



*Constitutional  
Amendments*

*Resolutions*

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*Constitutional  
Amendments*

**ARTICLE VI**

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**Resolution No. C1  
Submitted by Local 8920 (N.S.)**

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**CUPE NATIONAL WILL:**

Amend Article 6.4 Convention Representation

(a) Representation at Convention is:

Local Union:

Up to 100 members .....	2 delegates
101 to 200 members .....	4 delegates
201 to 500 members .....	6 delegates
501 to 1,000 members .....	8 delegates
1,001 to 1,500 members .....	10 delegates
1,501 to 2,000 members .....	12 delegates
2,001 to 2,500 members .....	14 delegates
2,501 to 3,000 members .....	16 delegates

2 more delegates for each additional 500 members or part of 500 members.

**BECAUSE:**

- The Canadian Union of Public Employees is Canada’s largest union and represents 627,000 workers from coast to coast.
- CUPE is a democratic union in which the members at the National Convention make the decisions and set the policies of what CUPE does.
- A greater number of members need to have the opportunity to participate at our decision-making National Convention.
- More and more locals are merging and becoming larger yet have a small voice at National Conventions.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C2  
Submitted by CUPE British Columbia**

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**CUPE NATIONAL WILL:**

Amend Article 6.4 (a) of the Constitution to increase representation at National Convention for Provincial Divisions to two from one, as follows:

**“6.4 Convention Representation**

(a) Representation at Convention is:

Local Unions:

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 Divisions .....	<b>2 delegates</b>
District Councils .....	1 delegate
Service Divisions .....	1 delegate
Provincial Councils of Unions .....	1 delegate
Councils of Unions .....	1 delegate
Airline Division Components .....	1 delegate per airline

Each national equity-seeking committee is entitled to one delegate with full voice at the expense of the National Union.

(b) Representation of Local Unions at Convention is based on the average of number of paid-up members, including Rand Formula payees, for the 12 months before the Convention call is sent out.”

**BECAUSE:**

- The number of CUPE members affiliated to Provincial Divisions has increased significantly over time; and
- Effective representation of CUPE members affiliated to Provincial Divisions would be greatly enhanced by an increase to delegate entitlement to our National Convention for all Provincial Divisions.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C3  
Submitted by CUPE Ontario**

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**CUPE NATIONAL WILL:**

Change Article 6.4 (b) of the CUPE National Constitution as it pertains to the granting of delegates to locals.

Ensure Article 6.4 (b) of the National Constitution provides equal voice to all members through their locals by basing the number of credentials to which they are entitled on

the actual number of dues paying members by averaging the number of paid-up members for a ten (10) month average, withdrawing the 2 (two) lowest months.

**BECAUSE:**

- The current system of recognizing the number of delegates based on the average number of paid-up members for the twelve (12) months before the Convention call is sent out denies equal voice to locals who represent ten (10) month employees, precarious workers and those who are seasonally unemployed, even though the locals continue to be obligated to represent their members during periods of lay off.
- This denies equal voice to members who are precarious workers, by reducing the number of eligible delegates their local is entitled to.
- This could be seen as an example of systemic discrimination as many precarious workers, are young, women and/or racialized workers.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C4**  
**Submitted by the Sudbury District CUPE Council, Local 1182 (Ont.)**

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**CUPE NATIONAL WILL:**

Amend the CUPE Constitution to allow locals who are currently on a payment plan and are currently making payments on per capita arrears and/or interest and keeping current per capita up to date, be allowed all rights and privileges to representation at the National Convention or any Convention / function of any other level of the Union.

**BECAUSE:**

- locals who have a repayment plan established with CUPE National and are paying current per capita, arrears and interest are being disadvantaged by the current Constitution 6.7 Arrears;
- currently locals who have past arrears are not allowed to attend National Convention or National functions or to affiliate to Provincial bodies until arrears have been paid in full.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C5**  
**Submitted by CUPE British Columbia**

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**CUPE NATIONAL WILL:**

Amend article 6.12 of the National Constitution to read:

“A quorum is **40%** of the registered delegates.”

