violence in the workplace, is an ongoing concern. Library workers are at risk of back injuries and repetitive strain from lifting heavy books, boxes, and bags. Libraries are often housed in old or under-maintained buildings. Indoor air quality and ventilation issues are common, including mold, asbestos, and off-gassing from decomposing film and microfilm.

Library workers are sometimes subjected to harassment, verbal abuse, and threats and are especially at risk of violence when working alone. In response to these challenges, committee members have been proactive in promoting CUPE's new *Workplace Violence and Harassment Prevention Kit* and the *Stop Workplace Sexual Violence: A Guide for CUPE Locals*.

Opioid Crisis

Library workers work with the public and in public spaces. Therefore, library workers may encounter opioid-related issues in the workplace such as discarded needles, drug use, overdoses, and fatalities. Committee members actively participated in and promoted CUPE's national survey on the opioid crisis. The survey results will help CUPE chart a response to this growing public health crisis.

Employers may permit or even expect workers to respond to suspected overdose incidents by administering the life-saving drug Naloxone (aka Narcan) to counter the effects of opioid overdose. In such cases, employers should provide staff with comprehensive training on how to recognize overdose symptoms, how to administer Naloxone, the use of personal protective equipment, and full first-aid and cardiopulmonary resuscitation (CPR) training.

Strategic Priority – Mental Health

Public libraries are among the last public spaces that are open to all. They are a safe space for people who are homeless, battling addictions, or mental health challenges. Library workers interact with marginalized and vulnerable populations daily and are often called upon to perform duties more commonly associated with first responders or social work, often with little or no training. The committee participated in a full day training session to learn more about mental health from a workers' perspective. It is the committee's position that employers should provide mental health training to all workers.

Canadian Library Month

During the month of October, CUPE members across the country celebrate Canadian Library Month, a yearly celebration of libraries, library workers and the public services they provide to Canadians. The committee worked with staff to launch the "Come in, we're open" social media campaign. Three posters were developed to share on Facebook and Twitter, each with different messaging: *Libraries work because we do; Library staff make libraries work; and, Open libraries open minds*.

Members across the country were encouraged to have their photo taken with the posters to share on social media, and to display the posters in local union offices and at public events.

(M/S committee member, committee member – Carried)

REPORT OF THE RESOLUTIONS COMMITTEE

Resolution 6 covering resolution 5 submitted by Local 2204 (ON)

CUPE NATIONAL WILL:

- Actively support work with Child Care Now, the Canadian Labour Congress, other unions and national and provincial child care coalitions to keep child care on the federal agenda leading into the next federal election and beyond; and
- Support and promote the Child Care Now campaign - childcareforall.ca petition that calls on the federal government to:
 - Implement a high-quality, universal non-profit child care system that families across Canada can access and afford; and
 - Demand that all levels of government make major investments in child care - starting in 2019 and increasing each year until Canada meets the accepted international child care spending benchmark of 1% of GDP.
- Promote the childcareforall.ca petition through regular communication with our locals and members; and
- Encourage locals and members to make a financial contribution or to become members of Child Care Now – <https://timeforchildcare.ca/become-a-member-today>.

BECAUSE:

- We must continue to work together to ensure that the recently negotiated Multi-Lateral Child Care Framework Agreement and federal/provincial/territorial Bilateral Child Care Agreements achieve the kind of child care system that we called for and that is good for working

parents, for children and for the child care workforce.

(M/S committee member, committee member – Carried)

THURSDAY, OCTOBER 10, 2019

AFTERNOON SESSION

ELECTION RESULTS OF NATIONAL TRUSTEE – SIX-YEAR TERM

Brother Larry Rousseau, Chief Electoral Office, declared Brother Christian Trudeau elected as National Trustee for a six-year term.

ELECTION OF NATIONAL TRUSTEES – TWO-YEAR TERM

Brother Larry Rousseau next opened nominations for National Trustee – two-year term. Sister Shireen Clark and Brother Rick Ewashko were nominated

REPORT OF THE NATIONAL HEALTH CARE ISSUES COMMITTEE

The members of the committee are: Heather Duff, co-chair, Ontario; Monica Thiessen, co-chair, HEU, British Columbia; Theresa Gillam, Newfoundland and Labrador; Dianne Frittenburg, Nova Scotia; Rhonda Mills, Prince Edward Island; Wayne Brown and Norma Robinson, New Brunswick; Frédéric Brisson, Québec; Pam Parks, Ontario; Debbie Boissonneault, Manitoba; Sandra Seitz, Saskatchewan; Brenda Reid, Alberta; Michael McKinley, British Columbia; Jim Calvin, HEU, British Columbia; Sherry Hillier, NEB Liaison; Amanda Vyce, Staff Advisor

“Video presentation”

There are 158,000 CUPE members working in hospitals, long-term care, community health, home care, and Canadian Blood Services. CUPE health care members fight daily to protect their rights as workers and the rights of Canadians to high quality, publicly funded and publicly delivered health care. These struggles have intensified over the past two years because of two key factors: 1) The election and rise to power of right-wing governments in most provinces across the country; and, 2) The failure of the Trudeau government to negotiate a new Health Accord tied to stable funding and national health care standards.

The *Charter* challenge brought by Dr. Brian Day, founder and President of the private, for-profit Cambie Surgery centres in British Columbia, resumed in the BC Supreme Court in the fall of 2018. Dr. Day argues that extra-billing provisions in the *Medicare Protection Act* violate Sections 7 and 15 of the *Canadian Charter of Rights and Freedoms* and claims that patients will be better off if they can “choose” to pay for medical services privately. This case poses a fundamental threat to Canada’s publicly funded and delivered health care system. It could open the door to a system that allows people who can afford to pay to jump to the front of the line for medical care, causing wait lists to grow for the majority of the population.

CUPE believes that health care should be provided based on need, not the ability to pay. We continue to support the work and legal costs of the BC Health Coalition against Dr. Day and in defense of our public, single payer health care system. Shortly after the case resumed, Dr. Day won a separate injunction against British Columbia. It restrains the government from enforcing sections of the province’s health care law that prohibit extra-billing and the sale of private health insurance for publicly insured services. Dr. Day’s continued offensive against Medicare and the recent injunction ruling shows our efforts to protect and defend public health care must continue and are now more important than ever.

Over the past two years, CUPE has been on the forefront in addressing workplace violence against health care workers; demanding a national, public, universal, single-payer, and comprehensive pharmacare plan; fighting back against the privatization of our public blood system; and calling for a legislated increase to the number of hours of daily hands-on care for residents living in long-term care homes. We’ve pushed back against the austerity agendas of right-wing governments; the arbitrary movement of workers between unions; contracting out; and the construction of new P3 hospitals and long-term care homes.

For 17 years, the committee has served the National Executive Board and CUPE members by providing recommendations, synthesizing information, building capacity among CUPE members, and supporting campaigns to improve working conditions and quality care in the health care sector.

Health Care Issues Committee Activities

Over the past two years, the committee undertook the following activities:

- Reviewed and promoted “CUPE National’s Public Solutions in Health Care” campaign brochures on payment for plasma, pharmacare, long-term care, hospitals, private clinics, and federal funding;
- Collaborated with the National Occupational Health and Safety Committee to fight back against workplace violence;
- Fought back against private, for-profit plasma clinics and in support of our public blood system;
- Helped develop CUPE’s response to the opioid crisis in Canada;
- Fought back against the threats of health care privatization and P3s;
- Developed the knowledge needed to protect workers’ rights with the introduction of cannabis legalization;
- Participated in the Canadian Health Coalition’s annual lobby day in support of a national, public, universal, single-payer, and comprehensive pharmacare plan.

Collective Bargaining and Local Issues

The political climate in many provinces has made it difficult to bargain for significant improvements in monetary compensation. Although many employers have demanded concessions from members, CUPE locals have pushed back and made important gains, such as double overtime pay and positive language around reassignment in Nova Scotia, and overtime pay and paid family leave days in Quebec.

The Ontario Council of Hospital Unions (OCHU) and Local 5430 in Saskatchewan successfully participated in coordinated bargaining with other provincial health care unions. Inter-union solidarity at the bargaining table enabled all unions involved to pressure their governments for stronger deals and to reject concessions. Local 5430 expected the government of Saskatchewan to force them into representation votes. However, a moratorium was granted in bargaining, in exchange for the provider unions agreeing to negotiate a single collective agreement for all health care providers.

Health care leaders in Manitoba are actively engaged in a representation vote campaign. Bill 29, the *Health Care Sector Bargaining Unit Review Act*, is cutting the number of bargaining units from 183 overall to just seven in each health region. Voting was expected to start in September 2018 but was postponed to August 2019. CUPE leaders across Manitoba are actively campaigning to build solidarity and to show health care workers across the province why CUPE is the strongest way forward.

Other issues that are impacting members country-wide include workplace violence; staff shortages; heavy workloads; an inability to recruit and retain workers, especially in the long-term care sector; privatization and contracting out; health care system restructuring; and the use of attendance management programs to penalize workers.

The Push for National Pharmacare

CUPE is working closely with allies, such as the Canadian Health Coalition, to lobby for a national, public, universal pharmacare plan that would provide barrier-free access to safe and effective prescription drugs without user fees or copays. Canada is the only developed country in the world that has a universal health care system that does not include prescription drugs. Canadians also pay the third highest drug prices among developed countries.

CUPE participated in the roundtable sessions of the Advisory Council on the Implementation of National Pharmacare. A national, public, universal, single-payer, and comprehensive pharmacare plan will ensure that everyone has access to the medications they need when they need them. A single agency purchasing drugs for the entire country will have the bargaining power needed to significantly reduce the cost of the medications we rely on. It will also provide much needed relief to employee benefit plans, which are under growing strain because of the burden placed on them by the increasing cost of prescription drugs.

The Opioid Crisis and CUPE Members

CUPE launched a national membership survey on the opioid crisis and how the crisis intersects with our members' work. The data collected from the survey indicates that the demands and pressures placed on CUPE members by the opioid crisis is significantly impacting them, especially among frontline workers.

In a submission to Health Canada's consultation on the Canadian drugs and substances strategy, CUPE recommended that the federal government increase funding to expand public harm reduction services. All services must be provided in stigma - and judgment-free settings to reduce barriers that often prevent people from accessing them. Funding levels must also ensure that services are adequately staffed. This will enable communities to establish new services where none exist, reduce service wait times, and alleviate the stress and burnout that workers on the frontlines are experiencing due to high workloads.

Protecting and Expanding Our Public Blood System

Private, for-profit plasma clinics currently operate in Saskatchewan and New Brunswick. Payment-for-plasma directly contravenes the recommendations of the Krever Commission, erodes our base of voluntary blood donors, and does nothing to improve the safety and security of Canada's plasma supply. British Columbia, Alberta, Ontario, and Quebec all prohibit paying people for their plasma. The Senate introduced a federal Voluntary Blood Donations Act (Bill S-252), which will ban payment-for-plasma nation-wide if passed.

CUPE participated in a parliamentary lobby day in support of Bill S-252 that was co-organized by BloodWatch and the Canadian Federation of Nurses Unions. CUPE also provided a submission to and appeared as a witness before the Standing Senate Committee on Social Affairs, Science and Technology to speak in support of Bill S-252.

Finally, the committee would like to thank the National Executive Board for its support for health care issues over the past two years, and the members and staff who work hard to defend working conditions in health care and protect our public health care system.

REPORT OF THE NATIONAL PERSONS WITH DISABILITIES COMMITTEE

The members of the committee are: Ann Ramsay, co-chair, Prince Edward Island; Laurie Hughes, co-chair, Saskatchewan; Susan Kearsey, Newfoundland and Labrador; Amanda Trites, Nova Scotia; Abby Bourque-Coyle, New Brunswick; Sylvain Le May, Québec; Kimberly Goode, Ontario; Dawn Sabeski, Manitoba; Lottie Freijer-Poulsen, Alberta; Frank Lee, British Columbia; Susan Horner, HEU, British Columbia;

Nan McFadgen, NEB Liaison; Cheryl Colborne, Staff Advisor.

“Video presentation”

Introduction

The National Persons with Disabilities Committee (NPWDC) works to promote and defend the rights of persons with disabilities, improve their working conditions and accessibility within the workplace, our union and our communities. The committee seeks to raise the profile of CUPE members with disabilities through education and awareness initiatives and partners with other labour, national and community-based advocacy organizations to push for broader social, economic and political change.

Conferences

In December 2018, committee member Frank Lee and the committee’s staff advisor attended the national conference for Disability and Work in Canada – A Partnering Strategy for Moving Forward. This is the second conference on this topic and the essence of this work is to provide a strategic framework for key community stakeholders, people with disabilities, employers, labour, and all levels of government that identifies collaborative initiatives designed to increase the employment of people with disabilities in Canada.

PWD and Employment Equity

One of the top three priorities of the workplan during this term was the development of a toolkit to raise awareness, remove barriers, and resistance to the hiring of persons with developmental and intellectual disabilities and subsequent employment practices.

We will continue with this work through discussions with the other national committees and working with National Office, the NEB, Union Education, Communications and the Human Rights Branches on the development and promotion of resources to promote PWD Employment Equity Plans and Joint Employment Equity Committees at the local level potentially through labour management and/or through collective bargaining. This work is very grassroots and is a long-range project.

Education and Development

Our second priority of the workplan during this term was the promotion of the 9-hour Duty to Accommodate (DTA) workshop and disability related courses, including the potential development of a Disability Empowerment course among members in every region. As part of this, the committee also prioritized ways to ensure that all members have access to disability related training, that persons with disability co-facilitate disability related courses, and develop alternative means of delivery in order to remove barriers of participation.

The committee members took the half day training on Understanding Mental Health and the half day training on Psychologically Safe Workplaces developed by Union Education. The members who had already taken member facilitation training have taken the advanced “train the trainer” course in order to become facilitators.

This committee also discussed Mental Health & Addictions, Disability Related Misconduct, and Discipline v. Accommodation. We will continue with this work and research with the intent of advising on the development of factsheets and a potential workshop to educate and train members and locals about this. The committee hopes to invite staff from Union Education, Communications, Health & Safety and the Human Rights Branches to a future meeting to explore how to advance this initiative.

The committee also discussed with union education alternative means of delivering this course and other union courses through webinars and podcasts. The committee believes that for PWD’s this would significantly remove barriers for training and education.

Taking training and moving this important work forward has been one of the top highlights of this committee’s work.

Accessibility Site Audit

The third priority of the workplan during this term was the encouragement of accessibility site audits at all CUPE regional and local meetings and events and to ensure that the onsite setup organizers received the recommendations from the site audit and a copy of the CUPE National-approved accessibility checklist.

The committee provided advice on an accessibility audit package to use at national events. The package includes the following: Access and Services for Persons With Disabilities Cover Sheet that explains the process, the importance of this work and the rationale; Personal Assistance Request Form – For Persons With Disabilities; Accessibility Audit Checklist (with four colour coded and keyed sections – Hotel purple – Room red – Event/Meeting green and General/Other blue) and Deficiency Logs (with four colour coded and keyed section as above).

The committee is proud of the work that went into finalizing this package and we consider this work as one of our top achievements during this term.

In late October 2018, committee members Laurie Hughes and Dawn Sabeski did the site-audit for the National Bargaining Conference in Saskatoon and used these draft forms as a pilot. The Saskatoon Department of Tourism has requested feedback following the site audit and these documents were forwarded to them. Ann Ramsay and Frank Lee have done the accessibility site-audit for the 2019 National Convention using the final forms and any feedback will be used to do final adjustments to the forms. The Canadian Labour Congress and other organizations have requested these materials for their events.

The committee discussed their involvement in this work at regional and local levels. Members reported that CUPE Ontario and CUPE British Columbia persons with disabilities committees are working on projects to encourage audits of local meetings and events to identify and remove barriers to ensure better accessibility and involvement for persons with disabilities. CUPE Nova Scotia passed a resolution to do site audits at all division events. Hopefully, this will make it easier for all locals to follow this lead and make it mandatory for all events across the province.

Local Member Mobilization and Member Engagement

Part of our workplan for this term was the encouragement of all CUPE locals to have persons with disabilities represented on executives and bargaining committees, and the promotion of the human rights committee as a standing committee within locals.

As part of this work, committee members discussed this priority with some locals in their regions, and this work has been expanded to include “the prioritization of delegates who self-identify as an equity-seeking member” to be sent to conventions and other labour events. CUPE British Columbia’s persons with disabilities committees worked with the division to prepare a memo to locals in BC encouraging them to amend their bylaws to consider sending members of equity-seeking groups as delegates to CUPE conventions.

Promotional Materials

At the All Committees’ Meeting in Ottawa in March 2018, the new committee reviewed its Terms of Reference and a change was made to include the following: “Recognize that its work pertains to visible and non-visible disabilities.” It was determined that factsheets on episodic and invisible/non-visible disabilities need to be developed and included in CUPE’s package of disability rights materials. The committee is advising staff in the Human Rights Branch in order to create what is needed.

Air Travel Problems

In December 2018, there was a severe issue whereby a NPWDC member who is in a wheelchair was carried up the ramp and onto the plane. This was the only way that the member could board the plane as the airline did not have a ramp available for use. While she was being carried up the steps, one of the attendants slipped and they almost dropped her. CUPE National provided support to the committee and to this member in order to address this issue. However, there are still problems surrounding air transportation as members have been informed that they need to call ahead and, if the ramp can be borrowed from another airline, then this person can fly with them. If a ramp is not available, then the member cannot fly with the airline. This is not acceptable. This is not just an issue for CUPE members who are non-ambulatory but applies to all people who want and/or need to travel and must have access to a ramp. This pertains not only to health and safety but also to dignity and respect. The committee worked with National Office to address this issue and will continue to monitor this on an on-going basis as this is a serious health and safety and human rights issue.

Labour Partnerships and Community Outreach

For the past two years, committee co-chair Ann Ramsay and the committee staff advisor have represented CUPE on the Canadian Labour Congress (CLC) Disability Rights Working Group (DRWG) which meets twice a year in Ottawa. This forum offers opportunities to share information and strategize on disability issues with staff and activists from public and private sector unions from across the country. The CLC is using all of CUPE's weeklong Human Rights Workshop resources as a model to develop their own. Committee members advocate for disability rights in their divisions and their locals, and work with a variety of community-based organizations across the country, such as the Council of Canadians with Disabilities and the DisAbled Women's Network of Canada.

Federal Accessibility Legislation – The Accessible Canada Act – Creating A Barrier-Free Canada

This committee reviewed and discussed an update on Bill C-81, *An Act to Ensure a Barrier-Free Canada*. Disability rights organizations have called for major amendments to the Bill, citing the absence of timelines and weak enforcement mechanisms. In October 2018, CUPE submitted a written brief to the House of Commons Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities, outlining these concerns and raising the need for stronger employment standards for persons with disabilities.

Building an Inclusive Canada: A National Disability Summit

In May 2019, CUPE attended this summit hosted by the Honourable Carla Qualtrough, Federal Minister of Public Services and Procurement and Accessibility. It was an opportunity for participants with lived experiences of disability, members of the disability community, unions, employers, business representatives, advocates, academics, and federal, provincial and municipal officials to discuss recent policy changes and define common goals in working towards an inclusive Canada.

National Task Force on Governance - Discussion Guide & Survey

In October 2018 the committee met with the National Aboriginal Council, National Rainbow Committee, and

National Women's Committee to attend an information and Q & A session with the National President and National Secretary-Treasurer to discuss the work of the task force. As a committee, the governance survey was completed and submitted online.

Quiet Room at National Convention

Due to reported usage problems with the Quiet Room during the last convention the committee created signs which will be posted outside and inside of this room which clearly specifies the intent of the room.

Personal Assistance Forms

CUPE provides forms for persons with disabilities to indicate the need for accessibility accommodations when attending national events. Following our recommendations, some changes have been made. This would maintain absolute confidentiality and ensure that the accurate information is forwarded to enable full and complete participation.

As part of the work on the accessibility site audit, the committee made a recommendation to change the Personal Assistance Request Form – For Persons With Disabilities. This form is to be filled out and submitted by the delegate attending the CUPE event.

REPORT OF THE NATIONAL LITERACY WORKING GROUP

The members of the working group are: Alistair Maduray, co-chair, British Columbia; Dianne Martin, co-chair, Newfoundland and Labrador; Karyn Noble, co-chair, Prince Edward Island; Jim Laverie, Nova Scotia; Parise St-Onge, New Brunswick; Carole Martin, Québec; Philip Dembicki, Manitoba; Patricia Gausman, Saskatchewan; Cyril Wilson, Alberta; Shelley Bridge, HEU, British Columbia; Leonard Crawford, NEB Liaison; Corina Crawley, Staff Advisor.

"Video presentation"

For CUPE, literacy includes essential skills for engaging at work, in the union and in communities. Our union is stronger when members have the skills to engage one another and to teach and learn the skills of activism, mobilizing, union leadership, financial management, community organizing, as well as basic reading and writing. This is all literacy. CUPE's

National Literacy Working Group recognizes that literacy is a key determinant of health. It is the one thing that can help people understand and overcome cycles of poverty and inequality.

Changing workplaces

Canada's economy is changing – inequality, precarious work, climate change, automation and artificial intelligence are all having a big impact. The skills we need to get and keep good jobs are also changing.

All these changes mean that workers need support. A just transition includes worker-centered training, not simply training that meets employer needs.

Migration

An increasing cross section of our members have migrated for better jobs and quality of life, whether from province to province, rural to urban, or internationally. Language and culture vary from one community and region to the next, but many of us share common experiences of migration for a better life.

Literacy supports smooth transitions and integration into new workplaces and communities. It supports understanding and building linkages across cultural divides, helps to overcome stereotypes and misconceptions, and promotes inclusion.

Growing our connections in our regions and with community

Literacy working group members are reaching out to literacy organizations in our communities. Building these relationships will support learners in our unions and communities. We will help promote the services frontline agencies offer, while increasing CUPE's visibility in the community.

Clear Language

Using clear language communication, including clear writing and speaking, helps ensure that all members can be engaged and included, and can understand their own collective agreements.

During this last term, CUPE's National Literacy Working Group was trained in clear language writing and communication. These skills will help our locals be more inclusive of all members when we

communicate. We will pass on the principles we learned to others, and we will promote CUPE's Clear Language Workshop in our regions.

Federal Government as player in Literacy and Essential Skills

Resolution 219 committed CUPE to advocate for a pan-Canadian conversation to create a national vision and long-term strategy for literacy, to work with federal government and community literacy partners in doing this work, and to ensure that CUPE has a strong voice.

This liberal government has made significant promises to re-invest in literacy and essential skills after the Harper government made serious cuts to literacy programs across the country. While some spending has occurred, there is no transparency around where money is going and how it is being spent. Federal funds for literacy and essential skills will most likely be used to fund employer training needs in the workplace.

Workers' needs and voices need to be included in decisions about federal spending on workers training.

Literacy is a tool for change

Literacy includes more than just reading and writing skills. It also includes the skills we need to understand and participate in the world around us: our communities, politics, our jobs and our union. We know that workers with literacy issues are less likely to be involved in their union.

Union skills are literacy skills: from reading union materials, understanding how to get involved and make a difference, how politics works, to managing union finances, keeping good records, and how to write for and speak with members.

We continue to work to reduce stigma and raise awareness about literacy issues in our regions. We work to encourage CUPE members and their families to access training opportunities. We do this because literacy is an essential part of workers standing up for their rights, getting involved in their unions, and overcoming systemic inequalities.

(M/S committee member, unidentified delegate – Carried)

REPORT OF THE RESOLUTIONS COMMITTEE

Resolution 223 submitted by Locals 5120 (NL) and 4653 (BC)

CUPE NATIONAL WILL:

Lobby the federal government to urge provincial ministries of transportation to raise awareness about, and increase penalties for, motorists who pass school buses illegally.

BECAUSE:

- Motorists who fail to stop for red stoplights/stop paddles on school buses is a serious hazard across the country for children entering and exiting the buses.
- The potential psychological impact of accidents can be severe and long-lasting for workers, children, their families, and their communities.

(M/S committee member, committee member – Carried)

Resolution 53 covering resolutions 51 and 52 submitted by Local 1936 (BC)

CUPE NATIONAL WILL:

1. Establish a policy and process to address complaints and incidents of sexual harassment and violence within the union, including independent third-party investigations.
2. Involve specialists on intersectional gender-based violence who have established similar systems in other organizations.
3. Determine appropriate remedies in cases of sexual harassment and assault, ensuring safety within CUPE.
4. Prioritize human rights competencies in the recruitment, hiring and training of staff, and make human rights harassment and violence a core component of the rep trainee program and annual training for all staff.
5. Provide information on gender-based violence crisis lines and community services at all CUPE events.

BECAUSE:

- Despite the Code of Conduct, equality education and other measures, CUPE women and women-identified members experience high rates of sexual harassment and violence within the union.
- Lack of safety means women, 68% of our membership, cannot fully participate, weakening CUPE.
- The ombudsperson program does not have the role or scope to play this role, and the Trial Procedure is not appropriate for addressing sexual harassment and violence.
- Sexual harassment and sexual violence may constitute human rights and/or criminal violations.
- Women with disabilities, and LGBTQ2+, racialized and Indigenous women face additional harassment and violence.

(M/S unidentified delegate, unidentified delegate – Carried)

Resolution 28 submitted by CUPE Québec

CUPE NATIONAL WILL:

Commit to inviting representatives from the following committees – Women, Young Workers, LGBTQ2+, Persons with Disabilities – to a National Executive Board meeting at least once a year to give them an opportunity to have a genuine, lengthy and meaningful exchange with NEB members on their specific issues and their priorities.

BECAUSE:

- Delegates to the 2015 and 2017 CUPE Conventions clearly rejected proposals to add diversity positions to the National Executive Board;
- The NEB must respect the position taken democratically by Convention delegates;
- CUPE is inclusive and must propose an alternative to this debate for diversity members wishing to express themselves and be part of the discussion;
- Inclusion and recognition of diversity groups do not necessarily follow by having a reserved seat on the NEB, and other alternatives could prove more effective and allow for dialogue specific to problems experienced by diversity groups.

(M/S unidentified delegate, Unidentified delegate – Defeated)

ELECTION RESULTS OF NATIONAL TRUSTEE – TWO-YEAR TERM

Brother Larry Rousseau, Chief Electoral Officer, declared Sister Shireen Clark elected as National Trustee for a two-year term.

SWEARING-IN OF NATIONAL OFFICERS, NATIONAL EXECUTIVE BOARD MEMBERS AND NATIONAL TRUSTEES

The newly elected National Officers, National Executive Board Members and National Trustees were duly sworn in.

INTRODUCTION OF GUEST SPEAKER

CHAIRPERSON MARK HANCOCK: Our next speaker is a courageous trade union leader from Brazil, a country with one of the most dangerous presidents in the world.

The Bolsonaro government, in Brazil, poses a significant threat to the public sector, to workers and to the trade union movement. It poses a threat to the LGBTQ2+ community, and the racialized and indigenous people of Brazil. And its ideology and its actions are threatening all of us here today.

As the Amazon rain forest continues to burn, this government is destroying the global environment and threatening our very existence. Yet, the Canadian government continues to work with the Bolsonaro government, but the people of Brazil are resisting Bolsonaro and his dangerous ideas as they are rising up.

Sister Geici Maiara Brig is a leader in this movement and I'm excited to have her here with us today. Geici is a young lesbian trade unionist who fights to defend quality public services, equality and opportunities for all. She is currently the education director for Sintraseb Blumenau, the Blumenau Public Service Workers Union in Santa Catarina, Brazil. Before taking on this role, she was an educator in the municipal public school system in the City of Blumenau.

She is a coordinator of the public services international young workers committee in Brazil and is a member of PSI's regional executive committee. Please join me in welcoming Geici to the stage.

Following Sister Geici Brig's address, Brother Mark Hancock thanked her and presented her with a gift.

REPORT OF THE CONSTITUTION COMMITTEE

Constitutional Amendment C-14 submitted by the National Executive Board

CUPE NATIONAL WILL:

Amend the National Constitution to allow General Vice-Presidents, Regional Vice-Presidents and Diversity Vice-Presidents to be elected in their respective caucuses instead of by convention as a whole, as follows:

Amend 7.2 (a)

7.2 Composition

- (a) ~~The members of the National Executive Board are elected by majority vote at Convention.~~ The members of the National Executive Board are: the National President, the National Secretary-Treasurer, five General Vice-Presidents, fourteen Regional Vice-Presidents and two Diversity Vice-Presidents.

Amend 11.2

11.2 National Executive Board

- (a) All members of the National Executive Board are elected at **each regular** Convention ~~by majority vote.~~
- (b) **The National President and National Secretary-Treasurer are elected by majority vote of all Convention delegates.**
- (c) **General Vice-Presidents are elected in caucus, by majority vote of Convention delegates who work in their geographic area.**
- (d) **Regional Vice-Presidents are elected in caucus, by majority vote of Convention delegates who work in their region.**
- (e) **Diversity Vice-Presidents are elected in caucus, by majority vote of Convention delegates who self-identify as members of their respective community. The Indigenous caucus may choose to select their Diversity Vice-President by consensus.**

Add new 11.6 and renumber the rest of the Article:

11.6 The results of caucus elections will be reported to convention for adoption by delegates.

BECAUSE:

- Candidates for General Vice-President and Regional Vice-President positions have historically been selected in a regional caucus at convention, but elected by a vote of all convention delegates.
- Candidates for Diversity Vice-President positions have historically been selected in a diversity caucus at convention, but elected by a vote of all convention delegates.
- Formally electing these Vice-Presidents in their respective caucuses will ensure delegates' choice is respected.
- Bringing the caucus election results to Convention for ratification by delegates will ensure those elected have a level of accountability to our union as a whole.

(M/S committee member, committee member – Carried)

Constitutional Amendment C-35 submitted by the National Executive Board

CUPE NATIONAL WILL:

Amend the Rules of Order in Appendix A of the National Constitution to ensure the full participation of Delegates, as follows:

Add a new A.3 and renumber the rest.

The rules of order of Convention are:

- A.1 The National President will chair all Conventions. A General Vice-President will chair Convention in the absence of or at the request of the National President. The National Executive Board will choose a chairperson if the National President and the designated General Vice-President are both absent.
- A.2 No question of a sectarian character will be discussed.
- A.3 The Chairperson may alter the application of the Rules of Order in order to permit the full participation of any delegate with a disability in the proceedings of Convention.**

A.4 A delegate must go to a microphone to speak. The delegate must give their name and the name of the organization they represent when recognized by the Chairperson. The delegate will only speak to the question at issue.

BECAUSE:

- As written, the Rules of Order require a delegate to “go to a microphone”, and do not allow for someone to speak on behalf of a delegate.
- At recent conventions, the Chairperson has accommodated delegates to ensure full access and participation of all delegates.
- It is important that the Rules of Order reflect this practice.

(M/S committee member, committee member – Carried)

Constitutional Amendment C-32 submitted by the National Executive Board

CUPE NATIONAL WILL:

Amend Article XII of the National Constitution to clarify the roles of General Vice-Presidents, Regional Vice-Presidents and Diversity Vice-Presidents, as follows:

GENERAL VICE-PRESIDENTS

12.1 Duties of General Vice-Presidents

- (a) ~~The~~ General Vice-Presidents assist the National President in their duties and perform other duties, as determined by Convention or the National Executive Board. They preside at Convention or meetings at the request of or in the absence of the National President.
- (b) General Vice-Presidents represent the National Union, and communicate and help implement the goals, policies and priorities of the National Union. They may also provide assistance and support to the Regional Vice-Presidents and Provincial Divisions within their geographic area.**

12.2 Duties of Regional Vice-Presidents

- (a) Regional Vice-Presidents represent their regions on the National Executive Board and bring the perspectives, priorities and concerns

of members and chartered organizations in their region to the debates and discussions of the Board. They perform other duties as determined by Convention, the National Executive Board, or the National President.

- b) **Regional Vice-Presidents** represent the National Union in their region, and communicate and help implement the goals, policies and priorities of the National Union in their regions.

12.3 Duties of Diversity Vice-Presidents

- (a) **Diversity Vice-Presidents** represent members who self-identify as part of their respective communities on the National Executive Board and bring the perspectives, priorities and concerns of these members to the debates and discussions of the Board. They perform other duties as determined by Convention, the National Executive Board, or the National Officers.
- (b) **Diversity Vice-Presidents** also represent the National Union at meetings of and related to the communities they represent, and communicate and help implement the goals, programs and priorities of the National Union.

BECAUSE:

- The roles and responsibilities of General Vice-Presidents are poorly defined in the Constitution.
- The roles and responsibilities of Regional and Diversity Vice-Presidents have never been defined in the Constitution.
- Defining these roles and responsibilities will improve transparency and accountability.

(M/S committee member, committee member – Carried)

Constitutional Amendment C-4 submitted by the National Executive Board

CUPE NATIONAL WILL:

Amend Article 6.4 of the National Constitution to allow chartered organizations to send one additional delegate to convention, as follows:

6.4 Convention Representation

- (a) Representation at Convention is:

Local Union:

Up to 100 members.....	1 delegate
101 to 200 members.....	2 delegates
201 to 500 members.....	3 delegates
501 to 1,000 members.....	4 delegates
1,001 to 1,500 members.....	5 delegates
1,501 to 2,000 members.....	6 delegates
2,001 to 2,500 members.....	7 delegates
2,501 to 3,000 members.....	8 delegates

1 more delegate for each additional 500 members or part of 500 members.

Provincial Division.....	2 delegates
District Council.....	1 delegate
Service Division.....	1 delegate
Provincial Council of Unions.....	1 delegate
Council of Unions.....	1 delegate
Airline Division Component.....	1 delegate per airline

Each chartered organization may register one additional delegate who self-identifies as a member of one of the following communities: Indigenous, LGBTQ2+, Racialized, Women, Workers with Disabilities, Young Workers.

Each national equity-seeking committee is entitled to one delegate with full voice at the expense of the National Union.

BECAUSE:

- As our highest governing body, it is important that convention delegates are reflective of our membership.
- Although progress has been made, delegates to recent conventions still do not reflect the full diversity of our membership.
- It is not enough to encourage chartered bodies to ensure their convention delegates are diverse.

(M/S committee member, committee member – Carried)

REPORT OF THE RESOLUTIONS COMMITTEE

Resolution 151 submitted by CUPE Metro Vancouver District Council (BC) and Locals 2329 (NL) and 1169 (AB)

CUPE NATIONAL WILL:

Create a national campaign that increases awareness of the important services provided by CUPE library workers in public library boards, schools, and post-secondary education institutions. The campaign will highlight some of the key challenges experienced by CUPE library workers across the country.

BECAUSE:

- There is a public misperception that libraries are no more than book repositories and that library work is unskilled and unessential;
- This misperception has contributed to attacks on libraries by politicians looking to balance budgets through layoffs, funding cuts, and threats of library closures;
- This misperception has contributed to the increased use of volunteers as a replacement for skilled and knowledgeable library staff;
- This misperception has contributed to the rise of staffless libraries to cut funding and undermine the front-line service culture.

(M/S committee member, committee member – Carried)

Resolution 73 covering resolutions 74 and 76 submitted by CUPE Saskatchewan and Local 2730 (ON)

CUPE NATIONAL WILL:

1. Lobby the federal government to introduce legislation that will standardize the number of hours of hands-on care that's required per resident per day in long-term care homes across Canada;
2. Lobby the federal government to increase the amount of provincial and territorial funding it dedicates to the public and not-for-profit provision of long-term care;
3. Create a campaign that profiles and highlights the work of CUPE members in the long-term care sector and the valuable role they play in delivering quality care across Canada;
4. Promote the campaign publicly to encourage people to work in the long-term care sector.

BECAUSE:

- The benchmark for quality long-term care is 4.1 hours of hands-on care per resident per day, however, provincial and territorial guidelines fall below this standard;
- The shortage of long-term care beds and staff is a major crisis, which results in overcrowding, longer wait times, and decreased quality of care in hospitals;
- Public funding should be dedicated to public long-term care homes because they provide a higher quality of care than private, for-profit facilities;
- Recruitment and retention are major problems in the long-term care sector;
- Members employed in the long-term care sector are overworked and experiencing high levels of stress and burnout;
- Working short leads to increased levels of violence and harassment in long-term care; and
- We need to find creative ways to grow the workforce for long-term care domestically.

(M/S committee member, committee member – Carried)

Resolution 30 submitted by CUPE Metro Vancouver District Council and Locals 1615 (NL), 8920 (NS) and 2348 (MB)

CUPE NATIONAL WILL:

Work with divisions to encourage lobbying the provincial governments to:

1. Increase affordable and accessible housing for persons with disabilities; and
2. Create legislation to ensure able-bodied people cannot rent accessible housing intended for persons with physical disabilities.

BECAUSE:

- Many people with disabilities do not have housing that is structured to meet their needs due to lack of availability or non-disabled people currently occupying accessible units.

(M/S committee member, committee member – Carried)

Resolution 157 covering resolutions 153, 154, 155 and 156 submitted by Local 1289 (NL)

CUPE NATIONAL WILL:

Change the committee name to: "Literacy and Essential Skills Committee".

BECAUSE:

- Lifelong learning and equality is a human right;
- Literacy is more than reading and writing;
- The 9 Essential Skills recognized for workplace success, meaningful participation at work, in the union and in society are:
 1. Reading
 2. Document Use
 3. Numeracy
 4. Writing
 5. Oral Communication
 6. Working with others
 7. Thinking
 8. Digital Technology/ Computer Use
 9. Continuous Learning
- Literacy provides the ability to know and exercise our rights as workers and is essential to the Labour movement.

(M/S committee member, committee member – Carried)

REPORT OF THE NATIONAL GLOBAL JUSTICE COMMITTEE

The members of the committee are: Nathalie Garceau, co-chair, Airline Division; Keir Hiscock, co-chair, Newfoundland and Labrador; Cheryl Burbidge, Nova Scotia; Janice Melanson, New Brunswick; Shawna Quinn Blue, Prince Edward Island; Rosey Henderson, Québec; Farid C. Partovi, Ontario; Heather Dolenuck, Manitoba; Denise MacDonald, Saskatchewan; Mabel Ong, Alberta; Andrew Ledger, British Columbia; Betty Valenzuela, HEU, British Columbia; Sarah Pentlow, CUSO International; Diana Sarosi, OXFAM; Connie Sorio, KAIROS; Steve Stewart, CoDevelopment Canada; Denis Bolduc, NEB Liaison; Kelti Cameron, Staff Advisor;

"Video presentation"

The CUPE National Global Justice Committee is committed to international solidarity and engaging with the workers and activists around the world who are courageously fighting for the society we all want to live in. We are making every effort to unite with and to support workers resisting privatization, union busting, poverty, austerity, corruption and war, and in the process, we are learning more about the world and about the conditions of the world's people.

Our experiences at the bargaining table in Canada are affected by the same global economic system negatively affecting workers globally. Through our global solidarity, we are connecting with workers who share our aspiration for universal public services, decent work, democracy, justice and peace. To be successful here in Canada in our fight, we rely on movements around the world to be vibrant and strong.

As we witness resistance movements growing and become stronger in many countries, many with women at the forefront, we hold our government accountable when Canada's foreign policies undermine their ability to thrive.

The committee is guided by CUPE National's *International Solidarity Policy Statement* (2014) which allows us to adapt our work to our changing world and ensures we act in solidarity with critical global struggles.

The four pillars of our work are:

1. Expose and campaign against human rights violations;
2. Support struggles to defend and recognize labour and trade union rights;
3. Challenge global corporate aggression;
4. Ensure Canadian government accountability.

Under these four basic themes, our international solidarity work has developed and expanded in the following ways:

Integrating international issues and international solidarity actions into all aspects of our union work

A Union Education course that brings together members to discuss how global capitalism affects our lives and the lives of workers around the world, in unions, in workplaces and in communities, is now complete. Committee members expect this course

will help to clarify why it is essential for CUPE to engage in international solidarity, and how this solidarity will strengthen our fight for public services here at home.

Through the Global Justice Fund, we continue to partner with CUPE locals and divisions to build relationships with social movement organizations and trade unions in other countries. The committee has recommended support for projects in Colombia, Honduras, Nicaragua, Cuba, Guatemala, Myanmar, the Philippines, Iran and with migrant workers in Canada. We are also considering future support from the Global Justice Fund to the trade union movement in Haiti, Israel-Palestine and Bangladesh.

CUPE participated in the 63rd session of the United Nations Commission on the Status of Women (UNCSW) in New York, in March 2019. This year's theme was social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls. The UNCSW is an important opportunity to connect our work supporting women's rights in Canada, with the struggles of women around the world.

While we struggle against privatization here, we are aware that Canada is promoting privatization in other countries through our overseas development aid. In 2019, we attended the United Nations Forum on Financing for Development in New York to better understand how the Sustainable Development Goals (SDGs) are being used as a gateway to privatization, and how the Canadian government is involved through their promotion of P3s, blended finances and pension fund investment in privatization.

Engaging in worker-to-worker solidarity exchanges, relations and grassroots organizing

Worker-to-worker exchanges over the past two years have brought us to several countries where social movements and trade union leaders face harassment, intimidation and human rights violations for their political activities. We have led and hosted several delegations and have participated in delegations organized by our partners and allies.

We travelled to Colombia with several unions from Canada in 2018. The situation is volatile in Colombia now and there is a lot of follow-up work for us to do to support movements demanding the National Government of Colombia take immediate action to

both protect the lives of social leaders in the country and put an end to the paramilitary violence that has left 600 leaders dead since the peace agreements were signed in 2016. CUPE works with organizers in the Indigenous and Afro-Colombian communities, and the water workers union, whose struggle for justice continues to threaten their lives.

CUPE led a delegation to Israel-Palestine in July 2018 where we met with trade unions, workers' centres, grassroots organizations, legal rights organizations, human rights activists, community leaders and victims of violence. CUPE members were able to meet with workers in Israel-Palestine who shared how the Israeli occupation was affecting Palestinian workers and the general population. After several meetings, it was clear that the struggle for land under colonial rule is at the heart of the occupation.

In the Philippines, the Alliance of Concerned Teachers (ACT) and the Confederation for Unity, Recognition, and Advancement of Government Employees (COURAGE) hosted a CUPE delegation in November 2018. CUPE is supporting their efforts to organize and unionize workers in the public sector as the economic and social condition deteriorates under the current government.

CUPE also travelled to South Africa and Guatemala to meet with labour and social movements, attended the Tri-National Education conference in Mexico, and hosted a CUPE education exchange with the Korean Federation of Public Service and Transportation Workers to Canada.

International solidarity delegations provide the opportunity for communities to share their experiences so CUPE, as a member of the international community, can support their efforts to expose these violations, hold the perpetrators accountable and realize justice.

Active affiliation in Global Union Federations

Coordinating actions and pooling our resources with other unions is an important way to maximize the impact of our international solidarity. Our active affiliation with Public Services International (PSI) includes integrating and supporting PSI priorities and actions including: defending the public sector and opposing the threats posed by international financial institutions, international trade and investment agreements, privatization and austerity; organizing

workers to challenge these threats and toward realizing full trade union rights for all workers.

CUPE National participated in the PSI North America meetings in Washington, DC in April 2019. This was an important opportunity for us to express our solidarity with our sisters and brothers in the U.S., and as we take on the right-wing in Canada, an opportunity to learn about their fight-back strategies against the anti-worker, anti-people legislation that is now being introduced by the Trump administration. CUPE also sent a six-person delegation to the PSI's Interamerican Regional Conference in Argentina in June 2019.

Through our relationships with the global unions, over the past two years we have participated in important forums about the "Future of Work" in the public sector, Ending Violence and Harassment in the World of Work, and Global Remunicipalisation.

Speaking out on important international issues

We take seriously the need to respond when critical events occur globally and have spoken out against human and trade union rights violations, the injustice of impunity against the impact of corruption, foreign corporate domination, military aggression and war. In the process we have, at times, challenged Canada's actions and policies in the world.

We have spoken out in defense of activists and communities facing repression or hardship in Iran, Palestine, Honduras, Colombia, Nicaragua, Brazil, Puerto Rico and the Philippines. Governments in several of these countries have a history of systematically cracking down on trade union activity and dissent. We issued a statement of concern regarding Canada's foreign policies towards Venezuela, and a statement of solidarity with the thousands of migrants from Honduras joined a caravan to North America in search of a better life.

We have continued to work collaboratively and closely with several organizations who request funding to ensure their core work continues, and continue to engage in important work with several international formations and coalitions including:

- Common Frontiers, a coalition of labour and other civil society organizations focussing on solidarity and international trade and investment in the Americas;

- International Civil Liberties Monitoring Group (ICLMG) who work to protect the right to dissent and freedom of expression in Canada and around the world, particularly in the context of emerging anti-terror legislation;
- The Canadian Coalition for International Cooperation (CCIC) Asia-Pacific Working Group (APWG), the Americas Policy Group (APG) and the Philippines Working Group.

This work reflects the priorities identified by the Global Justice Committee over the past two years 1) Struggle of Migrants and Refugees, 2) Defending the Right to Protest and Freedom of Association in Canada and Around the World, and 3) Canadian Foreign and International Policy.

REPORT OF THE NATIONAL PINK TRIANGLE COMMITTEE

The members of the committee are: Gina McKay, co-chair, Manitoba; Todd Hill, co-chair, New Brunswick; Dan Murphy, Newfoundland & Labrador; Dwayne Tattrie, Nova Scotia; Brenda Doucette, Prince Edward Island; Mike Barney, Québec; Susan Gapka and Nancy Hanschmann, Ontario; Donna Smith, Saskatchewan; Michael Forrester and Michelle Stephen, British Columbia; Darlene Bown, HEU, British Columbia; Amanda Farrow-Giroux, NEB Liaison; Bill Pegler, Staff Advisor.

"Video presentation"

CUPE's National Pink Triangle Committee is dedicated to promoting and defending the rights and freedoms of questioning, two-spirited, lesbian, gay, bisexual, transgender, queer, and intersex (LGBTQ2+) persons in our union, workplaces and communities in Canada and around the world. Committee members work for change in partnership with other CUPE human rights committees, our sibling trade unions and other labour organizations, advocacy groups and activists at regional, national and international levels.

This report will provide an overview of developments in LGBTQ2+ activism, the committee's goals and activities since last convention.

LGBTQ2+ Seniors' Safety in Public Services: Project Outline

The Human Rights Branch, with the support of the committee, is working to advance a research project

around an environmental scan on LGBTQ2+ seniors' safety in public services, with a focus on health and social care and municipal environments. This work is a CUPE partnership with Egale and a research team on aging and equity co-led by Professor Susan Braedley.

The project seeks to identify:

- the challenges faced by LGBTQ2+ seniors in accessing culturally safe services by municipalities, health care and social services providers;
- overlap with concerns of LGBTQ2+ workers in those sectors; and
- promising practices in education, policies, programs and regulation.

This work will produce clear language research communication tools such as a discussion paper fact sheet on the challenges faced by LGBTQ2+ seniors in municipal, health and social services environments in Canada; promising practices in LGBTQ2+ competency, for example accreditation and professional regulation measures, education and training, workplace and organizational policies, collective agreement language (discrimination, training etc.), organizational audit tools and government initiatives.

We also expect the project to generate resource lists of provincial non-profit organizations providing training and advocacy on LGBTQ2+ cultural competency in the public sector, and a list of the provincial and federal government departments, and champions working on LGBTQ2+ cultural competency in health care, social services and municipal programs affecting seniors.

Pride Events and Other Awareness-Raising Initiatives

Committee members lend their support and organizing experience to the Pride celebrations that take place in Canada throughout the year. These community celebrations range from enormous, destination event parades in major cities like Vancouver, Winnipeg, Toronto, and Montreal, to modest parades and festivals in many smaller centres.

We applaud the CUPE members and elected leaders who take part in Pride events across the country. A strong CUPE contingent is a regular part of many Pride celebrations.

Our National Officers and National Executive Board members are visible participants in CUPE contingents marching in and celebrating Pride events. The response we receive as we march is resounding – a real reflection of the public's recognition of our work in the public sector, and the recognition of CUPE members proud to see their union committed to equality. CUPE is looking to increase its visibility in our smaller communities with flags, banners and of course, swag such as bandanas and other giveaways.

Committee members also seize opportunities throughout the year to raise awareness on homophobia, transphobia and the alarmingly high rates of harassment, bullying and violence experienced by LGBTQ2+ youth and adults. CUPE recognizes the Day of Pink on the second Wednesday in April, the International Day Against Homophobia and Transphobia, May 17th, and the Transgender Day of Remembrance on November 20th, through statements shared with locals, members, and on social media.

Community Alliances

Building alliances with community organizations and advocacy groups outside our union is more important than ever at a time when labour rights, human rights and social justice are under attack.

CUPE supports the educational and advocacy work of Egale, the major LGBTQ2+ organization in English Canada. As well, we continue to engage with the Canadian Centre for Gender and Sexual Diversity (CCGSD) in its work, activism and education.

Quebec's Fondation Émergence is an important force for LGBTQ2+ awareness-raising among francophones. The foundation provides bilingual materials for the International Day Against Homophobia and Transphobia, sponsors a crisis phone line and support services.

Policy Reform and Concerns

The federal government has had an extremely mixed approach regarding human rights, equality seekers and LGBTQ2+ people. Many actions appear progressive through a positive media lens, such as the November 2017 apology to LGBTQ2+ Canadians, the establishment of an LGBTQ2 Secretariat in the Privy Council Office, and the creation of Statistics Canada's Centre for Gender, Diversity and Inclusion Statistics.

Behind these good news stories are the regressive steps and failure to make real social change by not clearing the records of federal public servants, members of the Armed Forces or RCMP, records that showed LGBTQ2+ workers as national security threats, or falsely labelled as mentally ill.

The LGBTQ2 Secretariat is ground-breaking on its own, but such announcements do not fund the broken promise around Pharmacare and Medicare programs that could mean transformative change for LGBTQ2+ health care across Canada.

Most cynically, the federal Liberals – using an omnibus budget bill, something they vowed to never do – took a page from the Conservative playbook and tightened immigration law to stop what it calls "asylum-shopping".

Asylum-seekers, including those applying given their sexual orientation or gender identity, who have made claims in other countries – like the United States – will no longer be guaranteed a refugee hearing in Canada. This undermines an asylum-seeker's most basic right – to ask for protection. Not only does this negatively affect asylum-seekers who have managed to escape from political or military persecution, but it is a change in the law that is aimed clearly at asylum-seekers who are fleeing persecution on ANY human rights grounds. CUPE members and all human rights champions must challenge this unjust attack on migrant rights.

Provincial Attacks

We have our work cut out for us in Ontario's Ford government – CUPE members know that "Sex Ed Saves Lives", but this government is already cutting school curriculum on sexual and gender diversity, human rights advocacy offices, legal aid, health care and several other changes that disproportionately hurt LGBTQ2+ folks.

Our expectations of the Kenney government in Alberta are that LGBTQ2+ people, including high school students in Gay Straight Alliances (GSA) are going to be at risk, unsupported and marginalized in a place where they should be supported and safe.

These developments galvanize our resolve to fightback and ensure these lifesaving services are maintained and expanded.

Federal Apology to LGBTQ2+ Canadians

The Liberal government formally apologized in the House of Commons to LGBTQ2+ Canadians for the discrimination they have suffered over the decades, often at the hands of federal agencies.

Two Pink Triangle members were in attendance, Gina McKay (co-chair) was invited by the government, recognized for her LGBTQ2+, union and community activism. Second, was former committee member, Line Blackburn, who was invited to attend and receive a personal apology by the Prime Minister for the impact of bullying, discrimination and loss of career she experienced.

The federal apology is a good step towards addressing the systemic discrimination and oppression that LGBTQ2+ people still face, and the committee hopes that the apology builds a stronger foundation for the work that labour activists do to advance human rights for our members. The apology highlighted the continuing need for advancing diversity, inclusivity and equity-specific language in our governance, collective agreements and in our union activities.

Trans Inclusion

We continue to see several important legislative and policy victories for trans persons in Canada, yet they still count among the most marginalized people in our society. They struggle for rights that most of us take for granted, including the ability to earn a living in safety and dignity and to have identity documents that match their lived gender.

The 519, a City of Toronto Agency providing service and space to the LGBTQ2+ community, and staffed by CUPE Local 2998 members, has answered the call with comprehensive resources under the heading *Creating Authentic Spaces*.

Materials are available at:

- <https://www.the519.org/education-training/training-resources/our-resources/creating-authentic-spaces>

This work is a critical resource for all, including CUPE local leaders and stewards in their work advocating for members.

Union Education

LGBTQ2+ persons in our union, workplaces and communities continue to experience discrimination, harassment, and violence. We must continually renew and intensify our educational initiatives to promote respect, understanding and acceptance for LGBTQ2+ persons.

The committee is looking forward to continuing our ongoing work in the development of a workshop to engage members around broad questions of gender and sexual diversity. This builds on ongoing work in the union and Union Education Branch opportunities that focus on bringing forward a perspective around awareness, advocacy, respect and celebration of equity-seeking groups and issues.

It is important that LGBTQ2+ members and staff model diversity as facilitators for these and other CUPE workshops. The committee encourages members from the LGBTQ2+ community and other equity-seeking groups to contact the Union Education Branch representative in their region to apply for member-facilitator training.

What we can do

CUPE and the National Pink Triangle Committee encourage locals to review their collective agreements and to prepare and motivate bargaining proposals to include these human rights protections in their next round of collective bargaining. It is not just words in a document, it is the energized equality work that is possible when CUPE members ratify their equality focused bargaining demands, and new protections in their collective agreements. These tools give our stewards the language they need to protect CUPE members from discrimination and harassment well into the future.

Transgender persons continue to face severe barriers in accessing health care services and often risk their personal safety in using gender-specific washrooms and changing facilities. CUPE locals should be encouraged to initiate discussions with employers about creating “safer spaces” by providing gender-neutral or gender-inclusive washrooms and changing facilities.

In many regions across the country, the high costs of transition-related surgeries, hormone treatments and other procedures necessary for gender transition are not covered under public health budgets. There is still

much work to be done to convince federal, provincial, and territorial governments that trans Canadians must be able to access the medical procedures necessary to align their physical being with their lived identity.

REPORT OF THE NATIONAL CONTRACTING OUT AND PRIVATIZATION COORDINATING COMMITTEE

The members of the committee are: Cindy McQueen, co-chair, British Columbia; Chris Watson, co-chair, New Brunswick; Mike Tobin, Newfoundland and Labrador; Pauline Chicarella, Nova Scotia; Nicole Couture, Prince Edward Island; James Madden and Eddie Peireira, Ontario; Nicholas McClurg, Manitoba; Clay Wilson, Saskatchewan; Joyce Baker, Alberta; Karl Walker, British Columbia; Barbara Biley, HEU, British Columbia; Michelle Duhaney, Airline Division; Fred Hahn, NEB Liaison; Marc Xuereb, Staff Advisor

“Video presentation”

The current incarnation of the National Coordinating Committee on Contracting Out and Privatization provides advice to the National Executive Board (NEB) on privatization issues and promotes public services as the most just, transparent, and efficient way for government to serve our communities. We give input into CUPE’s resources that educate about privatization issues and suggest and participate in strategies that promote and defend public services and oppose privatization.

The committee includes representation from all CUPE’s Divisions and is well connected to anti-privatization efforts in our home provinces. Virtually all our members sit on our Division’s equivalent of an anti-privatization committee, so we are aware of and involved in ongoing campaigns. At each of our meetings, members report on anti-privatization developments in our regions and discuss challenges and successes and emerging issues and opportunities.

For the past two-year term, the committee decided to focus on three resolutions passed at the 2017 Convention that pertained to privatization issues:

1. #299 – to build local capacity to bring services back in-house and reverse the privatization of infrastructure;
2. #300 – to continue to take a strong stand against privatized infrastructure, including the role of pension funds and the Canada Infrastructure Bank in financing it; and

3. #308 – to study the effects of privatization on Indigenous peoples and work with CUPE’s National Aboriginal Council to support Indigenous peoples’ resistance to privatization.

1. Resolution 299 – Reversing privatization and bringing services back in-house

CUPE has several resources that equip its members with tools to fight proposed contracting out and privatization of public services, and to campaign for bringing privatized services back into the public domain. Committee members reviewed several of these resources, including *Back In House*, which documents examples of municipalities which brought contracted services back into their own direct employ, *Our Best Line of Defence*, which gives locals samples of collective agreement language that limits contracting out and forces conversations on contracting in, and a few region-specific guides to contracting in like BC’s *Bringing our Work Back Home* and Quebec’s *Guide de lutte à la sous-traitance*.

Members improved their own skills for taking on privatization campaigns in a workshop hosted by the CUPE privatization researcher. The workshop highlighted the work of CUPE locals in Quebec which have engaged in campaigns to convince employers to retain or bring back work in-house. Committee members learned some great tips for making contracting in a subject of collective agreement negotiations, and if necessary, political campaigns.

Two of our members had the opportunity to attend a conference in Montreal called the “Future is Public”, which focused on building a pro-public movement in the country. They shared their experiences with the committee at our next meeting, describing a new, hopeful movement that seeks to start playing offence, demanding quality public services that everyone deserves like universal child care, pharmacare, and even telecommunications services, rather than relying on defensive strategies reacting to the newest privatization threats.

2. Resolution 300 – Oppose privatized infrastructure, including the CIB the role of pension funds

Committee members reacted passionately to the Trudeau Liberal government’s shameless reversal of its campaign promise to provide new sources of low-cost financing for municipal infrastructure. When we learned the details of the Canada Infrastructure Bank

(CIB), a fund financed by much more expensive private investment to be controlled by the private financiers who benefit from the publicly-subsidized investments, we felt this was an important enough issue to merit much further scrutiny and action. We discussed options for getting information about the CIB into the hands of CUPE members and friendly employers and governments who may be willing to help take a stand against funding infrastructure through private means.

Staff created a presentation and speaking notes on the CIB that committee members used to educate CUPE Division leaders and locals, and municipal governments about the increased costs and reduced accountability associated with accepting CIB financing for infrastructure projects. With the federal election looming in the Fall of 2019, we sought ways to hold the Liberals accountable for this corporate giveaway.

Committee members also educated ourselves on the role that Canadian pension funds are playing around the world in investing in privatized infrastructure. Workers in other countries like Chile, for example, are fighting for public control of their water systems much like CUPE members do in Canada, but meanwhile our own pension funds are working against the interests of workers by profiting from investments in public infrastructure in Chile and elsewhere around the world. Members learned that pensions need not invest in P3s to be profitable: the HOOPP (Healthcare of Ontario Pension Plan) has not entered the infrastructure market but is outperforming other Canadian pension plans.

Because we want more of CUPE’s 680,000 members to know about the dangers of privatization, we spent a day reviewing several of CUPE’s privatization resources. We gave detailed input on two resources being updated – *Steps to Fighting Privatization* and *Early Warning Signs of Privatization* – and one recently created – called *Keep Pensions out of Privatization: What Locals Can Do*. Overall, our advice is to create more short presentations and workshops and one-page written materials in our efforts to reach more members.

3. Resolution 308 – Effects of privatization on Indigenous peoples

The committee spent considerable time learning about the impact of privatization on Indigenous peoples and exploring possible projects that would support Indigenous people’s resistance to

privatization. We heard details of the federal government's failure to adequately fund drinking water and child welfare systems for Indigenous peoples on reserves, and of the Trudeau government's willingness to allow private financiers to step into the funding gaps, including recommending P3s for drinking water treatment systems on the East Coast and the introduction of Social Impact Bonds into Manitoba's child welfare system.

Recommendation #57 of the Truth and Reconciliation Commission asks organizations to "provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism." The Committee is fully supportive of this recommendation and wants to see CUPE leaders at all levels make this a priority. We can do this by taking CUPE's Learning about Canada's First Peoples course, which we did, so that we can better appreciate Canada's historical relationship with Indigenous peoples and understand the context of their current struggles for basic dignity and human rights, including the right to provide basic public services in Indigenous communities that don't subsidize private profits.

(M/S committee member, committee member – Carried)

REPORT OF THE RESOLUTIONS COMMITTEE

Resolution 115 covering resolution 121 submitted by Locals 1615 (NL), 3260 (PE), 3903 and 4772 (ON) and 1004 (BC)

CUPE NATIONAL WILL:

1. Support the Palestinian peoples' right to self-determination and their demands to end Israel's military occupation and colonization, grant Palestinian refugees their UN-stipulated right to return to their homes and properties, and recognize full equality for Arab-Palestinian citizens of Israel;

2. Develop member education, and support campaigns, to pressure Israel to end the occupation and siege on Gaza, dismantle illegal settlements and the apartheid wall;
3. Call on the Canadian Government to end its complicity in Israel's violations of human rights and international law, including targeting unarmed Palestinian protesters, medics and journalists in recent Gaza protests.

BECAUSE:

- The illegal occupation results in violations of international human rights and humanitarian law and is an obstacle to peace;
- The "Jewish Nation State Basic Law" (2018) passed in Israel has institutionalized segregation, enshrined into law a system imposing racial discrimination against all Palestinians, and denies Palestinian citizens of Israel equal rights;
- Over 7 million Palestinian refugees have been forced from their lands since 1948. The right of return is enshrined in international law according to UN Resolution 194;
- Since Gaza's *March of Return* protests began in 2018, Israeli forces have killed more than 300 Palestinians and wounded more than 20,000.

(M/S committee member, committee member – Defeated)

Resolution 143 covering resolutions 142, 144, 147, 148 and 149 submitted by Hospital Employees' Union (BC) and Local 2348 (MB)

CUPE NATIONAL WILL:

1. Create resources for locals, divisions and bargaining councils to advocate for LGBTQ2+ competency in public services, for CUPE members and the people we serve.
2. Urge pan-Canadian employer organizations like the Federation of Canadian Municipalities to advance LGBTQ2+ safety in the public sector by educating their members and, with CUPE, lobbying governments for enforceable standards, training funds and other measures.
3. Press governments to establish, fund and enforce standards for LGBTQ2+ competency, anti-discrimination and harassment policies,

workplace training and other measures for safer spaces.

4. Support bargaining committees and servicing reps to negotiate collective agreement language on discrimination, harassment, and anti-oppression training.
5. Raise awareness within the union on the challenges faced by LGBTQ2+ members and clients.

BECAUSE:

- Employers and governments are not doing enough to challenge the high rate of discrimination, harassment and violence against LGBTQ2+ workers and clients in the public sector.
- In 2019, CUPE and ÉGALE carried out research on the challenges faced by LGBTQ2+ seniors in municipal, health and social services environments and how those can be overcome.
- Community organizations delivering LGBTQ2+ training and policy advice are underfunded, and the worst employers don't even call upon them.

(M/S committee member, committee member – Carried)

FRIDAY, OCTOBER 11, 2019

MORNING SESSION

PRESENTATION OF THE LITERACY AWARD

CHAIRPERSON MARK HANCOCK: CUPE has been on the forefront of literacy work in the labour movement for almost 20 years.

For us, literacy is more than reading and writing. It's the skills that we need to work, to learn and to live. It's also about participating in our union and fighting for workers' rights.

At each convention, CUPE's national literacy award goes to an activist who champions workplace literacy and clear language. This year I'm privileged to present the award to Karen Byzuk.

Karen has been a CUPE member for 40 years. As an activist with CUPE Local 500, she works tirelessly to support access to learning at work for City of Winnipeg workers. She has played a leadership role in negotiating and administering a wide variety of

CUPE member directed education and training programs.

In the late 1990s, a ground-breaking agreement between Local 500 and the city created a human resources development fund of \$3,000,000 for purposes of education, training, and staff development. Karen, as a long-time activist was selected to serve on the inaugural joint committee, training and staff development.

Karen's leadership resulted in many opportunities for Local 500 members including GED upgrading, introduction to computers, and e-learning centre, employee literacy training, and essential skills, foremanship training.

Sister Byzuk has inspired many CUPE members to pursue lifelong learning. She has provided mentorship to an emerging generation of CUPE workers who will carry on this work. As CUPE 500's communication officer since 2002, and as editor of the local's newsletter, Karen has demonstrated her expert language skills in her writings for the membership.

Sister Byzuk has held many roles and has always been steadfast in her commitment to inclusion and visionary leadership, supporting education and training of union members and activists as global citizens. My friends, please join me in congratulating our literacy award winner, Sister Karen Byzuk.

REPORT OF THE YOUTH COUNCIL

CHAIRPERSON MARK HANCOCK: Our union education branch organized a week of activity for children aged between nine and fourteen, whose parents are attending convention. The youth council spent the week meeting with CUPE members and learning about the work that we do and our role in providing the public services that we use daily.

Following Jagmeet's speech to convention they also spent some time discussing the election process and sharing stories about how to make democracy work.

They're here to tell us what they've been up to this week. Delegates, please join me in welcoming the 2019 youth council.

The youth council is: Kara Barr; Trinity Barr; Lola Beauchamp; Jaden Beecher; Heather Carnegie; Samira Caryle-Hozaima; Jakob Cunningham; Lukas Graham; Hailey Halik; Yashbir Hayer; Katelyn Kleber;

Cadence Kube; Kinlee Lapointe; Riley Loudlaw; Gracie Morgan; Nikolai Palecek; Kaylan Roberts; Gabrielle Roy; Sophie White; Madeleine Wilson

REPORT OF THE SPECIAL NEB COMMITTEE ON STRATEGIC DIRECTIONS

Building our strength: Strategic Directions 2019-2021

It's been a tough two years for many CUPE members. Public services and unions have been under attack by a new wave of right-wing provincial governments focused on undoing a generation of progress for working people and privatizing public services. And Canada is about to go to the polls in a crucial federal election. Justin Trudeau will try to campaign from the left as he did four years ago, but his record speaks for itself. The Liberals broke their pledge for electoral reform, promoted privatization and trampled on workers' rights.

Our last Strategic Directions plan committed CUPE members to take action to build a stronger union and better workplaces, and to advance our fight for social and economic justice. And we've been able to move forward, despite many obstacles. But the sustained level of attacks on public services over the past two years demands urgent and bold action to protect and defend our members and the public services they provide.

Decades of underfunding have eroded vital public services. And while the economy's strong, workers aren't keeping up. Stagnant wages and ongoing austerity mean many of our members are worse off than before the economic crisis more than a decade ago.

Our members, along with all workers, are fighting to defend decent wages, pension plans, health and safety protections, and our rights to unionize and bargain freely, including our right to strike. We're in tough rounds of bargaining, pushing back against governments and employers who want to roll back the progress we've made on wages, pensions and benefits. CUPE remains committed to resisting concessionary bargaining in all forms, including two-tiering.

When governments attack CUPE members, they're also attacking public services. Public services are the building blocks of our country and the bedrock of our

daily lives. They help fight poverty and inequality; and are crucial to a healthy economy. But austerity, the push to privatize and contract out more of our members' work and deep funding cuts are starving and degrading the services that make our communities healthy and safe.

In addition, our members' jobs in the public and private sectors are threatened by digitalization, which can lead to the outsourcing and offshoring of our work, as well as by the emergence of disruptive technologies like artificial intelligence, automation and 5G cellular networks. Without wanting to prevent progress, CUPE members are concerned about the trend of employers to use these new technologies to bypass the provisions of our collective agreements.

It doesn't have to be this way. We live in a country of wealth and plenty. If governments fairly tax corporations and the wealthiest individuals in our country, there is enough for everyone.

Right-wing movements are also targeting the very fabric of our communities. Racism, xenophobia and hate are on the rise in Canada and around the world, and we must name it and resist it wherever we see it. We are seeing a brazen rise in words and actions that are calculated to divide us, and to grow a movement based on fear and hatred.

It's our national shame that more progress hasn't been made on reconciliation with Indigenous peoples. We must recognize the legacy of the residential school system, and the ongoing harm Canada's assimilationist policies and laws have on Indigenous peoples. And we must continue to call for respect for the rights of Indigenous peoples to their unceded territories.

We know there's still a great deal of work to do in our country, and our union, to root out racism and discrimination in all its forms. We must work together to stamp out white supremacy and hate wherever we encounter it. This work is the only way to move us all forward, and the only way to build our strength.

Right-wing governments and leaders thrive on disrespect, distrust and division. They're capitalizing on the inequality and insecurity their own policies have created to advance their agenda of greed and exclusion. We must step up our fight for equality and justice.

Solidarity is a powerful tool. Whether it's racism, sexism, homophobia or ableism, our commitment to each other in CUPE is to stand together and do what's right. In our workplaces, in our communities and in the streets, CUPE will stand strong in the fight for justice. Together, we are stronger than those who want to sow the seeds of division and hate.

We face urgent challenges on many fronts, starting with the fight to protect our planet. Climate change threatens us all. Corporate greed has hurt our planet and working people here and around the globe, many of them Indigenous and racialized, will be hit first and hardest. Public services and public sector workers need to be at the heart of the transition to a cleaner, green economy and society.

We must also face up to the mental health crisis in workplaces and our country. Mental illness and addiction are gripping our communities. Resources for people living with mental illness and addiction are too few, and too difficult to access. Many CUPE members are on the front lines of this crisis, doing jobs that take a toll on their mental health, while supporting people who are suffering. We must keep pushing for protection against workplace hazards to our mental health and safety. And it's time to recognize that mental illness and addiction are health care issues, and demand the resources it takes to provide mental health care, without judgement or shame.

Right wing governments from Newfoundland and Labrador to Alberta have intensified the threat to our members. Union rights are under attack in almost every province in Canada. And if the Conservatives manage to regain power federally, our rights as a union will be threatened like they were during the Harper years. Beating back these attacks can feel like an uphill battle. But when we pull together, we can move mountains. Two years ago, CUPE members helped elect a progressive government in British Columbia. After nearly two decades of a right-wing, anti-worker government, we're seeing what's possible when a government respects working people, and sees the value of public services in our communities. By working together, we have helped undo years of harm in the province, making progress for everyone.

Since our union was founded 56 years ago, CUPE members have stood together to fight for social and economic justice, sometimes against long odds.

We've taken on governments, corporations and an economic system that's designed to work against us. Faced with employers and governments who are trying to condition our members to accept less, we will continue to do what we've always done: unite to win.

Our 2019-2021 Strategic Directions maps out the next steps in our collective work to move forward on the issues and priorities that matter to us all. It serves as our blueprint for progressive change.

CUPE has a proud history of activism. Our history is written in actions big and small that have changed our workplaces and made life better for people. Actions taken by CUPE members, united and determined. At the bargaining table, in the streets and in the halls of power, we know that together, we can make a difference. It's up to all of us – and we know we're up for the challenge.

Building our strength to face the challenges ahead

Our union is a network of more than 2,000 locals, with a membership that reaches into countless communities in every corner of our country. We will continue to grow our power by strengthening our locals and their ability to connect and mobilize. Over the next two years, we will advance our work to build strong, inclusive union locals, and a strong, united labour movement. We'll also increase our bargaining and activist strength and work with other unions to face the new and growing challenges we face from the election of right-wing governments and growing austerity measures.

Expanding our power

We will keep expanding our power through ongoing member engagement, communication and effective campaigning. We will build our member base by:

- Giving our local unions tools to better connect with members one-on-one, including the ability to access, build and use lists, and encouraging locals to mentor each other and share successful strategies, as part of a comprehensive member engagement program that supports an organizing and direct action approach to our day-to-day work.

- Ensuring all members can fully participate in CUPE by re-engaging our rank and file to become members in good standing.
- Exploring new data tools and digital organizing techniques to supplement our in-person organizing efforts and ensure these are incorporated into our campaign and communications strategies.
- Helping locals to become more inclusive and representative of their membership.
- Building bridges between new and experienced members. As trade unionists we commit to mentoring new activists and providing them space and opportunities to gain experience.

Increasing our bargaining strength

CUPE's bargaining policy draws a clear line: we will not let governments or employers divide us. We won't accept concessions or two-tier contracts that sell out future generations of workers. Too many of our members earn less than \$18 an hour and work two or more jobs just to get by. We will tap into the power of worker solidarity to increase our bargaining power by:

- Sharing tools and resources that support CUPE locals at all stages of the bargaining process, supporting successful strategies to protect public services and improve members' wages, benefits and working conditions.
- Working with locals to lift the incomes of our members through collective bargaining to achieve living wages that keep up with inflation.
- Bargaining benefits and pensions for part-time, casual and precarious workers where employers exclude them.
- Investing in coordinated and central bargaining, including solidarity pacts, coordinated job action, regional and sectoral strategies, and working with other unions, that increases our bargaining power in the face of increasingly hostile employers, backed by anti-union governments.

Organizing the unorganized

Strong unions build strong communities. As precarious employment rises and governments continue to cut funding and privatize public services, unorganized workers are looking for solutions. They will find a home in CUPE. We will continue to strengthen and grow our union by:

- Exploring new methods of outreach and organizing, including community-based organizing.
- Reviewing and enforcing our existing certifications and organizing unorganized workers in our workplaces.
- Organizing the most vulnerable and most precarious workers in our communities.
- Staying focused on bringing our work back in house and resisting privatization. But where our jobs are privatized, and where contracts are flipped, we will follow our work and re-organize those workers.
- Showcasing and engaging members who represent the strength and diversity of CUPE in our organizing.
- Working with provincial divisions and federations of labour to make it easier for workers to join unions.

Defending our members

Attacks on public services and public sector workers start with attacks on our labour rights, including our right to organize, bargain collectively and strike. They also include forced restructuring, amalgamations and mergers, and privatization. CUPE will continue to take a strong stand whenever workers' rights are under attack, and support locals facing restructuring, privatization and contracting out, ensuring members can continue to benefit from being members of Canada's biggest and best union, by:

- Advocating for labour legislation that supports organizing workers in all sectors and grows the strength of the labour movement.
- Taking legal and political action to oppose and reverse bills and legislation that attack our charter rights, including legislation that limits workers' right to strike or that imposes restrictions on free and fair collective bargaining.
- Dedicating resources to support locals facing restructuring votes.
- Mobilizing our members and supporting fightback campaigns to defend public services from cuts, privatization and restructuring, alongside community members and allied organizations.

Protecting and expanding our pensions

Workplace pensions are our members' deferred wages. Many plans are under growing pressure from employers and some governments, including attacks on secure defined benefit pension plans. We will work to protect retirement security for all our members by:

- Continuing to support our members as they work to protect their pension plans.
- Campaigning to eliminate barriers to pension benefits that exclude precarious workers, who are disproportionately women and racialized workers.
- Promoting and defending defined benefit pension plans.
- Convening a pension summit to share strategies about how to improve access to pensions for workers. The focus of the summit will be negotiating pension coverage for precarious workers.

Fighting for safe workplaces

CUPE will continue to fight for the mental and physical health of all workers. Our next steps in addressing workplace violence include taking on short staffing. Working short is making our workplaces more dangerous and fuelling frustration in people who rely on services. More and more workers are feeling the pressure to work harder and longer than is safe; many are working alone. Violence is never part of the job and CUPE will advocate for change by:

- Demanding adequate staffing levels, reasonable workloads and measures to retain and recruit workers.
- Ensuring members know their right to report violence and to refuse unsafe work and fighting for legislation to strengthen the right to report and speak up about workplace violence without fear of reprisal.
- Holding employers accountable for preventing workplace violence, enforcing zero tolerance policies and pressing charges where warranted.
- Supporting legislation that amends the criminal code to make assault against our members at work a more serious offence, to create a climate where such assaults are eliminated because of tougher sentences and supporting our locals to bargain provisions for domestic violence leave and other improvements.

- Advocating for and mobilizing allies to demand more resources and stronger federal and provincial legislation as part of the solution.

We will build our members' power to defend their health and safety rights. This includes working to remove the stigma and shame around "mental health" problems. We will ensure locals have the tools required to identify and address hazards to our mental health in the workplace, and to negotiate the workplace benefits that members need to take care of their mental health. We will also call for government action to ensure better mental health and safety protection for all workers, including:

- Pushing to specifically include protecting mental health as part of employers' duty to provide a healthy and safe workplace.
- Including the recognition of mental health hazards in health and safety legislation.
- Improving compensation systems to ensure timely recognition and treatment of occupational mental health injuries, and meaningful accommodation for workers.

Fighting for good jobs

Too many of our members work in precarious, part-time, casual or seasonal jobs without decent benefits or pensions; many of them are women, racialized workers and young workers. The changing nature of work is also threatening stable and permanent public sector jobs. Automation, advances in artificial intelligence, and the growing reach of digital networks threatens our members' work and their privacy. CUPE will fight for decent jobs now and for the future by:

- Bargaining decent wages and benefits for part time and casual members and promoting the creation of more full-time positions and the conversion of precarious, part-time jobs into full-time work.
- Highlighting the parts of our work that require a human connection and can't be automated without harming the people who depend on us.
- Ensuring that automation is used to do work that is dangerous or difficult for humans, and no members lose their jobs as a direct result of automation.

- Monitoring new technologies and their impacts on public services and public sector jobs, to defend our members and the services they provide, including calling for better legislative protection.

Building a class base of power

Our struggle for workers' rights is deeply connected with the struggles of people in our communities and around the globe who are being left behind. The growing gap between the rich and the rest of us makes it clear which side we're on, and that while there are many and diverse movements for economic, racial and social justice, we share common goals. When we recognize how human rights struggles are interconnected with workers' rights struggles, we broaden and deepen our capacity for community organizing.

Working in coalition and mobilizing in our communities is the only way to defeat privatization, resist union-busting and anti-worker tactics. It's also the best antidote to the racist politics of fear and division. We will keep pushing for changes that make life better for all workers and lift everyone out of poverty. And we will do that by inspiring our members to recognize and understand their role as part of the working class.

Tackling challenges in our communities

Our communities are where we live, work and raise our families. They're also where we experience first-hand the impact of austerity and inequity. As CUPE members, we are deeply connected in our communities and are well-placed to lead grassroots mobilizations for change. We will continue to show leadership on issues that matter to all workers by:

- Fighting for living wages, successor rights, employment equity, pay equity and retirement security.
- Stepping up our fight for universal public services like health care, pharmacare, child care, seniors care and other services that help fight inequality and poverty.
- Deepening our connections with and support for community allies and social movements.
- Focusing on the consequences of inadequate and unaffordable housing and the urgent need for a national housing strategy.
- Building a stronger labour movement, encouraging our activists to participate in the work of their CUPE District Councils, labour councils and federations of labour.

The climate crisis is a working-class issue. Workers, especially from racialized and Indigenous communities, are being asked to bear the costs of climate denial and corporate greed. We are facing a climate emergency, and demand that governments recognize the urgency of this moment. CUPE will work to ensure this crisis isn't used as cover to privatize public sector jobs or further widen inequality, by:

- Advocating for a national strategy to reduce the carbon intensity of an economy that distributes the costs of these changes equitably and fairly.
- Pushing for renewed and expanded public services as part of a just transition to a clean, green economy and society, including expanded public transit.

Fighting for economic equality for all means recognizing the structural barriers that many of our members face in their workplaces. We will continue to amplify the voices of equity-seeking members expressing their concerns and resilience directly, in their own words.

Indigenous, women, racialized, young and LGBTQ2+ workers and workers with disabilities face significant barriers to jobs with good pay, pensions and benefits. We will work to advance the human rights of our members and all workers by:

- Prioritizing real wage gains at the bargaining table, that lift our members up and raise the bar for all workers, whether they are unionized or not.
- Providing members with the tools they need to recognize and fight against white supremacy and racism in all its forms.
- Supporting justice for Indigenous peoples by working with them to implement the Truth and Reconciliation Commission's 94 calls to action, and the 231 calls for justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls, and holding governments and public institutions to account.
- Continuing to promote the International Decade for People of African Descent.
- Defending access to safe drinking water for all, and supporting the movement to recognize this as a universal human right.

- Holding a National Human Rights Conference to give members and locals the knowledge and tools to bring about change and build power by advancing equality.

Funding public services

Liberal and Conservative governments continue to push tax cuts for corporations and the rich. These same governments turn around and claim there's not enough revenue to pay for public services and public sector workers. This leads to privatization and contracting out of public services.

Full funding for public services means everyone needs to pay their fair share. CUPE will demand that governments invest in our communities by:

- Pushing for fair taxation that funds strong and universally accessible public services.
- Supporting fight-back campaigns to stop privatization and contracting out in all its forms.
- Supporting campaigns against corporations and the richest individuals avoiding and evading taxes.
- Lobbying for adequate federal funding for public services across the country, and fighting for increased federal health and social transfers.

Using our political power

We will build our political power during and between elections, at all levels, so that we change the political climate in this country. We will do this by:

- Promoting and participating in campaigns that focus on good and secure jobs, decent wages and working conditions, safe and healthy workplaces, strong public services, and social justice and fairness, including electoral reform.
- Supporting the election of candidates who understand and share our values by training and supporting members to actively work on NDP campaigns and run as NDP candidates.
- Encouraging members and locals to engage in all local government elections and politics, and supporting our members to run for office.
- Building and maintaining relationships with elected officials at all levels of government and holding them to account when required.
- Reaffirming our support for the New Democratic Party by continuing our affiliation with the party, and encouraging locals to do the same.
- Defending our rights as a union to participate in the political arena.

Solidarity across borders

CUPE is deeply committed to international solidarity and global justice. Our international solidarity work is rooted in the reality that at home, in our workplace, and in our communities, our lives are affected by a global economic system that puts profit before people. We will work to build a better world by:

- Continuing to support labour leaders, human rights defenders and social movement organizations from around the world through our relationships with sister unions and through our affiliation with global union federations.
- Working with coalitions and allies to support migrants who arrive here looking for work and for a better life.
- Challenging the Canadian government when they export privatization to poorer nations through "blended financing" that promotes public-private partnerships and sharing information with our members about this new form of privatization.
- Speaking up when our foreign policy and diplomacy undermine democracy in other countries, when our government countenances violations of international law, when Canada signs trade agreements without regard for human rights, and when the actions of Canadian corporations contribute to climate change, land loss and increasing poverty in other countries.

(M/S committee member, committee member – Carried)

REPORT OF THE RESOLUTIONS COMMITTEE

Substitute Resolution 903 covering resolution 216
submitted by Local 79 (ON)

CUPE NATIONAL WILL:

1. Continue its commitment to the New Democratic Party and clearly articulate that support to other unions; and
2. Encourage the CLC to renew its historic commitment and support to the New Democratic Party of Canada; and
3. Support the New Democratic Party federally and all New Democratic candidates in upcoming federal elections, with special support for labour candidates; and

4. Support the New Democratic Party provincially and all New Democratic candidates in upcoming provincial elections, while respecting Québec's distinct political context, with special support for labour candidates.

BECAUSE:

- The Federal Liberal government has not lived up to the commitments to Canadians. Rather, they have implemented the Conservatives' cuts to public services and federally, furthered their attacks on pensions; and
- They have encouraged the privatization of provincial and national infrastructure; and
- The New Democratic Party has been the only provincial and national party to consistently support workers, including by tabling anti-scab legislation and supporting public funding for services and infrastructure; and
- CUPE is a partner of the New Democratic Party and must remain an important partner leading up to and through all upcoming provincial and federal elections.

(M/S unidentified delegate, unidentified delegate – Carried)

Resolution 249 submitted by Local 2348 (MB)

CUPE NATIONAL WILL:

1. Call on governments to reject for-profit social impact bonds and instead properly and directly fund the social services and programs we need to advance social and economic justice, and reconciliation, in our communities and our country; and
2. Partner with divisions, locals and affiliates to fight back against Social Impact Bonds where they do emerge; and
3. Educate members and communities on the danger of introducing private funding schemes into our social and community services; and
4. Develop a pact with the Canadian Labour Congress and other labour organizations to discourage the use of Social Impact Bonds.

BECAUSE:

- No one should profit off of services meant to support the most vulnerable in our communities.
- Introducing profit into social services reduces the amount of money available to front-line services.
- There are cheaper funding models available that do not involve private investment.
- Service providers should not be held hostage to private investment models as their sole source of funding or growth.

(M/S unidentified delegate, unidentified delegate – Carried)

Resolution 27 submitted by the National Executive Board

CUPE NATIONAL WILL:

Conduct a review of delegate entitlement to National Conventions and provide a report to the National Executive Board before the next convention.

The review will include:

- An analysis of delegate entitlement provisions in the National Constitution and a comparison with the historic participation of chartered bodies at conventions; and
- A review and comparison of delegate entitlement provisions within CUPE and among other unions in Canada.

BECAUSE:

- Representation at our National Convention has changed very little since our first constitution was adopted in 1963;
- Participation at conventions has also not changed significantly;
- Some Local Unions do not send their full delegation to convention, and others do not participate at all;
- Information about participation levels will help us understand whether changes are needed to these provisions.

(M/S unidentified delegate, unidentified delegate – Carried)

Resolution 248 submitted by CUPE Québec

CUPE NATIONAL WILL:

Pressure governments into putting in place the necessary legislative and regulatory provisions to:

- Protect jobs against business models that result in work displacement, particularly contracting out relating to technological change; and
- Provide legislative framework to address automation and all disruptive technologies (artificial intelligence, robotization, 5G, connected objects, etc.) in the work force.

BECAUSE:

- Telecommunication services are public services provided by private companies;
- These services are considered infrastructures essential to national security;
- Technology is increasingly used to replace our members or move their work to other companies or abroad;
- The spectrum auctions scheduled for 2020 in Canada will open the door to technological change and increase the potential of more significant disruptions;
- We cannot stand in the way of technological evolution, but we must ensure it is acceptable to and useful to society;
- We must protect the economy, which includes the regions, along with the infrastructures essential to national security.

(M/S unidentified delegate, unidentified delegate – Carried)

Resolution 77 submitted by CUPE Metro Vancouver District Council and Local 1004 (BC)

CUPE NATIONAL WILL:

Lobby the federal government to address the drug poisoning crisis by decriminalizing illicit drug use and implementing the Portugal Model and by providing a safer drug supply to those who use illicit drugs.