**BECAUSE:**

- Article 6.12 of the National Constitution provides that a quorum for the transaction of business shall be “One half of the registered delegates”; and
- Other labour bodies provide for quorums that constitute as low as 25%; and
- Those of us who are present and willing to do the work of the membership, should not be disenfranchised by those who choose to do otherwise.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C6**  
**Submitted by Local 3500 (B.C.)**

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**CUPE NATIONAL WILL:**

Amend article 6.12 of the National Constitution to read:

“A quorum is 35% of the registered delegates.”

**BECAUSE:**

- During past Conventions, the transaction of business was greatly delayed or suspended because “more than one-half” of the delegates registered were not present on the Convention floor.
- Registered delegates that are present on the floor when the Convention is in session and are willing to do the work on behalf of the members who they are representing should not be disenfranchised by the registered delegates who choose not to participate.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C7**  
**Submitted by Local 3550 (Alta)**

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**CUPE NATIONAL WILL:**

Create four (4) new Diversity Vice-Presidents, one for members with Disabilities, one for Lesbian, Gay, Bisexual,

Transgender, Transsexual and Intersex (LGBTTI) members, one for Women, and one for Young workers under thirty (30) years old, on the National Executive Board by amending articles 7.2 (a), 11.9 (c) of the National Constitution by changing the reference from "two" to "six".

**BECAUSE:**

- The current structure of the National Executive Board does not reflect the diversity of CUPE's membership, particularly its equity-seeking groups. These groups still face barriers and discrimination in our workplaces, society, and our unions which interfere with participation in union life and leadership.
- Approximately 68% of CUPE members are women, 21% are young workers (under 35), and many are persons with disabilities and LGBTTI workers who may still be reluctant to self-identify.
- Gender equality is an ongoing struggle. Women who come from other equity-seeking groups are further disadvantaged.
- These positions will help ensure the NEB better reflects the face of all its members, represents issues impacting workers from diverse backgrounds and would give us a guaranteed voice for equality.
- Inclusiveness would make us a stronger force as a union and give us the ability to counter the rising austerity and anti-human rights movement across Canada.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C8**  
**Submitted by Local 951 (B.C.)**

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**CUPE NATIONAL WILL:**

Create four (4) new Diversity Vice-Presidents, one for members with Disabilities, one for Lesbian, Gay, Bisexual, Transgender, Transsexual and Intersex (LGBTTI) members, one for Women, and one for Young workers under thirty (30) years old, on the National Executive Board by amending Articles 7.2 (a), 11.9 (c) of the National Constitution by changing the reference from "two" to "six".

**BECAUSE:**

- The current structure of the National Executive Board does not reflect the diversity of CUPE's membership, particularly its equity-seeking groups. These groups still face barriers and discrimination in our workplaces,

society, and our unions which interfere with participation in union life and leadership.

- Approximately 68% of CUPE members are women, 21% are young workers (under 30), and many are persons with disabilities and LGBTTI workers who may still be reluctant to self-identify.
- Gender equality is an ongoing struggle. Women who come from other equity-seeking groups are further disadvantaged.
- These positions will help ensure the NEB better reflects the face of all its members, represents issues impacting workers from diverse backgrounds and would give us a guaranteed voice for equality.
- Inclusiveness would make us a stronger force as a union and give us the ability to counter the rising austerity and anti-human rights movement across Canada.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C9**  
**Submitted by Local 4828 (Sask.)**

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**CUPE NATIONAL WILL:**

Create four (4) new Diversity Vice-Presidents, one for members with Disabilities, one for Lesbian, Gay, Bisexual, Transgender, Transsexual and Intersex (LGBTTI) members, one for Women, and one for Young workers under thirty (30) years old, on the National Executive Board by amending Articles 7.2 (a), 11.9 (c) of the National Constitution by changing the reference from "two" to "six".