BECAUSE:

- Over 10,300 Canadians have died from poisoned drug supply in less than three years.

- The opiate poisoning crisis disproportionately affects Indigenous communities both urban and rural.
- Canadian overall life expectancy has been reduced since the start of the drug poisoning crisis in Canada.
- The Portugal Model has been standard in Portugal for 25 years and has proven to reduce overall drug use across the country as well as prevent deaths from poisoned drug supply.
- BC's Provincial Health Officer, Dr. Bonnie Henry, along with top addiction doctors such as Dr. Mark Tyndall from the BC Center for Disease Control, and police chiefs like Del Manak, of the Victoria PD, all agree that we need to move towards decriminalizing possession and create a safe drug supply in order to address this crisis and save lives.

(M/S unidentified delegate, unidentified delegate – Carried)

REPORT OF THE CONSTITUTION COMMITTEE

Constitutional Amendment C-47 submitted by the National Executive Board

CUPE NATIONAL WILL:

Amend the Code of Conduct in Appendix E of the National Constitution by adding the following to the complaint process:

- 1. The National President shall determine if further remedial action is appropriate, including restricting a member's participation in future events organized by CUPE National.**

BECAUSE:

- CUPE is committed to creating a union which is inclusive, welcoming, and free from harassment, discrimination and all types of bullying, intimidation and violence, including sexual violence.
- CUPE's expectation is that mutual respect, understanding and co-operation will be the basis of all our interaction.
- In order to ensure a safe environment for all members, staff and elected officers, it may be necessary to restrict a member's participation

beyond the event where the offending behaviour occurred.

(M/S committee member, committee member – Carried)

Constitutional Amendment C-40 submitted by Local 79 (ON)

CUPE NATIONAL WILL:

Amend the National Constitution as follows:

1. Amend Article B.8.1 to read:

Application for Membership

Any employee who works in the jurisdiction of a Local Union or a full-time representative of the National Union can apply for membership by filling out an application for membership and taking the Oath of Membership. An employee who works in the jurisdiction of a Local Union or a full-time representative of the National Union who becomes a full-time officer or official of a central labour body can also apply for membership in the same way.

2. Amend Article B.8.2 to read:

Approval of Application

The names of applicants are read out at the first regular membership meeting after the application for membership has been

submitted. Unless there is an objection supported by a majority of members present, the applicants are accepted.

BECAUSE:

- Most provinces don't require fee collection and the minimum fee should be zero.
- The Quebec labour board accepts digital membership evidence.
- CUPE should accept completed digital applications as evidence of membership.
- Locals can require membership fees.
- Application for membership, paying dues, Oath of Membership, and being accepted via a membership vote is sufficient to gain membership.

(M/S committee member, committee member – Referred)

CLOSING REMARKS

CHAIRPERSON MARK HANCOCK: My friends, I wish you a safe journey home, especially those of you that are flying back to snowy parts of the country, Winnipeg especially, I hear. Thank you very much my friends. This convention is now adjourned.

"Solidarity Forever"

APPENDIX TO THE REPORT OF THE 29TH NATIONAL CONVENTION

The National Executive Board dealt with the following resolutions that were referred to the Board by the Twenty-ninth National Convention. The decisions on the referred resolutions were as follows:

ANTI-RACISM

Resolution No. 1

Submitted by CUPE Ontario

CUPE NATIONAL WILL:

- Develop an anti-racism organizational action plan that examines structures and systems, to eliminate barriers, with timelines and targets, to create more space for racialized and Indigenous members to be actively engaged in CUPE. The plan will be developed by a working group that includes National Leaders, Equity Committee members, local activists, and staff, as the beginning of an ongoing and evolving process to implement comprehensive and lasting change in CUPE.
- Maintain a review process, which includes members of the National Rainbow Committee, to monitor the implementation of the plan, and grow its work into the future.
- Report at each CUPE Convention to delegates on the plan's progress.

BECAUSE:

- Active participation of all CUPE members is essential to the health and vitality of our union, especially to fight back against the attack on working people our members are dealing with daily.
- Racialized and Indigenous members in CUPE have repeatedly detailed barriers to full participation that exist in our union.
- Delegates to the 2019 CUPE Ontario Convention passed an anti-racism action plan for their region, after engaging in a similar process, as well as passing a resolution to begin this same work to the next CUPE National Convention.

NEB decision

Motion not to
proceed with

Resolution No. 3

Submitted by Local 4828 (Sask.)

CUPE NATIONAL WILL:

- Build on the Canadian Labour Congress report "Islamophobia at Work: Challenges and Opportunities" to create a campaign that raises awareness on racism and the violent acts of Islamophobia, other forms of religious discrimination and cultural practices that affect CUPE members and people in Canada in general.
- Engage and educate members about the social and economic foundations of xenophobia and racism.
- Lobby the federal government and other levels of government to redress legislation and other policies and practices that perpetuate xenophobia, Islamophobia and other forms of hatred.
- Lobby the federal government and other levels of government to demand legislation that protects Muslim women from Islamophobic hate crimes.

BECAUSE:

- CUPE members are not immune from the larger societal forces of racism, prejudice and discrimination.
- Unreasonable fear has been promoted against migration/immigration.
- Collective action is needed to address Islamophobia in society and in our unions.
- Muslim women are more susceptible to hate crimes, violence and intimidation due to their intersectionality of race, gender and religious beliefs, as well as more vulnerable to bias motivated violence and intimidation due to their choice of covering.

NEB decision

Motion not to proceed with
(Covers Resolution 2)

CHILD CARE

Resolution No. 7**Submitted by Local 79 (Ont.)**

CUPE NATIONAL WILL:

Work closely with the Federal New Democratic Party to advocate for a publicly delivered and subsidized child care system in Canada.

BECAUSE:

- The cost of child care is out of reach and unaffordable for thousands of Canadian families in every area of the country.
- A publicly delivered and subsidized system ensures that young children in this country receive high quality education prior to entering elementary school.

NEB decision

Adopted

CODE OF CONDUCT

Resolution No. 8**Submitted by Local 3903 (Ont.)**

CUPE NATIONAL WILL:

Help implement the CUPE National Code of Conduct by offering ombudsperson training, including but not limited to, anti-racism and white privilege, sexual and gendered violence, transphobia, heterosexism and ableism for all locals. This training will be developed in consultation with locals.

BECAUSE:

- The CUPE National Code of Conduct relies on the presence of an ombudsperson to hear and adjudicate complaints arising from the Code of Conduct but there is no training for the ombudsperson pertaining to sexual violence and especially its intersections with racism, heterosexism, transphobia, and ableism. Sexual and gendered violence is sustained and bolstered by co-existent violences such as racism, transphobia, heterosexism and ableism and as such any attempt to address gendered and sexual violence must also aim at eradicating these violences.

- The sexual violence experienced by racialized members is experienced differently and named differently; because the sexual violence experienced by trans members is experienced differently and named differently; because the sexual violence experienced by aboriginal members is experienced differently and named differently; because the sexual violence experienced by differently abled members is experienced differently and named differently; because the sexual violence experienced by racialized members is experienced differently and named differently, the training for ombudspersons must reflect and address these intersecting oppressions.

NEB decision

Motion not to proceed with

Resolution No. 9**Submitted by Local 4828 (Sask.)**

CUPE NATIONAL WILL:

1. Encourage all CUPE locals and divisions to develop and adopt a Code of Conduct to be used in their regions, using the CUPE National Code of Conduct as a template; and
2. Report to each National Convention on the number of Ombudspersons trained since the last National Convention; and
3. Report to CUPE National Convention, the number of Code of Conduct concerns investigated in each region per year since the last National Convention.

BECAUSE:

- The mandate of the National Code of Conduct is to organize and defend workers and to promote economic and social justice for our members and for all workers.
- It is important for all divisions and locals to include a commitment to CUPE members to create a document recognizing respectful and supportive environments for CUPE functions.
- It is important for the CUPE membership to know what is happening in their regions regarding members and investigations.

NEB decision

Motion not to proceed with

COLLECTIVE BARGAINING

Resolution No. 11

Submitted by CUPE Metro Vancouver District Council (B.C.)

CUPE NATIONAL WILL:

Encourage the pursuit of 'dollar-across-the-board' wage increases as an alternative to percentage wage increases.

BECAUSE:

- A majority of lower paid jobs are occupied by feminized or racialized workers.
- Wage increases based on a percentage widen the pay disparity between higher and lower paid workers within the same bargaining unit.
- Percentage-based increases consistently and deliberately affect the lowest paid workers.
- All workers have the right to receive fair pay increases that are free of discrimination or wage-based bias.

NEB decision Adopted

Resolution No. 12

Submitted by Local 30 (Alta.)

CUPE NATIONAL WILL:

Develop collective agreement language as well as a bargaining strategy for CUPE locals to strengthen precarious worker's rights across the different sectors of our union.

BECAUSE:

- Precarious work is rapidly changing the employment picture for hundreds of thousands of Canadian workers, and;
- Employers want cheap, precarious workers to replace regular jobs, which has increasingly stripped the protections of workers' rights and security, and;
- We are all affected by precarious employment; today's secure job can easily become tomorrow's precarious job, and;

- Good jobs are undermined by low wages, poor or non-existing benefits and unstable hours of precarious work, and;
- Economic renewal or recovery cannot be built on precarious jobs and unemployment, and;
- The expansion of precarious work threatens the security of our families, the fabric of our communities and everyone's hope of a better economic future.

NEB decision Adopted

Resolution No. 13

Submitted by Local 728 (B.C.)

CUPE NATIONAL WILL:

1. Recommend that all CUPE locals include a reference to the *Canadian Charter of Rights and Freedoms* into their collective agreements.

BECAUSE:

- It is a worker's rights to know the rules and guidelines of our country.
- It allows workers easy access to reference their rights and freedoms.
- It puts employers in a situation that they will refer to prior to occurring or occurred issues.

NEB decision Motion not to proceed with

Resolution No. 14

Submitted by CUPE British Columbia

CUPE NATIONAL WILL:

Develop and promote model collective agreement language and wording that recognizes all gender identities and expressions.

BECAUSE:

- We want clear and identifiable language in the Collective Agreements for our members.
- Visible recognition of rights for our Trans and Gender-variant members has a real impact on their well-being and inclusion in their workplace and union.

- Sexual orientation is not the same as Gender Identity and Gender Expression as per the definition of the BC Human Rights Code.
- Definitions:

Gender Expression: Gender Expression is how a person presents their gender.

This can include behaviour and appearance, including dress, hair, make-up, body language and voice. This can also include name and pronoun, such as he, she or they. How a person presents their gender may not necessarily reflect their gender identity.

Gender Identity: Gender Identity is a person's sense of themselves as male, female, both, in between or neither. It includes people who identify as transgender. Gender identity may be different or the same as the sex a person is assigned at birth.

NEB decision Adopted

Resolution No. 15

Submitted by CUPE Metro Vancouver District Council (B.C.)

CUPE NATIONAL WILL:

Develop resources and education for locals to address gender bias and pay equity issues at bargaining.

BECAUSE:

- A classification system silos jobs making it impossible for female dominated industries to achieve pay equity.
- There is an inherent and systemic under-valuing of work traditionally performed by women.
- Until predominately female dominated fields can be compared to similar predominately male fields, the inherent and systemic discrimination that exists will never be adequately addressed.
- Enforcement of pay equity is intrinsic to the fundamental human right of freedom from sexual/gender-based discrimination.

NEB decision Adopted

CUPE GOVERNANCE

Resolution No. 16

Submitted by CUPE Toronto and Niagara District Councils, and Locals 1281, 1777, 2191, 2316, and 4207 (Ont.)

CUPE NATIONAL WILL:

1. Promote the formation of a Retirees' Network at each provincial division.
2. Encourage all locals to form Retired Members' Associations.
3. Promote the formation of Retired Members' Associations at district councils.
4. Encourage provincial divisions to financially support meetings of representatives of District Council Retired Members' Associations bi-annually for information exchange, campaign updates and planning.

BECAUSE:

- CUPE's retiring members bring a wealth of knowledge, experience and energy to our union.
- Continued activism by CUPE's retiring members at each level of our union will strengthen our resistance of anti-worker legislation by municipal, provincial and federal governments.
- The formation of Retirees' Networks at provincial divisions will strengthen the voice of retiring members and expand the effective involvement of retired members at every level of the union.

NEB decision Motion not to proceed with

Resolution No. 19

Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

Amend the Trustee's Report Package to allow the 'Recording Secretary-Treasurer's Financial Report to the Trustees' to be provided via (1) Paper Version, (2) Two Page Report from Electronic Ledger, or (3) Profit and Loss Report and Balance Sheet as produced by Accounting Software.

BECAUSE:

- The current options for Recording Secretary-Treasurers to provide their Local Union's Trustees with the necessary information to begin their yearly audits is cumbersome at best and useless at worst.
- Local Unions with a number of accounts or with larger degrees of spending are often unable to adequately fill out the existing report.
- Accounting software provides reports of all the information that the Trustees would require and in a more readable, user-friendly way.

NEB decision

Motion not to proceed with

Resolution No. 20

Submitted by Hospital Employees' Union (B.C.) and Locals 2348 (Man.) and 1936 (B.C.)

CUPE NATIONAL WILL:

1. Deliver 16-hour anti-racism and anti-oppression training, including strong content on sexual harassment/violence, to CUPE local executives and the National Executive Board.
2. Enshrine agreement to take this training in the Oath of Office.
3. Elected leaders will complete the training within four months of getting elected, starting immediately for the NEB and rolled out to CUPE locals beginning fall 2020.
4. The training will be developed by Union Education in close collaboration with national human rights committees and will address overlapping human rights harassment and violence.
5. Adapt the Code of Conduct to local unions and make it mandatory in bylaws with a constitutional amendment in 2021.

BECAUSE:

- CUPE women and women-identified members experience sexual harassment and violence within the union, in high numbers, despite the Code of Conduct, equality education and other measures.

- Lack of safety means women (68 % of the membership) cannot fully participate, weakening the union.
- Elected leaders set the tone of our Union, demonstrating appropriate behavior to other members; this training program would demonstrate leadership and model behavior that keeps our members safe.
- Women with disabilities, and LGBTQ2+, racialized and Indigenous women face additional harassment and violence.

NEB decision

Motion not to proceed with
(Covers Resolution 21)

Resolution No. 22

Submitted by CUPE Renfrew County District Council (Ont.)

CUPE NATIONAL WILL:

Insist that locals hold anonymous referendum voting by all members to determine important issues at locals such as bylaw changes, large purchases, rental and lease agreements, mortgages and loans, sending members to conferences and conventions, etc., so all members who want to vote on such issues have a say and a vote.

BECAUSE:

- Currently many important issues are decided by a small number of members at a meeting with no knowledge of the members at a local. When all members are allowed to vote on an issue, we find that many times they do not agree with those who voted at the meeting with quorum (quorum can be as few as five members). Members are denied a chance for their say in these important issues, against democratic principles of the union. This is especially important in bylaw changes, expenditures of large sums of money, do we rent or lease an office or other large items, do we make large purchases, do we take out a loan, do we send people to convention and conferences etc.

NEB decision

Motion not to proceed with

Resolution No. 23**Submitted by CUPE Renfrew County District Council (Ont.)**

CUPE NATIONAL WILL:

1. Monitor locals closer to ensure they are following CUPE guidelines for openness, democracy and participation. Such guidelines should be strengthened by the CUPE Constitution. Too many locals ignore their members wishes, tell their members nothing, hide financial matters and fail to train members properly.
2. Ensure that all members of every local receive, or have access on a timely basis, to a full copy of the annual trustee report filed with CUPE National by their local each year and all members should have the ability to make complaints directly to CUPE National anonymously, and have these complaints thoroughly investigated by independent experts.

BECAUSE:

- Many locals have been taken over by groups that take our union dues money and spend it on themselves to go on all expense paid trips to conventions and conferences instead of properly researching collective agreements and protecting their members from management and other abuses and hazards in the workplace.
- Many members of locals are afraid to come forward to question their elected officials, or even run for office for fear of retaliation. They have seen members that have come forward be retaliated against, and even terminated.

NEB decision

Motion not to proceed with

Resolution No. 26**Submitted by CUPE Niagara, Durham Northumberland, Sudbury and Peel District Councils (Ont.) and Local 4207 (Ont.)**

CUPE NATIONAL WILL:

Devote resources to building strong CUPE District Councils where they are functional, including a District Council Campaign and face-to-face meetings with councils.

BECAUSE:

- We are stronger when we have collective strength.
- It is easier to mobilize our members if there is a strong Council in the region.
- Our strength is in our grassroots and rank-and-file members.
- We need to work to build solidarity and support networks.

NEB decision

Motion not to proceed with**DISABILITY RIGHTS**

Resolution No. 31**Submitted by CUPE Metro Vancouver District Council (B.C.) and Locals 1615 (N.L.) and 2348 (Man.)**

CUPE NATIONAL WILL:

Launch an education campaign targeting the attitudes its membership have around accessibility accommodations and their fellow CUPE members with disabilities.

BECAUSE:

- Attitudes are one of the largest barriers persons with disabilities face when seeking, applying to and maintaining employment.
- CUPE member's attitudes about disabilities and accommodation can impact feeling valued as a co-worker, which has a direct impact on their ability to maintain work.

NEB decision

Motion not to proceed with

Resolution No. 32**Submitted by CUPE Metro Vancouver District Council (B.C.) and Locals 1615 (N.L.) and 2348 (Man.)**

CUPE NATIONAL WILL:

Work with the equity-seeking committees and CUPE's Union Education Branch in order to develop a campaign to educate members at the local level in regards to ALL Government provided financial supports both provincially and nationally for persons with disabilities.

BECAUSE:

- Members with disabilities may not be fully aware of programs and supports available to them.
- Many members fall through the cracks due to lack of knowledge and support during the application process.
- Awareness is key for providing assistance and support during the process in order to facilitate success.

NEB decision Motion not to proceed with

ENVIRONMENT

Resolution No. 33
Submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Demand that governments recognize that we are living in a climate crisis, and
2. Lobby the federal government to develop a legislative framework and operational budget for a national strategy to reduce the carbon intensity of our entire economy; and
3. Work with allies to ensure that any national strategy be developed with workers, in addition to other sectors of society; and
4. Support a sustainable transition to a national green economy with:
 - a just transition that ensures workers jobs and livelihoods are protected;
 - public services such as transportation using clean energy;
 - sustainable food production; and
 - energy-efficient housing that is affordable for all.

BECAUSE:

- Canada ratified the Paris Agreement in 2015 and presented an initial strategy for decarbonization in 2016;
- Along with other unions, governments and civil society organizations in Canada, we recognize that we are facing a climate emergency;
- Workers continue to bear the costs of poor planning and corporate greed;

- The response to the climate crisis demands changes in the way we live, move, produce and consume; the costs of these changes should be fairly distributed;
- This enormous challenge gives us an opportunity to build a more equitable society.

NEB decision Adopted

Resolution No. 35
Submitted by Hospital Employee's Union (B.C.) and Locals 8920 (N.S.) and 2348 (Man.)

CUPE NATIONAL WILL:

Support CUPE divisions and locals in their efforts to reduce the environmental footprint of their workplaces by:

- Advocating for the avoidance of single use plastics and Styrofoam across CUPE workplaces;
- Encourage locals to examine pension plan investments with the purposes of divesting from all investments in the fossil fuel industry.

BECAUSE:

- Plastics pollution has reached global proportions and is despoiling all bodies of water, up to and including our oceans and is harmful to human health, wildlife and all ecosystems.
- There is huge potential to make our workplaces more environmentally sustainable, by cutting waste, cutting greenhouse gases that cause climate change and curtailing all forms of pollution that damage human health, wildlife, and ecosystems.
- Divestment from the fossil fuel industry will help make available pension funds for investment in public renewable energy and other industries that will help cut GHGs and slow climate change and will limit GHG emissions.

NEB decision Motion not to proceed with

Resolution No. 36
Submitted by the CUPE Vancouver Island District Council and Local 951 (B.C.)

CUPE NATIONAL WILL:

Develop a Green Statement to be read out at all CUPE meetings, conferences, conventions and events and

encourage locals to use the Green Statement at all their events.

BECAUSE:

- CUPE's environmental responsibility is to challenge economic and political forces that contribute to the environmental crisis we all face, as well as to educate and encourage its members to be better environmental citizens; and
- The environment must be in the forefront of everyone's work, for without a healthy environment, our efforts at labour relations are for naught.

NEB decision Motion not to proceed with

Resolution No. 37
Submitted by Local 1000 (Ont.)

CUPE NATIONAL WILL:

1. Accept and support nuclear power as one of the solutions to reduce greenhouse gas (GHG) emissions to reduce climate change.
2. Include nuclear power in all its policies and practices regarding climate change.
3. Include nuclear energy at the heart of all green energy lobby initiatives.
4. Provide and or update educational material to include facts about nuclear power to all CUPE members.

BECAUSE:

- Nuclear power plants produce large amounts of electricity without producing any greenhouse gases. For example, nuclear power provides 60% of the electrical supply for Ontario and 33% of the electrical supply for New Brunswick.
- The nuclear power industry is very highly-unionized and CUPE members have been working in nuclear facilities safely for over 60 years.
- Canada's nuclear industry has proven to be very safe places to work and is subject to very strong regulatory controls. Unions are stakeholders in the industry and have input into safety and licensing requirements.

- Renewable power sources along with nuclear power are a big part of the solution to climate change.
- Nuclear power plants create thousands of unionized jobs in the supply chain and construction sector.
- Nuclear power plants also produce many life-saving medical isotopes for the medical sector.

NEB decision Motion not to proceed with

Resolution No. 38
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Fully participate in the New Green Deal frameworks; and
2. Respect, protect and promote the right to live in a healthy environment which includes the right to safe air, clean water, and healthy soil; and
3. Ensure access to clean drinking water for all Canadians; and
4. Contribute to the reduction of greenhouse gas emissions of 65% by 2030 and net-zero emissions by 2040 by utilizing energy sources that are renewable or reusable for Union business, meetings, conferences and conventions.

BECAUSE:

- According to the United Nations Environment Programme, 6.5 million people die prematurely because of poor air quality, and clean air environments are crucial to the health and safety of the workplace.
- According to the United Nations Global Assessment Report on Disaster Risk Reduction, more than 80% of natural disasters are climate related.
- Carbon dioxide is at an unprecedented level not seen for at least the last 800,000 years (Intergovernmental Panel on Climate Change).
- Water scarcity already affects 4 out of every 10 people (WHO).

NEB decision Motion not to proceed with

Resolution No. 39
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Advocate for divisional conventions and regional CUPE Education to be carbon neutral by 2022; and
2. Commission an environmental assessment of each division to determine ways to reduce energy consumption and increase the usage of greener business product options.

BECAUSE:

- Environmental destruction and climate change disproportionately impact working class and marginalized people; and
- Regions and locals are still without strong language and often use single use plastic products, Styrofoam and cheaper products for conventions, meetings and conferences.

NEB decision Motion not to proceed with

Resolution No. 41
Submitted by Local 2269 (B.C.)

CUPE NATIONAL WILL:

1. Declare a climate emergency in Canada;
2. Recognize that the climate change constitutes an emergency for Canada;
3. Seek to support a transition from fossil fuels within CUPE National;
4. Create a policy and demonstrate leadership that directs meaningful action on Canada's Climate Emergency;
5. Work with national, provincial and municipal levels of government and assist in achieving climate action goals.

BECAUSE:

- The earth is currently on track to warm by more than 3 degrees Celsius; and
- An October 8, 2018 report from the Intergovernmental Panel on Climate Change

(IPCC) finds that it is necessary to limit global warming to 1.5 degrees Celsius, rather than 2 degrees as previously understood, and that doing so "would require rapid, far-reaching and unprecedented changes in all aspects of society," and that we have until 2030 to undertake these changes; and

- Canada's youth are demanding meaningful and just climate action that prioritizes sustainable economics, as well as the health and liveability of the planet for future generations;
- CUPE workers can impact the climate emergency by demanding climate-friendly solutions in each workplace and community.

NEB decision Motion not to proceed with

Resolution No. 42
Submitted by CUPE British Columbia

CUPE NATIONAL WILL:

Lobby the federal government to insist that the bitumen from Alberta be refined at the place of extraction.

BECAUSE:

- New good paying jobs will be created by building refineries and refining bitumen in Alberta benefiting Canadian workers and their families.
- Transporting bitumen over open water to refineries in other countries would put British Columbia's coast line, marine life and local economies at risk due to a potential oil spill.
- Refineries in other countries have lower standards for worker safety and environmental regulations.

NEB decision Motion not to proceed with

HARRASSMENT, BULLYING AND VIOLENCE

Resolution No. 43
Submitted by CUPE Metro Vancouver District Council (B.C.) and Locals 1334, 3902 (Ont.), 1858 and 4879 (B.C.)

CUPE NATIONAL WILL:

- Develop a multi-sector campaign that will promote a zero-tolerance approach to end sexual

violence, bullying and harassment in the workplace.

- Work with all provincial divisions to inform all members about the toolkit on sexual violence.
- Develop further training, resources and supports for all members, particularly for those that experience the emotional and physical stress of supporting survivors of abuse.

BECAUSE:

- No worksite or sector is immune to the issue of bullying, harassment or sexual violence, and rape culture continues to be pervasive in the media.
- As frontline workers, CUPE members are often the first ones to whom survivors disclose their experiences of sexual violence and abuse.
- CUPE members experience significant emotional and physical stress and vicarious trauma when supporting survivors of violence.
- A campaign and additional resources will allow CUPE to take a leading role in creating workplace cultures of zero tolerance, in raising expectations, and in ensuring that our members are educated and supported.

NEB decision Motion not to proceed with

Resolution No. 44
Submitted by CUPE Metro Vancouver District Council (B.C.) and Locals 1334, 3902 (Ont.) and 1858 (B.C.)

CUPE NATIONAL WILL:

- Develop a CUPE-wide campaign that promotes a zero-tolerance approach to sexual violence, bullying and harassment within the union.
- Develop further training, resources and supports for members regarding sexual violence, particularly for members that experience the emotional and physical stress of supporting survivors of sexualized violence.
- Provide CUPE staff with required training regarding sexualized violence, violence against women, and how to support locals dealing with these issues.
- Research, with a view to drafting, a distinct trial process to be used in matters of alleged sexual violence between members.

BECAUSE:

- As rape culture continues to be pervasive in the media, in workplaces, and in the union, CUPE stewards and officers are often the first ones to whom survivors disclose their experiences of abuse.
- No local is immune to the issues of bullying, harassment or sexual violence and a campaign and resources are needed to create a culture of zero tolerance, to raise expectations, and to ensure our members are educated and supported.
- CUPE staff lack the training and resources to support locals dealing with these issues.
- The current Trial Procedure is inadequate and inappropriate for dealing with cases of sexual violence within the union.

NEB decision Motion not to proceed with
(Covering Resolution 45)

Resolution No. 46
Submitted by CUPE Niagara District Council and the Ontario School Board Council of Unions (Ont.)

CUPE NATIONAL WILL:

1. Improve and broaden the "It's not part of the job" Campaign focusing on violence awareness in respect to the violence education workers face on a daily basis in our schools and that all CUPE members across every sector face on a daily basis in their workplaces.
2. Develop the campaign to engage, inform and promote the role our members play to ensure the safety for all individuals in our schools and workplaces.

BECAUSE:

- The current campaign does not speak to violence at all. We must address the issue clearly and directly.
- The incidence of violence in our workplaces is reaching critical mass, leading to trauma and mental and physical injury to our members.

NEB decision Adopted

Resolution No. 48
Submitted by Local 3550 (Alta.)

CUPE NATIONAL WILL:

1. Build awareness through the federations of labour and affiliated locals about the importance of bargaining collective agreement language and winning legislative protections for survivors of intimate partner violence; and
2. Including dedicated paid leave for employees experiencing family or domestic violence; and
3. Negotiating workplace safety strategies, including risk assessments, safety plans; and
4. Provisions for counselling members and referral to appropriate support services done through a woman's advocate.

BECAUSE:

- Domestic violence is widespread and reaches into the workplace, as explained by the CUPE's guide "Domestic Violence and the Workplace", and marginalized women face higher rates of violence;
- Secure unionized jobs and access to reliable public services and affordable housing enable women to leave unhealthy and/or violent relationships;
- Women in Canada experience at least one incident of physical/sexual violence daily, every six days a woman is killed by her intimate partner and over 1600 Aboriginal women have gone missing or been murdered;
- The union's response can dismiss and re-victimize women, deterring women from even coming forward;
- Domestic violence is destructive to the physical and psychological lives of all our members.

NEB decision Motion not to proceed with

Resolution No. 49
Submitted by CUPE Metro Vancouver District Council and Local 454 (B.C.)

CUPE NATIONAL WILL:

Lobby the federal government for paid leave for victims of domestic violence and assist locals in

creating language for collective agreements to protect victims of domestic violence while at work.

BECAUSE:

- Domestic violence is increasing in frequency. Victims may not be focused at work due to stress and this may result in accidents.
- Domestic violence can affect all other workers in a variety of ways that may affect their safety.

NEB decision Adopted

Resolution No. 50
Submitted by CUPE Saskatchewan and Locals 8920 (N.S.) and 2730 (Ont.)

CUPE NATIONAL WILL:

1. Conduct local outreach to educate CUPE members across the health care sector about CUPE's violence and harassment tools and resources; and
2. Educate CUPE health care workers about the right to refuse unsafe work and the importance of reporting all incidents involving violence and near misses.

BECAUSE:

- Workplace violence and harassment are major problems for CUPE health care workers;
- Continual action is needed to help bring a stop to violence and harassment against CUPE health care workers;
- Health care workers must know what their workplace rights are, to be able to exercise them; and
- Reporting compels employers to act because they have an obligation to ensure workplaces are safe for service users, students, clients, patients, residents, staff, and members of the public.

NEB decision Adopted

Resolution No. 56
Submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL WILL:

- Work with CUPE locals, provincial governments, Occupational Health & Safety Acts, and all other

groups to demand more workplace resources, services and benefits for workers experiencing emotional and/or physical abuse in their personal relationships.

- Lobby governments to bring in alert mechanisms which will alert RCMP, RNC and other police forces across the country when someone is in need of help during a domestic violent situation and cannot dial 911.

BECAUSE:

- Domestic violence has a serious impact on victims' work lives.
- Employers have an important role to play in raising awareness about domestic violence and offering support to the victims.
- Accessing supports and services can empower victims of violence to make positive changes in their lives.
- Employers have an important role to play assisting victims of violence to seek those supports and services.
- Workplace benefits, for victims of domestic violence, such as paid leave, flexible work arrangements and protection from adverse actions, can enable workers to avail of service.
- Newfoundland and Labrador has the highest rate of intimate partner abuse in Canada.

NEB decision Motion not to proceed with

Resolution No. 57
Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

Work with locals to create survivor-centric processes whereby members who are sexually assaulted in union spaces have options for redress which do not include going to the police if the survivor chooses to not go to the police. CUPE National, in conjunction with the hired researcher, will record, collate and share these policies as they are developed among CUPE locals.

BECAUSE:

- The police are not a safe entity for many members, particularly racialized members, trans

members, Aboriginal members, differently-abled members, and young members.

- The reliance on the police as an answer ignores the needs and experiences of our members.
- Locals, the Workers' Safety and Insurance Board (WSIB) and CUPE leadership should establish processes that give members options.

NEB decision Motion not to proceed with

Resolution No. 58
Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

Develop sexual violence and harassment training in consultation with provincial coalitions of rape crisis centres, anti-racism activists and community groups, disability-rights organizations and queer-rights organizations. Training modules will be circulated widely across locals for feedback.

BECAUSE:

- Any training should work from an intersectional lens which recognizes how sexual and gendered violence is experienced differently based on the intersecting oppressions that constitute the material reality of one's life.
- Changing the culture of our locals will require training and workshops regarding how to respond to instances of sexual and gendered violence.

NEB decision Adopted

Resolution No. 59
Submitted by Local 1615 (N.L.)

CUPE NATIONAL WILL:

Develop training materials for local executives and stewards to deal with the ongoing issue of member-to-member harassment in the workplace.

BECAUSE:

- This problem must be one of the most difficult issues that locals deal with in their workplaces.

- NEB decision Adopted
(Covering Resolution 60)

CUPE NATIONAL WILL:

- BECAUSE:

- NEB decision Motion not to
proceed with

Resolution No. 64
Submitted by CUPE Saskatchewan, Hospital
Employees' Union (B.C.) and Locals 8920 (N.S.) and
2730 (Ont.)

CUPE NATIONAL WILL:

- BECAUSE:

- 108

- Private corporations cut staff and hours of care to increase profits;
- Educating CUPE members about the costs of privatization will provide the knowledge and tools needed to fight to improve, protect, and expand our public health care services.

NEB decision Adopted

Resolution No. 67
Submitted by Local 2500 (Que.)

WHEREAS:

- Insurers are offering new types of private medical consultation services on line;
- CUPE defends and promotes universal and free public services;
- Health care services are both underfunded and under pressure from private medical health care services;
- Private medical services can only be accessed by a certain class of citizens who can afford them, which results in a two-tiered health care system;
- Our group insurance plans must not be an incentive to use private health-care services;
- A product of this type may be enticing at first glance, but it contributes to an erosion of our health care services and can be abused by employers in dealings with our workers when included with our insurance products that we negotiate with our employers.

BE IT IS RESOLVED THAT CUPE NATIONAL WILL:

- Declare our opposition to insurers regarding products of this type to insurers, and demand that they be withdrawn;
- Disclose the dangers of introducing products of this type in group insurance service baskets and educate all local unions of them.

NEB decision Motion not to proceed with

Resolution No. 68
Submitted by CUPE Saskatchewan

CUPE NATIONAL WILL:

1. Work with affiliates, the Canadian Labour Congress and the Canadian Health Coalition to lobby the provincial government to support the creation of a national public drug plan;
2. Advocate for a universal national plan with a national drug formulary created by the federal government with the provinces.

BECAUSE:

- Canada is the only country with a universal health care system that does not include prescription drug coverage and of 32 industrialized countries, Canada has the second highest prescription drug costs;
- One in ten Canadians cannot afford to fill their prescription drugs and another 10% have no prescription drug coverage at all;
- In 2013, Canadians paid \$27.7 billion for prescription drugs, but would pay just \$16.3 billion, or 41% less, under a universal public drug plan with nationally negotiated drug prices;
- A 2015 poll by Angus Reid found that 91% of Canadians supported a national public pharmacare plan.

NEB decision Adopted

Resolution No. 69
Submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL WILL:

1. Encourage the Canadian Labour Congress and other long-term care advocates to create a national long-term care strategy; and
2. Actively lobby the federal government to develop a national long-term care strategy that focuses on establishing national and optimal staffing ratios, addressing staffing shortages and staff retention, providing stable funding transfers, and implementing a national tracking system on violent and dangerous incident statistics.

BECAUSE:

- Canada's population is aging and we need a comprehensive national approach to seniors and long-term care that provides all residents of Canada with access to necessary health care services related to aging and residential care along the continuum of care; and
- Seniors must have access to a range of services that match their needs which are publicly administered (funded and delivered to ensure access and high-quality) services for all; and
- In the absence of federal standards, continuing care is a patchwork of programs where access is two-tiered, waits are long, and quality is uneven.

NEB decision Adopted

Resolution No. 70
Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

1. Continue to promote and defend public hospital services and oppose cuts to hospital beds and services in every community.
2. Continue to promote more and better access to publicly-funded and publicly-delivered hospital beds and services.

BECAUSE:

- Public hospitals provide a range of important health care services including acute care, complex continuing care, rehabilitation, outpatient care, and day surgeries; and
- Tens of thousands of hospital beds and many hospital services have been cut and many more threatened; and
- These cuts have led to the privatization of health care services and Canada's hospital bed occupancy being among the highest in the developed world; and
- High bed occupancy and overcrowding is connected to the spread of hospital acquired infections and superbugs, cancelled surgeries, long emergency room waits, lack of access to long-term care facilities, and delays in ambulance responses as first responders are forced to wait to offload patients to overflowing hospitals.

NEB decision Adopted

Resolution No. 71

Submitted by Hospital Employees' Union (B.C.)

CUPE NATIONAL WILL:

1. Continue to press for rapid implementation of a comprehensive single-payer national pharmacare plan.
2. Campaign for a bold vision for expanded health coverage that includes vision and dental care alongside pharmacare coverage.

BECAUSE:

- The National Pharmacy Advisory Council has recommended the introduction of a national pharmacare plan.
- The federal finance minister has previously supported a patch work model as supported by the insurance industry and big business.
- A fair pharmacare plan must be implemented without delay.
- The recommended phase-in for a comprehensive formulary is too slow, spanning multiple government mandates, and runs the risk of being lost under different governments.
- Canada remains the last country with national public health care that does not include prescription drug coverage.
- A bold plan for pharmacare should also include expansion of public health insurance coverage for dental care and vision care, as proposed by the Federal NDP.

NEB decision Adopted

Resolution No. 72

Submitted by the Hospital Employees' Union (B.C.)

CUPE NATIONAL WILL:

1. Produce an updated version of the 2009 CUPE National policy paper entitled "Residential Long-term Care in Canada: Our Vision for Better Seniors' Care."

BECAUSE:

- CUPE National published a comprehensive analysis of the long-term care sector in 2009

entitled: "Residential Long-term Care in Canada: Our Vision for Better Seniors' Care."

- The long-term care sector has evolved over the last decade with changing patterns of facility ownership, a growing dependence on assisted living to provide capacity, and an overall increase in the complexity of residents' care needs.
- CUPE National continues to organize and its membership continues to grow in the long-term care sector.
- CUPE represents more long-term care and assisted living workers than any other Canadian union and must be the pre-eminent workers' voice on issues impacting staff in the sector.

NEB decision Adopted

Resolution No. 75

Submitted by CUPE Saskatchewan, Ontario Council of Hospital Unions and Locals 8920 (N.S.) and 2730 (Ont.)

CUPE NATIONAL WILL:

1. Lobby the federal government for increased funding for public health care, especially frontline patient care in the acute care sector;
2. Demand increased transparency with respect to how new funding is spent;
3. Create a campaign that profiles and highlights the work of CUPE members in the acute care sector and the valuable role they play in delivering quality care across Canada;
4. Promote the campaign publicly to encourage people to work in the acute care sector.

BECAUSE:

- The federal-provincial-territorial bilateral health care deals negotiated in 2017 resulted in a \$31 billion reduction in federal funding for health care over 10 years;
- The underfunding of health care leads to staffing cuts, department closures, high workloads, overcrowding, long wait lists, privatization, increased violence against workers, and decreased quality of care;
- Recruitment and retention are major problems in acute care;

- We need to find creative ways to grow the acute care workforce domestically; and
- Creating more frontline jobs across the acute care sector will improve working conditions, patient care, and make our public health care system stronger.

NEB decision Motion not to proceed with

HEALTH AND SAFETY

Resolution No. 78

Submitted by Local 1615 (N.L.)

CUPE NATIONAL WILL:

Lobby the Canadian Labour Congress to promote CUPE's Day of Mourning Flag as a national symbol of day of mourning and to be flown on the Day of Mourning at all public buildings.

BECAUSE:

- Regardless of our Union divisions we want to recognize those lives.
- It will bring awareness to all workers in general.

NEB decision Motion not to proceed with

Resolution No. 79

Submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL WILL:

Schedule occupational health and safety workshops in rural communities.

BECAUSE:

- The cost of travel for locals in rural communities, prohibits their full participation in union education.
- Some members are unable to travel to the areas where workshops are typical held.
- Without health and safety education, locals are not able to fully advocate for and protect their members' rights.

- The government wants to close our small communities. CUPE should support its members in staying in the community.

NEB decision Motion not to proceed with

Resolution No. 80
Submitted by Local 4835 (Que.)

CUPE NATIONAL WILL:

1. Launch a promotion campaign with locals to pressure employers into obtaining and promoting Automated External Defibrillators (AED).
2. Lobby governments at the municipal, provincial and federal levels and the Régie du bâtiment to make AEDs mandatory in the workplace.

BECAUSE:

- The CNESST and various organizations active in occupational health and safety are encouraging employers to obtain AEDs.
- Municipal, provincial and federal standards do not make it mandatory for employers to obtain AEDs.
- Anyone can use this device, which is affordable and saves lives.

NEB decision Motion not to proceed with

Resolution No. 81
Submitted by CUPE Metro Vancouver District Council (B.C.) and Locals 1334 (Ont.), 1858, 4879 (B.C.)

CUPE NATIONAL WILL:

Develop, resource and implement a comprehensive campaign on vicarious trauma including the following components:

1. An awareness campaign defining vicarious trauma and identifying its effects on workers and union leadership;
2. Training modules that provide strategies for unions to implement that includes a toolkit of resources such as workshops, written material and support systems available;

3. Collective agreement language supported by research that provides for preventative measures in workplaces, access to accommodations and psycho-social benefits such as counselling and medications;

4. Lobby provincial health and safety committees to have vicarious trauma recognized as a compensable injury.

BECAUSE:

- Vicarious trauma is defined as the process of change that occurs because you care about or for other people who have been hurt and feel committed or responsible to help them. Over time this process can lead to changes in your psychological and physical well-being.
- Our members who work in front line or care giving roles, and our union executives and stewards are experiencing vicarious trauma.
- Vicarious trauma is a work, health and safety hazard and we need to provide our members and union leadership with the tools to eliminate the hazard and support those who have been impacted by it.

NEB decision Motion not to proceed with

Resolution No. 82
Submitted by the CUPE Vancouver Island District Council and Local 951 (B.C.)

CUPE NATIONAL WILL:

Create a Mental Health self-care tool kit for CUPE activists that will include a plan for pursuing healthy coping strategies.

BECAUSE:

- If mental health problems are recognized early and proper treatment is obtained, most people can quickly return to their normal performance at work and much unhappiness and suffering can be avoided; and
- Activists often reject the need to take care of themselves because they feel they need to care for others first; and
- To be the most effective activist, you need to be strong, optimistic and confident in yourself; and

2. Call on governments to increase institutional capacity and clinical support to ensure people with acute mental illness receive the care they need; and

3. Call for governments to implement these recommendations from the Canadian Mental Health Association:

- Implement a National Mental Health Promotion Strategy;

- Fund research and analysis to identify key priorities for MHP programming;

- Increase funding allocation for mental health in Canada;

- Support population-based programs that are accessible, culturally safe, intersectional, and that account for the social determinants of mental health;

- Invest in social marketing campaigns that enhance mental health awareness and reduce stigma:

- Increase overall spending to support social infrastructure that will provide resources for community based mental health.

NEB decision Adopted

- The federal government has supported the creation and growth of MHP in schools and communities across the country which have improved mental health awareness and health outcomes;

- Mental illness and addiction are gripping communities across Canada, and too many political leaders are in denial;
- Resources for those living with mental illness are too few, and too difficult to access.