**BECAUSE:**

- The current structure of the National Executive Board does not reflect the diversity of CUPE's membership, particularly its equity-seeking groups. These groups still face barriers and discrimination in our workplaces, society, and our unions which interfere with participation in union life and leadership.
- Approximately 68% of CUPE members are women, 21% are young workers (under 35), and many are persons with disabilities and LGBTTI workers who may still be reluctant to self-identify.
- Gender equality is an ongoing struggle. Women from other equity-seeking groups are further disadvantaged.
- These positions will help ensure the NEB better reflects the face of all its members, represents issues impacting workers from diverse backgrounds and would give us a

guaranteed voice for equality.

- Inclusiveness would make us a stronger force as a union and give us the ability to counter the rising austerity and anti-human rights movement across Canada.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

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**Resolution No. C10**  
**Submitted by CUPE British Columbia**

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**CUPE NATIONAL WILL:** provide for a National Executive Vice-President who **will** be a fulltime Officer, to be elected at the 2017 National Convention, by amending the Constitution as follows:

Amend Section 7.2 (a) of the Constitution to read:

"The members of the National Executive Board are elected by majority vote at **each regular** Convention. The members of the Board are: the National President, the National Secretary-Treasurer, **the National Executive Vice-President**, five General Vice-Presidents, fourteen Regional Vice-Presidents and two Diversity Vice-Presidents."; and

Amend Section 8.1 of the Constitution to read:

"The members of the National Executive Committee are: the National President, the National Secretary-Treasurer, **the National Executive Vice-President** and the five General Vice-Presidents."; and

Amend Section 9.1 of the Constitution to read:

"The National Officers of the Union are the National President, the National Secretary-Treasurer **and the National Executive Vice-President**. They are elected by majority vote at each regular Convention."; and

Amend the Constitution by adding a new Section 9.4 to read:

**"National Executive Vice-President**  
**(a) The National Executive Vice-President assists the National President in his duties and performs other duties, as determined by Convention or the National Executive Board. They preside at Convention or meetings at the request or in the absence of the National President."**

The remaining Sections of Article 9 shall be re-numbered accordingly; and

Amend Section 11.1 (a) of the Constitution to read:

"Only accredited delegates to Convention are eligible for election to any office. The National President, National Secretary-Treasurer, **National Executive Vice-President** and five General Vice-Presidents are accredited delegates with all rights and privileges."; and

Amend Section 11.8 of the Constitution by adding a new sub-section (c) to read:

**"(c) If the office of Executive Vice-President becomes vacant, the National Executive Board will elect a replacement for the rest of the term by majority vote of all its members."**

**BECAUSE:**

- CUPE is Canada's largest union representing over 600,000 workers; and
- CUPE National has only two (2) full time officers.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

**ARTICLE IX**

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**Resolution No. C11**  
**Submitted by Local 4095 (Alta)**

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**CUPE NATIONAL WILL:**

1. Make a constitutional amendment to 9.5 which institutes a fair and respectful process for the assignment, re-assignment, and removal of National Representatives "Reps" to Locals.
2. The process shall be outlined as follows:
  - i) CUPE provide a written 30 day notice of the change to the affected Reps and the Local unless urgent circumstances exist; the notice must provide an explanation for the change.
  - ii) The Local, or the Rep, may also initiate a request for change via written notice to the Regional Director and must outline the reasons for the request.
  - iii) Upon request, a shadowing period may be requested by the Local to ensure a seamless transition between Reps and preserve Local stability.

- iv) No change shall be made to a Rep's assignment during their Local's bargaining period, unless requested by the Local itself and is urgent in nature.
- v) A meeting with the Regional Director shall occur within 30 days of the notice to discuss issues that may have arisen, they will consider resolutions based on the Local's input.

**BECAUSE:**

- A strong collaborative relationship is needed between Locals and Reps to advance the social and economic welfare of workers.
- Local interests and the dignity of Reps will be protected; they will function more optimally under structured terms.
- Continuity of the same National Representative provides familiarity and stability that is imperative for building trust; it ensures consistent guidance for Locals which benefits the membership as a whole.
- Accountability is needed within CUPE.
- Consideration for Locals' voices will be given as well as respect for their individual circumstances; this will facilitate the success of democratic processes.
- Consistent relationships, respect, and integrity matter to Unions.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C12**  
**Submitted by Local 4053 (Alta)**

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**CUPE NATIONAL WILL:**

Make a Constitutional amendment to 9.5 by adding (j) to include a proper process for National Representative assignment to Locals.

- (i) The Regional Director will assign a National Representative to each Local.
- (ii) Where either the Local or the National Representative request a servicing change, notice will be given in writing to the Regional Director as well as the other Party.
- (iii) The Notice needs to contain the reason for the servicing change request.
- (iv) A meeting with the Regional Director shall occur within 30 days of the Notice to discuss resolution or options unless the request is urgent and the change is immediately required.

**BECAUSE:**

- Locals and National Representatives need a good

collaborative working relationship to succeed in our goals of advancing the social, economic and general welfare of workers as well as defending workers' rights.

- Locals rely upon the expertise and knowledge of National Representatives therefore, continuity of the same National Representative provides familiarity and stability that is imperative for building trust in advising and guiding the decisions and actions of a Local for the good of the membership as a whole.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**ARTICLE XI**

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**Resolution No. C13**  
**Submitted by Local 718 (B.C.)**

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**CUPE NATIONAL WILL:**

Amend Article 11.3 (a) of the Constitution to read:

11.3 Conduct of Elections

- (a) All elections are held by secret ballot. **The Executive Board may institute an electronic balloting system to be used at the discretion of the Chair.** Each delegate has only one vote. To be elected a candidate must receive a majority of votes cast (at least 50% plus 1).

**BECAUSE:**

- An electronic balloting process provides a secure and verifiable means of ensuring accurate vote counts at Convention; and
- An electronic balloting process provides a more efficient means if conducting a secret ballot vote; and
- Poling delegates, particularly for elections, takes valuable time away from debate and the conduct of other business.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C14**  
**Submitted by Local 5050 (N.S.)**

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**CUPE NATIONAL WILL:**

Amend Article 11.4 to enable delegates to vote for, from one (1) to the maximum number of positions available.

**BECAUSE:**

- Voting for multiply delegates results in voting against your delegate of choice; and
- The present system may result in voting for delegates that you may not know and therefore would be unsure of their abilities to do the job.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

**ARTICLE XIV**

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**Resolution No. C15**  
**Submitted by the National Executive Board, CUPE**  
**British Columbia**

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**CUPE NATIONAL WILL:**

1. Amend Article 14.2 to read:

“Five per cent of any per capita tax will be placed in the National Defence Fund for cost-shared, national and major organizing campaigns. If the National Strike Fund falls below \$50 million, four per cent of any per capita tax will be placed in the National Defence Fund until the National Strike Fund reaches \$80 million. The National Executive Board will make regulations governing the National Defence Fund. The regulations must comply with decisions of Convention.”

2. Amend Article 14.3 to read:

“Five per cent of any per capita tax will be placed in the National Strike Fund for strike benefits, campaigns to avert strikes and interest arbitration costs for Local Unions not permitted by law to strike. If the National Strike Fund falls below \$50 million, six per cent of any per capita tax will be placed in the National Strike Fund until it reaches \$80 million. The National Executive Board will make regulations governing the National Strike Fund. The regulations must comply with decisions of Convention. No loan can be made from the National Strike Fund.”

**BECAUSE:**

- The National Strike Fund is solid and can provide support to all locals facing strikes or lock-outs.
- The National Defence Fund has seen over the last years its budget being overspent, limiting the number of initiatives, cost-shared and other campaigns, and organizing drives CUPE can undertake to fight for its members and public services.

- A trigger will protect the National Strike Fund if falling below \$50 million by reverting back to a six per cent per capita tax until the Fund reaches \$80 million.

Notwithstanding Article 6.15 of the Constitution, this amendment will take effect January 1, 2016.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

**APPENDIX B.2**

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**Resolution No. C16**  
**Submitted by Local 718 (B.C.)**

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**CUPE NATIONAL WILL:**

Amend Article B.2.3 of the Constitution to read:

**B.2.3 Elections**

All officers are elected by majority vote of unspoiled ballots at a membership meeting of the Local Union or by referendum vote, if voting at a membership meeting is not practical. Adequate notice must be given where the vote is held at a membership meeting. A referendum vote must be held in a way that permits all members to participate. The Local Union can choose whether to elect officers by majority vote **including by preferential balloting**, or plurality vote when it holds a referendum vote.