NEB decision Adopted

- Resolution No. 88**
Submitted by Local 1615 (N.L.)

Lobby provincial and federal governments to ensure workplace policies regarding the use of cannabis focus on workplace safety without infringing on individuals' personal choices and legal rights.

- Employers are using health and safety as an excuse to collect private medical information.

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| NEB decision | Motion not to proceed with
(Covering Resolution 89) |
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NEB decision	<u>Adopted</u>
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NEB decision Adopted

NEB decision Motion not to proceed with

NEB decision	Motion not to proceed with (Covering Resolution 94)
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HUMAN RIGHTS

Resolution No. 95

Submitted by Local 1734 (Ont.)

CUPE NATIONAL WILL:

- Condemn discrimination in all its forms, both within the labour movement and in all spaces in Canada;
- That a committee be formed to work with representatives from the organized Muslim, Jewish, Black, LGBTQ2+ and all concerned communities and report back to the next convention with an action plan on how to address discrimination in CUPE and in Canada more broadly;
- With a view to combatting hatred and playing a leading role in Canada against hate crimes, CUPE adopt authoritative definitions of forms of hate, such as antisemitism, Islamophobia, homophobia, anti-Black racism and all forms of discrimination similar to Canada's Anti-Racism Strategy, released on June 25, 2019;
- In order to demonstrate respect for different religious groups, CUPE will ensure that conventions and other major CUPE events do not take place on days of cultural or religious significance.

BECAUSE:

- CUPE has long-played a leading role in combatting discrimination, hatred and racism in all its forms;
- Statistics Canada revealed that hate crimes reached an all-time high in 2017 – rising 47%. Nationally, the Jewish community remains the most targeted, while Ontario witnessed a 207% increase in hate crimes against Muslims, and 81% increase against Black people.

NEB decision Motion not to proceed with

Resolution No. 96

Submitted by Local 4193 (N.B.)

CUPE NATIONAL WILL:

- Denounce language-based discrimination in Canada, in all its forms, by our provincial and federal governments, and

- Lead by example, continue to respect and promote language rights within our union, and ensure members are able to participate in CUPE in their choice of Canada's two official languages.

BECAUSE:

- Bilingualism is a defining characteristic of Canadian cultural identity;
- Canada adopted the Official Languages Act in 1969, providing that English and French are our two official languages, and amended the Act in 1988 to promote access to public services in both official languages and to support linguistic minority communities;
- The Ontario government recently threatened the language rights of Franco-Ontarians by eliminating the independent position of French Language Services Commissioner, and abandoning plans for a stand-alone French language university in the province;
- In New Brunswick, Canada's only officially bilingual province, a party which is openly hostile to bilingualism holds the balance of power in a minority government;
- There are communities across our country where Canadians struggle to access services in the official language of their choice.

NEB decision Adopted

Resolution No. 97

Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Encourage CUPE locals to prioritize the inclusion of language in collective agreements, that addresses gender-based discrimination present in their workplaces; and
2. Support and advocate for pay equity for women and equity groups to ensure that women and equity groups receive the same pay as men for the same work; and
3. Encourage CUPE locals to send members from each region to join the Canadian Labour Congress National Lobby on Pay Equity as a direct way to take action on bridging the income gap between all genders.

BECAUSE:

- Some women earn less than 75 cents for every dollar earned by men. (Statistic Canada)
- Some women make \$7,200 CAD less on average than men in Canada. The gender pay gap is even more pronounced for Indigenous and racialized women and equity groups. (Canadian Foundation of Women)
- Gender pay gap contributes to women's poverty, affects their quality of life and increases barriers to leaving abusive relationships.

NEB decision Motion not to proceed with

INDIGENOUS RIGHTS

Resolution No. 104

Submitted by the Hospital Employees' Union (B.C.)

CUPE NATIONAL WILL:

1. Join with the labour movement in educating union members on the recommendations of the National Inquiry into Missing and Murdered Indigenous Women and Girls in its final report entitled *Reclaiming Power and Place*.
2. Support the implementation of these recommendations at all levels of government and within civil society.

BECAUSE:

- On June 3, the National Inquiry into Missing and Murdered Indigenous Women and Girls presented its final report entitled *Reclaiming Power and Place*.
- The Final Report outlines that "persistent and deliberate human and Indigenous rights violations and abuses are the root cause behind Canada's staggering rates of violence against Indigenous women, girls and 2SLGBTQIA people."
- The Inquiry Commissioners concluded that Canadian laws and institutions perpetuated this violence in what amounted to a genocide against these groups.
- CUPE National is committed to truth and reconciliation and to basic human rights which

requires a dismantling of colonial structures of oppression.

- The Final Report lays out transformative actions in the areas of health, security, justice and culture.

NEB decision Adopted

Resolution No. 105

Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Develop a national strategy for a municipal action plan on the ways that CUPE municipal service sectors can collaborate with other Unions and neighbouring First Nations Communities (without operating water treatment plants), to ensure the infrastructure is maintained or serviced so that safe drinking water is available to all; and
2. Support Indigenous communities in protecting their land and upholding their sovereignty.

BECAUSE:

- Communities like Grassy Narrows First Nations and Shoal Lake, MB., have had boil water advisories for over 20 years, and Shoal Lake provides the drinking water for Winnipeg municipal services to process for drinking water in Winnipeg but not the First Nations; and
- Indigenous Peoples are essential members of our workforce and in the labour movement and they are being denied human rights in all of our communities; and
- Indigenous Peoples are currently underrepresented in the workforce and labour movement, and have been prevented the opportunities to unionize through the *Indian Act* in the 1860's.

NEB decision Motion not to proceed with

Resolution No. 106

Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Lobby the federal government in adopting and implementing the rights of Indigenous Peoples in

accordance with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP); and

2. Take all measures necessary with the federal government to ensure that the laws of Canada are consistent with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

BECAUSE:

- UNDRIP is a universally recognized human rights declaration, which most leading countries have signed.
- We must move towards reconciliation, not away from it.
- It is important for Canada as a nation to reject colonialism of the past and engage in reconciliation based on justice, democracy, equality, non-discrimination, good governance and respect for human rights.

NEB decision Adopted

Resolution No. 107
Submitted by CUPE British Columbia

CUPE NATIONAL WILL:

Ensure that all national committees, councils, task forces and working groups are given the Learning about First People's workshop and encourage locals and divisions to do the same.

BECAUSE:

- CUPE is committed to creating a welcoming, inclusive, and discrimination-free environment for Indigenous members in the workplace and in the union.
- The Learning about First People's workshop helps members identify the injustices that Indigenous people have faced and still face today; learn how Indigenous Peoples have resisted injustice, including the Idle No More movement; analyze why oppression of Indigenous Peoples continues today; and strategize actions we can take as allies to support justice for Indigenous Peoples.
- This workshop supports the 57th call to action in the Truth and Reconciliation Commission's report which demands that governments to provide

education to public servants on the history of Aboriginal peoples.

NEB decision Motion not to proceed with
(Covering Resolutions 108 and
109)

Resolution No. 110
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Provide support and guidance for locals seeking to decolonize their bylaws and policies; and
2. Monitor the progress of implementation of the Truth and Reconciliation Calls to Action, including progress on the National Inquiry on Missing and Murdered Indigenous Women and Girls' Call to Action; and
3. Produce a factsheet on how CUPE members can help fulfill the TRC and Missing and Murdered Indigenous Women and Girls' Call to Action, to foster and build reconciliation with Indigenous Peoples.

BECAUSE:

- Truth and reconciliation is an essential component for justice and equity in Canada; and
- All levels of government and municipal services have a long history of using treaties to prevent unionization and thus inhibiting the progress of movement throughout history; and
- CUPE must show leadership and serious engagement in reconciliation efforts because locals struggle to meaningfully engage Indigenous workers.

NEB decision Motion not to proceed with

Resolution No. 111
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

- Create a CUPE factsheet that encourages and outlines the ways that CUPE locals can implement reconciliation actions within their regions; and

- Encourage CUPE locals to support initiatives like the 'Circles of Reconciliation' – an Indigenous led initiative that provides local support for groups to decolonize their bylaws, structures and agreements.

BECAUSE:

- CUPE is a leader for social justice activism in Canada and is well positioned to expand and enhance the ways that locals can become stronger leaders in their communities.
- Reconciliation is an essential component in solidarity building and outreach across Canada.

NEB decision Adopted

INTERNATIONAL SOLIDARITY AND MIGRANT RIGHTS

Resolution No. 113

Submitted by Toronto, Niagara, Durham Northumberland CUPE District Councils (Ont.), and Locals 1615 (N.L.), 8920 (N.S.), 3260 (P.E.I.), 1281, 1334, 4600, 4772 (Ont.), and 1004 (B.C.)

CUPE NATIONAL WILL:

1. Call on the Canadian Government to stop interfering with Venezuela's democratic process, and oppose any prospect of military intervention by the United States or its allies;
2. Advocate for the suspension of Canadian sanctions against Venezuela, and for Canada to cease all threats and interference in the economic and internal politics of Venezuela;
3. Call on the Canadian Government to support dialogue and negotiations between the Venezuelan government and opposition.

BECAUSE:

- The Canadian Government plays a leading role in the "Lima Group" of countries that have aggressively pursued a coup in Venezuela. These actions violate Article 2.4 of the Charter of the United Nations that states:
"All members shall refrain in their international relations from the threat or use of force against

the territorial integrity or political independence of any state, or in any other manner inconsistent with the purposes of the United Nations."

- The economic crisis in Venezuela is made worse by these sanctions. Unilateral sanctions are illegal under international law because they are not endorsed by the UN Security Council; and
- Talks for a peaceful resolution to the crisis are taking place between the Venezuelan government and opposition, mediated by the international community.

NEB decision

Motion not to proceed with
(Covering Resolutions 112 and 114)

Resolution No. 116

Submitted by Local 1871 (Sask.)

CUPE NATIONAL WILL:

1. Call on the Canadian Government to:
 - a. Work multilaterally to restore peace and democracy in Venezuela;
 - b. Pressure the government of Nicolas Maduro to:
 - i. release immediately and unconditionally all persons arbitrarily deprived of their liberty;
 - ii. immediately cease and prevent excessive use of force during demonstrations and security operations;
 - iii. cooperate fully with the UN Office of the High Commissioner for Human Rights and with all international investigations into alleged human rights abuses and crimes against humanity; and,
 - c. Expand humanitarian aid for Venezuelans.

BECAUSE:

- The accumulation of evidence has starkly implicated the Maduro government in appalling offences and terrible crimes.
- The UN High Commissioner for Human Rights released a report on July 5, 2019, outlining the scope of the alleged offences and issued 24 recommendations.

- With the support of NOMADESC, Indigenous and Afro-Colombian community leaders continue, in the face of targeted violence, to courageously put their life on the line to demand access to land and basic public services.

NEB decision

Resolution No. 119
Submitted by CUPE British Columbia

CUPE NATIONAL WILL:

- Lobby the Government of Canada to demand that the U.S. Government terminate the blockade against Cuba. That Canada formally defies the extraterritorial provisions and consequences imposed by the blockade and freely trade and engage in economic relations with Cuba.

BECAUSE:

- It's been over 25 years in a row that the United Nations adopted a resolution entitled "Necessity of ending the economic, commercial and financial blockade imposed by the United States of America against Cuba" which condemns the economic sanctions and other punitive measures of the blockade the United States Government has imposed and continue on the Republic of Cuba.
- This U.S policy, which has extraterritorial effect in that it imposes severe penalties on entities that do business with Cuba, is recognized as a flagrant violation of the United Nations Charter and customary international law.
- The blockade has serious negative effects on the people of Cuba and severely hampers Cuba in all fields of economic, social and cultural development.

Resolution No. 120
Submitted by CUPE British Columbia

Through the Canadian Labour Congress, support the peoples' protests in Brasilia against the Bolsonaro

government's genocidal attacks on Indigenous people and their lands; and support non-governmental organization (NGOs) engaged in this work, such as the Council of Canadians, and other groups opposed to Canadian corporate profiteering in Brazilian mining and argibusiness.

BECAUSE:

- On April 24, 2019, thousands of Indigenous people descended on Brazil's capital Brasilia to protest against a widespread assault on Indigenous rights and territories by the government of the far-right president, Jair Bolsonaro;
- In March, Jair Bolsonaro and US President Trump recently pledged to "catalyze investment in the Amazon" which effectively means unmasked attacks on the rights and lands of Brazil's Indigenous Peoples;
- The Canadian federal government is weak-kneed and must stand up to right-wing populist corporate thugs who value profits over people and life-giving pristine rainforests.

NEB decision Adopted

Resolution No. 122
Submitted by Local 4092 (Ont.)

CUPE NATIONAL WILL:

Retract their January 25, 2019 statement regarding Venezuela.

BECAUSE:

- Many heads of states, parliaments, and worldwide associations including the UN and the OAS have stated the electoral process lacked legitimacy for not complying with the necessary guarantees for a free, fair, transparent and democratic process.
- Of the abuse been committed against the civilian population, they include murders, incarcerations, torture, rape and human rights violation at the hand of the government their supporter. Many of these repressive acts can be categorized as crimes against humanity in accordance with Article 7 of the Rome Statute of the International Criminal Court.

- We must take into consideration our membership before making assumption without complete factual evidence regarding topics that could hurt our union or any single member.
- We as unionists must put aside our differences and show what solidarity really means.
- We do have many Venezuelans amongst us, we should respect their pain, their despair and do the right thing. We should uphold our core values including equality, integrity, respect and people's lives before narrow ideologies, profit and human rights violation.
- If the statement is not retracted, we take responsibility or we will be seen as supporter of the Maduro government and our hands will be full of innocent Venezuelan blood.

NEB decision Motion not to proceed with

Resolution No. 123
Submitted by Local 2316 (Ont.)

CUPE NATIONAL WILL:

1. Condemn the barbaric sentences of whipping labour activists, teachers and protesters by the Islamic regime of Iran.
2. Support the protest of Ismail Bakhshi the well-known and popular leader of the Haft Tapeh sugar cane workers in Shush city in Iran, against the tortures he was subjected to in the Islamic government's prisons. Ismail Bakhshi and Ms. Sepideh Gholian a journalist who supported Haft Tapeh workers are under pressure to deny their statements about torture.
3. Support the campaign against the securitizing the struggles of the workers in Iran.
4. Protest ILO because of its appeasement with the Islamic regime about the ongoing violation of the very conventions declared by this organization, by the Iranian regime.

BECAUSE:

- CUPE National recognizes the global nature of the struggle for workers' rights.
- For the above reasons, we stand in support and partnership with "Free Them Now" campaign and other international labour and humanitarian

organizations to call for the immediate and unconditional release Ismail Bakhshi, Sepideh Gholyan, Jafar Azimzadeh, Atena Daemi, jailed teachers and all political prisoners in Iran. Such a regime should not have a place in ILO.

NEB decision Motion not to proceed with

Resolution No. 124
Submitted by Local 4772 (Ont.)

CUPE NATIONAL WILL:

1. Stand in solidarity with workers and equity-seeking people in Iran.
2. Work with workers' organizations in Iran to help stop state repression workers experience for exercising their basic and internationally recognized rights.
3. Support the right of workers to organize and strike in Iran in both public and private sectors.
4. Support workers' struggles against privatization, austerity and other anti-worker policies and practices of the Iranian government.
5. Take a clear stand against attempts by the U.S. and its allies, including Canada, to pursue military interventions in Iran.

BECAUSE:

- Military intervention against Iran will be disastrous and unacceptable and its main victims are the working and ordinary people. This is also used as a pretext for increased militarization and attacks on workers' and human rights by both sides of the current dispute.
- Members of Tehran and Suburbs Bus Workers' Syndicate and other independent unions, teachers, and social activists in Iran have been facing detention and persecution for exercising their basic rights such as forming unions or celebrating International Workers' Day.
- About 50 labour and social activists were arrested on May Day 2019 for attending a peaceful rally. Months later, they continue to face detention or trials.

NEB decision Adopted

Resolution No. 125
Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

Work with the Canadian Labour Congress to pressure the Canadian Government in supporting the demands of the Sudanese people for the immediate transition to civilian rule, and stand with the Sudanese Professional Association and the labour movement in Sudan and ask the Canadian Government to hold the military council responsible for the recent atrocities in Sudan and push the international community to support the following:

- The immediate transition of power from the Military Council to a civilian government;
- Call for international committee for investigation into the two massacres of June 3, 2019 and May 13, 2019, and other killings since December 19, 2018;
- The disarming of the Rapid Support Forces and Janjaweed, and withdrawal of all paramilitary groups
- Free all political detainees and the protection of civilians;
- Immediate end of the Internet Blackout;
- Respect human rights including the right for free and peaceful protest and non-violent resistance.

BECAUSE:

- Canada must live up to its moral obligation defending the human rights of the people of Sudan who are peacefully demanding democracy, freedom and dignity.

NEB decision Motion not to proceed with
(Covering Resolution 126)

Resolution No. 127
Submitted by Hospital Employee's Union (B.C.) and Locals 1615 (N.L.), 8920 (N.S.), 3260 (P.E.I.), 4772 (Ont.) and 1004 (B.C.)

CUPE NATIONAL WILL:

1. Organize educational events on anti-racism, immigrant rights and migrant solidarity for

members, including assigning members to be trained as trainers by Migrant Rights Network.

2. Develop or distribute anti-racist and solidarity materials to members.
3. Build relations with, and politically and financially support, migrant led campaigns including the Migrant Rights Network and its member organizations.

BECAUSE:

- CUPE has previously supported migrants demand for access to permanent resident status upon arrival; access to all social benefits; and genuine enforcement of labour standards and basic human rights; and
- CUPE has committed to strengthening relations and our support for migrant led campaigns for justice and legislative changes; and
- Current provincial and federal policies and laws give power to employers to exploit migrants and refugees. We must challenge these efforts to divide us as workers; and
- Respect for human and labour rights, permanent resident status and full access to services for migrants will ensure increased rights for all workers; and
- Canada's involvement in climate change, war, economic injustice, and mining practices abroad have caused many people to migrate to escape poverty and violence.

NEB decision Adopted

Resolution No. 128
Submitted by Local 1334 (Ont.)

CUPE NATIONAL WILL:

Lobby the federal government of Canada and all federal political parties to:

- Grant all migrant (international students, refugees, temporary foreign workers, undocumented) permanent residency status and grant permanent residency on arrival to those that come in the future and end detentions and deportations;
- Ensure migrants, and all workers, have full access to social entitlements (EI, CPP, health care, settlement services, etc.); and ensure genuine

enforcement of labour standards and basic human rights;

- Ensure decent work, fair wages, all labour protections including open and non-time-limited work permits for all workers, including migrants and refugees;
- End discrimination against and criminalization of migrants, refugees and racialized people (particularly anti-Black racism and Islamophobia), and ensure gender justice and Indigenous self-determination;
- Actively stop Canadian involvement in climate change war, economic exploitation, mining injustice and social oppressions abroad that force people to migrate.

And CUPE commits to:

- Organize educational events on anti-racism, immigrant rights and migrant solidarity for its members by assigning members to be trained as trainers by Migrant Rights Network;
- Develop or distributing anti-racist and solidarity materials to members;
- Build relations with and politically and financially support migrant led campaigns coordinated through the Migrant Rights Network and Migrant Workers Alliance for Change.

NEB decision Motion not to proceed with
(Covering Resolution 129)

Resolution No. 131
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Support locals and divisions in lobbying the provincial and municipal governments to enact Access Without Fear legislation; and
2. Lobby the federal government to include Access without Fear requirements within provincial health accords.

BECAUSE:

- All residents, including immigrants and refugees without status, should be able to access essential services without fear of deportation.
- Immigrants and refugees without status deserve the right to critical and public services like health care, support services, education, emergency

and other services, regardless of their immigration or residency status.

- Immigrants and refugees without status need access to city services such as transportation to visit a lawyer that can assist them in correcting their status.
- Access without Fear laws help in preventing employers from abusing or taking advantage of workers' vulnerable situations.
- When immigrants and refugees without status are victims of a crime, they do not always report the incident out of fear of deportation.
- When undocumented workers are sick, develop an illness or sustain an injury at work, they are unable to access emergency service or seek medical attention out of fear of deportation.

NEB decision Adopted

LABOUR AND WORKERS' RIGHTS

Resolution No. 134

Submitted by Local 454 (B.C.)

CUPE NATIONAL WILL:

Continue to oppose mandatory drug testing in the public sector. With the legalization of cannabis, the employer may use the opportunity to test for all substances or other medical conditions.

BECAUSE:

- Substance abuse does not mean impairment.
- Random drug testing is not an effective safety mechanism.
- Fear of testing leads to a decrease in reporting.
- Testing is inaccurate and a violation of privacy.

NEB decision Adopted
(Covering Resolution 133)

Resolution No. 136

Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Partner with divisions and Canadian Labour Congress affiliates to lobby the federal and provincial governments to decriminalize all elements of sex work and to extend labour

regulations and protections governing workplace safety and health to sex work.

BECAUSE:

- Removing criminal prosecution of sex work creates a safer and healthier community;
- Decriminalization allows sex workers to live with less stigma and better access health and justice services;
- All workers should be protected by WSH legislation.

NEB decision Motion not to proceed with

Resolution No. 140

Submitted by CUPE Niagara, Durham Northumberland, Sudbury and Peel District Councils (Ont.) and Local 4207 (Ont.)

CUPE NATIONAL WILL:

Encourage locals to:

- Build local fight for \$15 and fairness committees in every workplace;
- Organize Know Your New Rights trainings;
- Distribute \$15 and fairness brochures to their members; and
- Purchase and distribute window signs, lawn signs and banners.

BECAUSE:

- There are regressive government decisions across Canada to cut paid sick days, delay \$15 minimum wage, eliminate equal pay for equal work, reduce fines for employers who break the law, and make it easier to fire workers for refusing a last-minute shift, is proof that they don't care for the people.

NEB decision Motion not to proceed with

LGBTQ2+ RIGHTS

Resolution No. 146

Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Lobby the federal government to remove barriers to LGBTQ2+ refugees and migrants; and

LITERACY AND WORK

Resolution No. 158

Submitted by CUPE Alberta

CUPE NATIONAL WILL:

1. Review and revise all material and resources regarding the use of plain language in collective agreements and;
2. Continue to provide resources and training to Locals and activists in regard to plain language in collective agreements.

BECAUSE:

- CUPE members deserve to be able to read and understand their contracts.

NEB decision Motion not to proceed with

MEMBER EDUCATION

Resolution No. 161

Submitted by the CUPE Vancouver Island District Council (B.C.), Hospital Employees' Union (B.C.) and Locals 2348 (Man.), 951 (B.C.)

CUPE NATIONAL WILL:

Expand the Steward Learning Series to include sections on Inclusion within our Union, Sexual Harassment and Violence, and Ally training based on the "How to be More Than a Bystander" training.

BECAUSE:

- CUPE women and women-identified members experience sexual harassment and violence within the union, in high numbers, despite the Code of Conduct, equality education and other measures; and
- When women, who make up 68% of the membership, do not feel safe in the union, they cannot fully participate. This weakens the union; and
- Allies are an important part of being able to move forward as a union to provide increased safety for women and those who identify as women; and

- Inclusion strengthens our union by creating an environment in which everyone is able to participate; and
- Women with disabilities, and LGBTQ2+, racialized and Indigenous women face additional harassment and violence.

NEB decision Motion not to proceed with
(Covering Resolution 162)

Resolution No. 164

Submitted by CUPE Niagara, Durham Northumberland, Sudbury, and Peel District Councils (Ont.) and Local 4207 (Ont.)

CUPE NATIONAL WILL:

Change their policy of excluding retired and trained member facilitators from continuing to contribute within the education department of CUPE.

BECAUSE:

- Retired member facilitators have a wealth of knowledge they want to continue to share; and
- Retired member facilitators have immeasurable past experience they want to continue to share; and
- Retired member facilitators give and receive strength, knowledge, energy, and solidarity; and
- Retired member facilitators request no lost wages, only out-of-pocket expenses and mileage; and saving CUPE National resources; and
- All retired member need to feel useful, not just hear how useful we were.

NEB decision Motion not to proceed with

Resolution No. 168

Submitted by CUPE British Columbia

CUPE NATIONAL WILL:

Create a "union employer" toolkit as well as offer training and advice to support locals that employ their own staff.

BECAUSE:

- Many locals employ support staff and thus are placed in the unfamiliar and stressful role of employer/management.

- better training. Managements are using lawyers all the time. We can't compete with their knowledge and experience, so we get bluffed into accepting crappy decisions, agreements and collective agreements. We need better training in negotiating contracts, labour law, labour legislation, back to work, workers insurance etc. This training should be extended to all CUPE members, not just elected officials.

NEB decision Motion not to proceed with

Resolution No. 172
Submitted by Local 1615 (N.L.)

CUPE NATIONAL WILL:

Educate locals on how to challenge employer's attendance management programs.

BECAUSE:

- These programs cause presentism and intimates workers to attend work and create an unsafe work environment.
- It is important to challenge these policies before they negatively impact members.
- Violates the *Human Rights Charter* by discriminating against sick and disabled workers.

NEB decision Motion not to proceed with

Resolution No. 174
Submitted by CUPE Niagara District Council and the
Ontario School Board Council Unions (Ont.)

CUPE NATIONAL WILL:

1. Add to its education catalogue Accredited Post-Secondary Education in both official languages via an application process.

BECAUSE:

- We are officially a bilingual country and union with two official languages. We need to encourage our members to learn and regularly speak both English and French.
- Our current education system does not encourage students to become proficient in French.

- French Language Education becomes voluntary after Grade 9 in Ontario, discouraging students from becoming fluently bilingual.
- For many, the costs of attending and becoming officially fluent in both official languages is more than they can afford.
- It is unacceptable that some members will not have the chance to speak to and understand a brother or sister from another province as they can't speak their language.

NEB decision Motion not to proceed with

Resolution No. 175

Submitted by Local 3550 (Alta.)

CUPE NATIONAL WILL:

- Develop a campaign and create a tool kit to build awareness around public education vs private or charter schools.
- Educate and mobilize divisions, locals, members and other labour organizations in support of public education.

BECAUSE:

- Private or charter education is tuition-based and has entrance requirements that prevents equal access.
- Public education provides a level playing field.
- Recognize that public education is a basic human right to all people.
- Public services create unionized jobs with fair and equitable benefits and wages.

NEB decision Motion not to proceed with

MEMBER ENGAGEMENT

Resolution No. 176

Submitted by Locals 1281, 3902, 3903 and 4600 (Ont.)

CUPE NATIONAL WILL:

- Launch a fully resourced campaign entitled 'Drive to 100' which has the goal of getting 100% of the

membership signed up with union cards in the Union within two years.

- Connect this campaign with our other existing campaigns on member education to reach 100% awareness and political consciousness of the membership in the value of social movement unionism, anti-oppressive practice, and bold resistance to anti-worker governments.
- Include as part of the campaign, our aim to roll back 100% of the cuts brought about by the Conservative regimes across Canada and to defend existing structures won by the Labour movement.

BECAUSE:

- We must prepare for American-style anti-union legislation to undermine the stability of the Rand Formula and the wider stability of labour organizing across Canada.
- We must build the capacity of our locals and ensure that all workers in our workplaces are fully protected members of our locals.
- The only way to be a full, politically active member of a local that is protected from such legislation is to have your Union card.
- The National Office has already been giving locals' directives to get union cards signed, but a campaign would cement and amplify this work.

NEB decision Motion not to proceed with
(Covering Resolutions 177 and 178)

Resolution No. 180

Submitted by Local 728 (B.C.)

CUPE NATIONAL WILL:

1. Produce a labour-friendly YouTube channel for locals to share and access videos which can pass along messages of solidarity, unity and support.

BECAUSE:

- This would be a platform to show support to workers.
- This would bring comfort to members on the line, giving messages of hope, re-energizing them to fight the good fight.

- This would show members there are more like-minded members that have similarities in issues.
- This would be a tool used to educate our members with videos/messages from our diversity communities.

NEB decision Motion not to proceed with

Resolution No. 181

Submitted by Local 718 (B.C.)

CUPE NATIONAL WILL:

1. Permit members of all chartered organizations to participate remotely in their respective membership meetings.

BECAUSE:

- CUPE National's Leadership Survey discovered 50.5% of elected CUPE local leaders who responded to the survey stated they are dissatisfied with the levels of member participation in local union activities compared to the 35% who are satisfied.
- Members lack participation in membership meetings because of family responsibilities, work commitments, shift work, and working more than one job, commuting to work from other communities. In certain regions of the country members cannot afford to live in the communities they work.
- Meeting with members at their worksites is the most effective way of informing members of issues, however, members are unable to attend membership meetings to vote on issues. This is more applicable where there are multiple worksites for the same Employer.
- Technology has come a long way and we, as the largest union in Canada, must provide greater participation opportunities for our members to have their voices heard.

NEB decision Motion not to proceed with

Resolution No. 182

Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

Encourage the Provincial CUPE bodies to provide \$10 a day child care services on site during provincial conventions like those of CUPE National.

BECAUSE:

- Child care continues to be a barrier for many parents to attend provincial conventions; and
 - Children and parents should be provided the opportunity to remain together while parents are participating in the democratic structures of our union; and
 - Finding quality child care when travelling is not always possible; and
- By providing children the opportunity to see working people stand together, fighting for better working conditions and global change, we are raising the future generation of activists.

NEB decision Motion not to proceed with

NATIONAL STAFFING

Resolution No. 193

Submitted by CUPE Metro Vancouver District Council (B.C.)

CUPE NATIONAL WILL:

Prioritize human rights competencies in the recruitment, hiring and training of staff, and make human rights, harassment and violence a core component of the rep trainee program and annual training for all staff.

BECAUSE:

- Despite the Code of Conduct, equality education and other measures, CUPE women and women-identified members experience high rates of sexual harassment and violence within the union.
- Lack of safety means women, 68% of our membership, cannot fully participate, weakening CUPE.
- The ombudsperson program does not have the role or scope to play this role, and the Trial Procedure is not appropriate for addressing sexual harassment and violence.
- Sexual harassment and sexual violence may constitute human rights and/or criminal violations.
- Women with disabilities, and LGBTQ2+, racialized and Indigenous women face additional harassment and violence.

NEB decision Motion not to proceed with

ORGANIZING

Resolution No. 197

Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Develop a proactive organizing strategy to target and organize small workplaces; and
2. Provide additional organizational and technical support to locals and composite locals who represent small workplaces and their unique needs.

BECAUSE:

- In 2018, out of all employer businesses in Canada, 87% of them had less than 20 employees (www.statista.com)
- Small workplaces tend to have less formal policy and procedures to guide workers.
- Smaller [businesses] are also more likely than larger firms to employ “higher-risk” workers, ie. workers who are younger, unmarried, and have lower levels of education and experience (Rand Corp., 2006).
- Smaller establishments are less likely to be inspected, reducing the marginal benefit of [workplace health and safety] compliance (Rand Corp., 2006).
- Workers at small workplaces deserve equal protection to those in larger ones.
- Ignoring small businesses as an opportunity for organizing will prevent CUPE from growing stronger.

NEB decision

Motion not to proceed with

Resolution No. 199

Submitted by Ottawa CUPE District Council (Ont.)

CUPE NATIONAL WILL:

- Revoke the charter of Local 104, RCMP Telecom Operations and Intercept Monitoring;
- Reject any future inclusion of State Security Forces - both civilian and non-civilian - in the Canadian Labour Movement;

- Discontinue current or future allocation of resources towards the unionization of State Security Forces;
- Work towards deeper trust in CUPE by supporting individuals affected by and movements created to address police/state violence;
- Sponsor a National resolution supporting the above and to support efforts at the OFL and CLC for the same;
- Release a letter outlining this position as an important value to CUPE Ontario and the Labour Movement;

BECAUSE:

- The admittance of State Security Forces to union halls is a direct threat to the health and safety of many and potentially all CUPE members;
- Unionization of State Security Forces is at odds with CUPE's positions on the former Bill C-51, Bill C-59, and solidarity with the Wet'suwet'en Nation;
- State Security Forces have surveilled and repressed worker and justice movements, including current and previous CUPE members;
- State Security Forces repress other social movements otherwise supported by CUPE Ontario through criminalization and violence, such as Black Lives, and at Toronto's 2010 G20 Summit.

NEB decision

Motion not to proceed with
(Covering Resolutions 200 and 201)

PENSIONS AND RETIREMENT

Resolution No. 202

Submitted by Local 1251 (N.B.)

CUPE NATIONAL WILL:

Lobby the federal government to enact a 'pension protection act' to protect all worker's pensions.

BECAUSE:

- Public and private sector pensions are under attack.

- | | |
|--------------|---|
| NEB decision | Motion not to proceed with
(Covering Resolution 203) |
|--------------|---|

NEB decision Adopted

- NEB decision Adopted

NEB decision Motion not to proceed with

130

BECAUSE:

- There is an increase in part time, casual and other precarious employees in the workplace and these employees deserve future security by having a pension; and
- Many pension plans have an enrolment eligibility threshold based on income level; and
- The current threshold based on 35% of the Yearly Maximum Pensionable Earnings (YMPE) in two consecutive calendar years is unattainable for many workers who are forced by the marketplace to hold two or more jobs to survive. The 2019 YMPE is \$57,400.00 and 35% of that is \$20,090.00.

NEB decision Adopted

Resolution No. 210

Submitted by CUPE Niagara, Durham Northumberland, Sudbury, and Peel District Councils (Ont.) and Local 4207 (Ont.)

CUPE NATIONAL WILL:

Develop educational awareness strategies for current and future retirees and create retiree courses that covers pension plans, benefits and getting ready for retirement.

BECAUSE:

- Consider educational awareness strategies that will work to inform all CUPE members about issues related to retirement; and
- Members need the resources and tools to prepare for retirement; and
- CUPE stands strong with retired people and strives to improve the lives of retired people in our communities.

NEB decision Motion not to proceed with

Resolution No. 211

Submitted by Ontario Council of Hospital Unions (Ont.)

CUPE NATIONAL WILL:

- Bring a plan to extend workplace defined benefit pension coverage to all CUPE members to the 2021 national convention;

- Convene a meeting of all defined benefit pension plan trustees and settlors from CUPE in 2020 to help to develop that strategy;

BECAUSE:

- CUPE member should not retire into poverty or be forced to work until they die for want of a good workplace pension; and
- Many workplaces represented by CUPE have no workplace defined benefit pension plan, despite the availability of plans like the Multi-sector Pension Plan, which could provide such coverage; and
- Many defined benefit pension plans deliberately discriminate against part-time employees (often predominantly female) with barriers to enrolment that are very difficult to achieve; and
- Despite the fact that extending defined benefit pension plan coverage to all CUPE members has been in the pension plan for over 10 years we are no closer to that being a reality.

NEB decision Motion not to proceed with

POLITICAL ACTION

Resolution No. 212

Submitted by CUPE Quebec

CUPE NATIONAL WILL:

Use all means at its disposal to convince governments to put more teeth in their legislation so that the privacy of citizens is better protected with respect to the gathering and use of personal information for commercial and other purposes by companies using current or future technologies.

BECAUSE:

- Our personal data has never been as likely to cross borders as is currently the case;
- Depending on where our personal data has been stored, it is not all that well protected;
- Recourse to devices using the Internet Protocol (IP) will be increasingly frequent in the future with the implementation of 5G cellular transmission and the related technologies (artificial intelligence, Internet of Things, automation, etc.);

- The European Union has introduced the new General Data Protection Regulation, which applies to GAFA and imposes penalties to encourage companies to be in compliance;
- A House of Commons Committee has recommended the adoption of similar protective measures in Canada.

NEB decision Motion not to proceed with

Resolution No. 213

Submitted by Local 79 (Ont.)

CUPE NATIONAL WILL:

1. Lobby the federal government to invest in publicly-delivered social housing.

BECAUSE:

- Our municipalities are at a breaking point and don't have the resources to repair hundreds of thousands of units of social housing across the country.
- As a result of lack of will by all three levels of government, subsidized and RGI (Rent Geared to Income) units are becoming less habitable each and every day.
- With many cities and towns becoming more and more unaffordable, we need to invest in these units to ensure that our most vulnerable among us have a safe place to sleep and raise their families.

NEB decision Adopted

Resolution No. 214

Submitted by Local 1334 (Ont.)

CUPE NATIONAL WILL:

Pressure the federal government to update its legislation to re-establish balance in taxation between foreign providers of online services and Canadian companies.

BECAUSE:

- Most of our laws did not contemplate the digital era when it comes to web giants and collecting provincial service tax on goods and services sold

online in Canada. This means web giants are not paying any taxes and has led to a situation of imbalanced competition for Canadian providers;

- The auditor general has estimated that \$169 million were lost in 2017 in Canada due to the non-taxation of e-commerce, money that could have gone to our public services and social programs;
- The Organisation for Economic Cooperation and Development (OECD) recommends taxation on goods and services sold online where they are consumed and 53-member countries have moved in this direction;
- Canada must affirm its sovereignty to protect its economy, its jobs, its culture and its media that contribute, through news production, to a health democracy.

NEB decision Adopted

Resolution No. 215

Submitted by CUPE Metro Vancouver District Council and Local 1004 (B.C.)

CUPE NATIONAL WILL:

Lobby the federal government to increase restrictions on foreign ownership of real estate in Canada.

BECAUSE:

- There have been multiple reports showing how Canadian real estate is being used to launder money and evade taxes and those reports have stated that this is a big reason why housing is now unaffordable to the average person.

NEB decision Motion not to proceed with

Resolution No. 217

Submitted by Local 79 (Ont.)

CUPE NATIONAL WILL:

1. Work with the Federal New Democratic Party to train voter contact organizers in all provinces and territories.
2. Train a minimum of 150 organizers in voter contact and campaign managing training.

3. Work with CUPE locals to identify political activists in their memberships to coordinate activities during the 2019 federal election and beyond.

BECAUSE:

- The Federal Liberal Government has consistently acted against the interest of working-class people in this country.
- We need to elect a government that is responsive to our needs as workers and the New Democratic Party is the only political party that shares our values.
- There is a lack of CUPE activists available and trained "on the ground" political organizers in all areas of Canada.

NEB decision Motion not to proceed with

Resolution No. 220
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Support a \$15 minimum wage in every province in Canada by lobbying the federal government; and
2. Work with CUPE locals and affiliates of the Canadian Labour Congress to help ensure all workers receive a minimum wage that is also a living wage; and
3. Advocate that unionized and non-unionized workers are paid a fair wage that allows them to live with dignity.

BECAUSE:

- Minimum wage must be able to cover basic necessities like food, rent, clothing, utilities, transportation, childcare and unexpected emergencies.
- Working full-time should allow people to meet adequate standard of living and a decent quality of life.
- Workers require the ability to participate economically and socially in society.
- A fair wage can lift low-wage workers out of poverty.

NEB decision Adopted

Resolution No. 221

Submitted by CUPE British Columbia

CUPE NATIONAL WILL:

Lobby the federal government to amend Bill C46 to remove the provisions that permit unreasonable search and seizure.

BECAUSE:

- Under this new law, a police officer who pulls over a motorist may demand a breath sample from the driver, even if there is no sign of impairment. Previously, police could only demand a breath sample if there was "reasonable suspicion."
- This is a violation of the *Charter of Rights and Freedom* Section 8.
- There should be a lawful reason to stop individuals or groups.
- It unfairly targets minority groups.
- It is subject to racial profiling and discrimination.

Convention decision Motion not to proceed with

Resolution No. 222

Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

Lobby the federal government to address the opioid crisis by providing a safe supply of regulated drugs to addicts in active addiction.

BECAUSE:

- More than 11,500 Canadians have died as a result of apparent opioid related overdoses between January 2016 and December 2018; and
- No one chooses to be an addict; and
- Maintaining healthy, non-judgemental connections to addicts leads to addicts seeking help and various recovery options; and
- Addicts deserve to live; and
- Addicts deserve to come home to their families.

NEB decision Motion not to proceed with

Resolution No. 224
Submitted by Local 1615 (N.L.)

CUPE NATIONAL WILL:

Encourage the New Democratic Party both provincially and federally to introduce motions that address all occupational health and safety issues and concerns of workers.

BECAUSE:

- It will ensure safeguards for workers.
- Workers deserve to have their concerns voiced and heard politically.
- Current legislation does not fully and adequately protect workers.
- Health and safety is a predominant concern of all workers.
- All workers deserve to return home safe to their families everyday.

Convention decision Motion not to proceed with

POST-SECONDARY EDUCATION

Resolution No. 230
Submitted by Locals 1858 and 4879 (B.C.)

CUPE NATIONAL WILL:

1. Work with CUPE locals, other unions, and allies to conduct a survey of support staff to better understand the impact and the nature of precarity on support staff employees and their families at both colleges and universities across Canada; and
2. Promote education and raise awareness of the central issues through the creation of an information package to help improve community support of support staff and address the precarity of their work environments; and
3. Lobby for legislation to reduce precarity among workers and increase employment stability; and
4. Lobby for legislation to increase the stability of post-secondary funding.

BECAUSE:

- As a result of the CAUT post-secondary survey, an increasingly precarious work employment sector has been identified; and
- The precarious work model is becoming entrenched in the sector, diminishing the standard employment relationship especially in the area of benefit provisions and pension accessibility and undermines the quality of life for families especially for women who have remained primary care givers and now often primary income earners; and
- The data for post-secondary support workers is often absent or extremely limited at the provincial level where the collection of data is usually mandated by legislation; and
- Precarious work hampers our ability to continue to provide a high level of service excellence to students; and
- Precarious work hinders full participation in our unions.

NEB decision Motion not to proceed with
(Covering Resolutions 231 and
232

Resolution n° 237
Submitted by Local 1294 (Que.)

CUPE NATIONAL WILL:

1. Do political work to ensure that wages called for in collective agreements are taken into account immediately by public-sector granting agencies;
2. Invite granting agencies to establish policies that would stabilize research jobs;
3. Ask for the budgets of these agencies to be increased to maintain the jobs of its members.

BECAUSE:

- CUPE locals post-secondary sector represent more than 68,000 members;
- One of CUPE's goals is to improve the wages and working conditions of workers;
- The funding awarded jeopardizes compliance with the wage scales in collective agreements;

- The wages of research employees depend on grants from federal and provincial subsidizing agencies, not the universities' operating budgets;
- Because of the way public research funding is structured, the jobs of employees dependent on research subsidies are precarious.

NEB decision Motion not to proceed with

Resolution No. 239

Submitted by Local 1334 (Ont.)

CUPE NATIONAL WILL:

1. Survey all post-secondary locals across Canada over the next two years and have them complete the index of Indigenous practices supported in institutions; and
2. Survey all post-secondary locals across Canada over the next two years and have them complete the number of Indigenous employees staffing post-secondary institutions, casually, part-time, and full-time; and
3. Analyze the results of this survey and determine the percentage of Indigenous practices engaged in each Indigenous territory in post-secondary institutions; and
4. Analyze the results of this survey and determine the percentage of Indigenous workers in each bargaining unit; and
5. Survey all post-secondary institutions as per above in the next two years.
6. Survey all post-secondary institutions in the next two years and have them complete an index of Indigenous community engagement and educational opportunities provided to employees.