**BECAUSE:**

- Preferential balloting provides faster results in elections with three or more candidates running.
- Preferential balloting allows advanced polling and electronic balloting to take place, enabling all members to participate.
- Election results can be skewed by members leaving meetings after the first ballot.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

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**Resolution No. C17**  
**Submitted by Local 718 (B.C.)**

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**CUPE NATIONAL WILL:**

Amend Article B.2.3 of the Constitution to read:

All officers are elected by majority vote of unspoiled ballots at a membership meeting of the Local Union or by referendum vote, **including electronic forms of voting** if

voting at a membership meeting is not practical. Adequate notice must be given where the vote is held at a membership meeting. A referendum vote must be held in a way that permits all members to participate. The Local Union can choose whether to elect officers by majority of plurality vote when it holds a referendum vote.

**BECAUSE:**

- Many members are shift workers and cannot attend a regular meeting.
- The majority of shift workers are women, workers of colour and young workers.
- Electronic voting provides increased accessibility and participation of members, particularly those with physical, geographical and work schedule challenges
- Electronic voting is safe, reliable and affordable.
- It is used successfully by many unions, including CUPE Locals.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**APPENDIX B.6**

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**Resolution No. C18  
Submitted by Local 2424 (Ont.)**

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**CUPE NATIONAL WILL:**

Change B.VI, Section B.6.1 to:

**B.6.1 Meeting Agenda**

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

**3.Voting on new members and initiation or reporting of new members (depending on local bylaws).**

**BECAUSE:**

- Each local needs the flexibility to operate as per its own culture.
- Some locals may wish to handle new members in a different manner.
- Voting on new members in a public format, excluding those members from the room; can be highly divisive in certain local cultures.
- There are many reasons why members cannot attend regular meetings of the local, including rotating lunch

hours, after-work commitments such as child care pick-ups, public transportation and living out of town.

- Many locals are struggling with ways to ensure inclusivity and engagement of all members. The requirement that new members go through initiation at a regular meeting discriminates against those who cannot attend regular meetings of the local.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**APPENDIX B.8**

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**Resolution No. C19  
Submitted by Local 2424 (Ont.)**

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**CUPE NATIONAL WILL:**

Change B.8.2 to:

**B.8.2 Approval of Application**

The names of applicants **or new members** are to be read out at the first regular membership meeting after the application for membership has been submitted. The applicants will be automatically accepted as members or a vote will be held, subject to the bylaws of the local. In locals that bring applications to regular membership meetings for a vote, the application may be objected to or sustained by a majority vote of the members present. In the event of an application being rejected, the membership fee shall be returned to the applicant.

**BECAUSE:**

- Each local needs the flexibility to operate as per its own culture.
- Some locals may wish to handle new members in a different manner.
- Voting on new members in a public format, excluding those members from the room, can be highly divisive in certain local cultures.
- There are many reasons why members cannot attend regular meetings of the local, including rotating lunch hours, after-work commitments such as child care pick-ups, public transportation and living out of town.
- Many locals are struggling with ways to ensure inclusivity and engagement of all members. The requirement that new members go through initiation at a regular meeting discriminates against those who cannot attend regular meetings of the local.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C20**  
**Submitted by the Ottawa CUPE District Council, Local 2424 (Ont.)**

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**CUPE NATIONAL WILL:**

Change B.8.4 to:

B.8.4 New members will take this oath (by stating this at a regular membership meeting, or to a local official, or by signing it in front of such an official) the following obligation:

**"I solemnly promise and declare that I will support and obey the Constitution of this Union; that I will strive to improve economic and social conditions for my fellow members and for working people generally; that I will defend and strive to extend the democratic rights and liberties of all working people; that I will not purposely or knowingly wrong, or assist others in wronging a member of the Union."**

**BECAUSE:**

- Each local needs the flexibility to operate as per its own culture.
- Some locals may wish to handle new members in a different manner.
- The requirement of taking an oath in a public format excludes members until such time as they are able to attend a regular membership meeting.
- There are many reasons why members cannot attend regular meetings of the local, including rotating lunch hours, after-work commitments such as child care pick-ups, public transportation and living out of town.
- Many locals are struggling with ways to ensure inclusivity and engagement of all members. The requirement that new members take an oath at a regular meeting discriminates against those who cannot attend regular meetings of the local.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**APPENDIX B.10**

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**Resolution No. C21**  
**Submitted by Local 30 (Alta)**

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**CUPE NATIONAL WILL:**

**AMEND** Article B.10.1 of the National Constitution to read:

B.10.1 Honorary Retiring Card

- (a) A **present or past** member who has reached retirement age or is unable to work can apply to the Secretary-Treasurer of the Local Union for an Honorary Retiring Card when they leave employment, **or the Local Union may on its own accord recommend to its membership that the member be issued an Honorary Retiring Card.**

~~If the member is in good standing,~~ Members of the Local Union will vote on the application **or recommendation for Honorary Retiring Card** at a regular membership meeting. If a majority of members vote in favour of the application, the Secretary-Treasurer will send the name and address of the retiring member to the National Secretary-Treasurer who will issue the Retiring Card.

**Honorary Retiring Cards may be conferred upon any past or active member, staff or officer of a Local Union who has made an outstanding contribution to the Local Union or the Labour Union movement through service or activity that promotes unionism.**

**BECAUSE:**

- A past member who retires while in a CUPE National staff position is presently ineligible for an Honorary Retiring Card.
- A past member who makes a significant contribution to the Labour Movement but retires from a position as an officer or staff at a different level of CUPE or in a different labour organization is presently ineligible for the Honorary Retiring Card.
- Our solidarity is harmed when our common purpose is balkanized by artificial hurdles that divide and separate us as members, officers and staff when we are all engaged in a joint struggle as working people.
- A present or past member who has made significant contributions to his or her Local Union or to our common struggle through other labour organizations should be eligible for an Honorary Retiring Card from a Local Union she or he belonged to regardless of the nature of their engagement at the time of retirement.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**APPENDIX B.11**

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**Resolution No. C22  
Submitted by Local 3903 (Ont.)**

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**CUPE NATIONAL WILL:**

Replace the current trial process for allegations of gendered and sexual violence with a survivor-centric process. The process will address sexual and gendered violence as it is experienced at the intersections of race, class, sexual orientation and ability and be based on the awareness that sexual and gendered forms of violence, including harassment, are systemic forms of oppression and a matter of workplace safety, rather than a product of individual behaviours. The process shall be investigative, neutral and recognize the structural barriers involved in disclosing experiences of sexual violence. The process shall protect the safety, well-being and legal rights of survivors regardless of whether they pursue a legal process. As part of a survivor-centric process, members shall have access to a woman-identified first responder.

**BECAUSE:**

- The CUPE trial process is the only process currently available but members have chosen not to pursue it due to its structure. This makes it a barrier to addressing sexual and gendered violence, rather than a solution.
- The CUPE trial process overlooks the imbalances of power at the very root of forms of gendered and sexualized violence as systemic problems.
- Trial officials and jury members do not have formal mandatory training.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C23  
Submitted by the National Executive Board**

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**CUPE NATIONAL WILL:**

1. Amend Article B.11.2 (a) to read:

“A member in good standing of the Union (the accuser) may charge a member or officer of the Local Union (the accused) with an offence by sending a written complaint to the Recording Secretary of the Local Union. The complaint will set out:

- (i) the act or conduct complained about. **The charges shall be sufficiently specific so as to enable the accused to prepare a defence;** and
- (ii) which parts of Article B.11.1 have been violated.

The complaint will be sent within 90 days after the accuser became aware of the offence.”