BECAUSE:

- CUPE locals are responsible for engaging with the Truth and Reconciliation Commission's calls to action; and
- Reconciliation #55 calls on all levels of government to provide data to the National Council for Reconciliation on the progress towards reconciliation; and

- We have a duty as a movement to ensure government accountability to Indigenous People.

NEB decision Motion not to proceed with

Resolution No. 240

Submitted by Local 3902 (Ont.)

CUPE NATIONAL WILL:

- Survey all post-secondary locals across Canada over the next two years and have them complete the index of Indigenous practices supported in institutions; and
- Survey all post-secondary locals across Canada over the next two years and have them complete the number of Indigenous employees staffing post-secondary institutions, casually, part-time, and full-time; and
- Analyze the results of this survey and determine the percentage of Indigenous practices engaged in each Indigenous territory in post-secondary institutions; and
- Analyze the results of this survey and determine the percentage of Indigenous workers in each bargaining unit; and
- Survey all post-secondary institutions as per above in the next two years.
- Survey all post-secondary institutions in the next two years and have them complete an index of Indigenous community engagement and educational opportunities provided to employees.

BECAUSE:

- CUPE locals are responsible for engaging with the Truth and Reconciliation Commission's calls to action; and
- Data is often absent or extremely limited at the provincial level where the collection of data is usually mandated by legislation; and
- Reconciliation #55 calls on all levels of government to provide data to the National Council for Reconciliation on the progress towards reconciliation.

NEB decision Motion not to proceed with

Resolution No. 241
Submitted by CUPE Metro Vancouver District Council (B.C.)

CUPE NATIONAL WILL:

Survey all post-secondary locals across Canada over the next two years and:

1. Have them complete the index of Indigenous practices supported in institutions; and
2. Analyze the results of this survey and determine the percentage of Indigenous practices engaged in each Indigenous territory in post-secondary institutions; and
3. Have them complete an index of Indigenous community engagement and educational opportunities provided to employees.

BECAUSE:

- CUPE locals are responsible for engaging with the Truth and Reconciliation Commission's calls to action; and
- Data is often absent or extremely limited at the provincial level where the collection of data is usually mandated by legislation; and
- Reconciliation #55 calls on all levels of government to provide data to the National Council for Reconciliation on the progress towards reconciliation; and
- We have a duty as a movement to ensure government accountability to Indigenous People; and
- Education and awareness support our ability to continue to provide a high level of service excellence; and
- Sharing best practices will lead to more inclusive union environments.

Convention decision Motion not to proceed with

Resolution No. 242
Submitted by CUPE British Columbia

CUPE NATIONAL WILL:

1. Survey all post-secondary locals across Canada over the next two years and have them complete

the index of Indigenous practices supported in institutions.

2. Survey all post-secondary locals across Canada over the next two years and have them complete the number of Indigenous employees staffing post-secondary institutions, casually, part-time, and full-time.
3. Analyze the results of this survey and determine the percentage of Indigenous practices engaged in each Indigenous territory in post-secondary institutions.
4. Analyze the results of this survey and determine the percentage of Indigenous workers in each bargaining unit.
5. Survey all post-secondary institutions as per above in the next two years.
6. Survey all post-secondary institutions in the next two years and have them complete an index of Indigenous community engagement and educational opportunities provided to employees.

BECAUSE:

- CUPE locals are responsible for engaging with the Truth and Reconciliation Commission's calls to action, including #55, which calls on all levels of government to provide data to the National Council for Reconciliation on the progress towards reconciliation; and
- We have a duty as a movement to ensure government accountability to Indigenous People and sharing best practices will lead to more inclusive union environments.

NEB decision Motion not to proceed with

PROTECTING OUR WORK

Resolution No. 243
Submitted by CUPE Alberta

CUPE NATIONAL WILL:

1. Direct National Research and Communications staff to develop resources, that can be accessed by all divisions, promoting the value of public sector workers and public services, and CUPE's role in providing and protecting these vital services.

BECAUSE:

- In all provinces, except British Columbia, provincial governments are instituting the discredited and failed policies of austerity and carrying out the most comprehensive attack on public services and public sector workers in a generation.
- As Canada's largest and most vital union, CUPE is uniquely placed to create resources that allow Local Unions and Divisions to fight back against austerity and communicate to the Canadian public the threat public services faced from governments of all levels.

NEB decision Motion not to proceed with

Resolution No. 245
Submitted by CUPE Metro Vancouver District Council
and Local 389 (B.C.)

CUPE NATIONAL WILL:

Create a broad-based multimedia campaign that highlights the value of public services on an ongoing basis, including Indigenous Peoples and all equality-seeking groups to maintain our services and jobs.

BECAUSE:

- Our services are under privatization threats and attacks across the country.

NEB decision Motion not to proceed with
(Covering Resolutions 244, 246
and 247)

Resolution No. 250
Submitted by Local 30 (Alta.)

CUPE NATIONAL WILL:

1. Along with its affiliates aggressively lobby the federal government to free up some of the billions of dollars in infrastructure money available to municipalities without having to explore P3 options.

BECAUSE:

- The federal government has billions of taxpayers' dollars for infrastructure development, and;

- The federal government will not allow access to that money without communities first exploring P3 development options, and;
- P3 developments take away from union jobs.

NEB decision Adopted

Resolution No. 251
Submitted by Local 5959 (Que.)

CUPE NATIONAL WILL:

Implement a public relations campaign that illustrates the impact of automation and artificial intelligence on the job prospects of young workers.

BECAUSE:

- CUPE must make the public aware of the effects of our societal choices on the job market.
- CUPE must promote the value of human interaction and the place made for young people and our children in a job market that is constantly being dehumanized.
- The public must be made aware of the threats that job automation represents with respect to the government's financing of its infrastructure, services and investments, since tax collected on salaries represents 75% of its income.
- Job automation will reduce government revenues and sharply increase the profits of equipment suppliers to the detriment of our society.
- The government will become, in part, dependent on suppliers with respect to operating costs and service cost controls.
- Customer service and personalized service should remain a priority in public services.

NEB decision Motion not to proceed with

Resolution No. 252
Submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL WILL:

Develop an information-based education package to be presented to members that clearly outlines the threats and downfalls of P3s.

BECAUSE:

- Workers should be educated on the negative impacts that P3s have on the economy and services provided in our province; and

- When members are educated, they easily mobilize and knowledge is power.

NEB decision Adopted

Resolution No. 253

Submitted by Locals 4041 and 4091 (Que.)

CUPE NATIONAL WILL:

Do everything in its power to protect the jobs and working conditions of all CUPE members affected by this transaction.

BECAUSE:

- On April 30, 2019, Air Transat announced that the company was for sale;
- On May 16, 2019, Air Canada and Air Transat announced that they had entered into an exclusivity agreement for the sale of Air Transat to Air Canada;
- Other potential buyers have placed or are considering placing bids for the acquisition of Air Transat;
- The sale of Air Transat represents a major restructuring of the Canadian aviation industry with potential implications for thousands of CUPE members.

NEB decision Adopted

Resolution No. 254

Submitted by Local 2815 (Que.)

CUPE NATIONAL WILL:

Implement an ad hoc committee on new technologies made up of representatives from all provinces and supported by the Research Branch to anticipate forthcoming major changes and to put pressure on various levels of government to ensure a smooth and ethical transition that protects jobs, privacy, health, the economy and our democracy.

BECAUSE :

- Disruptive and transformative technologies (5G cellular transmission, artificial intelligence, cloud computing, virtualization, connected things or the Internet of Things, self-driving vehicles, etc.) have already come on stream across the country or will in the next few years;

- We must understand and anticipate their arrival in our workplaces adequately in order to respond the right way in order to protect our jobs;
- These changes will pose ethical challenges to society and to the labour force;
- The current job market will be transformed, which will have an effect on public pension plans, group insurance and the economy;
- To date, our governments have not established any legislative framework to deal with these issues.

NEB decision Motion not to proceed with

Resolution No. 255

Submitted by the Ontario Council of Hospital Unions (Ont.)

CUPE NATIONAL WILL:

- Continue to prioritize the fight against privatization in the health care sector in collaboration with the regional Divisions;
- Demand that governments stop building P3 hospitals and long-term care homes;
- Call on governments to increase transparency with respect to P3 contracts;
- Lobby the CLC to make anti-privatization in the health care sector a priority; and
- Provide Locals with user-friendly tools and resources to educate members about the risks and impacts of health care privatization.

BECAUSE:

- Private, for-profit corporations erode the public and universal nature of health care in Canada;
- Private corporations should not profit from Canadians' health care needs;
- For-profit health care is more expensive, of lower quality, less safe, and makes wait lists longer.

NEB decision Motion not to proceed with

SUPPORTING CUPE LOCALS

Resolution No. 257

Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

Provide local unions with digital archiving/preservation tools free of charge. These

tools will be available to but not mandatory for Local Unions.

BECAUSE:

- Such tools will allow for the essential maintenance of institutional memory and will ultimately strengthen Local Unions' abilities to bargain strong, future collective agreements.

NEB decision Motion not to proceed with

Resolution No. 258
Submitted by Local 3433 (N.B.)

CUPE NATIONAL WILL:

1. Broker a volume discount deal with Microsoft for Microsoft Office 365 use by all locals, to obtain more attractive data storage pricing based on the large volume of CUPE locals Canada wide.
2. Will inform all CUPE locals that a Microsoft Office 365 volume discount is now available due to the deal brokered for a volume discount.

BECAUSE:

- Small CUPE locals pay higher Microsoft Office 365 fees than large organizations.
- CUPE locals will have union file access to files during labor disputes vs CUPE locals using company servers or company supplied cloud storage.

NEB decision Motion not to proceed with

Resolution No. 261
Submitted by 3903 (Ont.)

CUPE NATIONAL WILL:

Amend Article 3 of the National Defence Fund regulations to create an expedited process for emergency requests.

BECAUSE:

- Organized labour is increasingly under attack and it will become very difficult to plan legal expenses

well in advance when we face constantly hostile governments and employers.

- Local Unions often don't have the luxury of waiting for the periodic meetings of the National Executive Board before pursuing various initiatives or legal actions.

NEB decision Motion not to proceed with

Resolution No. 262
Submitted by Local 905 (Ont.)

CUPE NATIONAL WILL:

Increase strike pay from \$300.00 to \$425.00 per week.

BECAUSE:

- Strike pay facilitates members' ability to participate in strike actions to defend their working conditions.
- Inflation and cost of living have risen since strike pay was set at \$300 per week.
- Periodic adjustments to strike pay are necessary to keep up with rising cost of living.
- Members should receive a reasonable living wage during a strike.

NEB decision Motion not to proceed with

Resolution No. 264
Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

Amend Article 5 of the National Strike Fund regulations to ensure that Local Union members can receive strike pay when they are not holding a current contact or on active payroll, but have paid dues within the past 12 months.

BECAUSE:

- The National Strike Fund regulations must reflect the reality of contractual and precarious workers within unionized workplaces.
- Particularly within the post-secondary sector, workers hold contracts for specific terms with the reasonable expectation that they will receive work again within the next academic year.

- A worker should not be prevented from performing strike activities and showing solidarity with their fellow workers merely because they do not have an active contract at the time of a strike or lockout.

NEB decision Motion not to proceed with

Resolution No. 265
Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

Amend Articles 5 and 6 of the National Strike Fund regulations to grant Local Unions the autonomy and authority to determine the legitimacy of and assign 'other assigned duties' during a strike. Approvals of this nature will be made by the Local Union's Strike Benefits Committee, in consultation with other bodies within the Local Union.

BECAUSE:

- Strikes can only be successful if all members are given the opportunity to participate.
- While picket lines remain an essential part of strike action, numerous other activities must take place in order to support the strike, boost morale, ensure accurate communication, etc.
- The nature of workplaces is changing and strike actions must adapt to and recognize the diversity of workplaces within the Union. Local Unions are best suited to understand and organize around their unique workplaces, memberships, and required duties.

NEB decision Motion not to proceed with

Resolution No. 266
Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

Amend Articles 5 and 6 of the National Strike Fund regulations to accommodate striking members by assigning strike duties with flexible hours that can be performed at locations in addition to the Local Union's picket lines and strike/union headquarters, including but not limited to the member's home.

BECAUSE:

- Actions must be taken to allow for strikes to be more accessible to all workers. A lack of accessibility harms both workers and Local Unions' abilities to mount a successful strike.
- Local Unions often have more workers requiring accommodations than can be scheduled to work out of cramped strike headquarters.
- While picket lines remain an essential part of strike action, numerous other activities must take place in order to support the strike, boost morale, ensure accurate communication, etc. These activities often cannot occur on a picket line or within a strike headquarters.
- The National Union must start trusting its own members and recognizing the essential, too often invisible labour, that allow strikes to be successful. Limiting strike activities to picket lines and strike headquarters is policing and anti-unionist.

NEB decision Motion not to proceed with

Resolution No. 267
Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

1. Amend Articles 5 and 6 of the National Strike Fund regulations to accommodate workers based on the prohibited grounds for discrimination found within the *Canadian Human Rights Act*. The grounds will be either listed or cited with the regulations.
2. Amend Articles 5 and 6 of the National Strike Fund regulations to grant Local Unions the autonomy and authority to determine additional grounds for accommodations based on their unique workplace and membership.

BECAUSE:

- Actions must be taken to allow for strikes to be more accessible to all workers. A lack of accessibility harms both workers and Local Unions' abilities to mount a successful strike.
- While picket lines remain an essential part of strike action, numerous other activities must take place in order to support the strike, boost morale, ensure accurate communication, etc.

- The process and criteria for accommodations should not be opaque.
- Local Unions are best at knowing the types of additional accommodations that might be required in order to maximize participation in a strike.

NEB decision Motion not to proceed with

Resolution No. 268
Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

Change the National Strike Fund Regulations to recognize that some members require the ability to do double picket shifts (to a total of no more than twenty (20) hours a week).

BECAUSE:

- Many academic and part time workers are often required to be at their workplace one (1) or two (2) days per week.
- Many academic and part time workers schedule their caregiving duties around these work commitments.
- Many academic and part time workers have placements for three (3) days a week which prevents them from being on a picket line for more than two (2) days a week.
- Picket lines are strongest when all members are given a chance to participate in ways which accommodate their needs.

NEB decision Motion not to proceed with

Resolution No. 269
Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

Change the National Strike Fund Regulations to make clear that members are to perform assigned strike duties up to twenty (20) hours per week.

BECAUSE:

- 6.2 states: “participate in the strike by performing strike duties for at least 20 hours per calendar week” but 7.2 states: “Strike pay shall be \$60.00

per day, to a maximum of \$300.00 for at least 20 hours of picketing or other assigned duties per calendar week”.

- Clearer regulations will reduce confusion among members.

NEB decision Motion not to proceed with

Resolution No. 270
Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

Create a paperless strike pay system (in particular, National Strike Fund Forms E, F, and G) and one that allows for e-transfers/direct deposit. This paperless system will be available to but not mandatory for Local Unions.

BECAUSE:

- The paper-based National Strike Fund forms are cumbersome, prone to loss or damage, and environmentally unfriendly. Strikes and lockouts can take place at any time of the year and in extremely inclement weather, which makes the paper medium unsuitable for outside use. The sheer volume of paperwork, especially for larger Local Unions and lengthy strikes, places an unnecessary administrative burden on Local Unions.
- Cheques, as a means of remitting strike pay, creates administrative, logistic, and accessibility issues. Cheques can be lost or damaged, requiring costly stop payments requests and reissuances. E-transfers would allow striking members to receive much needed strike pay with minimal headaches.

NEB decision Motion not to proceed with

Resolution No. 271
Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

1. Create a spreadsheet or software system to help striking locals organize a strike payroll system.
2. Locals who choose to adopt this system will not be required to use the National Strike Fund forms.

3. This spreadsheet or software system will be available but not mandatory for locals.

BECAUSE:

- Locals need an effective and efficient system for coping with the administrative and logistical tasks of strike pay;
- Locals may not have members with the required skills to set up such a spreadsheet or system.

NEB decision Motion not to proceed with

Resolution No. 272

Submitted by Locals 1909 and 1943 (Ont.)

CUPE NATIONAL WILL:

1. Allow, but not require locals to give full and part-time members lieu rest days for performing full days of union business on their days off.

BECAUSE:

- Members need days off as they could be working many consecutive days.
- It is only fair that part-time representatives of the union be paid equitably for union business performed.
- Part-time members' participation in the union should not come at a financial expense. Part-time members are often unable to pick up additional hours on days they have committed to working for the union.
- Members need time off for family, as well as for psychological and emotional health.
- Rest days are needed to relieve stress, as stress can significantly impact our health, and we value the health and well-being of our members.
- Rest days will allow the representatives of our locals to serve our members to the best of their abilities. Members are more productive when they are able to maintain a healthy work/home life balance.
- It is important to retain union activists.

NEB decision Motion not to proceed with
(Covering Resolution 273)

Resolution No. 277

Submitted by CUPE Renfrew County District Council (Ont.)

CUPE NATIONAL WILL:

Poll all CUPE members to insure that members are receiving excellent service from local elected officials, National Reps and all levels of CUPE services.

Questions should include:

1. Are members being protected from bullying and harassment coming from peers and management. The union should become involved and investigate if such instances are reported.
2. Are members satisfied with all CUPE services and reporting.
3. Are members satisfied with wages, benefits, pensions and workplace safety and working conditions.

BECAUSE:

- Bullying is a huge problem in health care related fields and other workplaces. The problem is getting worse. The union is doing little to stop it. Bullies are getting bolder in their actions. Local elected officials' actions must be monitored to insure they are working for their members and not just using the financial resources of their members' dues to get union leave days off and give themselves nice meals and vacations that do nothing for the members of the local.
- All levels of CUPE services to members must be accountable to members. Member perceptions and expectations are what is important.
- Questionnaires should be given to all 680,000 CUPE members, not just the elected officials of a local, to determine how all the members view the effectiveness and distribution of services from CUPE, including the services of the National Reps.

NEB decision Motion not to proceed with

TRANSPORTATION

Resolution No. 279

Submitted by Locals 5120 (N.L.) and 4653 (B.C.)

CUPE NATIONAL WILL:

Produce a fatigue management resource tool for transportation workers.

BECAUSE:

- Any discussion on impairment must focus on fatigue, burn out, shift work and other contributors to impairment.
- Management attendance programs compound the problem of fatigue rather than address it.
- Fatigue is a major safety hazard for transportation workers, passengers and the public.
- A fatigue management resource could be used as a template by other sectors.

NEB decision Motion not to proceed with
(Covering Resolution 280)

Resolution No. 281

Submitted by Locals 5120 (N.L.), 4041, 4091 (Que.) and 4653 (B.C.)

CUPE NATIONAL WILL:

1. Produce a full map of transportation workers including airlines, roads, rail, marine and urban transit and school buses.
2. This mapping will be done in consultation with the National Transportation Committee.

BECAUSE:

- CUPE transportation workers can be found in every sector and jurisdiction of the country;
- Transportation workers want to work together on issues of common concern;
- The National Transportation Committee would be more effective in achieving its goals and supporting the work of the National Union if it had a clearer picture of the sector.

NEB decision Motion not to proceed with

Resolution No. 282

Submitted by Locals 4041, 4091 (Que.) and 4078 (B.C.)

CUPE NATIONAL WILL:

Work with the Airline Division to lobby Transport Canada to establish and implement alcohol serving limitations onboard Canadian carriers that include a safe serving practice.

BECAUSE:

- Excessive alcohol consumption of passengers continues to lead to violence and unruly onboard behaviour which puts Flight Attendants at risk in the workplace;
- Flight Attendants work at high altitudes in confined spaces and are unable to simply remove intoxicated passengers as done in other alcohol serving establishments;
- Clear knowledge and training regarding the serving, handling, and limiting of alcohol onboard will promote an intolerance for alcohol abuse and contribute to a safer working environment for Flight Attendants and a safer in-flight experience for all passengers;
- Intoxicated passengers pose a serious threat to other passengers and crew members.

NEB decision Adopted

Resolution No. 283

Submitted by Locals 4041, 4091 (Que.) and 4070 (Alta.)

CUPE NATIONAL WILL:

- Strongly and publicly oppose the new regulations on cannabis relating to the airline industry, and calls for the adoption of measures addressing all sorts of impairments;
- Also work with the Airline Division on a potential court challenge of these new regulations.

BECAUSE:

- On June 3rd, Transport Canada adopted new regulations barring many employees in the Canadian aviation industry from consuming cannabis less than 28 days before going on duty;
- Such regulations are among the strictest in Canada;
- Such regulations infringe on aviation employees' personal freedoms;
- Such regulations do not address the multiple causes of impairments which include substance abuse but also fatigue and illness, which often directly contribute to poor work practices.

NEB decision Motion not to proceed with

Resolution No. 284
Submitted by Local 4092 (Ont.)

CUPE NATIONAL WILL:

1. Provide support to the work of the fledgling Airline Division Political Committee (PAC) based on the results of the recently completed PAC survey open to flight attendants from all member airlines.

BECAUSE:

- Working conditions and salaries of Canada's flight attendants have deteriorated or stagnated over the past decades;
- Canada's airlines have organized themselves to ensure their voices are heard at the federal government and we must do the same;
- Many issues such as staffing, working conditions, unpaid work and minimum federal wages affect all flight attendants regardless of airline;
- It is more cost efficient and effective to address these issues at the airline division level;
- Many of these issues can be addressed through the federal government via the federal legislation and labour standards;
- Strengthening federal legislation and standards can reduce the difficulty in bargaining (and potentially eliminate the need to bargain) these same issues. This allows for more focused bargaining within each airline group.

NEB decision Motion not to proceed with

Resolution No. 285
Submitted by Locals 4041 and 4091 (Que.)

CUPE NATIONAL WILL:

- Support the Airline Division to maximize its' influence over regulatory, legislative, and policy decisions affecting passengers and CUPE flight attendants, particularly the current modernization of the Canadian Aviation Regulations (CARs);
- Work with the division to create a successful education and public awareness campaign that will mobilize allies and the public to support

greater regulation and enforcement of flight attendant safety through the CARs.

BECAUSE:

- CUPE is Canada's singular most important flight attendants' union and must be recognized as the leading voice of unionized flight attendants in legislative and regulatory matters.
- Cuts to cabin crew undermine the ability of flight attendants to perform their primary duties as safety professional.
- Cabin crew in Canada have among the weakest fatigue and other health and safety rules Cabin crew are as crucial to safety as flight crew or any other personnel.

NEB decision Motion not to proceed with

Resolution No. 286
Submitted by Local 4078 (B.C.)

CUPE NATIONAL WILL:

- Lobby the federal government to have the Flight Attendants to passengers reverted back to 1 Flight Attendant per 40 passengers.
- Work with the Airline Division and labour bodies to include public engagement and education as part of ongoing campaign efforts.

BECAUSE:

- The reduction of Flight Attendants onboard Canadian aircrafts poses a threat to all travellers;
- Despite committing to making safety a priority and committing to the review of this legislation, the federal government has neglected to do so;
- Extensive testing/studies have proven the 1:40 ratio of Flight Attendants to passengers is necessary to ensure on board safety;
- Flight Attendants work in unpredictable environments and are trained to handle hijackings, violent/unruly behavior, medicals, fight fires, manage slow/rapid decompressions, facilitate emergency evacuations;
- Transport Canada approved the reduced ratio solely for the purpose of allowing Canadian carriers generate profit.

NEB decision Adopted

Resolution No. 287**Submitted by Locals 4041, 4091 (Que.) and 4070 (Alta.)**

CUPE NATIONAL WILL:

- Lobby the federal government to have the Flight Attendants included in the definition of flight crew in the Canadian Aviation Regulations (CARs).
- Work with the airline division and labour bodies to include public engagement and education as part of ongoing campaign efforts.

BECAUSE:

- Despite committing to making safety a priority and committing to the review of this legislation, the federal government has neglected to do so;
- Flight attendants work in unpredictable environments and are trained to handle hijackings, violent/unruly behavior, medicals, fight fires, manage slow/rapid decompressions, facilitate emergency evacuations;
- Transport Canada needs to consider Flight Attendants on a similar level as the Pilots by creating specific rules especially on fatigue.

NEB decision Motion not to proceed with**WOMEN'S RIGHTS**

Resolution No. 289**Submitted by Locals 4041, 4091 (Que.) and 4070 (Alta.)**

CUPE NATIONAL WILL:

Mount a campaign to lobby the federal and provincial governments to offer the same compensation protection for pregnant and breast-feeding women that Quebec provincial workers have.

BECAUSE:

- In Québec, under the *Act Respecting Occupational Health and Safety*, if a pregnant woman cannot be reassigned to a safe job, the worker may stop working without loss of benefits, and pay is provided through the CNESST

(Commission des normes, de l'équité, de la santé et de la sécurité du travail).

- Forcing pregnant women to work in dangerous workplaces during the later stages of pregnancy puts the health and safety of the mother and unborn child at risk (ZIKA, cosmic radiation, toxic fumes and other risky exposure).
- Right now, pregnant federal workers only have the right to be reassigned if available or take unpaid leave from their job.

NEB decision Motion not to proceed with
(Covering Resolution 288)

Resolution No. 290**Submitted by Local 2348 (Man.)**

CUPE NATIONAL WILL:

1. Develop a provincial and federal government lobbying campaign to:
 - Advocate for the creation of safe zones that do not allow anti-choice protesters within a 10-meter radius of reproductive health facilities throughout Canada; and
 - Prohibit anti-choice protesters from intimidating, harassing, protesting, threatening, physically interfering and recording or photographing patients and staff entering or exiting the health service facilities; and
 - Prohibit anti-choice protesters from repeatedly contacting physicians, homes and businesses through letters, emails and phone calls.

BECAUSE:

- All people have the right to safe, accessible and respectful reproductive health care and services.
- Women and all people are entitled to complete control of their own body.
- Women and all people have the legal right to access reproductive health services without fear of intimidation from anyone or any groups.
- Reproductive health is a legislated human rights issue, and we cannot move in the direction that some US states have, such as Alabama, signing

the *Human Life Protection Act*, as this directly violates the human rights of all people.

NEB decision Motion not to proceed with

Resolution No. 291

Submitted by the CUPE Vancouver Island District Council and Local 951 (B.C.)

CUPE NATIONAL WILL:

Continue to encourage and support women to be elected into leadership roles and continue a relationship of support afterward.

BECAUSE:

- Once women are elected into a leadership role, the battle is far from being over, it continues to be a fight to remain in the leadership role and to be respected in that role; and
- Women tend to focus on the struggle for success in their leadership role rather than caring for themselves; and
- It is important that leaders and activists care for themselves to ensure they remain strong and healthy to carry on the fight.

NEB decision Adopted

Resolution No. 292

Submitted by CUPE Niagara, Durham Northumberland, Sudbury and Peel District Councils (Ont.) and Local 4207 (Ont.)

CUPE NATIONAL WILL:

Promote and lobby, through accessing CUPE's Research and Communications teams, to help recreate the narrative around the need for programs that provide free access to menstrual products in all public schools, campuses, and shelters as well as a federal government that promotes menstrual equity.

BECAUSE:

- If campuses and schools do not provide menstrual products, students must ask for these products at a campus health center; if not, they must buy their own; and

- When students cannot afford these products, they may miss class, which could affect their ability to be successful in their classes and complete their programs in a timely manner;
- When those utilizing municipal shelters do not have access to menstrual products, they must look for these products at food banks or other charities or use what small amount of money they have on a basic biological function.
- Menstrual rights is a human rights issues;
- We need to facilitate consistent and easier access to necessary menstrual products. This is a basic, but critical health concern for most who menstruate, and failing to provide access to these products reflects a disregard for the needs of half the population.

NEB decision Motion not to proceed with

Resolution No. 293

Submitted by Local 1244 (Que.)

CUPE NATIONAL WILL:

- Reflect on the importance of recruiting women to various levels of the union;
- Develop actual programs that are directly oriented to the recruitment of women;
- Actively recruit women and implement practices to facilitate access to and support for governance positions.

BECAUSE:

- Ten years after the release of the final report by CUPE National Women's Task Force entitled "Strengthening our Union", the situation still has not improved, and we must pursue this reflection together;
- Close to 70 per cent of the CUPE National membership is made up of women;
- It is important that our officers reflect the make-up of the membership;
- CUPE defended the principle of pay equity all the way to the Supreme Court and must, in the same vein, be a model of inclusive governance;
- Work-life balance among women is often an impediment to their involvement in senior management positions;

- Inclusive governance must be part of the modernization of union solidarity.

NEB decision

Motion not to proceed with

Substitute Resolution No. 901

(Covering Resolutions 17, 18, 24, 25, 29, 55, 66, 84, 85, 132, 137, 138, 139, 165, 166, 167, 169, 179, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 194, 195, 196, 198, 207, 208, 218, 219, 233, 234, 235, 236, 238, 256, 259, 263, 274, 275, 276)

CUPE NATIONAL WILL:

1. Promote the formation of a Retirees' Network at each provincial division.
2. Encourage all locals to form Retired Members' Associations.
3. Promote the formation of Retired Members' Associations at district councils.
4. Support Retired Members' Associations of District Council financially so that provincial divisions can bring together representatives of District Council Retired Members' Associations bi-annually for information exchange, campaign updates and planning.
5. Provide remuneration to the National Officers of the union at the rate of no more than three times the average CUPE member's pay from the previous fiscal year.
6. Increase Officers' salary according to the average wage gain of the national membership from the previous fiscal year.
7. Commit resources and funding to launch a two-year (2) education campaign at the local level highlighting the importance of all equity seats being represented on the National Executive Board.
8. Implement a two-year education and organizing campaign to educate members on the value of three additional equity seats on the National Executive Board - for women, LGBTQ2+ members and members living with a disability.
9. Create a campaign position ramped up to full-time for the seven months preceding the 2021 convention.
10. Establish a coordinating committee with one representative chosen by each national human rights committee, the National Officers and several NEB members, accountable to the five equity-seeking groups, with regional consultations in each of the two years.

11. Create a Precarious Worker's Committee made up of precarious workers to ensure that the concerns of precarious workers and the increasing reliance of employers on precarious work are discussed at all levels of our union.
12. Implement an independent investigation and safety audit of past responses to sexual violence and harassment by CUPE National, including barriers to justice faced by survivors. The investigation shall be completed by a neutral researcher or organization who has undergone anti-oppression, anti-racist, anti-homophobic, anti-transphobic, anti-ableism, anti-sexism and anti-colonialism training and has experience addressing issues of sexual violence. A report shall be sent to locals no later than November 15, 2020.
13. Set aside funds for CUPE Quebec/FTQ to conduct an information campaign for the Canadian public and governments on the importance of having universal drug insurance for everyone.
14. Create a National Mental Health and Wellness Task Force that will provide advice and a plan of action to promote mental health and wellness education at all levels of the Union, including committees and sectors.
15. Through Union Education establish a mental health educational series, similar to the Steward Learning Series, with input from equality Committees.
16. Create a National Mental Health and Wellness Task Force.
17. Develop through Union Education a mental health educational series similar to the Steward Learning Series, with input from equality Committees.
18. Direct national research staff to identify and research attacks on established labour rights, including the Rand Formula, at the provincial, territorial and federal levels of government. Upon completion of this research, national research staff will report to the National Executive Board with recommendations on effective strategies to maintain and expand labour rights in Canada.
19. Create a legal defence fund, capitalized at \$50,000 to support members carrying out direct actions supporting existing strikes, cross-picketing to support members prevented from striking, and to defend the Union movement writ large.

20. Provide funds and staff support for the development of know-your-rights materials and materials on existing supports for criminalized workers.
21. Ensure that policies governing this fund will not create unnecessary barriers to access for Divisions, District Councils, Locals, other bodies, and rank-and-file members of the Union.
22. Create a legal defence fund, capitalized at \$50,000.00 to support members carrying out direct actions supporting existing strikes, cross-picketing to support members prevented from striking, and to defend the Union movement at large.
23. Provide funds and staff support for the development of know-your-rights materials and materials on existing supports for criminalized workers.
24. Ensure that policies governing this fund will not create unnecessary barriers to access for divisions, district councils, locals, other bodies, and rank-and-file members of the Union.
25. Create a legal defence fund, capitalized at \$250,000 to support members carrying out direct actions supporting existing strikes, cross-picketing to support members prevented from striking, and to defend the Union movement writ large.
26. Provide funds and staff support for the development of know-your-rights materials and materials on existing supports for criminalized workers.
27. Ensure that policies governing this fund will not create unnecessary barriers to access for Divisions, District Councils, Locals, other bodies, and rank-and-file members of the Union.
28. Offer the existing pension trustee/committee member a week-long training course at least once every two years.
29. Ensure that this training is open to members and staff who have been selected to step into trustee/committee seats in the near future, but are not yet acting in those roles.
30. Develop and deliver at least two e-learning education sessions each year. These sessions will focus on new and emerging pension issues. They will be offered to current trustees/committee members and those who have already completed the trustee training course.
31. Offer the existing Pension Health and Wellness Trustee/Committee member a week-long training course at least once every two years.
32. Ensure that this training is open to members and staff who have been selected to step into Pension Health and Wellness Trustee/Committee seats in the near future, but are not yet acting in those roles.
33. Develop and deliver at least two e-learning education sessions each year. These sessions will focus on new and emerging pension issues. They will be offered to current Pension Health and Wellness Trustees/Committee members and those who have already completed the Pension Health and Wellness Trustee training course.
34. Offer the existing pension trustees/committee members a week-long training course at least once every two years.
35. Ensure that this training is open to members and staff who have been selected to step into trustee/committee seats in the near future, but are not yet acting in those roles.
36. Develop and deliver at least two e-learning education sessions each year. These sessions will focus on new and emerging pension issues. They will be offered to current trustees/committee members and those who have already completed trustee training course.
37. Develop and fund anti-oppression training tailored for, and in consultation with, workers from each of its sectors, to be made available to all members of affiliated locals at no cost to the locals, within six months.
38. Make resources available to locals who have self-funded this work.
39. Devote resources to create and maintain a CUPE and labour themed podcast.
40. Organize a national conference for CUPE members working in private, for-profit nursing homes to support information sharing, networking, and the development of a Pan-Canadian strategy in this sector and hold this conference before the 2021 CUPE National Convention.
41. Support the work of the conference by producing a background research report on the for-profit nursing home sector with information on the companies involved in the sector including their business models, the number of collective agreements and CUPE/HEU members covered, and an analysis of collective agreement provisions.
42. Hold a Young Conference on every even number year, opposite the Human Rights convention.

43. Hire more national representative positions responsible for organizing.
44. Hire more permanent National Servicing Representative (NSR) for Northern Ontario especially in the rural areas.
45. Look at the assignment and consider the distance they must travel to service their locals.
46. Hire more permanent National Servicing Representative (NSR) for Northern Ontario especially in the rural areas; (specifically Sault Ste. Marie).
47. Look at the assignment and consider the distance they must travel to service their locals.
48. Adopt a practice of hiring National Servicing Representatives from Northern Ontario for Northern Ontario assignments.
49. Hire more regular full-time pension staff to properly meet the needs of locals to:
 - defend existing pension plans against benefit cuts; and
 - obtain a pension plan for its members; and
 - enhance existing plans through benefit improvements.
50. Hire a minimum of one French Translator in house.
51. Hire a minimum of one French Translator in house.
52. Provide resources to increase the number of national staff in Ontario assigned to Workplace Safety & Insurance Appeals and Occupational Health & Safety in the next national budget process.
53. Provide an equal number of CUPE legal representatives and that it be based on the number of dues paying members in each province.
54. Hire a researcher, who has undergone anti-oppression, anti-racist, anti-homophobic, anti-transphobic, anti-ableism, anti-sexism and anti-colonialism training and has experience addressing issues of sexual violence, to investigate Sexual Assault Policies followed by locals and other unions including unions located outside of Canada. The research shall include an investigation into the unintended consequences of Sexual Assault Policies. The research shall be informed by an analysis that recognizes the intersectionality of race, sexual orientation, gender-identity, and disability with experiences of sexual and gendered violence. The researcher will be hired immediately and the research will be completed and presented at the next CUPE National Convention.
55. Support a survivor centric investigative process by hiring an ombudsperson who shall be neutral and who has undergone extensive anti-oppression, anti-racist, anti-homophobic, anti-transphobic, anti-ableism, anti-sexism and anti-colonialism training. The ombudsperson shall act as a resource to handle instances of sexual violence from the point of disclosure, especially for locals who lack the appropriate resources to adequately address these instances themselves. Implementing this process would constitute a step towards replacing the current process trial process with a survivor centric process. The process shall protect the safety, well-being and legal rights of survivors regardless of whether they pursue a legal process.
56. Establish a fund to assist the CUPE locals in organizing new sub-locals with less than 100 potential new members. This fund will provide up to \$15,000 to assist locals with organizing and bargaining expenses through the negotiation of the first collective agreement for new sublocals of less than 100 members. The fund will cover the following:
 - Travel expenses and wages and benefits for book-off time for members of the local and the new unit for organizing meetings; and
 - Travel expenses and wages and benefits for book-off time for members of the local and the new unit for union negotiation meetings about bargaining the first collective agreement; and
 - Travel expenses and wages and benefits for book-off time for members of the local and the new unit for negotiations of first collective agreement.
57. Provide financial assistance for the legal costs of the CUPE locals in New Brunswick for their intervenor status application in the Guy Lévesque Vs. the Province of New Brunswick et al legal action.
58. Provide financial assistance for the legal costs of the CUPE locals in New Brunswick for their intervenor status application in the Guy Lévesque Vs. the Province of New Brunswick et al legal action.
59. Create a task force to make recommendations on creating a structure where all provinces and divisions have a lobby body that creates

- meaningful exchanges with all parties in order to protect and advance our issues.
60. The lobby bodies should be trained in lobbying various officials from all parties and levels of government.
 61. The lobby bodies should include grassroots activists, professionals in the political arena and staff.
 62. These efforts should be endorsed and supported by each division and CUPE National.
 63. Develop a coordinated national strategy to provide resources, including financial support to divisions, that increase the capacity of divisions to communicate to their members the necessity of supporting progressive candidates in municipal elections and NDP candidates at the provincial and federal level.
 64. Submit Freedom of Information requests to all publically-funded universities and colleges across the country.
 65. Ask these institutions for statistics on full-time permanent, part-time permanent, full-time contractual, and part-time contractual non-faculty staff.
 66. Ask these institutions for these statistics to be categorized by department.
 67. Ask these institutions for this information from the academic years beginning in 2006-07 to present in order to align with the faculty study titled "ContractU" published by the CCPA.
 68. Use this data to publish a report on precarious work for non-faculty staff in the post-secondary similar in scope to the publication titled "ContractU" by the CCPA for faculty.
 69. Provide recommendations to locals based on this report to push back against precarious work in the post-secondary.
 70. Submit Freedom of Information requests to all publically-funded universities and colleges across the country.
 71. Ask these institutions for statistics on full-time permanent, part-time permanent, full-time contractual, and part-time contractual non-faculty staff.
 72. Ask these institutions for these statistics to be categorized by department.
 73. Ask these institutions for this information from the academic years beginning in 2006-07 to present in order to align with the faculty study titled "ContractU" published by the CCPA.
 74. Use this data to publish a report on precarious work for non-faculty staff in the post-secondary similar in scope to the publication titled "ContractU" by the CCPA for faculty.
 75. Provide recommendations to locals based on this report to push back against precarious work in the post-secondary.
 76. Submit Freedom of Information requests to all publically-funded universities and colleges across the country.
 77. Ask these institutions for statistics on full-time permanent, part-time permanent, full-time contractual, and part-time contractual non-faculty staff.
 78. Ask these institutions for these statistics to be categorized by department.
 79. Ask these institutions for this information from the academic years beginning in 2006-07 to present in order to align with the faculty study titled "ContractU" published by the CCPA.
 80. Use this data to publish a report on precarious work for non-faculty staff in the post-secondary similar in scope to the publication titled "ContractU" by the CCPA for faculty.
 81. Provide recommendations to locals based on this report to push back against precarious work in the post-secondary.
 82. Develop and publish a report with recommendations for actions for locals on precarious work for non-faculty staff in the post-secondary sector similar in scope to the publication for faculty from the Canadian Centre for Policy Alternatives titled "ContractU" by:
 - Submitting a Freedom of Information requests to all publicly-funded universities and colleges across the country requesting data and statistics on full-time permanent, part-time permanent, full-time contractual, and part-time contractual non-faculty staff; and
 - Request that these statistics be categorized by department and that this information come from the academic years beginning in 2006-07 to present in order to align with the faculty study titled "ContractU".
 83. Survey all post-secondary locals across Canada over the next two years and have them complete the index of Indigenous practices supported in institutions.
 84. Survey all post-secondary locals across Canada over the next two years and have them complete the number of Indigenous employees staffing post-secondary institutions, casually, part-time, and full-time.

85. Analyze the results of this survey and determine the percentage of Indigenous practices engaged in each Indigenous territory in post-secondary institutions.
86. Analyze the results of this survey and determine the percentage of Indigenous workers in each bargaining unit.
87. Survey all post-secondary institutions as per above in the next two years.
88. Survey all post-secondary institutions in the next two years and have them complete an index of Indigenous community engagement and educational opportunities provided to employees.
89. Provide locals with organizing software (such as Nation Builder, Unionware or like platforms) and training to use this software.
90. Reimburse self-servicing locals in the amount of 10% of the local's annual national per capita to assist the funding of staff for membership services.
91. Amend Article 11 of the National Strike Fund regulations to allow for all Local Unions to be entitled to claim assistance from the Strike Fund for up to 100% of the Local Union's share of the cost of the arbitrator or chairperson of a board of arbitration and up to 90% of the cost of representation before such arbitrator or board. Assistance regarding arbitration costs will no longer be limited to Local Unions which are "prohibited by legislation from striking."
92. Give us more access to experts to help us negotiate fair and equitable collective agreements. More access to experts on legal, human rights and legislation to protect ourselves from management abuses. We need more access to lawyers and wage, benefit and pay equity specialists. We need contract

specialists that can examine our contracts, see what other locals have done, see what other unions are doing (other unions use CUPE contracts to gain wage and benefit increases), and help us negotiate amendments to our contracts to get us better wages and benefits, safer and healthier workplaces and freedom from bullying, intimidation, physical and mental abuse and harassment.

93. Fully fund a campaign to support OSBCU in its current bargaining and fight back campaign.
94. Subsidize Willow House (Local 3167) for the cost of negotiations.