**BECAUSE:**

- Complaints are often vague and contain little information; and
- An accused is entitled to know the case they need to make to defend themselves adequately.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C24  
Submitted by the National Executive Board**

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**CUPE NATIONAL WILL:**

1. Amend Article B.11.2 (b) to read:

“The Recording Secretary will countersign the complaint and deliver a countersigned copy of the complaint or send it to the accused by registered mail **or by e-mail** within ten days of receiving it.”

**BECAUSE:**

- Electronic transmission of information is an acceptable and quick method of communication.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C25  
Submitted by the National Executive Board**

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**CUPE NATIONAL WILL:**

1. Add a new paragraph to Article B.11.2 as Article B.11.2 (c):

**“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.”

**BECAUSE:**

- Trials are often time consuming and divisive; and
- The non-confrontational process of voluntary mediation assists in resolving difficult matters between members.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C26**  
**Submitted by the National Executive Board**

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**CUPE NATIONAL WILL:**

1. Amend Article B.11.3 (a) to read:

“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 e-mail.**”

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

**BECAUSE:**

- For Provincial Locals it is quicker and more economical to elect a Trial Panel and select a Trial Committee at a meeting of the sub-unit; and
- Electronic transmission of notices is an acceptable and quick method of communication.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C27**  
**Submitted by the National Executive Board**

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**CUPE NATIONAL WILL:**

1. Amend Article B.11.4 (a) to read:

“The Trial Committee will hold a private hearing into the complaint or complaints within 60 days of being selected. The Committee will give at least 14 days’ written notice to the accuser and the accused of the time and place of the hearing. The notice will be delivered in person or sent by registered mail **or by e-mail.**”

**BECAUSE:**

- Electronic transmission of notices is an acceptable and quick method of communication.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C28**  
**Submitted by the National Executive Board**

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**CUPE NATIONAL WILL:**

1. Amend Article B.11.4 (b) to read:

“The Trial Committee decides its own procedure **in accordance with National Guidelines.** 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 can act with only four members, if necessary.”

**BECAUSE:**

- CUPE will publish a series of guidelines to assist all participants in the Trial Procedure; and
- The Trial Committee will have guidelines that will ensure the rules of natural justice are followed.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C29**  
**Submitted by the National Executive Board**

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**CUPE NATIONAL WILL:**

1. Amend Article B.11.4 (d) to read:

“The accused and the accuser 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. The representative must be a member in good standing of the ~~trade union movement~~ **of a trade union affiliated to the Canadian Labour Congress**, unless the law does not permit this restriction.”

**BECAUSE:**

- This will provide consistency with new Article B.11.5 (f); and
- Ensures that both the accused and the accuser have the ability to be represented by an advocate at the hearing.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C30**  
**Submitted by the National Executive Board**

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**CUPE NATIONAL WILL:**

1. Amend Article B.11.5 (b) to read:  
2.

“The written appeal by the accused will set out:

- (i) the part or parts of the decision that are being appealed;
- (ii) the date on which the decision was reported to the accused;
- (iii) the reasons for the appeal;
- (iv) whether the accused wants a hearing or wants to make submissions in writing;
- (v) the desired location, if a hearing is requested; and
- (vi) the remedy requested by the accused.

The accused will send the appeal to the National President by registered mail **or by e-mail** and will send a copy of the appeal to the accuser and to the Recording Secretary of the Local Union.”

**BECAUSE:**

- Electronic transmission of information is an acceptable and quick method of communication.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C31**  
**Submitted by the National Executive Board**

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**CUPE NATIONAL WILL:**

1. Amend Article B.11.5 (e) to read:

“If the accused requests a hearing, the Appeal Panel will send notice to the accused and the accuser of the time and place of the hearing. The notice will be sent by registered mail **or by e-mail** at least one month before the hearing.”

**BECAUSE:**

- Electronic transmission of notices is an acceptable and quick method of communication.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C32**  
**Submitted by the National Executive Board**

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**CUPE NATIONAL WILL:**

1. Add a new paragraph to Article B.11.5 as Article B.11.5 (f):

**“The accused and the accuser 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.”**

2. Re-letter the current Article B.11.5 (f) as Article B.11.5 (g), and re-letter the remaining paragraphs of Article B.11.5 accordingly.