NEB decision Adopted

**Substitute Resolution No. 902
(Covering Resolutions 135 and 163)**

CUPE NATIONAL WILL:

1. Lobby the federal government to stop the implementation or continuation of attendance management policies/programs.
2. Assist local bargaining committees to develop language that eliminates or limits the ability to create attendance management policies/programs.
3. Develop clear and strong language that can be bargained into collective agreements on attendance management policies.
4. Create an education workshop on attendance management programs and promote workshop among CUPE locals.

NEB decision Motion not to proceed with

**CONGRÈS NATIONAL DU SCFP 2019
CUPE 2019 NATIONAL CONVENTION**

**LISTE FINALE DES PERSONNES DÉLÉGUÉES PRÉSENTES
AU 29^E CONGRÈS NATIONAL**

**FINAL LIST OF DELEGATES IN ATTENDANCE
TO THE 29TH NATIONAL CONVENTION**

**AU 11 OCTOBRE 2019
AS AT OCTOBER 11, 2019**

**SEATED IN ACCORDANCE WITH ARTICLE XI, SECTION I
OF THE CUPE CONSTITUTION**

**ACCRÉDITÉES SELON L'ARTICLE XI, SECTION I
DES STATUTS DU SCFP**

**MARK HANCOCK
NATIONAL PRESIDENT / PRÉSIDENT NATIONAL**

**CHARLES FLEURY
NATIONAL SECRETARY-TREASURER / SECRÉTAIRE-TRÉSORIER NATIONAL**

**DANIEL LÉGÈRE
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENT GÉNÉRAL**

**DENIS BOLDUC
VICE-PRÉSIDENT GÉNÉRAL / GENERAL VICE-PRESIDENT**

**FRED HAHN
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENT GÉNÉRAL**

**JUDY HENLEY
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENTE GÉNÉRALE**

**PAUL FAORO
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENT GÉNÉRAL**

CONSEILS RÉGIONAUX / DISTRICT COUNCILS

CUPE NIAGARA DISTRICT COUNCIL	0401--0002	DIANE CORMIER
CUPE TORONTO DISTRICT COUNCIL	0401--0003	LISA SKEETE
CUPE WINDSOR DISTRICT COUNCIL	0401--0004	NATALIE POPOVIC
DURHAM NORTHUMBERLAND CUPE DISTRICT COUNCIL	0401--0006	TIFFANY BALDUCCI
CUPE EASTERN GREAT LAKES DISTRICT COUNCIL	0401--0011	TAMMY BENTLEY
CUPE NORTH BAY & DISTRICT COUNCIL	0401--0013	BRENT LAVIGNE
CUPE CENTRAL WESTERN ONTARIO DISTRICT COUNCIL	0401--0015	LAURA GRINT
CUPE RENFREW COUNTY DISTRICT COUNCIL	0401--0016	GALA DROLET
CUPE CALGARY DISTRICT COUNCIL	0701-0002	ELSA GEE
CUPE CENTRAL ALBERTA DISTRICT COUNCIL	0701-0004	TARALYN SCOTT
CUPE KOOTENAY DISTRICT COUNCIL (KDC)	0801-0002	ANITA EARLY
CUPE VANCOUVER ISLAND DISTRICT COUNCIL	0801-0003	AMBER LEONARD
CUPE METRO VANCOUVER DISTRICT COUNCIL	0801-0004	MONIKA DEAN
OKANAGAN MAINLINE DISTRICT COUNCIL	0801-0006	CHARLENE TURNBULL
CUPE NORTHERN AREA DISTRICT COUNCIL	0801-0007	DAVID WIELER

CONSEILS DE SYNDICATS / COUNCILS OF UNIONS

CUPE N.B. COUNCIL OF HOSPITAL UNIONS	0211-0002	NORMA ROBINSON
CUPE COUNCIL OF REGIONAL HEALTH EMPLOYEES UNION	0251-0002	RHONDA MILLS
CONSEIL PROV. DES AFF. SOCIALES DU SCFP	0301-0002	FRÉDÉRIC BRISSON
CONSEIL PROVINCIAL DU SECTEUR UNIVERSITAIRE DU SCFP	0301-0003	CAROLE NEILL
CONSEIL PROV. DU SECTEUR MUNICIPAL	0301-0006	STEPHEN DOUCET
CUPE ONTARIO COUNCIL OF HOSPITAL UNIONS (OCHU)	0401--0020	LOUIS RODRIGUES
CUPE K-12 PRESIDENT COUNCIL	0801-0008	ROLANDA LAVALLEE

DIVISIONS PROVINCIALES / PROVINCIAL DIVISIONS

CUPE NOVA SCOTIA	0111-0001	NAN MCFADGEN
CUPE NFLD & LABRADOR DIVISION	0151-0001	SHERRY HILLIER
CUPE NFLD & LABRADOR DIVISION	0151-0078	DAWN LAHEY
CUPE NEW BRUNSWICK	0211-0001	BRIEN WATSON
CUPE PRINCE EDWARD ISLAND	0251-0001	LEONARD GALLANT
CUPE PRINCE EDWARD ISLAND	0251-0039	KARLACARNEGIE-MACDONALD
SCFP-QUÉBEC	0301-0001	BENOÎT BOUCHARD
SCFP-QUÉBEC	0301-0834	PATRICK GLOUTNEY
CUPE ONTARIO	0401--0001	CANDACE RENNICK
CUPE ONTARIO	0401--1650	YOLANDA MCCLEAN
CUPE MANITOBA	0501-0001	RICHARD GASIOR
CUPE MANITOBA	0501-0177	KEN KITTLE
CUPE SASKATCHEWAN	0601-0001	TOM GRAHAM
CUPE SASKATCHEWAN	0601-0219	MARCIA RAY
CUPE ALBERTA	0701-0001	RORY GILL
CUPE BRITISH COLUMBIA	0801-0001	TREVOR DAVIES
CUPE BRITISH COLUMBIA	0801-0513	SARA MANCHESTER

DIVISIONS DE SERVICE / SERVICE DIVISIONS

CUPE AIRLINE DIVISION	1721-0001	JULIE ROBERTS
HEU	0043-0017	JENNIFER WHITESIDE

COMPOSANTES DE LA DIVISION DU TRANSPORT AÉRIEN / AIRLINE DIVISION COMPONENTS

COMPOSANTE AIR TRANSAT	1721-0003	KARENE BENABOU
AIR CANADA COMPONENT	1721-0002	WESLEY LESOSKY

CONTRATS DE SERVICE / SERVICE CONTRACTS

SYNDICAT DES TRAVAILLEURS ET TRAVAILLEUSES D'ÉNERGIE ÉLECTRIQUE NORD (STEEN)	0301-0010	PATRICE GIRARD
SYNDICAT DES TRAVAILLEURS ET TRAVAILLEUSES D'ÉNERGIE ÉLECTRIQUE NORD (STEEN)	0301-0785	ÉRIC LAVOIE

SECTIONS LOCALES / LOCALS**NOUVELLE-ÉCOSSE / NOVA SCOTIA**

108	HALIFAX	0111-0196	SCOTT CHETWYND
		0111-0197	DWAYNE TATTRIE
227	BEDFORD	0111-0003	KRISTYN MELANSON
		0111-0004	KEVIN HEALEY
		0111-0005	DWAYNE BELL
734	TRURO	0111-0008	JASON CAVANAGH
850	DOMINION	0111-0013	MICHAEL MC NEIL
933	SYDNEY	0111-0015	DANIEL COLBOURNE
		0111-0016	BEVERLEY CANDELORA
955	PETIT DE GRAT	0111-0017	DONALD STEWART
		0111-0018	MARY SINCLAIR
		0111-0019	KELLY CONNORS
		SUPP/ALT	CLAIRE MACDONNELL
964	YARMOUTH	0111-0020	LISA DEMOLITOR
1028	HALIFAX	0111-0025	CHRISTOPHER HIGGINS
		SUPP/ALT	JANIS MUISE
1082	HALIFAX	0111-0026	JANET MACDONALD
		0111-0027	KIMBERLY MOULTON
1183	SYDNEY	0111-0031	SANDRA TRENCHARD
		0111-0032	GORDIE FERGUSON
1259	HALIFAX	0111-0037	PHILIP SAUTIERE
		0111-0038	LOUISE RILEY
1431	HALIFAX	0111-0040	JOEL HALEY
		0111-0041	JESSICA HALEY-LUNN
1635	BADDECK	0111-0049	KATHY DAUPHNEY
		SUPP/ALT	ELSA ROBERTS
1867	DARTMOUTH	0111-0055	SHARON HUBLEY
		0111-0056	STEVE JOY
1876	NORTH SYDNEY	0111-0060	TANYA CLEMENTS
		0111-0061	WANDA BOND
2094	GLACE BAY	0111-0064	EILEEN SHEA
		0111-0065	JANET MURPHY
2330	NEW GLASGOW	0111-0069	ROSE BEST
		0111-0070	RALPH VICKERS
		0111-0071	KAITLIN LASALLE
		0111-0072	JUSTINE LAYS
2618	KENTVILLE	0111-0077	BRITTANY MASTROIANNI
		SUPP/ALT	TREVOR SURRETTE
2694	CO. OF VICTORIA	0111-0079	GREG WEIR
		SUPP/ALT	GORDIE ROBERTS
2774	DARTMOUTH	0111-0083	JOANNE CURRIE

2784	HALIFAX	SUPP/ALT	ASHLEY WILE
3876	GREENWOOD	0111-0084	SANDY WILSON
		0111-0110	CYNTHIA COURTNEY
		0111-0111	SHIREEN MORGAN
3890	TRURO	0111-0114	RON DAVIS
		0111-0115	ROBERT MACKAY
		0111-0116	CLINT EAGLES
3912	HALIFAX	0111-0117	KAREN HARPER
		0111-0119	TATIANA ROSSOLIMO
3936	LUNENBURG	0111-0122	KIMBERLY MOORE
		SUPP/ALT	HEATHER CROFT
4459	NEW GLASGOW	0111-0140	PATRICIA PERRY
		SUPP/ALT	SHARON MALONEY
4745	HALIFAX	0111-0149	MARGOT NICKERSON
		0111-0150	NICOLE POIRIER
		SUPP/ALT	ELIZABETH CONRAD
4814	HALIFAX	0111-0152	LILY CORNELIUS
		SUPP/ALT	KIMBERLEY BARNES
4919	LUNENBURG	0111-0157	TRACEY BROWN
		SUPP/ALT	KIMBERLEY CUDMORE
4963	LIVERPOOL	0111-0160	TIM MOSSMAN
		SUPP/ALT	AMANDA ROBERTS
4965	SYDNEY	0111-0161	DENISE GEAR
		SUPP/ALT	DARRYL FINNEY
5032	ARICHAT	0111-0166	ANNETTE BOUDREAU
		SUPP/ALT	ADDEAN HARPELL
5033	BRIDGEWATER	0111-0167	KELSIE CROFT
		SUPP/ALT	JENNIFER STODDARD
5047	HALIFAX	0111-0168	KRISTIN WELBOURN
		0111-0169	CHRIS MELANSON
		0111-0170	AMY PARLEE
		0111-0171	DONNA MCCARTHY
		0111-0172	TRACEY SULLIVAN
5050	SYDNEY	0111-0173	KAREN WHEELIKER
		0111-0174	DENISE LEWIS
		0111-0175	JASON COVEY
		0111-0176	CRYSTAL VASSALLO
5183	BERWICK	0111-0180	SARAH NICKERSON
		0111-0181	ANGELA MORTON
5248	YARMOUTH	0111-0183	GREG WILLIAMS
5373	SYDNEY	0111-0185	PAULINE CHICARELLA
		SUPP/ALT	DANIELLE WALKER
8920		0111-0186	BEV STRACHAN
		0111-0187	ALAN LINKLETTER
		0111-0188	DIANNE FRITTENBURG
		0111-0189	JIM LAVERIE
		0111-0190	CHERYL BURBIDGE
		0111-0191	SEAN FOLEY
		0111-0192	LES DUFF
		0111-0193	MICHELLE LEDREW
		0111-0194	RAY MACMILLAN
		0111-0195	FAYE STEEVES
		SUPP/ALT	STEVE HARDY

SECTIONS LOCALES / LOCALS
**TERRE-NEUVE-ET-LABRADOR / NEWFOUNDLAND AND
LABRADOR**

488	CORNER BROOK	0151-0002	ERNEST GREEN
		0151-0003	LORI DOMAN
		0151-0004	MARK TAYLOR
		0151-0005	STEPHEN COMBDON
		0151-0006	EILEEN MORGAN
569	ST. JOHN'S	0151-0007	GORD EVANS
		0151-0008	SCOTT FITZPATRICK
		0151-0009	LEO PARRELL
		SUPP/ALT	MICHELLE MAHONEY
706	CORNER BROOK	0151-0010	BRAD PENNEY
		SUPP/ALT	ROBERT WILTON
879	ST. JOHN'S	0151-0071	MIKE TOBIN
		0151-0072	SHARON PURCELLO
		0151-0073	DANIELKE NUGENT
1289	ST. JOHN'S	0151-0012	TONY MOLLOY
		0151-0013	DIANNE MARTIN
		0151-0014	JANET PRESTON
		SUPP/ALT	ERIN WOODFINE
1560	ST. JOHN'S	0151-0017	ROGER BUTT
		0151-0018	DENISE CONNOLLY-KEAN
		0151-0019	BRADLEY SLADE
		SUPP/ALT	MARIE MURPHY
1615	ST. JOHN'S	0151-0020	THERESA ANTLE
		0151-0021	SUSAN KEARSEY
		0151-0022	KEIR HISCOCK
		0151-0023	DIANE JOHNSON
		SUPP/ALT	CHRISTINE GOLLOP
1860	HAPPY VALLEY-GOOSE BAY	0151-0027	STEVE BOONE
		0151-0028	BERNARD CORMIER
		0151-0029	ADAM STRANGE
2329	ST. JOHN'S	0151-0037	STACEY LUCAS
		SUPP/ALT	AMANDA CHAFE
2574	ST. ANTHONY	0151-0041	PAULA PATEY
		SUPP/ALT	SANDRA BLAKE
3017	ST. JOHN'S	0151-0042	GAIL BRINSTON
		SUPP/ALT	ALEX CORNICK
3034	CONCEPTION BAY	0151-0043	STEPHANIE LEAR
		0151-0044	TERRI-LYNN COOPER
3167	CORNERBROOK	0151-0047	KELLY SIMMS
		SUPP/ALT	AMANDA SQUIRES
3765	ST. JOHN'S	0151-0052	JOANNE HAWCO
		SUPP/ALT	JULIEANNE NEARY
4386	CORNER BROOK	0151-0054	CRAIG GARDNER
		SUPP/ALT	TIM JEWER
4885	ST. JOHN'S	0151-0058	KAREN LYNCH
4935	STEPHENVILLE CROSSING	0151-0060	THRESA GILLAM
		0151-0061	DANICA HYNES
		SUPP/ALT	VICTORIA GILLIS
4939	STEPHENVILLE	0151-0065	JOHN HANRAHAN
		0151-0066	DIANNE SNOW
		SUPP/ALT	KRISTA BENNETT

5078	CORNER BROOK	0151-0067	NADINE BUTT
		SUPP/ALT	LINDA HURLEY
5120	MOUNT PEARL	0151-0068	PHILIP COLLINS
		SUPP/ALT	PAUL KEARSEY

SECTIONS LOCALES / LOCALS

NOUVEAU-BRUNSWICK / NEW BRUNSWICK

18	SAINT JOHN	0211-0005	CHRIS PATTERSON
		0211-0006	DAN GRANT
		0211-0007	CHRIS BACON
		SUPP/ALT	JAMES THIBODEAU
51	MONCTON	0211-0008	JASON HORSMAN
		0211-0009	TREVOR MITTON
		0211-0010	MATT SIMPSON
60	EDMUNDSTON	0211-0011	RICKY MICHAUD
		0211-0012	STÉPHANE LEVESQUE
380	SAINT JOHN	0211-0016	IRIS LLOYD
486	SAINT JOHN	0211-0018	PAUL JOHNSON
		0211-0019	CHRIS ROBERTS
720	MONCTON	0211-0025	SUSAN TOUCHIE
		0211-0026	TAMMY REDMOND
		0211-0027	CLAUDETTE WELLS
		0211-0028	NICK BHAGAN
		0211-0029	KATHY WRY
813	SAINT JOHN	0211-0031	MARK RICHARDS
		0211-0032	SCOTTIE FLOYD
		0211-0033	DALE SMITH
		0211-0034	TERRY LANIGAN
		0211-0035	TERRY CROUSE
		0211-0036	JOYCE THERIAULT
821	MONCTON	0211-0037	CHARLINE CORMIER
		0211-0038	JEAN-FRANÇOIS DOUCET
		0211-0039	TIFFENNY LLOYD
		0211-0040	GUY CORMIER
824	MONCTON	0211-0041	KRISTA DUGUAY
		SUPP/ALT	KELLY PATTERSON
865	MIRAMICHI	0211-0052	MARY JARDINE
		0211-0053	TANYA JARDINE
		0211-0054	KIM MCCARTHY
889	ST. QUENTIN	0211-0060	VÉRONIQUE LEVESQUE
		SUPP/ALT	MICHÈLE BLANCHETTE
908	FREDERICTON	0211-0064	TERRA BUNTING
		0211-0065	RACHEL REID
		0211-0066	JOYCE WILSON
		0211-0067	SHELLY GUITARD
		0211-0068	ELLIE MICHEL
		0211-0069	CHERYL OMVLEE
963	SAINT JOHN	0211-0071	JAMIE AGNEW
		0211-0072	LISA VINCENT
		0211-0073	RAYMOND THIBODEAU
		0211-0074	DENIS MELANSON
1057	BOUCTOUCHE	0211-0078	CHARLINE ALLAIN
1077	PETITCODIAC	0211-0082	DAVID BUDD
		SUPP/ALT	SHAWNA LUTES

1078	MONCTON	0211-0083	GISÈLE SAINDON
		0211-0084	SHIRLEY BASQUE
1079	MONCTON	0211-0086	MICHAEL ATKINSON
		SUPP/ALT	KELLEY LEE
1096	FREDERICTON	0211-0090	WILL THIBODEAU
1117	ST. STEPHEN	0211-0093	KELLY WAY
		SUPP/ALT	PEGGY MATHESON
1118	WOODSTOCK	0211-0094	CRAIG AVERY
		SUPP/ALT	MIKE HEMPHILL
1119	PLASTER ROCK	0211-0095	CARL BOWMASTER
		SUPP/ALT	EDWARD WILLIAMS
1121	BATH	0211-0096	CONNIE HAINES
		SUPP/ALT	CARRIE CAHILL DEMERCHANT
1127	NEWCASTLE	0211-0098	JEANETTE CURTIS
1128	SUSSEX	0211-0099	TAMMY GARD
		SUPP/ALT	WENDY WEBSTER
1129	ST. GEORGE	0211-0100	HELENE STEWART
		SUPP/ALT	TIMOTHY WHIPPIE
1135	NACKAWIC	0211-0102	PATRICIA YERXA
		SUPP/ALT	JANET MOREHOUSE
1148	BOIESTOWN	0211-0103	TWILA RYAN
		SUPP/ALT	JULIE MCMULLAN
1159	DALHOUSIE	0211-0106	MARC CAYOUE
		SUPP/ALT	TROY ARSENEAULT
1190	FREDERICTON	0211-0108	HEATHER HOLLAND
		0211-0109	TONY OGDEN
		0211-0110	LORN MARTIN
		0211-0111	JOEY KELLY
		0211-0112	BRENT WIGGINS
1251	SAINT JOHN	0211-0118	MAURICE LEBLANC
1277	CHATHAM	0211-0124	KAREN DUNN
		SUPP/ALT	JANE MURPHY
1303	SHEDIAC	0211-0126	DONNA FOUGERE
		0211-0127	ROLAND CORMIER
1418	FREDERICTON	0211-0130	STEPHEN DROST
		0211-0131	GARY BURRIS
		0211-0132	SHAWNA MORTON
		0211-0133	JOHN EATMON
		0211-0134	MARTINE LEVESQUE
		SUPP/ALT	JANNICK LAFOREST
1506	FREDERICTON	0211-0139	TIFFANY DOUCET
		0211-0140	CINDY SAVOIE
		0211-0141	MARGARET PICKARD
1726	MONCTON	0211-0151	HEATHER LEET
		0211-0152	BEV HARPER
1866	SAINT JOHN	0211-0157	TAMARA ELISSEOU
		0211-0158	CHARLENE GORDON
2266	FREDERICTON	0211-0169	MICHELLE BREWER
		SUPP/ALT	SCOTT JONES
2397	SUSSEX	0211-0174	MARJORIE GREENSLADE
		SUPP/ALT	DENISE WINCHESTER
2610	ALBERT	0211-0178	KIMBERLY COPP
		SUPP/ALT	SUSAN MORRISEY

2745	MONCTON	0211-0180	CANDACE CARR
		0211-0181	CHRISTIANNE ROBICHAUD
		0211-0182	MARILYN MACCORMACK
		0211-0183	JOSÉE LÉVESQUE
		0211-0184	IDA HAGGARTY
		0211-0185	TODD HILL
		0211-0186	MICHAEL OSBORNE
		0211-0187	DENISE LEBLANC
		0211-0188	JAN UNDERHILL
		0211-0189	LISA CAMERON
		0211-0276	CHRISTINE HAWKES
		SUPP/ALT	GILLES OUELLETTE
3013	GRAND FALLS	0211-0193	PIERRE CYR
		SUPP/ALT	SYLVIE GODBOUT
3210	WOODSTOCK	0211-0196	DIANNA MILLER
		SUPP/ALT	LAURIE ANDERSON
4193	ALLARDVILLE	0211-0221	SERGE PLOURDE
		SUPP/ALT	ERIC DOUCET
4463	RIVERGLADE	0211-0226	DEBBIE ALWARD
		SUPP/ALT	ROXANN PRINGLE
4598	BATHURST	0211-0229	KATHERINE MANN
		SUPP/ALT	CATHY DEGROUCHIE
4632	BATHURST	0211-0233	DAVID HARQUAIL
		SUPP/ALT	PAUL ROY
4679	DIEPPE	0211-0234	DANY GENDRON
		0211-0235	CHARLES LEBLANC
4848	MONCTON	0211-0239	GREG MCCONAGHY
		0211-0240	JOSEPH CORMIER
		0211-0241	BRYAN HARRIS
		0211-0242	YANICK MONGEAU
5108	EDMUNDSTON	0211-0254	DUANE PITMAN
		0211-0255	ROGER LEVESQUE
5369	ROTHESAY	0211-0260	BERNIE DESMOND
5386	FREDERICTON	0211-0281	JULIE COTE
		SUPP/ALT	ANGELA MARTIN
5415	KEDGWICK	0211-0282	MARCEL RAYMOND

SECTIONS LOCALES / LOCALS

ÎLE-DU-PRINCE-ÉDOUARD / PRINCE EDWARD ISLAND

501	CHARLOTTETOWN	0251-0003	PAUL CLOW
805	CHARLOTTETOWN	0251-0007	RHONDA DIAMOND
		0251-0008	BOBBY KENNEDY
		0251-0009	KELLEY RHYNES
		0251-0010	TERESA ELLIS
		SUPP/ALT	TANYA ARSENAULT
830	CHARLOTTETOWN	0251-0011	PAULINE GASS
1051	ALBERTON	0251-0012	MARIE DOYLE
1145	CHARLOTTETOWN	0251-0013	TAMMY SIMMONS
		0251-0014	VIRGINIA GRAY
		0251-0015	NICOLE COUTURE
1770	CHARLOTTETOWN	0251-0017	KAREN TSISTINAS
		0251-0018	JACINTHE BASQUE
1775	CHARLOTTETOWN	0251-0019	TENA CREAMER
		0251-0020	LISA JACKSON

1779	SUMMERSIDE	0251-0021	GINETTE MISENER
		0251-0023	LEONARD CRAWFORD
		0251-0024	SUSAN GALLANT
		0251-0025	CINDY RAMSAY
1870	CHARLOTTETOWN	0251-0026	TRACY CARMICHAEL
		0251-0027	BARRY CONNELL
		0251-0028	DEBBIE GALLANT
		SUPP/ALT	LAUREL FISHER
2523	CHARLOTTETOWN	0251-0029	DONNA GORMLEY
		SUPP/ALT	CATHY HERRELL
3260	CHARLOTTETOWN	0251-0031	CAROLYN VANDAELE
		0251-0032	MARION HENDRICKSON
		0251-0033	SHELLEY BURHOE
		0251-0034	BRENDA DOUCETTE
3324	CHARLOTTETOWN	0251-0035	JASON WOODBURY
		0251-0036	RON BLUE
4893	KENSINGTON	0251-0038	KIM MULLETT
		SUPP/ALT	BRENDA MACISAAC
5331	CHARLOTTETOWN	0251-0040	KIM LOVE
		SUPP/ALT	JANET DOYLE
SECTIONS LOCALES / LOCALS		QUÉBEC / QUEBEC	
301	MONTREAL	0301-0797	LUC BISSON
		0301-0798	ALEXANDRE BELVAL
		0301-0799	ANGELO CALABRESE
		0301-0800	LAURA CIRILLI
		0301-0801	BENOÎT DUROCHER
		0301-0802	FRANÇOIS LAFLAMME
		0301-0803	LYNE LEBLANC
		0301-0804	JEAN-FRANÇOIS MARTIN
		0301-0805	CHANTAL RIOPEL
		0301-0806	SIMON ST-ONGE
		0301-0807	PATRICK THÉRIAULT
		0301-0808	ROBERT VEILLEUX
		0301-0809	JEAN DUGUAY
		0301-0811	NICOLAS DE CICCIO
		0301-0812	FRANTZ ÉLIE
305	MONTREAL	0301-0013	DANIEL LAVOIE
306	SAINT-BRUNO	0301-0015	ANDRÉ DUVAL
		0301-0016	CHRISTINE MAHEUX
		0301-0017	STÉPHANE SIMARD
		0301-0018	SYLVIE ANGERS
		0301-0020	PIA O'DONNELL
		0301-0021	PASCAL NANTEL
307	LONGUEUIL	0301-0022	PIERRE-YVES LOISEAU
		0301-0023	MARC EDSTROM
		0301-0024	FRANÇOIS MORIN
311	ROUYN-NORANDA	0301-0027	LOUISE FRENETTE
		0301-0028	NANCY BONIN
348	ROUYN-NORANDA	0301-0035	STÉPHANE HÉBERT
429	MONTREAL	0301-0041	FRANCINE BOULIANE
		0301-0042	LYNE LACHAPPELLE
		0301-0043	PATRICK DUBOIS

		0301-0044	JONATHAN ARSENEAULT
		0301-0045	BENOÎT AUDETTE
		0301-0046	SUZANNE COUDÉ
		0301-0047	MARYSE CHRÉTIEN
		0301-0048	JOHANNE JOLY
		0301-0049	RONALD BELLEFEUILLE
		0301-0050	MARC-ANTOINE CIOCIOLA
		0301-0051	IZABELA SYCHTERZ
		0301-0052	NANCY GAGNÉ
		0301-0053	JULIE BRAZÉ
		0301-0054	MYRIAM BOURDEAU
687	MONTRÉAL	0301-0055	CARL BEAUDOIN
		0301-0056	BIANKA ETHIER
		0301-0057	CLAUDE ST-LAURENT
		0301-0058	MARC-ANDRE HAMELIN
930	POINTE-AUX-TREMBLES	0301-0064	MANON GOSSELIN
		0301-0065	JOSÉE RUFIANGE
		0301-0066	CLAUDE BLAIS
		0301-0067	LOUISE SANSCARTIER
		SUPP/ALT	CHANTAL LABRÈCHE
957	MONTRÉAL	0301-0068	ROBERT CLAVEAU
		0301-0069	YVES RICHARD
		0301-0070	PIERRE GOULET
		0301-0071	FRANCIS RONDEAU
		0301-0072	NANCY ROBITAILLE
1017	SAINT-JÉRÔME	0301-0081	CÉLINE PICARD
1054	MAGOG	0301-0816	PATRICK BERGERON
		0301-0817	FÉLIX-ÉTIENNE TREMBLAY
1105	ROUYN-NORANDA	0301-0085	DENIS BÉDARD
		0301-0086	CLAUDE TELLIER
1108	QUÉBEC	0301-0087	JEAN-FRANÇOIS HAINEAULT
		0301-0088	MARTIN FORTIER
		0301-0089	DOMINIC CORDEAU
1113	LAVAL	0301-0093	RICHARD NADON
		0301-0094	YVES LECOURT
		0301-0095	PATRICK BEAULIEU
		0301-0096	ANICK CORMIER
1186	MONTRÉAL	0301-0105	RAPHAËL NADEAU-BORDELEAU
		0301-0106	JACQUES DESJARDINS
		0301-0107	YANNICK TREMBLAY
1244	MONTRÉAL	0301-0111	YANN BOURGEOIS
		0301-0112	NICOLAS GHANTY
		0301-0113	AMÉLIE GLAUDE
		0301-0115	OSVALDO PORTILLO
1294	MONTRÉAL	0301-0118	LOUISA CORDEIRO
		0301-0119	PIERRE-PAUL ST-ONGE
		0301-0120	LYSA BRUNET
		0301-0121	CATHERINE CHARBONNEAU
		0301-0122	GUY GENDRON
		0301-0123	SYLVIE LEMIEUX
1296	QUÉBEC	0301-0124	JULIE DUPERRÉ
		0301-0125	PAULE TURGEON
1340	DONNACONA	0301-0133	LOUISE PAQUIN

1365	CHIBOUGAMAU	0301-0786	CHANTAL ÉMOND
		0301-0787	RAHAMATOU COULIBALY
1417	QUÉBEC	0301-0144	STEEVE DUBÉ
		0301-0145	SONIA GAGNON
		0301-0146	MATHIEU RICHARD
		0301-0147	JOËL BERNIER
1432	VAUDREUIL-DORION	0301-0148	JULIO TOZZI
1450	QUÉBEC	0301-0150	STEPHANE VILLENEUVE
1500	MONTREAL	0301-0151	SYLVAIN DUBREUIL
		0301-0152	STÉPHANE MICHAUD
		0301-0153	BRUNO CHARROIS
		0301-0154	EMMANUEL PATOLA
		0301-0155	JOËLLE RAVARY
		0301-0156	LUC CORRIVAUT
		0301-0157	FRÉDÉRIC SAVARD
		0301-0158	CAROLE MARTIN
		0301-0159	NATHALIE CLAVEAU
		0301-0160	ALEXANDRE BUSSIÈRES
		0301-0161	PHILIPPE DANEAU
		0301-0162	DANY BOLDUC
		0301-0163	SYLVAIN CLERMONT
1573	QUÉBEC	0301-0167	JEAN-FRANCOIS GODBOUT
1574	CHICOUTIMI	0301-0168	ROMAIN GAGNON
1638	QUÉBEC	0301-0179	ALAIN BOURASSA
		0301-0180	YVON CÔTÉ
		0301-0181	CARL LAVOIE
		0301-0182	MATHIEU DESBIENS
		0301-0183	LUC BOISSONNEAULT
1679	SAINT-SOPHIE	0301-0186	DIANE LEBEAU
		0301-0187	LUCIE L'ARCHEVEQUE
1800	TROIS-RIVIÈRES	0301-0199	SYLVAIN BLAIS
		0301-0200	CINDY CARBONNEAU
		0301-0201	SUZANNE MAILLY
1930	SEPT-ÎLES	0301-0212	MATHIEU GINGRAS
		0301-0213	PHILIPPE MCDONALD
1983	MONTREAL	0301-0217	RENATO CARLONE
		0301-0218	JULIE DELORME
		0301-0219	MIKE BARNEY
		0301-0220	DANIEL LEROUX
		0301-0221	SYLVIE MAINELLA
		0301-0222	PINO TAGLIAFERRI
		0301-0223	MICHEL HUARD
		0301-0224	JULIE LAURIN
		0301-0225	RÉMI DESROCHERS
		0301-0226	MARIE-CLAUDE BOILY
		0301-0227	RÉAL MARTIN
2000	MONTREAL	0301-0231	DOMINIC CHAMPAGNE
		0301-0232	JOHN NEIL BROWN
		0301-0233	PHILIP DUPLESSIS
		0301-0234	NANCY DESMARAIS
		0301-0235	NADIA ARISTYL
		0301-0236	MARIO HURTUBISE
2057	REPENTIGNY	0301-0245	RENÉ LAVOIE

		0301-0246	PATRICIA SAVARD
		0301-0247	NADINE BOYER
		0301-0248	PIERRE-OLIVIER BRISEBOIS
2118	MASCOUCHE	0301-0253	GINETTE BOUDREAU
		0301-0254	ISABELLE BEAUCAGE
2168	REPENTIGNY	0301-0258	DANIELLE LAVERGNE
		0301-0259	RENAUD PETITCLERC
2222	MONTRÉAL	0301-0263	CHRISTIAN TRUDEAU
		0301-0264	ERICK MARCIL
2229	BLAINVILLE	0301-0266	JEAN-FRANÇOIS MILLAR
		0301-0267	STEEVE CROTEAU
2231	QUÉBEC	0301-0269	CHARLES EURIAT
2310	QUÉBEC	0301-0274	MARTINE LACHANCE
		0301-0275	CHRISTINE CLOUTIER
		0301-0276	ANDRÉ-ANNE PARET
		0301-0277	MARIÉLAINE GIRARD
2334	LÉVIS	0301-0283	GÉRARD POIRIER
		0301-0284	HENRI-PAUL THÉRIAULT
		0301-0285	YANNICK DEMANGE
		SUPP/ALT	GUYLAINE BOLDUC
2466	JONQUIÈRE	0301-0296	MELISSA TREMBLAY
		0301-0297	PHILIPPE ST-YVES
		0301-0298	PIERRE-ALEXANDRE ROY
2500	QUÉBEC	0301-0301	MARIO DUCLOS
		0301-0302	FRANCIS BOSSÉ
		0301-0303	ISABELLE TREMBLAY
		0301-0304	SARA-EVE GIROUX-BEAUMONT
2541	ALMA	0301-0309	ROBIN CÔTÉ
		0301-0310	CARL DUFOUR
2566	SAINT CONSTANT	0301-0312	STEVE TREMLAY
		0301-0313	SHAUN KELLY
2661	TROIS-RIVIÈRES	0301-0325	LUCIE LORRAIN
		0301-0326	LUCIE PRONOVOST
2667	SAINTE-ANNE-DE-BELLEVUE	0301-0328	BRUNO PARADIS
2684	METABETCHOUAN	0301-0330	PATRICK TREMBLAY
2706	ALMA	SUPP/ALT	DANY BOUCHARD
2718	MONTRÉAL	0301-0333	GEORGE GAWEL
		0301-0334	MICHAEL FRANK
		0301-0335	JOSÉ ANTONIO PEREZ
		SUPP/ALT	SERGE HÉBERT
2729	SHERBROOKE	0301-0336	LUC LAVERDURE
		0301-0337	MARC TURCOTTE
2815	MONTRÉAL	0301-0348	GABRIEL ST-AMAND
		0301-0349	GUY GAGNE
		0301-0350	TULSA VALIN-LANDRY
		0301-0351	LOREDANA LEMMO
		0301-0352	YVES LAROSE
		0301-0353	YANN LE HO
		0301-0354	JEAN-FRANCOIS RIVEST
		0301-0355	ALI FALSAFI
		0301-0356	NICK MINGIONE
2850	MONTRÉAL	0301-0358	MARTIN GAGNON

		0301-0359	STÉPHANE LAMONT
		0301-0360	SYLVAIN FOREST
		0301-0361	SYLVIE TOUSIGNANT
2929	QUÉBEC	0301-0375	SYLVAIN BEAULIEU
		0301-0376	DIANE PAPILLON
2957	MONTRÉAL	0301-0379	BERTRAND GALY
		0301-0380	MARIE COMEAU
2960	MONTRÉAL	0301-0381	MARC-ANTOINE GRÉGOIRE
		0301-0382	FRANK KOCIPER
		0301-0383	GYSLAIN GAUDET
2992	QUÉBEC	0301-0386	PHYLLIS SMITH
3005	MONTRÉAL	0301-0389	NATHALIE LEMAY
		0301-0390	STEPHAN JEAN
		0301-0391	SYLVIE PERRIN
3124	CHICOUTIMI	0301-0396	JOSÉ NICOLAS LOPEZ
		0301-0397	ROBERTO PERRON
3187	MONTRÉAL	0301-0403	PATRICK MARQUES COELHO
		0301-0404	OLIVIER DUBREAS
		0301-0405	OLIVIER BOUTHOT
3247	CHÂTEAUGUAY	0301-0412	SIMON BEAULIEU
		0301-0413	MARIO DIONNE
3259	SAINT-HYACINTHE	0301-0422	CYNTHIA CÔTÉ
		0301-0423	JACQUES LÉTOURNEAU
		0301-0424	NANCY COLLIN
3280	CHÂTEAUGUAY	0301-0426	ISABELLE GIRARD
		0301-0427	SYLVAIN PITRE
		0301-0428	NORMAND LAVOIE
		0301-0429	MICHEL BLANCHETTE
3300	QUÉBEC	0301-0432	CHRISTIAN BISSON
		0301-0433	STÉPHANE ALLARD
		0301-0434	MÉLISSA LESSARD-GAGNÉ
3332	LONGUEUIL	0301-0436	JOHANE ROY
3333	LONGUEUIL	0301-0437	MARC GINGRAS
		0301-0438	JEAN-GUY PERREAULT
		0301-0439	MARC RUDD
		0301-0440	NATHALIE LAPERRIÈRE
3423	TROIS-RIVIÈRES	0301-0447	PATRICIA LAROUCHE
		0301-0448	SANDRA MAIER
		0301-0449	NICOLAS JUNEAU
3624	TROIS-RIVIÈRES	0301-0465	ERIC PINSONNAULT
		0301-0466	MARIO SIMARD
		0301-0467	ANDRÉ GAGNÉ
		0301-0468	GENEVIÈVE ROUSSEAU
		SUPP/ALT	MARC CHARRON
3700	MONTRÉAL	0301-0476	MICHEL ARSENAULT
		0301-0477	LOUIS HARVEY
3783	MONTRÉAL	0301-0481	PASCAL BOLDUC
		0301-0482	SÉBASTIEN CAMPANA
		0301-0483	JOSIANE PLANTE
3812	QUÉBEC	0301-0490	JEAN-LUC BROSSEAU
		0301-0491	ANGÉLIQUE PAQUETTE
		0301-0492	ÉTIENNE CLOUTIER
		0301-0493	MICHEL LEBEL

3892	GATINEAU	0301-0494	LOÏC BLANCHARD
		0301-0500	RICHARD CRETE
		0301-0501	LUC GRÉGOIRE
3939	MONTRÉAL	0301-0504	DENIS GALY
		0301-0505	M. CLAUDE SIMARD
3993	GATINEAU	0301-0511	PATRICK DESJARDINS
4041	DORVAL	1721-0005	MARIE-HÉLÈNE NADEAU
		1721-0006	NATHALIE GARCEAU
		1721-0007	LISA KAMPIS
		1721-0008	MARTIN RONDEAU
		SUPP/ALT	LYNE NANTEL
4055	MONTRÉAL	1721-0013	RENA KISFALVI
		1721-0014	YAHYA BOUAICHA
		1721-0015	ANDRE LANTEIGNE
		1721-0016	LOUIS FORTIN
4091	MONTRÉAL	1721-0026	GUILLAUME LEDUC
		1721-0027	KARIM SHEIR
4115	TROIS-RIVIÈRES	0301-0515	DONALD SIMARD
		0301-0516	GUY GERMAIN
4134	SAINT-JEAN-SUR-RICHELIEU	0301-0518	JOCELYN BOURDON
		0301-0519	ISABELLE SIROIS
		0301-0520	ANNY MADISON
4250	MONTRÉAL	0301-0532	CHANTAL VINCENT
		0301-0533	CARL ACOCELLA
		0301-0534	STEVE MORIN
		0301-0535	STÉPHANE MIVILLE
		0301-0536	MARC PAYETTE
		0301-0537	GUY BERGERON
		0301-0538	ANNICK LANDRY
		0301-0539	DIANE CÔTÉ
		0301-0540	ÉRIC LEFEBVRE
		SUPP/ALT	MARIE-ÈVE ST-JEAN CYR
4294	LAVALTRIE	0301-0549	FRANÇOIS MAYRAND
4475	SHERBROOKE	0301-0577	VINCENT FORGUES
		0301-0578	MANON CHARRON
		0301-0579	STEVE BROCHU
		0301-0580	BRUNO BRETON
4476	QUÉBEC	0301-0589	DENIS LAMY
4502	MONTRÉAL	0301-0791	ANNE LECLAIR
4545	LAVAL	0301-0608	LOUIS-PIERRE PLOURDE
		0301-0609	ANDRÉ PHILIPPE
		0301-0610	ANDRÉ MALO
		0301-0611	FRANCIS DESJARDINS
4628	MONTRÉAL	0301-0625	SAMUEL SICARD
		0301-0626	FRANCIS CHARTRAND
		0301-0627	MÉLISSA MORIN
		0301-0628	JEAN GUY VIENS
4708	SAINTE-THÉRÈSE	0301-0644	MICHELLE BRIDEAU
		SUPP/ALT	SYLVIE GAUTHIER
4835	MONTRÉAL	0301-0659	LUC LÉGER
		SUPP/ALT	WES MACHNIKOWSKI
5044	RIMOUSKI	0301-0690	FELIX L'ESPERANCE
		0301-0691	RAYNALD LE MONNIER

5144	RIMOUSKI	0301-0692	CLAUDE POIRIER
		0301-0705	BRIAN LECLERC
		0301-0706	DANIEL BOULERICE
5214	MONTRÉAL	0301-0707	CAROL MALENFANT
		0301-0719	MYRIAM NAU
		SUPP/ALT	ISABELLE LAPIERRE
5222	SAINTE-THÉRÈSE	0301-0721	GUILLAUME BÉGIN
		0301-0722	PATRICE CARRIÈRE
		0301-0723	EMMANUELLE BOURNIVAL
		0301-0724	JEAN-FRANÇOIS PINARD
		SUPP/ALT	ISABELLE RACETTE
5317	MONTRÉAL	0301-0747	ÉRIC SINCLAIR
5367	QUÉBEC	0301-0752	SIMON BEAULIEU-BOISVERT
5384	MASHTEVATSH	0301-0833	AUDRAY PAUL
		SUPP/ALT	LAURIE GAGNON
5400	GATINEAU	0301-0844	GENEVIÈVE CARRIER
5425	MONTRÉAL	0301-0758	MAXIME STE-MARIE
		0301-0759	GUY BOURGIE
		0301-0760	LUC BEAUREGARD
		0301-0761	GENEVIÈVE DONARDIN
		0301-0762	PAOLA VERGARA
5735	MONTRÉAL	0301-0766	YAN GAUDET
		0301-0767	DAVID LECLAIR
5959	LAVAL	0301-0768	FRANÇOIS JOLY
		0301-0769	ANTHONY LATOUR
		0301-0770	FRANÇOIS AUGER
		0301-0771	HÉLÈNE LACROIX
6277		0301-0773	DANIEL BEAUBIEN
7498	SHERBROOKE	0301-0775	ROCK BÉLANGER
		0301-0777	GERMAIN FOLEY
		0301-0778	ISABELLE BÉRUBÉ
SECTIONS LOCALES / LOCALS		ONTARIO / ONTARIO	
2	TORONTO	0401-0022	GAETANO FRANCO
		0401-0023	EUGENE IVENS
		0401-0024	RICK D'ABRUZZO
		0401-0025	JOHN MELO
3	SAULT STE MARIE	0401-0026	PAUL BEAUCHAMP
		0401-0027	DAVE HART
		0401-0028	RON OLAR
		SUPP/ALT	MARK HARRINGTON
29	KINGSTON	0401-0042	JENNIFER TRUESDELL
		SUPP/ALT	MICHELE CRAWFORD
32	CAMBRIDGE	0401-0043	JEFF SCHRIVER
		0401-0044	GLENN WOLSTENHOLME
		0401-0045	MICHAEL GREGORASZ
53	WHITBY	0401-0050	ROB RADFORD
		0401-0051	BRIAN BOOTH
		0401-0052	MIKE WOODWARD
		0401-0053	GREG FRENCH
		SUPP/ALT	STEVE PEAREN
54	AJAX	0401-0054	WILLIAM HICKEY
		0401-0055	DON STEENSON

57	GUELPH	0401-0056	KATHY CARPINO
		0401-0057	TINA TREMELLING
		0401-0058	CHERYL BRODIE CAMPBELL
		SUPP/ALT	KATHIE JASPERSON
66	MISSISSAUGA	0401-0063	WALDO SILVA
		0401-0064	DANNY ROCCA
		0401-0065	JENNY GUERIN
68	KITCHENER	0401-0068	BOB UNDERWOOD
		0401-0069	BLAIR ARSENAULT
		0401-0070	JASON CARMOUNT
		SUPP/ALT	JAMIE RING
79	TORONTO	0401- 0075	MARK PAAR
		0401-0076	LILY CHANG
		0401-0077	LOGAN LAMERTON
		0401-0078	SOFIA RENO
		0401-0079	CASEY BARNETT
		0401-0080	AVALINE MILLER
		0401-0081	FRED SHILSON
		0401-0082	JASON CHAN
		0401-0083	DAVE COLOSIMO
		0401-0084	JASON DESJARDINS
		0401- 0085	LINDA ROSE
		0401-0086	ROB CARNELL
		0401-0087	AIMEE CARNELL
		0401-0088	GARTH BARRY
		0401-0089	SHARON LLEWELLYN
		0401-0090	ERIC SIN
		0401-0091	MARIA FARIA
		0401-0092	SHANNON BERSETH
		0401-0093	KEITH FIERING
		0401-0094	CHERYL ROBB
		0401-0096	CAROLINE AMBROSE
		0401-0097	VALERIE JOSEPH
		0401-0099	LINDA PETRUCCI
		0401-0100	VAN NGUYEN
		0401-0101	MELINDA MCLEAN
		0401-0102	SHEILA MCGREGOR
		0401-0103	DAVE MITCHELL
82	WINDSOR	0401-0119	ROBERT KOLODY
		0401-0120	ROB SAMRAH
		0401-0121	LEILANI LOGRONIO
		SUPP/ALT	MIKE MARGARITIS
87	THUNDER BAY	0401- 0122	KRISTIE FISHER
		0401-0123	DANA VACEK
		0401-0124	PATRICK CHOLIN
		0401-0125	JASON CORBETT
101	LONDON	0401-0126	STEVE HOLLAND
		0401-0127	PHIL BOYD
		0401-0128	BRENDA CANDURO
		0401-0129	DOMENIC ANELLO
		0401-0130	LIDIA BARBOSA
107	LONDON	0401-0131	ALASTAIR BRUFF
		0401-0132	BRUCE BALCH

		0401-0133	DENNIS REED
		0401-0134	JAMIE MCBRIDE
		SUPP/ALT	BRENT ROBINSON
109	KINGSTON	0401-0135	TINA CARQUEZ
		0401-0136	ADAM BOL
		0401-0137	LUIS TALLEDO
		0401-0138	CATHY DOYLE
		0401-0139	JAMIE LEE CORDERIO
122	NORTH BAY	0401-0142	JASON BENNETT
		0401-0143	APRIL ADAMS
		0401-0144	MIKE PIGEAU
126	PETERBOROUGH	0401-0146	ANDREA PADE
		0401-0147	BILL SMITH
129	PICKERING	0401-0150	DAVE WHITEHOUSE
		0401-0151	JAMES MCPHERSON
		0401-0152	JASON LITOBORSKI
131	PETERBOROUGH	0401-0153	FRANCINE GOLLOHER
		0401-0154	STEPHANIE REID
		0401-0155	ANDREA LEGAULT
		SUPP/ALT	DONNA PARIS
132	REGION OF DURHAM	0401-0156	JAN TUTTON
		0401-0157	TRACEY LAKE
		0401-0158	KAREN MORRISON
		0401-0159	TAMMIE LUXTON
		0401-0160	SHIRLEY NACZYNSKI
139	NORTH BAY	0401-0167	MIKE TURGEON
		0401-0168	SANDRA SHANK
		0401-0169	MELANIE ROSE
		0401-0170	LOUANN JUBINVILLE
		SUPP/ALT	LYNN PHILLIPS
145	BRAMPTON	0401-1614	ERIC WITVOET
		0401-1615	RAY WALKER
		0401-1616	CRAIG WATTERS
		0401-1617	JANETTE JENSEN
		0401-1618	JANET KERR
		0401-1619	GERALD MOHAMMED
		SUPP/ALT	PAT DMITRUK
146	NORTH BAY	0401-0171	CAROLINE BEAUDOIN
		0401-0172	BRENT GIROUX
		0401-0173	ANTHONY RICHARDSON
148	COPPER CLIFF	0401-0174	RICK O'CONNELL
		0401-0175	MARIA MASTROIANNI
		0401-0176	INA HORNER
		SUPP/ALT	SYLVIE MOREAU
150	ST. CATHARINES	0401-0177	PIERRE PARENT
		0401-0178	RORY BOURGEOIS
157	ST. CATHARINES	0401-0183	LINDSAY CHASE
181	BRANTFORD	0401-0185	JILL TENNANT
		0401-0186	KEN GIESEN
		0401-0187	COURTNEY ATLEE
		0401-0188	JENNIFER KIRBY
		SUPP/ALT	DAVID BIRDSSELL
218	WHITBY	0401-0197	MAUREEN COPE

		0401-0199	JANE BATTERINK
		0401-0200	DENNIS GIBBS
		0401-0201	ROD KING
		SUPP/ALT	KAREN WHITE
229	KINGSTON	0401-0205	SHERRI FERRIS
		0401-0206	RICK BYROM
		0401-0207	AMELIA LARANJEIRA
		0401-0208	DONNIE NEILL
241	GUELPH	0401-0213	TIFFANY MCVEIGH
		0401-0214	RHONDA BEDORE
		0401-0215	HOLLY MORTON
		SUPP/ALT	DAVE DOUGAN
255	HANOVER	0401-0223	CASEY HILLIER
		0401-0224	JUDY LANE
		SUPP/ALT	TOM KOCH
416	TORONTO	0401-1659	EDDIE MARICONDA
		0401-1660	MATT FIGLIANO
		0401-1661	DOMENIC MAUGERI
		0401-1662	TED AIVALIS
		0401-1663	CARMINE FIORE
		0401-1664	JIM KOSTANTINIDINIS
		0401-1665	ROB NICHOL
		0401-1666	BRIAN DEMARESKE
		0401-1667	BOB STEWART
		0401-1668	LESLIE BREMNER
		0401-1669	JOHN MCINTYRE
		0401-1670	PHIL AUSTIN
		0401-1671	SHELDON BRAKE
		0401-672	VICTOR LORD
		0401-1673	PAUL LEPAGE
503	OTTAWA	0401-0233	JAMES WATSON
		0401-0234	WIL KELLY
		0401-0235	CARRIE LYNN POOLE COTNAM
		0401-0236	JOAN KEITH
		0401-0237	ANA BETTENCOURT DA SILVA
		0401-0238	GUY BERNARD
		0401-0239	BARBARA BRANNEN
		0401-0240	DREW CARMICHAEL
		0401-0241	HEATHER DUFF
		0401-0242	JAMES ELIAS
		0401-0243	STUART GRANT
		0401-0244	PATRICK HUFF
		0401-0245	PIERRE PEAN
		0401-0246	RYAN TOOLEY
504	PETERBOROUGH	0401-0254	CHRIS CALNAN
		0401-0255	STEPHEN JACKSON
543	WINDSOR	0401-0258	JASON PARENT
		0401-0259	ANNE DUNNING
714	FORT ERIE	0401-0266	GERALD DORNER
786	HAMILTON	0401-0269	SAM FORSYTH
		0401-0270	KEVIN COOK
		0401-0271	JAMIE MACCORMACK
		0401-0272	TED MACKIE

791	KITCHENER	0401-0274	MICHELLE NEVICATO
		0401-0275	MIKE ECKERT
		0401-0276	SHANNON THOMSON
		0401-0277	SIOBHAN DELANEY
		0401-0278	SCOTT GIBSON
		SUPP/ALT	PATSY RUIGROK
793	WATERLOO	0401-0279	GREG MACEDO
		0401-0280	DOUGLAS TURNBULL
		0401-0281	TERRENCE BIRMINGHAM
815	MILTON	0401-0284	LORRIE KENNEDY
		0401-0285	KARRIE SMITH
		0401-0286	WENDY SMITH
		0401-0287	MARIA FERA
		SUPP/ALT	LIZ SCHRAMM
822	KENORA	0401-0288	LESA SIERADZKI
		0401-0289	SANDRA ZURKAN
		SUPP/ALT	SHARON DEROUARD
831	BRAMPTON	0401-0290	MOHIT DANG
		0401-0291	RYAN SMART
		0401-0292	STEVE BROWN
		0401-0293	HAYDEN STEWART
		0401-0294	KEVIN PEARCY
855	LINDSAY	0401-0298	KAREN JONES
		0401-0299	DEBORAH RECOLLET
		0401-0300	TODD JOHNSTON
		0401-0301	LEANNA JONES
		SUPP/ALT	LYN EDWARDS
870	OTTAWA	0401-0305	MICHAEL HURLEY
		0401-0306	KEN DESROCHES
		0401-0307	ALEENA FERNANDEZ
		0401-0308	LORI BROWN
		SUPP/ALT	LISA MOYLAN
894	SAULT STE MARIE	0401-0311	ANNA JAREMKO
895	SUDBURY	0401-0313	BILL DESJARDINS
905	NEWMARKET	0401-0319	CHRIS BIRI
		0401-0320	PEGGIE SUTHERLAND
		0401-0321	ROBERT KERFOOT
		0401-0322	PAUL BEAL
		0401-0323	TRAVIS BROWN
		0401-0324	RAYANNE LEES
		0401-0325	KATHY COATES
		0401-0326	GREG WATKINSON
		0401-0327	PATRICIA FOWLER
		0401-0328	SELWYN JONES
		0401-0329	SUSAN UY
		0401-0330	KATHERINE GRZEJSZCZAK
		0401-0331	ANDREW SALTES
		SUPP/ALT	PASCALE DIVERLUS
910	OTTAWA	0401-0333	ART ULLETT
911	THOROLD	0401-1602	JON BRUNARSKI
		0401-1603	IAN MONTGOMERY
		0401-1604	LEILA PAUGH
926	WATERLOO	0401-1590	ROGER COLLISON

929	TORONTO	SUPP/ALT 0401-0334 0401-0335	LYNETTE BRUBACHER ROBERT BEVERIDGE ROBYN SHARPE
932	HAMILTON	SUPP/ALT 0401-0336 0401-0337	ALEXANDER MCCONNELL MARG MANDULA JENNIE HAMILTON
942	OTTAWA	0401-0339 0401-0340	LISA RIASYK AMIR SIGARCHI
960	OSHAWA	0401-0342	TERESA GAWMAN
966	MISSISSAUGA	0401-0343 0401-0344 0401-0345 0401-0346 0401-0347 0401-0348 0401-0349 0401-0350 0401-0351	MARY PEREIRA LOLA SILBOURNE BONNIE PETRIE SALIL ARYA BOBBETT BRADLEY MICHELLE OLDHAM NAOMI AMARTEY ERIN MCCABE ATTILAH WILLIAMS
967	ETOBICOKE	SUPP/ALT 0401-0352 0401-0353	MICHELLE EAGLE CAMELIA KELEMEN ZOFIA SOBCZYK
973	GUELPH	0401-0354 0401-0355 0401-0356	CONNIE MCDONALD JACK POGAN STEPHEN WALMSLEY
1000	TORONTO	SUPP/ALT 0042-0001 0042-0002 0042-0003 0042-0004 0042-0005 0042-0006 0042-0007 0042-0008 0042-0009 0042-0010 0042-0011 0042-0012 0042-0013 0042-0014 0042-0015 0042-0016 0042-0017 0042-0018 0042-0019 0042-0020 0042-0021 0042-0022 0042-0023 0042-0024 0042-0025 0042-0026 0042-0027 0042-0028	ELIZABETH MCGEE MEL HYATT AL VENNEMA JEFF PARNELL TOM CHESSELL PAUL SEAMAN MARTIN WAGGET BOB MASTERSON MIKE HAMBLY CHANTAL MARIER LARRY DECORTE JEFF PRIDDLE JAMES MIDDLETON TODD DION JASON PARDY PETER KELLY JULS VONDREJS STEVE ALLAN PAUL REECE DALJEET MATHARU KAIT GILLIS LIZ BARBER SCOTT DUFF KERI BORG CHRISTA HELSDON VINCE CAMPANER BOB WALKER DAVE SHIER ANDREW KOLAR

		0042-0029	HOWARD PHORSON
		0042-0030	BAILEY FARRELL
		0042-0031	TOM NICHOLLS
		0042-0032	REG CLARKE
		0042-0033	DAVE WATTS
1011	BURLINGTON	0401-0363	JOHN PAUL POMPILI
		0401-0364	KEVIN SCHENSEMA
1033	GUELPH	0401-0371	LISA MACLELLAN
		0401-0372	KIM VANDERMEER
		0401-0373	MARYJANE CRAVEN
1041	HAMILTON	0401-0374	GORDON NOBLE
		0401-0375	TONY JOHNSON
		0401-0376	MICHAEL NEWELL
1065	HAMILTON	0401-0377	LUIGIA IANONNE
		0401-0378	ANNA POLICELLI
		0401-0379	NADA BAJIC
		0401-0380	ROBYN CHASTON
1072	KENORA	0401-0381	GLENDA STEELE
		0401-0382	DEBBIE SCHEIBLER
1132	WINDSOR	0401-0388	APRIL LAMONT GOUIN
		0401-0389	DAWN JOY JONCAS
		0401-0390	JENNIFER SMITH
		0401-0391	RENEE STIERS
		SUPP/ALT	KRISTINA KIRCHHOEFER
1140	TIMMINS	0401-0395	MELISSA PLOUFFE
		0401-0396	CHRISTINE LAFOREST
1144	TORONTO	0401-0397	ANN PIPER
1146	WOODSTOCK	0401-0401	ROD BILLARD
		0401-0403	MARINA SURETTE
1156	TORONTO	0401-0404	MARIE CASSIDY
		0401-0405	CALVIN CAMPBELL
		0401-0406	TANYA WILLIAMS
1167	LINDSAY	0401-0410	SHERYL MORGAN
		0401-0411	GLORIA ALTON
		SUPP/ALT	LYNN RITCHIE
1182	SUDBURY	0401-0415	VALERIE TRUDEAU
		0401-0416	JASON HARASYMCHUK
		0401-0417	LACEY PHILLIPS
1196	NEWMARKET	0401-0419	JOE PALMIERI
		0401-0420	VINCE SQUILLACIOTI
		0401-0422	MARCO SPERANZA
		0401-0423	AL MILAN ALEKSICH
1230	TORONTO	0401-0431	LISETTE HENRICH
1263	WELLAND	0401-0440	CATHY PIRSON
		0401-0441	SHARON BRAZEAU
		0401-0442	LINDA D'ADDARIO
		0401-0443	KIM NEAL
		0401-0444	BETHANY JONES
		0401-0445	KELLY JONES
1280	WILLOWDALE	0401-0446	JOSHUA BERTINI
		0401-0447	RENÉ DEPAIVA
		0401-0448	FRANCO QUINTILIANI
		0401-0449	LARRY ZAIKOS

1281	TORONTO	0401-0450	LYNDALL MUSSELMAN
		0401-0451	SONJA KILLORAN MCKIBBIN
		0401-0452	SHARMEEN KHAN
1287	THOROLD	0401-0453	SHARON MILLS
		0401-0454	BRANDIE KWIECINSKI
		0401-0455	TRACEE ST. LAURENT
		0401-0456	LUCRETIA HARRIS
		0401-0457	KEVIN KOPPERS
		SUPP/ALT	COLLEEN MCMILLAN
1310	BARRIE	0401-0469	ERIC COUTURE
		0401-0470	MISTY ARCHER
		0401-0471	ROLAND BELCOURT
1317	WELLAND	0401-0472	ANNA MAXNER
		0401-0473	BRENDA LIHOU
		0401-0474	TIM BARTOL
1328	TORONTO	0401-0477	LINA NACCARATO
		0401-0478	VEENA D'COSTA
		0401-0479	DANIELA VENTURIN
		0401-0480	SYLVESTER DOMANSKI
		0401-0481	LUCY PAGANO
		0401-0482	MARY MIELE
		SUPP/ALT	DOMINIKA NAPOROWSKA
1332	ESPANOLA	0401-0486	ROXANNE ST. AMOUR
		0401-0487	KRYSTAL KUULA
		SUPP/ALT	TRISTA RAJOTTE
1334	GUELPH	0401-0488	JANICE FOLK DAWSON
		0401-0489	LAURA MACLURE
		0401-0490	KRYSTA WORDOCK
1338	OTTAWA	0401-0491	GILLES REGIMBALD
		0401-0492	DALE PERRY
		SUPP/ALT	GREG QUAST
1339	POWASSAN	0401-0493	AMANDA FARROW GIROUX
		0401-0494	IAN MCCHARLES
1348	WINDSOR	0401-0495	ANNE MARIE DI MARIO
		0401-0496	SUE LEBLANC
		0401-0497	MICHELLE CAMPEAU
		SUPP/ALT	CAROL TRISTAINO
1356	TORONTO	0401-0498	ROCCO BIAFORE
		0401-0499	JASON SPRINGER
		0401-0500	COLLEEN FERREIRA
		0401-0501	MICHAEL MAHON
1393	WINDSOR	0401-0511	PAUL FRASER
		0401-0512	KEVIN JOHNSON
		0401-0513	MARY BROWNLIE
1394	TORONTO	0401-0514	MARCIA JULAL
		0401-0515	ROSE SAMUELS
		SUPP/ALT	CHRIS CORTEZ
1404	DUNDAS	0401-1621	MARYLOU MANGAOIL
		0401-1622	KAREN SHIMODA
		0401-1623	MARCIA WILMOT
		0401-1624	HEATHER NEISER
1484	TIMMINS	0401-0535	JORDON KENNEDY
		SUPP/ALT	TED STEIN

1502	PEMBROKE	0401-0539	SIMONE BURGER
		0401-0540	JODI JULIUS
		0401-0541	KATIE BIRKAS
1521	OTTAWA	0401-0544	LESLEY AHEE
		0401-0545	ALEX ARNOTT
		0401-0546	JULIE LEONARD
		0401-0547	CHITRA KANHERE
		SUPP/ALT	CAROLE PERREAULT
1542	WATERLOO	0401-0552	TIM WILSON
		0401-0553	ANDREW MCLAUGHLIN
1544	TIMMINS	0401-0554	DARLENE HERMAN
		SUPP/ALT	DONALD GUILLEMETTE
1548	RENFREW	0401-0555	DEBORAH HOWES
		0401-0556	SARAH ANDERSON
1565	TORONTO	0401-0559	PAULA ROACH
		0401-0560	HORTENSE CLARKE
		SUPP/ALT	LIANA BALGIO
1571	RICHMOND HILL	0401-0561	MICHAEL SALIBA
		0401-0562	MICHAEL FILICE
		0401-0563	TONY MONARDO
		SUPP/ALT	GLENN BATEMAN
1590	SCARBOROUGH	0401-0566	DANIEL CALLAGHAN
		0401-0567	SHIRLEY BISHOP
		0401-0568	ELKIN GREIG
		0401-0569	KAREN MILLER
		SUPP/ALT	GABRIEL LOPEZ
1623	SUDBURY	0401-1591	SHARON RICHER
		0401-1592	DAVID TREMBLAY
		0401-1593	MARC MAILLOUX
1656	WATERLOO	0401-0583	KATHRYN HART
		0401-0584	BRETT SMITH
1712	BRANTFORD	0401-0587	LORI BUCSIS
		0401-0588	MICHELLE CAPPADOCIO
1734	NEWMARKET	0401-0594	LORI CANNER
		0401-0597	CARRIE SILVERBERG
1750	DON MILLS	0401-0600	TONY MACCARONE
		0401-0601	EVERTON THOMAS
		0401-0602	CYNTHIA IRELAND
		0401-0603	TONY DINARDO
		0401-0604	JOSIE MORIN
		0401-0605	THOMAS CHANG
		0401-0606	NICOLE FRANCIS
		0401-0607	TRACY ANN BEAUCHAMP
		0401-0608	ALLEN TOPLIFFE
		SUPP/ALT	HARRY GOSLIN
1764	OSHAWA	0401-0612	NEIL HENDERSON
		0401-0613	JAMES BOOTH
		0401-0614	KRISTIE OSMOND JONES
		0401-0615	THOMAS MCKINNON
1776	BRAMPTON	0401-0621	LAURA LALONDE
		0401-0622	BRENDA FAIRCLOUGH
		SUPP/ALT	MICHAEL AIELLO
1781	KENORA	0401-0624	JUDY ANN BAIN

1785	OSHAWA	SUPP/ALT 0401-0625 0401-0626 0401-0627	SAMANTHA BROWN JIM ELLIOTT LISA HETHERINGTON PHIL ARNOLD
1797	HAMILTON	SUPP/ALT 0401-0630 0401-0631	GEORGE PELZOWSKI SUSAN CAMARA STEVE WIEGAND
1813	MUSKOKA/PARRY SOUND	SUPP/ALT 0401-0634	DEBRA MUSGRAVE SANDI ALLAN
1833	PETERBOROUGH	0401-0637	KRISANNE GRILLS
1842	TRENTON	SUPP/ALT 0401-0638 0401-0639	PATRICIA SCOFFIELD ROBERT CUNNINGHAM CORY HORNER
1880	SAULT STE MARIE	SUPP/ALT 0401-0640 0401-0641 0401-0642	MEGHANN CUNNINGHAM DAWN BELLEROSE BRENDA OLENDY DONNA MCCREIGHT
1882	CAMBRIDGE	0401-0643	NANCY MOVRIN
1883	KITCHENER	0401-0644 0401-0645 0401-0646 0401-0647	JASON HANKINS BONNIE COBB NOELLE FLETCHER JAN RICHARDS
1909	LINDSAY	0401-0648 0401-0649 0401-0650 0401-0651	RHONDA GOULD MAGGIE JEWELL HEATHER NUGENT JOANNE HEAD
1943	PETERBOROUGH	SUPP/ALT 0401-0656 0401-0657 0401-0658 0401-0659	JANET SHEEHEY LAURIE HATTON NICOLE BARTLETT AMBER CARMICHAEL SUSAN KEELING
1946	GUELPH	0401-0660	TRICIA GRAY
1974	KINGSTON	0401-0666 0401-0667 0401-0668 0401-0669 0401-0670 0401-0671	TERRY PASCOAL CARI HANNA JANE PETERSEN BARB DEROCHE DEB RAWLINS JASON MATHESON
1979	OTTAWA	0401-0672	MANON PARROT
1997	CORNWALL	0401-0676	WAYNE QUENNEVILLE
2040	NEWMARKET	SUPP/ALT 0401-0688 0401-0689 0401-0690	NICOLE ST DENIS PILON NICOLE COWIE COLLEEN MASCHMANN AHMAD CHAUDHRY
2044	LEAMINGTON	SUPP/ALT 0401-0691	KEVIN LOGUE JENNY PETRIE
2073	TORONTO	SUPP/ALT 0401-0697 0401-0698	EMILIE CASTELLANO STACEY CONNOR DAWN VANDAELE
2141	SIOUX LOOKOUT	0401-0708	TREVOR DAVIES
2179	THUNDER BAY	SUPP/ALT 0401-0714 0401-0715	ADAM TILBERG PATRICIA FRANKLIN KRISTEN HABEL

2189	TORONTO	0401-0716	MICHI CHUN
		0401-0717	MARIE LORENZO
		SUPP/ALT	QAISER KHAN
2190	TORONTO	0401-0718	ANA RIBEIRO
		0401-0719	VAL SANDY
		0401-0720	PAULA TAVARES
2191	TORONTO	0401-0721	VERILINE HOWE
		0401-0722	AMAR BAJWA S
		0401-0723	ANDREW BEECHER
		0401-0724	RAQUEL SIMPSON
		SUPP/ALT	SHELLY ANN THOMPSON
2192	TORONTO	0401-0725	BLAIR COOMBS
2195	OTTAWA	0401-0727	STEVEN BOUCHER
		0401-0728	DONALD BAKER
		0401-0729	MICHELLE DOIRON
2197	BELLEVILLE	0401-0730	SARAH BRAZEAU
2199	ORLEANS	0401-0734	MARGARET HUOT
		0401-0735	JOANNE WADDELL
2202	KINGSTON	0401-0736	GRAEME LANGDON
2204	OTTAWA	0401-0738	SYLVIA SIMPSON
		0401-0739	ANITA LEGAULT
		0401-0740	TAYLOR KOCISZEWSKI
2220	ST. CATHARINES	0401-0741	STEPHEN ECCLES
2221	TORONTO	0401-0742	SAID OMAR
		0401-0744	MAHMOUD SADDO
2225	OSHAWA	0401-0745	KAREN POPADYNETZ
		0401-0746	MARY WILLIS
2276 01	ST. CATHARINES	0401-0753	KRISTINE HUGGINS
		0401-0754	LIZ REED
		0401-0755	CASSIE BISSON
2280	PETERBOROUGH	0401-0756	VERNA PINK
		0401-0757	TERESA PEARCE
		0401-0758	JESSICA WILLIMS
		SUPP/ALT	LISA REID
2286	WINDSOR	0401-0759	KAROLYN GAGNIER
		0401-0760	SARAH MCALLISTER
		0401-0761	KELLY OUELLETTE
		SUPP/ALT	CRAIG HESMAN
2316	TORONTO	0401-0768	AUBREY GONSALVES
		0401-0769	JEAN LAWRENCE SCOTLAND
		0401-0770	MICHELLE MCINTOSH
		0401-0771	ROBIN DE VRIES
2331	AURORA	0401-0775	MARY DI FEDERICO
		0401-0776	MARYANNE COMMISSO
		0401-0777	MARIA IAZZI
		0401-0778	LOREDANA CAMPEOTTO
		0401-0779	TONI IAFRATE
		0401-0780	PATRIZIA VARRASSO
2332	DRYDEN	0401-0781	DARRYL LITTLE
		0401-0782	TINA ARNOLD
2345	WINDSOR	0401-0785	LEEANN DESROSIER
		0401-0786	DESIREE HARRIS PASEKA
2357	OTTAWA	0401-0788	SHERRY WALLACE

2361	LONDON	0401-0793	STEVE PEPPER
		0401-0794	KATHLEEN WEBSTER
		0401-0795	DAVE SOARES
2381	NEWMARKET	0401-0802	LISA MCCONKEY
2424	OTTAWA	0401-0804	KAREN MARTIN
		0401-0805	MARGARET MCLEOD
		0401-0806	JERRETT CLARK
2437	OTTAWA	0401-0808	SHAWLEEN ROBINSON
		0401-0809	JILL ANDERSON
		0401-0810	MARIBEL CORDERO
2484	TORONTO	0401-1605	JESSICA TOMAS
		0401-1606	ERIN WILLIAMS
		0401-1607	LUCY ISABELLA
2501	BURLINGTON	0401-0820	AMANDA JAMIESON
		0401-0821	SHANNON DRAKE
		SUPP/ALT	LISA WARK
2512	KITCHENER	0401-0822	JOANNE DELANEY FRASER
		0401-0823	ANNE DETZLER
		0401-0824	MECHELLE O'HAGAN
2557	FOREST	0401-0834	DEBRA MAXFIELD
		0401-0835	KIM MOMMERSTEEG
		0401-0836	IAN MINIELLY
2563	TORONTO	0401-0837	JENNIFER DANTAS
		0401-0838	MAUDRY WILTSHIRE
		0401-0839	MOJY PAJOOHESH
		0401-0840	ROSANNA DIAS
		SUPP/ALT	SUE GREENE
2597	DASHWOOD	0401-0844	CHRISTINE BRUXER
2599	SUDBURY	0401-0845	VALERIE BARBE
		0401-0846	LYNE LAROSE
		SUPP/ALT	BEVERLEY DESJARDINS
2605	OTTAWA	0401-0847	WENDY BONNEVILLE
		0401-0848	VASSO RAPPOS
2620	BURLINGTON	0401-0850	CLAUDIO DE STEFANO
		0401-0851	WARREN SINCLAIR
		SUPP/ALT	MARK D'SOUZA
2626	OTTAWA	0401-0853	PATRICIA MAGAZONI GONÇALV
		0401-0854	PAULO EDUARDO CASTILHO RI
2635	KINGSTON	0401-0862	HOPE SLACK
2692	LONDON	0401-0866	CINDY MORTON CESARONE
		0401-0867	STACEY BLOIS
		0401-0868	CHERYL SENAY
2717	CORNWALL	0401-0871	ALBERT CELLA
		0401-0872	DEAN DEROUCHIE
2730	SUTTON	0401-0877	WENDY PEARCE
		SUPP/ALT	BRUCE LANKTREE
2770	OTTAWA	0401-0883	MATHIEU TESSIER
		0401-0884	BRUCE CRETE
		0401-0885	MARY JO SPONZA
2816	TORONTO	0401-0887	LEONORA FOSTER
		0401-0888	DEAN PESSANHA
		0401-0889	DONALD HALL
		0401-0890	MICHELLE COLLINS

2875	NEPEAN	SUPP/ALT 0401-0896 0401-0897 0401-0898 0401-0899	KATHERINE WHITE DREW HAUGHTON BETSY LARMOUR KAREN ROBERTSON GINA PRATT
2888	BURLINGTON	0401-0900 0401-0901	DAVID LANGDON RUI TAVARES
2936	AJAX	0401-1628 0401-1629 0401-1630 0401-1631	JOHN HALIK NICOLE PAGETT SANDRA FORSYTHE CINDY O'HANDLEY
2974	ESSEX	0401-0909 0401-0910 0401-0911	BRITTANIE OUELLETTE LINDSAY SIMPSON IAN NASH
2977	VINELAND	SUPP/ALT 0401-0914 0401-0915 0401-0916	JAMES JOVANOVIC CATHARINE ROWLAND COURTNEY SALOMONS BRITTANY NISBETT
2998	TORONTO	SUPP/ALT 0401-1611	IRENE HAGAR SUSAN GAPKA
3014	NAPANEE	0401-0921 0401-0922	SUE MOORE STEPHANIE FINGLAND
3101	OTTAWA	SUPP/ALT 0401-0935	SHIRLEY TRAISE STÉPHANIE CYR
3127	TIMMINS	SUPP/ALT 0401-0938 0401-0939 0401-0940	GINETTE BLANCHETTE ERIC DUCHARME MICHELLE DUBOIS COLETTE PLOURDE
3157	MIDLAND	0401-0947	ALICIA FORGET
3175	KINGSTON	0401-0953 0401-0954	ELIZABETH STEWART SHAVER SHANNON PARKER
3189	ORLEANS	0401-0956 0401-0957 0401-0958	LISE VOISINE MEDJINE MARMONTEL RUTH WISH BELANCE
3191 01	TORONTO	0401-0959	VENNICIA ALLEN
3224	TORONTO	SUPP/ALT 0401- 0969 0401-0970 0401-0971	PATRICIA BARRIENTOS SRITHARAN SIVAGNANAM WANDA FRANCE JESUS AQUINO
3236	TORONTO	0401-0972	NICK VALENTE
3261	TORONTO	0401-0976 0401-0977 0401-0978 0401-0979 0401-0980	ALLAN JAMES EDWIN VITERI NANCY TOMAS DAVID VIEIRA MARCOS SOLORZANO
3268	UNIONVILLE	SUPP/ALT 0401-0981 0401-0982	TUAN VUONG MANUELA OLLHOFF COMFORT KYEAME
3313	PETERBOROUGH	0401-0988 0401-0989 0401-0990	KAREN WEBSTER SUSAN KIRKWOOD ANGELA BLAKE
3389	CORNWALL	SUPP/ALT 0401-1000	DEBRA GIONET SYLVIE POINT

3390	ALEXANDRIA	SUPP/ALT 0401-1001	TAMMY COLEMAN CONNIE HURTUBISE
3393	TORONTO	SUPP/ALT 0401-1002	LISA MACDONALD CURTIS CALDWELL
3501	TORONTO	0401-1003 0401-1017 0401-1018	VERONICA NASCIMENTO DAVID HYLTON GEORGE MADDEN
3549	HEARST	SUPP/ALT 0401-1022	URSKIN BUTE JEAN MARC ST. AMOUR
3572 02	TORONTO	0401-1025 0401-1026	ETHEL BURCHILL LISA THOMPSON
3634	KENORA	SUPP/ALT 0401-1040	JACKI TROMBA CORINNE BURLEY
3651	MARKHAM	0401-1042 0401-1043 0401-1044	SHELLY POLLARD WAYNE STEVENSON NALINI RAMJIT
3691	OTTAWA	0401-1051 0401-1052	HAVEN KALOULOU BIZIKI JOSELLE COUTURE
3695	THESSALON	0401-1053 SUPP/ALT	TAMMY GAREAU MICHELLE KEHEO
3744	MARKHAM	0401-1062 0401-1063	VIOLETA TIANGCO ROQUE SANDRA BANKOLE
3798	TORONTO	SUPP/ALT 0401-1074 0401-1075 0401-1076	ZHENG ZHANG LARRY GIFFIN CATHERINE CHAMPION JACQUELINE BECKFORD
3826	OTTAWA	0401-1080 0401-1081	RUSS HARRIS NATHAN JUHASZ
3902	TORONTO	SUPP/ALT 0401-1090 0401-1091 0401-1092 0401-1093 0401-1094 0401-1095	CHRISTOPHER DRISCOLL MAHDI ZAMANI SANDHYA MYLABATHULA ERICH VOGT HAMISH RUSSELL CHRIS LANDON SUJATA THAPA
3903	TORONTO	0401-1106 0401-1107 0401-1108 0401-1109 0401-1110 0401-1111 0401-1112	GIZEM ÇAKMAK MAIJA DUNCAN SUSANNAH MULVALE MICHAEL KENNY STEPHANIE LATELLA FIROZA ELAVIA MARIFUL ALAM
3904	TORONTO	0401-1113 0401-1114 0401-1115	JOSEPH ZBORALSKI ROBERT BAJKO MARY GREEN
3906	HAMILTON	0401-1122 0401-1123 0401-1126	NATHAN TODD ADAM GRUBER O'HAGAN BENJAMIN OWENS
3907	TORONTO	0401-1129	TAMAR MAHDESSIAN
3908	PETERBOROUGH	0401-1131 0401-1132	DAVID HOLLANDS TAMAR RICHARDS THOMAS
4000	OTTAWA	0401-1144 0401-1145	LOU BURRI PASCAL LAVIGNE

		0401-1146	ERIC LACOURCIERE
		0401-1147	ANDREW FITCHES
		0401-1148	PIERRE VAILLANT
		0401-1149	ALBERT DUPUIS
		0401-1150	THOMAS O'MEARA
		0401-1151	MARILENA FOX
		0401-1152	ELISA TRUDEAU
4047	TORONTO	1721-0009	STEPHANIE LINK
		1721-0010	TRACY ROWAN
4058		1721-0017	KEVIN BEAITH
		SUPP/ALT	AARON BLACK
4092	TORONTO	1721-0031	LAURENT ROY
		1721-0033	VICTORIA PRIMAVERA
		1721-0034	CYNTHIA KRYSZAK
		1721-0035	MARC ROUMY
		1721-0036	FRANCISCO JAVIE ORTIZ URRIE
		1721-0037	DENIS MONTPETIT
		1721-0038	THERESA MITCHELL
		1721-0039	ALEX HABIB
4098	TORONTO	1721-0050	ROBYN JENKINS
4108	CHAPLEAU	0401-1153	JOANNE SERRE
		SUPP/ALT	CATHERINE COUTURE
4153	HAMILTON	0401-1598	DAVE DICKHOUT
		0401-1599	PATRICK CUMBO
		0401-1600	BLAKE CORKILL
4155	L'ORIGINAL	0401-1158	GAETANNE CARON
		0401-1159	DOMINIQUE ROY
4156	FONTHILL	0401-1162	LES THIBODEAU
		0401-1163	TOM ROBINSON
		0401-1164	BRENDA MAHONEY
4186	LONDON	0401-1172	PATTY KLEBER
		0401-1173	PATRICK GOSLING
		0401-1174	ANDRE KING
		0401-1175	SCOTT SHUTE
4207	ST. CATHARINES	0401-1178	PHIL WACHEL
		0401-1180	GERRY BOILY
		0401-1181	MIACO KUZYK HILDEBRAND
4222	LONDON	0401-1183	VICTORIA TOULOUSE
		0401-1184	JOANNE DOWSWELL
		0401-1185	BLAIR THOMAS
		0401-1186	ERICA ROSS
		0401-1187	LYNDA COOPER
		0401-1188	REBECCA GRAHAM
4248	TORONTO	0401-1190	ESMERALDA LETTS
4293	COCHRANE	0401-1200	KAREN BAIRD
		0401-1201	JANICK NADEAU
		SUPP/ALT	JESSICA GAGNON
4297	OTTAWA	0401-1202	JUSTIN DORÉ
		0401-1203	ANDRÉ MONETTE
4340	TORONTO	0401-1213	SYLVAIN PICHÉ
4422	LINDSAY	0401-1260	CORRIE LEE
		0401-1261	VALERIE DUDMAN
		0401-1262	VICTOR BODECHON

4474	PERTH	SUPP/ALT 0401-1270	JENNIFER SWITZER KERRI VANDER MEER
4540	OTTAWA	SUPP/ALT 0401-1278 0401-1279 0401-1280 0401-1281	DEBBIE MARSOLAIS EDWARD ROUSSELLE BARBARA LAVICTOIRE DAVID VERCH FRANK LAMOTHE
4559	TORONTO	SUPP/ALT 0401-1283	NICOLE SYRYDUK MARTIN BUCHANAN
4600	OTTAWA	SUPP/ALT 0401-1293	HALLEY MCLAREN MEG LONNERGAN
4660	BARRIE	0401-1303 0401-1304	JULIE ANN VAN VLAENDEREN MELANIE DEGRACE
4685	SAULT STE. MARIE	SUPP/ALT 0401-1309 0401-1310 0401-1311	LORI MCCARRON ALISON CAUL VINCE ASSIGNIACK ANDREW RHODES
4700	SIMCOE	0401-1314 0401-1315 0401-1316	JERRY KHUMALO ED VEZSENYI THEO KARAGIAS
4705	COPPER CLIFF	0401-1318 0401-1319 0401-1320 0401-1321 0401-1322 0401-1323	JIM PUTMAN DAVE LEVESQUE MIKE BELLEROSE MARTY LAROCQUE BRYAN KEITH DENISE BELANGER
4721	OTTAWA	0401-1328 0401-1329	LAURIN LEVESQUE NANCY GIRARD
4727	STRATFORD	0401-1334 0401-1336 0401-1337	KIM LINCOLN TREENA HOLLILNGWORTH ANGELA LIEHMANN
4742	ALMONTE	0401-1341 0401-1342	SARAH JOHNSTON KATHARINE BOURCK
4762		0401-1345 0401-1346	RABAB YAACOUB SHAMIM HILTS
4788	OSHAWA	0401-1350 0401-1351 0401-1352	ALICE RENDA FAY OVENDEN BRENDA PHILLIPS
4793	OTTAWA	SUPP/ALT 0401-1353 0401-1354	GLENDIA JENKINS CHARMAINE SUTTON CAROL BAPTISTE
4807	FORT FRANCES	SUPP/ALT 0401-1356 0401-1357	MARIETTA SAMAD CORINNE WEBB MITCHELL CARLSON
4823	TORONTO	0401-1362 0401-1363	ANGELLA FORSKIN SHARON CUMMINS
4829	TORONTO	0401-1367	IVY OPOKU
4911	PETERBOROUGH	0401-1382 0401-1383	JASON FRASER RYAN MOLONEY
4914	MISSISSAUGA	SUPP/ALT 0401-1384 0401-1385 0401-1386	DAVE JEFFRIES SONIA YUNG EMMANUEL ANSAH KIRK RAINFORD

4921	BRAMPTON	SUPP/ALT 0401-1387	BEVERLEY BEDEAU THERESA OZEMOYAH
5001	TORONTO	0401-1388 0401-1408 0401-1409 0401-1410 0401-1411 0401-1412	ANDREW JOHNSON JOVITA MOLINA JANE (YUAN) CHIU NICK SZCZYGIEL WENDY RAMSUMAIR MACON WHARTON
5089	TORONTO	0401-1428 0401-1429	DAFYDD COOPER KAPILDEV SELVANAYAGAM
5110	BOWMANVILLE	0401-1436 0401-1437 0401-1438	LISA BARKWELL KAREN CLUGSTON ALLISON POWELL
5167	HAMILTON	0401-1446 0401-1447 0401-1448 0401-1449 0401-1450 0401-1451 0401-1452	JAY HUNTER ADAM PITRE TIM LEGACY ANNE ABRAM ANDREW MATTHEWS ROSE MACGOWAN BARRY CONWAY
5180	MISSISSAUGA	0401-1462 0401-1463 0401-1464 0401-1465 0401-1466 0401-1467	JOE RICCI PASQUALE ROMANO LAIRD MACLEOD PETER RADMAN DENISE MURDOCK PETER KARASTAMATIS
5239	TORONTO	SUPP/ALT 0401-1486	MARK PRATT CANDICE BURT
5269	SAULT STE MARIE	SUPP/ALT 0401-1495 0401-1496	KIRSTEN LOW TINA GAUTHIER LEE ANN PETTENUZZO
5300		0401-1503 0401-1504 0401-1505	JEFFREY CORNELISSEN LEANNE SLAUGHTER ANNE RAE
5335	OTTAWA	0401-1514 0401-1515	CHRISTINE COUTURE MARC LAMIRANDE
5348	OAKVILLE	0401-1520	TANIA YOUNG
5404	KITCHENER	0401-1649	KRISTINE MARCY
5500	OTTAWA	SUPP/ALT 0401-1526 0401-1527	DONNA DUBOIS LUC CYR DANIEL SEGUIN
5678	BROCKVILLE	SUPP/ALT 0401-1536 0401-1537 0401-1538 0401-1539 0401-1540 0401-1656	NIRANJAN NOORHASAN CAROLE AIRHART ROBIN YANDEAU DARRIN CRYDERMAN DAYNA MCCUMBER TAMMY CASWELL NANCY RIPLEY
5820	SIMCOE	0401-1543 0401-1544	DEB LUND LAURA POSPISIL
5852		0401-1546 0401-1547 0401-1549	CATHY STINSON JUDI WILLCOCKS DAVID PETTIGREW

6364			0401-1551	ZORAN PIVALICA
			0401-1554	PAM PARKS
			0401-1555	MICHELLE THOMPSON
			0401-1556	IRENE SMITH
			0401-1557	CHARLENE VAN DYK
			0401-1558	CINDY DOWSON
			0401-1559	LORNA PEARSON
			SUPP/ALT	DONNA JONES
			7575	LONDON
7797	TORONTO		0401-1563	MARNIE TEGLER LAPOINTE
			0401-1635	CONNIE NDLOVU
			0401-1636	CHARMAINE KELEGAN
			0401-1637	PETER VOTSCH
7800	HAMILTON		0401-1638	TERRY PETERS
			SUPP/ALT	LIDA MUGUERZA
			0401-1569	DAVE MURPHY
			0401-1570	BILL FERGUSON
			0401-1571	CATHIE WEAVER
			0401-1572	KATHY MACKINNON
			0401-1574	JILLIAN WATT
			0401-1575	ALAN PETERS
7811	CORNWALL		0401-1576	BRUNO FREUDENREICH
			0401-1578	DIANE PECORE
			0401-1579	SHAWN ALGUIRE
			0401-1580	ALLEN RENWICK
			SUPP/ALT	MITCH MARTEL
SECTIONS LOCALES / LOCALS			MANITOBA / MANITOBA	
110	WINNIPEG		0501-0006	ABE ARAYA
			0501-0007	SWARAN DHALIWAL
			0501-0008	TERRY EGAN
			SUPP/ALT	HAMID HAJI HAMZEH
204	WINNIPEG		0501-0162	DEBBIE BOISSONNEAULT
			0501-0163	CYNTHIA PENNY
			0501-0164	DANIEL RICHARDS
			0501-0165	MYLENE HOLMES
			0501-0166	MICHAEL STERLING
			0501-0167	TRICIA MERRITT
			0501-0168	LISA CHETWYND
			0501-0169	SHIRLEY ANN FECULAK
			0501-0170	MO BAE
			0501-0171	SUSANNA KOSZYK
			0501-0172	CINDY PAUL
			0501-0173	ELVIE REYES
			0501-0174	LENNY NAVARRO
			500	WINNIPEG
0501-0012	GORD DELBRIDGE			
0501-0013	CHRISTIE BACHYNSKI			
0501-0014	NICHOLAS MCCLURG			
0501-0015	REBECCA SCOTT			
0501-0016	CAMERON PATRICK			
0501-0017	PHIL DEMBICKI			
0501-0018	KAREN BYZUK			

		0501-0019	JULIE MCCLURG
		0501-0020	ELIZABETH BLAIR
		0501-0021	CAROLINE PROBIZANSKY
737	BRANDON	0501-0027	JAMIE ROSE
		0501-0028	BARB GRIBBEN
		0501-0029	CAROL GYSELMAN
744	WINNIPEG	0501-0030	STEVE MAGIAN
		0501-0031	DALE GIBSON
		SUPP/ALT	BOB GUENTHER
745	THE PAS	0501-0032	CLAYTON PAUL
998	WINNIPEG	0501-0037	KELLI HOWELL
		0501-0038	MICHELLE BERGEN
		0501-0039	MARK HADDER
		0501-0040	JASON PAINTIN
1475	WINNIPEG	0501-0046	SIMONE JOURDAIN
1522	SELKIRK	0501-0050	KAREN SINNOCK
		0501-0051	ANGELA MORTIMER
1543	WINNIPEG	0501-0053	MARGARET ROBICHAUD
		SUPP/ALT	MARYLOU VIALLET
2153	WINNIPEG	0501-0069	OSHOKE MONOFI
		0501-0070	NANCY GRANT
		0501-0071	BRAD THIESSEN
		SUPP/ALT	MELODY HINES
2348	WINNIPEG	0501-0157	GINA MCKAY
		0501-0158	TRISTAN DREILICH
		0501-0159	VIVIENNE HO
3206	ERIKSDALE	0501-0090	ELAINE COVERDALE
		SUPP/ALT	KURBY SHORT
3473	WINNIPEG	0501-0098	COLLEEN DEEGAN
		0501-0099	CORRY INKSTER
		0501-0100	NEIL REAVELY
3754	LORETTE	0501-0103	LUC BISSONNETTE
		0501-0104	ALINE THÉROUX
		0501-0105	EVELINE TOUCHETTE
		SUPP/ALT	ANDRÉ FREYNET
4029	WINNIPEG	1721-0004	MORGAN BRAUN
		SUPP/ALT	ASHLEY PRETEAU
4270	PORTAGE LA PRAIRIE	0501-0115	NATASHA ROSS
		0501-0116	DARRIN COOK
		0501-0117	LISA ELLIOTT
		0501-0118	JOHN REYNOLDS
		0501-0119	CANDACE WRIGHT
		0501-0120	BONNIE WIEBE
4642	WINNIPEG	0501-0134	MICHELLE PERRIN
		0501-0135	LEANNE GREGORCHUK
		0501-0136	ELLIS SIGURSDSON
5021	WINNIPEG	0501-0142	MOHAN SHARMA
		0501-0143	DIPTIN PATEL
		0501-0144	ROD RUPPS
5362	WINNIPEG	0501-0151	MARGARET SCHROEDER
		0501-0152	COLLETTE LAFRENIERE THOMP

SECTIONS LOCALES / LOCALS		SASKATCHEWAN / SASKATCHEWAN	
7	REGINA	0601-0003	RICHEL NIXON
		0601-0004	STACEY BRESSELAAR
		0601-0005	KATE CHEVELDEOFF
9	MOOSE JAW	0601-0006	BOB CRAIG
		0601-0007	BRETON WOOD
		0601-0008	ROBIN MITCHELL
47	SASKATOON	0601-0014	TROY DAW
		0601-0015	RICK SIELSKI
59	SASKATOON	0601-0016	STAN MACALA
		0601-0017	DAVE MCKEE
		0601-0018	BRIAN LUTZER
		0601-0019	JAYNE LITTERICK
456	MELVILLE	0601-0030	DYLAN BRELAND
600 03	NORTH BATTLEFORD	0601-0212	NANCY SEMAN
		0601-0213	JOLENE CHAMBERLAIN
650	REGINA	0601-0031	GLENN DOUGLAS
859	SASKATOON	0601-0037	MIKE STEFIUK
		0601-0038	LANDEN AQUILON
		0601-0039	RYAN ADKINS
		SUPP/ALT	JOSE JUAREZ
974	SASKATOON	0601-0043	ERIN SHINGOOSE
		0601-0044	AIVAN JAVIER
1594	REGINA	0601-0049	DALE MITCHELL
		0601-0050	TANYA ROGOSCHEWSKY
1949	SASKATOON	0601-0057	MEARA CONWAY
1975	SASKATOON	0601-0059	CRAIG HANNAH
		0601-0060	BOB JONES
		0601-0061	RYAN KLASSEN
		0601-0062	JEFF THEIS
		0601-0063	CINDY TOY
		0601-0064	LISA SHIFFMAN
2268	SASKATOON	0601-0067	GWEN MURPHY
		0601-0068	IRIS LAPIERRE
		0601-0069	TERESA HITCHINGS
2419	REGINA	0601-0071	YASSINE EL BAHLOULI
3012	REGINA	0601-0081	DENISE MACDONALD
3207	REGINA	0601-0084	KRISTINA ATHERTON
3287	SASKATOON	0601-0085	WILLIAM GULKA
3730	SASKATOON	0601-0100	WAYNE HARRIMAN
		0601-0101	RON MCLEAN
3766	REGINA	0601-0103	JACKIE CHRISTIANSON
4254	SASKATOON	0601-0117	GRACE WUDRICK
		0601-0118	LYNN MCCORMICK
		0601-0119	MONICA NEALE
4784	YORKTON	0601-0141	KARLA SASTAUNIK
		0601-0142	ERIN AUCHSTAETTER
4799		0601-0146	MARIE MOORE
4802	KINDERSLEY	0601-0149	JODI SLOCOMBE
		0601-0150	LORRAINE WILKE
		0601-0151	MICHELE WHITFIELD
4828	REGINA	0601-0152	KENT PETERSON

4875	MELFORT	SUPP/ALT 0601-0157 0601-0158 0601-0159	DEENA KAPACILA ELLEN ZUCK LAURA MCGILLIVRAY PATRICIA GAUSMAN
5080	MELFORT	0601-0161 SUPP/ALT	MEAGEN COOK TINA (CHRISTINA) LINDSAY
5252	REGINA	0601-0163 0601-0164 0601-0165 SUPP/ALT	TAMI JANZ SARGEES CHERYL LOWE AMY REDDING JANICE WOLFMUELLER
5430	SASKATOON	0601-0171 0601-0172 0601-0173 0601-0174 0601-0175 0601-0177 0601-0178 0601-0179 0601-0180 0601-0181 0601-0182 0601-0183 0601-0184 0601-0185 0601-0186 0601-0187 0601-0188 0601-0189 0601-0190 0601-0191 0601-0192 0601-0193 0601-0194 0601-0195 0601-0196 0601-0197	CYNTHIA LANDRIE SIDNEY HALL BERNITA WILSON LINDA VANCUREN VAL LAVENTURE CAROL JOHNSTONE SHARON PAUL JOANNE ALEXIUK DARLENE GILEWICH SHEILA BOULDING CINDY ZORN LUCY POELEN – CONNIX RHONDA OSIPOFF REBECCA REYNARD DEBBIE SHEPPARD BRENDA SHAUF ARLENE PICARD ADRIENNE GARDINER CORINNE SOPEL DESIREE CROSS HEATHER DANIELS GWEN FOSTER SANDRA SEITZ NANCY BLACK JIM CARR BASHIR JALLOH
5512	MOOSE JAW	0601-0201 0601-0202	DALE SMITH MELODY STARK
5791	REGINA	0601-0204	SHANE BELTER
8443	SASKATOON	0601-0208 0601-0209 0601-0210 0601-0211	SCOTT BARRETT DENE NICHOLSON SANDRA SOBOTTKA CLAY WILSON

SECTIONS LOCALES / LOCALS

ALBERTA / ALBERTA

8	CALGARY	0701-0007 0701-0008 0701-0009 0701-0010 0701-0011 0701-0012 SUPP/ALT	BELLA MIGUEL ROSS MCCUAIG RUTH QUADROS MARGIE FUENTES JULIET FUENTES CRISTINA HINAHON TIFFANY OUT
30	EDMONTON	0701-0242	RICK EWASHKO

		0701-0243	JAMES HAWKES
		0701-0244	MIKE MCCANN
		0701-0245	WADE NAICKEN
		0701-0246	NEIL KETLER
		0701-0247	JOHN MERVYN
		0701-0248	SHARON TOBIAS
		0701-0249	PAUL MITCHELL
37	CALGARY	0701-0013	CYRIL WILSON
		0701-0014	JODY SALLANS
		0701-0015	SCOTT CUSH
		0701-0016	ZACHARY LAWRENCE
		0701-0017	MATTHEW SJOGREN
38	CALGARY	0701-0021	D'ARCY LANOVAZ
		0701-0022	SASHA WALLIS
		0701-0023	KIM JAEDICKE
		0701-0024	KELLEY SHINNIE
		0701-0025	CHERISE STOCK
		0701-0026	KEN WEAVER
		0701-0027	KEVIN WATSON
		0701-0028	COREY NESDOLY
		0701-0029	ERNIE DUFFY
		0701-0030	KATIE HERRINGTON
40	CALGARY	0701-0034	TROY KILLAM
		0701-0035	CLAY GORDON
		0701-0036	WARREN MANNERS
		0701-0037	DAVE MANSER
41	EDMONTON	0701-0038	LYDIA MORGAN
		0701-0039	RAJ UPPAL
		0701-0040	GURMEL PANAYCH
		0701-0041	CONNIE KUSI APPIAH
46	MEDICINE HAT	0701-0042	MORGAN FERRIER
		0701-0043	DEBBIE ISNOR
		0701-0044	JIM HALL
		0701-0045	MIKE BISCHKE
		SUPP/ALT	JASON FENSKE
70	LETHBRIDGE	0701-0046	RON PREDDY
		0701-0047	DON NISHIKAWA
		0701-0048	TIM JOBLONKAY
		0701-0049	TINA HAILWOOD
		SUPP/ALT	JUSTIN EMBURY
290	LETHBRIDGE	0701-0051	TAMMY SUTHERLAND
408	LETHBRIDGE	0701-0053	TINA JANES
		0701-0054	KATIE ANKERMAN
417	RED DEER	0701-0056	TIM HESLOP
		0701-0057	LONNIE AMUNDSON
		0701-0058	BARRY BROOKES
		0701-0059	DARLEEN TRACY
474	EDMONTON	0701-0061	JOHN VRADENBURGH
		0701-0062	BARRY BENOIT
		0701-0063	DOROTHY WHALEN
		0701-0064	STACEY TUBBS
		SUPP/ALT	JARED MATSUNAGA TURNBULL
520	CALGARY	0701-0065	FRANK METTIMANO

		0701-0066	JOHN RUSSO
		0701-0067	RENE VIZCONDE
709	CALGARY	0701-0068	FRANK DONEGAN
		0701-0069	JEFF HYSLOP
		0701-0070	RON LOWE
		SUPP/ALT	JAMES ANNAN
784	EDMONTON	0701-0072	JAMES NIVEN
		0701-0073	TOM KROCHAK
787	GRANDE PRAIRIE	0701-0236	RANDY WALD
		0701-0237	GIGI LAFORGE
		0701-0238	TIM ROCHON
		0701-0239	MIKE CARSLY
829	MEDICINE HAT	0701-0076	SHARON STOLZ
		0701-0077	LORNA STATHAM
838	RED DEER	0701-0079	DENISE WALLS
		0701-0080	ELLIE OXLEY BROWN
941	ST. ALBERT	0701-0083	BRETT MACDONALD
		0701-0084	DEREK BENSON
		SUPP/ALT	LIZ PEARSON
1031	EDMONTON	0701-0090	VIOLET BONI
		0701-0091	LORNA WELLS
1099	ST. ALBERT	0701-0096	LEE ANN KALEN
		0701-0097	JENNIFER SWITZER
1158	EDMONTON	0701-0099	ALEXANDRA WILK
		0701-0100	INDERJIT KAUR GAKHAL
		0701-0101	JOY CORREIA
		SUPP/ALT	THERESA A CORKUM
1169	CALGARY	0701-0102	RYAN POSTIC
		0701-0103	KATHLEEN NICKEL
1357	EDSON	0701-0106	DONNA CONGER
1445	RED DEER	0701-0111	TRINA CARROLL
		0701-0112	CATHERINE LILLY
1458	JASPER	0701-0113	STEVE LAHAIE
		0701-0114	LAURENT BOLDUC
1505	FORT MCMURRAY	0701-0117	PETER COLLINS
		0701-0118	RUTH THORNE
		0701-0119	PAUL KING
		0701-0120	BRENDA NEWMAN
		0701-0121	PRISCILLA ALBARRACIN
1661	WESTLOCK	0701-0126	JANET RIOPEL
1825	COALDALE	0701-0127	MARINA MILLER
		0701-0128	JUANITA AASMAN
		0701-0129	BARB SCHRAMM
2111	EDMONTON	0701-0136	PATSY LENZ
		0701-0137	LEILA ESPIRITU
		0701-0138	KERI FUNNELLE
2133	CLARESHOLM	0701-0141	STUART SCHRAMM
2157	FORT MCMURRAY	0701-0142	SUZY MILLER
		0701-0143	JAMES REID
2158	GRANDE PRAIRIE	0701-0145	JENNIFER PAYNE
		0701-0146	KEN PILON
2550	MORINVILLE	0701-0154	MARY MORIN
2559	FORT MCMURRAY	0701-0156	DANIELLE DANIS

3174	VIKING	0701-0157	TAMARA MARKS
		0701-0169	LOIS SOLESKI
		SUPP/ALT	DHARAMJEET KAUR
3341	EDMONTON	0701-0172	TRACEY ELENIAK
		SUPP/ALT	LISA MCDONALD
3395	FOREMOST	0701-0173	KEVIN JESSKE
3484	LEDUC	0701-0174	NATASHA WARNOCK
		0701-0175	BARBIE STAPLES
		0701-0176	JORDAN WANNAMAKER
		SUPP/ALT	RITA LOPEZ
3550	EDMONTON	0701-0177	CAROL THOMPSON
		0701-0178	MABEL ONG
		0701-0179	GLORIA LEPINE
		0701-0180	JANICE KUBE
		0701-0181	SHELLY LAVALLEE
3623	GRANDE PRAIRIE	0701-0184	ANGEL SIRCA
		0701-0185	NORMA PETERS
3911	EDMONTON	0701-0188	GLYNNIS LIEB
		0701-0189	VANEE NARAYANAN
		0701-0190	MARK DIMIRSKY
		SUPP/ALT	FIONA MACGREGOR
4053	EDMONTON	1721-0055	JESSICA BALANUIK
		1721-0056	KILLIAN JACKSON
4070	CALGARY	1721-0057	REBECCA MONEY
		1721-0058	JAMIE LOISELLE
		1721-0059	JORDAN CHRISTENSON
		1721-0060	SYLVIA ALVES
		1721-0061	KRUTI SUTARIA
		1721-0062	MARCO DI VIRGILIO
		1721-0063	BRIGITTE BENOIT
		1721-0064	CRYSTAL HILL
		SUPP/ALT	CHRIS RAUENBUSCH
4095	CALGARY	1721-0047	KIM WENTZELL
		1721-0048	DAYLEN MITANSKY
4625	MORINVILLE	0701-0201	KELLY SALISBURY
		0701-0202	CAROL RUSINKO
4731	CALGARY	0701-0231	KELLI FIGLEY
		0701-0232	SHERRY ELLIOTT
4733	STETTLER	0701-0207	BRENDA REID
		SUPP/ALT	KAYLA HOFFMAN
4810	RED DEER	0701-0210	DEB ISBISTER
5606	WAINWRIGHT	0701-0226	DIANE HODGINS MILLER
		SUPP/ALT	DEBBIE ELLIOTT

SECTIONS LOCALES / LOCALS

COLOMBIE-BRITANNIQUE / BRITISH COLUMBIA

15	VANCOUVER	0801-0013	CYNTHIA SCHATD
		0801-0014	ALLISON BELL
		0801-0015	AARON COOK
		0801-0016	RAVINA LAL
		0801-0017	CRAIG HOPKINS
		0801-0018	AZEEM KAZI
		0801-0019	KYLE LARSON
		0801-0020	HENRY LEE

23	BURNABY	0801-0021	DEBBIE MOHABIR
		0801-0022	STARLA BAYLEY
		0801-0023	KASUN PERERA
		0801-0024	DONNA PETERSEN
		0801-0025	SANTINO SCARDILLO
		0801-0026	DESIREE WILLIAMS
		0801-0027	WARREN WILLIAMS
		0801-0035	BRUCE CAMPBELL
		0801-0036	ALISTAIR MADURAY
		0801-0037	JEFF LUECK
		0801-0038	SARAH BJORKNAS
		0801-0039	ADRIAN BLAKE
		0801-0040	DOUG GRAHAM
		0801-0041	GERALDINE WALL
50	VICTORIA	0801-0042	SARAH KIM
		0801-0043	MATTHEW MCKAY
		0801-0044	DAN MACBETH
116	VANCOUVER	0801-0045	RYAN RUTLEDGE
		0801-0046	KYLE MCMORRAN
		0801-0051	DAVID LANCE
		0801-0052	ROGER DE PIERI
		0801-0053	LEAH MURRAY
		0801-0054	BILL PROVENZANO
		0801-0055	NICK LEMMEL
118	PORT ALBERNI	0801-0056	RICHARD GEE
		0801-0057	GEORGINA STARK
		0801-0058	STACY WATTON
		0801-0059	PETE BITTER
		0801-0060	NORM FUDGE
338	KELOWNA	0801-0064	KEN POMMIER
		0801-0065	DEB TOMLINSON
374	VICTORIA	0801-0066	AMANDA SCHUFFELS
		0801-0073	SHIREEN CLARK
		0801-0074	CAROL MCNICHOL
		0801-0075	GARY FLYNN
379	BURNABY	0801-0076	GORD BEAUVILLIER
		0801-0077	PAUL SIMPSON
		0801-0078	TOMMY FAGAN
		0801-0079	SIMI HUNDLE
382	VICTORIA	0801-0080	MICHAEL VANDERLANS
		0801-0082	PAUL KNAPIK
386	COQUITLAM	0801-0083	BRIAN WHIN YATES
		0801-0085	GORD WILLIS
		0801-0086	BRETT HOBKIRK
		0801-0087	NATASA MUHIC
		0801-0088	MIKE RICHARD
		0801-0089	JACKIE MCCAMBRIDGE
387	NEW WESTMINSTER	0801-0090	HARDEEP MAGHERA
		0801-0091	JORDAN PINK
		0801-0092	TABITHA GUICHON
389	NORTH VANCOUVER	0801-0093	KATHY MCLEOD
		0801-0094	CINDY MCQUEEN
		0801-0095	JOYCE GRIFFITHS

		0801-0096	TINA NOWACZEWSKI
		0801-0097	BRIAN WARMAN
		0801-0098	CAROL NORDBY
		0801-0099	KYLE KNOWLES
		0801-0100	DAVID HEAD
391	VANCOUVER	0801-0101	KARI SCOTT WHYTE
		0801-0102	LYNDA CARLSON
		0801-0103	SHENURI NUGAWILA
		0801-0104	TANYA FERRY
		SUPP/ALT	JOHNATHAN DYER
394	RICHMOND	0801-0105	ROB BOILY
		0801-0106	TOM KNOWLES
		0801-0107	SCOTT BURBIDGE
		SUPP/ALT	PETER SANDHU
401	NANAIMO	0801-0110	BLAINE GURRIE
		0801-0111	LAURENCE AMY
402	SURREY	0801-0116	JEANNIE KILBY
		0801-0117	DARCY MCPARTLIN
		0801-0118	RICK TANAKA
		0801-0119	RYAN SWAN
		0801-0120	AMANDEEP CHEEMA
		0801-0121	LISA OWENS
		0801-0122	EILEEN MCMILLAN
		0801-0123	TOBY DANIEL
403	LANGLEY	0801-0125	SCOTT JOHNSON
		0801-0126	PETER TAYLOR
		0801-0127	STEPHANIE EBY
		0801-0128	JEFF CULHANE
		0801-0129	BRAD HAMEL
407	VANCOUVER	0801-0130	CHAR DERZAK
409	NEW WESTMINSTER	0801-0132	MARCEL MARSOLAIS
		0801-0133	KARRIE ANDREWS
		0801-0134	JANET KINNEARD
410	VICTORIA	0801-0135	VICKI SUNDHER
		0801-0136	DARRELL JOYCE
		0801-0137	FATIMA FERREIRA
		SUPP/ALT	REBECCA BAUGNIET
439	COURTENAY	0801-0142	DENISE BULLOCK
		0801-0143	SUSAN HANSEN
454	DELTA	0801-0151	JOHN GIBSON
		0801-0152	NICK ANGRIGNON
		0801-0153	JEFF KIRKBRIDE
		0801-0154	KATHLEEN CHAN
458	CHILLIWACK	0801-0155	DARLENE WORTHYLAKE
		0801-0156	JESSICA CLARKE
		0801-0157	SHAWN PRITCHARD
459	VICTORIA	0801-0158	LISA HAUG
		0801-0159	NOELLE WASS
		0801-0160	MAGGIE CLARK
476	POWELL RIVER	0801-0162	AILEEN O'KEEFE
		0801-0163	KATHLEEN BOYD
498	PORT COQUITLAM	0801-0164	RON NARAYAN
		0801-0165	LES NERDAHL

		0801-0166	TAMMY GRAHAM
		SUPP/ALT	MARK GRASBY
523	VERNON	0801-0167	JOSE VAN BERKEL
		0801-0168	TAMMIE KOROLUK
		0801-0169	TAMMY CARTER
		0801-0170	JENNIFER HARPER
556	COURTENAY	0801-0171	KAREN GARRETT
		0801-0172	BONNIE KOZLOWSKI
561	COQUITLAM	0801-0174	NIKI COOKE
		0801-0175	JANE GIBBONS
		0801-0176	IRENE SCHOEMAKER
		0801-0177	DEBBY (DEBRA) COWAN
		0801-0178	LISA GREGORY
593	MISSION	0801-0180	LYNN MCCAWE
		0801-0181	MARGARET WEISS
		0801-0182	BRIGID LAMB
		SUPP/ALT	FAYE HOWELL
606	NANAIMO	0801-0183	ROBERT ZVER
		0801-0184	STEVE FIELDEN
		0801-0185	LAURIE JENKS
		0801-0186	KEN BEST
608	PENTICTON	0801-0187	CAROL LAWRENCE
		0801-0188	SHELIE BEST
		0801-0189	AMANDA LUST
622	MAPLE RIDGE	0801-0190	ROB LETTS
703	MAPLE RIDGE	0801-0196	TRACEY DAHLIN
		0801-0197	SUSANNE BONNY
		0801-0198	ANNA MARER
		0801-0199	JASON FRANKLIN
716	RICHMOND	0801-0201	IAN HILLMAN
		0801-0202	STACEY ROBINSON
		0801-0203	INGRID TROUW
		0801-0204	CODY ROGERS
		0801-0502	NANCY WILLIAMS
718	RICHMOND	0801-0205	DAL BENNING
		0801-0207	ANGELA ZANARDO
		0801-0208	DUSTIN INNES
		0801-0209	RAMAN JOHAL
727	PORT ALBERNI	0801-0213	NANCY BELL
		0801-0214	NADINE WHITE
		SUPP/ALT	BRENDA RUSSELL
728	SURREY	0801-0215	MARCEY CAMPBELL
		0801-0216	TAMMY MURPHY
		0801-0217	GEORGE HARDY
		0801-0218	MARK KAWAKAMI
		0801-0219	SHANNON LEVINSKY
		0801-0220	ERIC JAWORSKI
		0801-0221	DEBRA MERRIER
		0801-0222	ANIL SINGH
		0801-0223	PETER MACYSHEN
		0801-0224	EDWARD PARSOTAM
		SUPP/ALT	ALLEN HENRICKS
748	NELSON	0801-0225	MICHELLE BENNETT

774	ABBOTSFORD	0801-0228	KALINDA NAISMITH
		0801-0229	JULIE MCLEAN
		0801-0230	JENNIFER KITSUL
		0801-0514	RYAN DOMAN
779	SQUAMISH	0801-0232	CHRISTINA FORSYTH
788	SALT SPRING ISLAND	0801-0234	LARRY MELIOUS
		0801-0235	ANGELA GRAY
798	POWELL RIVER	0801-0236	GRAHAM TONKS
		0801-0237	ROBERTA CIARAULO
		0801-0238	PETE SOOS
825	PORT MOODY	0801-0242	CHRISTINE GERMAN
		0801-0243	NATALIE HAYTON
		0801-0244	STEVEN EWONUS
900	KAMLOOPS	0801-0258	CARMEN SULLIVAN
		0801-0259	LARISSA DENEALD
		0801-0260	TRAVIS CARLIN
		0801-0261	KEN DAVIS
		SUPP/ALT	ANITA MORI
917	VICTORIA	0801-0262	BYRON SPIERS
		0801-0263	CLAUDE CHAMPAGNE
		0801-0264	SHANE RANDALL
		0801-0265	ERIC SEGEC
947	VICTORIA	0801-0266	JANE MASSY
		0801-0267	SHAUNA JOHNSON
		0801-0268	SHAWNA ABBOTT
		0801-0269	TAILY WILLS
951	VICTORIA	0801-0270	KIRK MERCER
		0801-0271	LAURIE WHYTE
		0801-0272	PAT SHADE
		0801-0273	KARA WHITE
1004	VANCOUVER	0801-0274	ANDREW LEDGER
		0801-0275	GARY PARKER
		0801-0276	FRANK LEE
		0801-0277	DENNIS DONNELLY
		0801-0278	GLENN JONES
		0801-0279	RAYMOND ETHIER
		0801-0281	PAUL BARATTA
		0801-0283	SHARON CHU
		0801-0284	TUESDAY ANDRICH
1048	PRINCE GEORGE	0801-0293	KELLY BOUDREAU
		0801-0294	DAVID BOBBIE
		0801-0295	KAREN WELCH
1050	QUESNEL	0801-0296	LANCE WILKINS
1091	DELTA	0801-0298	PATTI PRICE
		0801-0299	EILEEN PENNEY
		0801-0300	DAUN FREDERICKSON
		0801-0301	JONATHAN MCCUNE
1123	KELOWNA	0801-0302	DUSICA ROSE JURKIC
1260	LANGLEY	0801-0305	RAYLENE SCHALLOCK
		0801-0306	DANICA HANSEN HUGHES
1267	MISSION	0801-0309	JOAN MCPHERSON
		0801-0310	MARCI RANGERS
1622	VANCOUVER	0801-0316	RHONDA OTT

1698	ABBOTSFORD	0801-0317	MEGHAN DOLL
		0801-0319	HOLLY HUMPHREYS
		0801-0320	MINAKSHI SIDHU
1767	DELTA	0801-0324	JARED MELVIN
		0801-0325	HARPINDER SANDHU
		0801-0326	PAUL MRAZEK
		0801-0327	SARAH DAVY
		SUPP/ALT	TINA DHAMI
1816	VANCOUVER	0801-0328	BETH MILLER
		0801-0329	BRUCE MICHAEL
		0801-0330	VIV TIGGES
		0801-0331	COLLEEN FINN
1858	NANAIMO	0801-0335	DEBORAH HOPPER
		0801-0336	TIFFANY MCLAUGHLIN
		0801-0337	QUINN RAMSAY
1908	SALMON ARM	0801-0338	KEVIN HANSEN
		0801-0339	LOREEN MATOUSEK
1936	NEW WESTMINSTER	0801-0503	SHERYL BURNS
		0801-0504	LEE ANN LALLI
		0801-0505	BERNICE WAY
		0801-0506	DEEA BAILEY
1978	VICTORIA	0801-0515	TOM BENJAMIN
		0801-0516	GRAZIELLA MARTIN
		0801-0517	HENRY LEE
		0801-0518	BRUCE LESPERANCE
		0801-0519	MICHAEL MCKINLEY
2010	WHISTLER	0801-0340	CHRIS GLAVIN
2011	VICTORIA	0801-0341	RANDY SMITH
2052	TERRACE	0801-0349	MONICA BRADY
		0801-0350	NELIE PACHECO
2058	LANGLEY	0801-0352	ANDREW BROWN
2081	VICTORIA	0801-0355	PETTY WONG
		0801-0356	KEITH TODD
		0801-0357	SHANE JOHNSON
		0801-0358	ERYNNE GRANT
2090	CRANBROOK	0801-0363	MARLENE ASSUNCAO
		0801-0364	AMELIE ROUSSEAU
		SUPP/ALT	CORINNA HREHIRCHUK
2269	GARIBALDI HIGHLANDS	0801-0376	DAN ARNOLD
2278	VANCOUVER	0801-0378	LAURA BULK
2950	VANCOUVER	0801-0398	KAREN RANALLETTA
		0801-0399	SHEHNAZ MOTANI
		0801-0400	HOLLIE GRIFFIN
		0801-0401-	JULIE CARLSTEN
		0801-0402	VLADIMIR PETCHKOVSKY
		0801-0403	JACK LLOYD
3338	BURNABY	0801-0409	FIONA BRADY LENFESTY
		0801-0410	JULIET DE PIERI
		0801-0411	STEPHANIE YU
3479	COURTENAY	0801-0417	MICHELLE WAITE
		0801-0418	HEATHER SCARISBRICK
3500	KAMLOOPS	0801-0420	PATRICIA SKALOZUB
		0801-0421	BRENT JOHNSON

3523	KELOWNA	0801-0424	DAVID TETHER
		0801-0425	MARGARET VARGA
		0801-0426	KIERAN FAHY
		0801-0427	JULIE MELIA
3532	VANCOUVER	0801-0429	CURTIS ROSBOROUGH
3570	PARKSVILLE	0801-0430	SHERRIE BROWN
		0801-0431	ANITA PHILLIP STEWART
		0801-0432	JEFF CORMIER
3742	PRINCE GEORGE	0801-0434	ELLEN BRYDEN
		0801-0435	ROBERTA BLANCHARD
		0801-0436	DIANE MCDONALD
3799	PRINCE GEORGE	0801-0439	CAROLINE SEWELL
		0801-0440	DALE LALUK
		0801-0441	DEB SCHWEDER
4078	VANCOUVER	1721-0020	CHRISTY MCGREGOR
		1721-0021	SUKHRAJ SUMRA
4088	RICHMOND	1721-0023	LISA CHEUNG
		1721-0024	DAVID CHAN
4094	RICHMOND	1721-0041	GUY LEGUERRIER
		1721-0042	CAROLYN BUGNON
4163	VICTORIA	0801-0446	GREG MELNECHUK
		0801-0447	PHILIP HENDERSON
4177	VANDERHOOF	0801-0454	ELIZABETH (LIZ) WAGNER
		0801-0455	JUDITH LORANGER
		0801-0456	WENDY NICOL
4227	RICHMOND	0801-0457	VINCENT YVON
		0801-0458	FRANCINE BRISSON
		0801-0459	REBECCA BONNEAU
4627	VANCOUVER	0801-0465	CHRIS JOYCE
		0801-0466	DEANNE BATES
		0801-0467	KILLIAN MCGIBNEY
		SUPP/ALT	SUZANNE PATERSON
4653	FORT ST. JOHN	0801-0468	MAUREEN HUMMEL
		0801-0469	DAVID SHIPLEY
4816	COQUITLAM	0801-0473	CONNIE PENMAN
		0801-0474	DENNIS STORM
4879	KAMLOOPS	0801-0475	KARL FULTZ
		0801-0476	LOIS RUGG
		0801-0477	LYN FEREC
		0801-0478	DEBBIE WASYLYSHYN
4951	PRINCE GEORGE	0801-0479	RUSTY WATSON
		0801-0480	MARNEE BOMAN
		0801-0481	LEANNE YEARLEY
4991	PRINCE GEORGE	0801-0487	SHAYNE JAMESON
4992	DAWSON CREEK	0801-0488	DARCY WHETTER
		SUPP/ALT	CODY PANTER
5101	DUNCAN	0801-0489	NANCY FEE
		0801-0490	WAYNE SMILEY
		0801-0491	ADAM CLUTCHEY
		SUPP/ALT	KELSEY SCHOLZ
5150	REVELSTOKE	0801-0493	CLARA MALTBY
5523	VERNON	0801-0495	KATHY MORGAN
		0801-0496	DONELDA GAMAGE

6001	VANCOUVER	0801-0497	GRAY BOISVERT
		0043-0049	BETTY VALENZUELA
		0043-0050	DARLENE BOWN
6002	CHILLIWACK	0043-0009	KARIN VIK
6003	BURNABY	0043-0025	CHENA BINNS
6011	BURNABY	0043-0037	BARBARA OWEN
6014	KAMLOOPS	0043-0019	BARB NEDERPEL
		0043-0020	TALITHA DEKKER
6015	KELOWNA	0043-0022	KEN ROBINSON
		0043-0023	STEPHEN ARISS
		0043-0024	NILDO ABELLA
6016	VANCOUVER	0043-0046	JASON SULLIVAN
6018	BURNABY	0043-0006	HEATHER MANDZIUK
6020	PRINCE GEORGE	0043-0032	LISA CREMA
6023	BURNABY	0043-0041	RHONDA BRUCE
6028	WHITE ROCK	0043-0052	JOANNE WALKER
6035	MAPLE RIDGE	0043-0028	LINA FERNANDEZ
6036	CAMPBELL RIVER	0043-0008	MICHAEL WRIGHT
6038	SURREY	0043-0047	JODI GEORGE
6040	BURNABY	0043-0039	HEATHER BARSCHEL
		0043-0043	MONICA THIESSEN
6044	BURNABY	0043-0044	KATHARINA LAVOIE
6051	FORT ST. JOHN	0043-0015	MICHELLE JOLLEY
6059	ASHCROFT	0043-0004	BARBARA CLARK
6061	ARMSTRONG	0043-0003	LYNN SERHAN
6068	SMITHERS	0043-0040	ALVIN MAGADIA
6069	BURNABY	0043-0026	LORLYN FONTANILLA
6070	BURNABY	0043-0035	CHARLOTTE MILLINGTON
		0043-0036	MANOJ SAXENA
6072	SPARWOOD	0043-0045	VALERIE SAILER
6079	100 MILE HOUSE	0043-0001	BETHANY WHELAN
6080	BURNS LAKE	0043-0007	DALLAS MATSON
6090	BURNABY	0043-0013	KAREN MCVEIGH
6116	BURNABY	0043-0010	DONNA RACETTE
		0043-0011	SHELLEY BRIDGE
6118	BURNABY	0043-0048	CATHERINE BLACK
6138	BURNABY	0043-0029	HEATHER MCEACHERN
6152	BURNABY	0043-0034	CAIRNS IVES
6157	BURNABY	0043-0027	KEN BENNETT
6164	BURNABY	0043-0016	ROISIN O'BRIEN
6179	COMOX	0043-0012	APRILE BREKKE REIDL
6182	BURNABY	0043-0005	CLARK WILSON
6206	BURNABY	0043-0018	KASSI JOHNSON
6238	BURNABY	0043-0042	LOUELLA VINCENT
6242	BURNABY	0043-0014	SARA MANN
6246	BURNABY	0043-0021	BILL MCMULLAN
6255	BURNABY	0043-0033	TERRESSA JAMERSON
6424	POWELL RIVER	0043-0031	JOHN FRASER
6426	VANCOUVER COASTAL	0043-0038	CORA MOJICA
6443	PENTICTON	0043-0051	BRIANNA ISIN
6533	BURNABY	0043-0030	ERNA MENDOZA
6542	BURNABY	0043-0002	BROOKLYNN CALNAN
7000	BURNABY	0801-0498	JANICE KOVACS

0801-0499	TONY REBELO
0801-0500	TERRY MERCER
0801-0501	DEAN SIME
SUPP/ALT	LIAM O'NEILL

PERSONNES DÉLÉGUÉES INSCRITES AU 11 OCTOBRE 2019
DELEGATES REGISTERED AS AT OCTOBER 11, 2019

Nombre de personnes déléguées
Number of delegates

2	Dirigeants nationaux / National Officers	2
5	Vice-présidences générales / General Vice-Presidents	5
15	Conseils régionaux / District Councils	15
7	Conseils de syndicats / Councils of unions	7
10	Divisions provinciales / Provincial Divisions	17
2	Divisions de service / Service Divisions	2
2	Composantes de la Division du transport aérien / Airline Division Components	2
1	Contrats de service / Service Contracts	2
726	Sections locales / Local Unions	2,041

TOTAL DES PERSONNES DÉLÉGUÉES / TOTAL OF DELEGATES	2,093
TOTAL DES PERSONNES DÉLÉGUÉES SUPPLÉANTES / TOTAL OF ALTERNATES	209

29th NATIONAL CONVENTION COMMITTEE MEMBERS

CONSTITUTION COMMITTEE

Phil Dembicki	Local 500	Manitoba	Co-Chair
Dawn Lahey	Local 2329	Newfoundland and Labrador	Co-Chair
Danielle Danis	Local 2559	Alberta	Member
Brenda Doucette	Local 3260	Prince Edward Island	Member
Veriline Howe	Local 2191	Ontario	Member
Andrew Ledger	Local 1004	British Columbia	Member
Céline Picard	Local 1017	Quebec	Member
Marcia Ray	Local 8443	Saskatchewan	Member
Bev Strachan	Local 8920	Nova Scotia	Member
Iris Lloyd	Local 380	New Brunswick	Member
Paul Faoro	NEB	British Columbia	NEB Liaison

CREDENTIALS COMMITTEE

Debra Merrier	Local 728	British Columbia	Co-Chair
Gabriel St-Amand	Local 2815	Quebec	Co-Chair
Tiffany Balducci	Local 960	Ontario	Member
Dylan Breland	Local 456	Saskatchewan	Member
Tracy Carmichael	Local 1870	Prince Edward Island	Member
Ernest Green	Local 488	Newfoundland and Labrador	Member
Alan Linkletter	Local 8920	Nova Scotia	Member
Steve Magian	Local 744	Manitoba	Member
Christy McGregor	Local 4078	Airline Division	Member
Bill McMullan	HEU	British Columbia	Member
Dianna Miller	Local 3210	New Brunswick	Member
Mabel Ong	Local 3550	Alberta	Member
Sherry Hillier	NEB	Newfoundland and Labrador	NEB Liaison

RESOLUTIONS COMMITTEE

Karen Tsistinas	Local 1770	Prince Edward Island	Co-chair
Rebecca Reynard	Local 5430	Saskatchewan	Co-chair
Kevin Beaith	Local 4058	Airline Division	Member
Janice Folk-Dawson	Local 1334	Ontario	Member
Heather Holland	Local 1190	New Brunswick	Member
Kim Jaedicke	Local 38	Alberta	Member
Rose Jurkic	Local 1123	British Columbia	Member
Annick Landry	Local 4250	Quebec	Member
Sara Mann	HEU	British Columbia	Member
Patricia Perry	Local 4459	Nova Scotia	Member
Margaret Schroeder	Local 5362	Manitoba	Member
Mike Tobin	Local 879	Newfoundland and Labrador	Member
Nan McFadgen	NEB	Nova Scotia	NEB Liaison

SPECIAL NEB COMMITTEE ON STRATEGIC DIRECTIONS

Denis Bolduc	NEB	Quebec	Member
Rory Gill	NEB	Alberta	Member
Judy Henley	NEB	Saskatchewan	Member
Daniel Légère	NEB	New Brunswick	Member
Yolanda McClean	NEB	Ontario	Member
Candace Rennick	NEB	Ontario	Member
Robert Lamoureux	CUPE	National Office	Staff person
Archana Rampure	CUPE	National Office	Staff person