**BECAUSE:**

- The accused and accuser must be given the right to have someone advocate on their behalf.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C33**  
**Submitted by the National Executive Board**

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**CUPE NATIONAL WILL:**

1. Amend renumbered Article B.11.5 (g) to read:

“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 ~~30~~ **90** days of the completion of the hearing or written submissions. The decision of the Appeal Panel is final and binding.”

**BECAUSE:**

- The Appeal Panel comes from across the country, it is increasingly difficult to meet the current 30-day time frame to render a decision; and
- The nature of some appeals are complex with an overabundance of evidence, it is increasingly difficult to meet the current 30-day time frame to render a decision.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. C34**  
**Submitted by the National Executive Board**

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**CUPE NATIONAL WILL:**

1. Amend Article B.11.5 (h) to read:

“If the appeal is upheld **in whole or in part**, the Local Union will pay the travel and accommodation expenses of the accused 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 will pay their own expenses.”

**BECAUSE:**

- The Appeal Panel may uphold the finding of guilt but vary the penalty; and
- It is not clear at what rate travel and accommodation should be paid.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**APPENDIX D**

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**Resolution No. C35**  
**Submitted by the Ottawa CUPE District Council and Local 4600 (Ont.)**

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**CUPE NATIONAL WILL:**

1. Revise the Equality Statement to replace the gendered language with gender neutral language; and
2. Replace "sisters and brothers with "union members" in the last sentence to read: *Members, staff and elected officers must be mindful that all union members deserve dignity, equality and respect; and*
3. Update communication policies to be gender neutral and sensitive to gender variant individuals as a way to be more inclusive of all gender identities.

**BECAUSE:**

- CUPE needs to respect the intent of the Equality Statement and be inclusive to all gender identities and expressions.
- Union members should be free to express their gender identity
- CUPE should continue to promote safe, inclusive spaces free from discrimination

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_





*Resolutions*



## ABORIGINAL ISSUES

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### Resolution No. 1

**Submitted by the Ottawa CUPE District Council and Locals 1979 and 2424 (Ont.)**

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#### CUPE NATIONAL WILL:

1. Join the growing call for a national inquiry into missing and murdered Aboriginal women and girls; and
2. Demand Canada fulfill its obligations under the United Nations Convention on the Elimination of All Forms of Discrimination Against Women and follow the recommendations outlined in the March 6, 2015 CEDAW Committee report to address all forms of violence against Aboriginal women and girls.

#### BECAUSE:

- Extreme and disproportionate violence against Aboriginal women and girls is a serious problem requiring a comprehensive, coordinated response; and
- Aboriginal women and girls in Canada experience disproportionately high levels of violence; and
- According to the Native Women's Association of Canada (NWAC), 582 Aboriginal women and girls went missing or were murdered, and between 2010 and September 2013, 80 additional cases occurred, a number that reflects only the 'known cases'.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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### Resolution No. 2

**Submitted by the National Executive Board**

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#### CUPE NATIONAL WILL:

1. Affirm CUPE's commitment to reconciliation between Indigenous and non-Indigenous peoples in Canada; and
2. Call upon governments in Canada to implement the recommendations of the Truth and Reconciliation Commission in consultation with Indigenous Peoples; and
3. Educate our members on the residential school system and the attempted cultural genocide of Indigenous Peoples in Canada; and

4. Support Indigenous organizations and grassroots activism in efforts to promote healing and reconciliation; and
5. Encourage the CLC and other labour bodies to do the same.

#### BECAUSE:

- The residential school system was a central part of the federal government's policy of cultural genocide and Indigenous Peoples continue to suffer because of it; and
- The Truth and Reconciliation Commission has made comprehensive recommendations to address the devastating legacy of the residential school system and the need for reconciliation; and
- Government actions are required to promote education about the residential school system across Canada; to increase funding for Indigenous education and health and social services; to transform child welfare services for Indigenous children and families; and to ensure cultural sensitivity and increased control by Indigenous families and communities; and
- All governments in Canada should ensure the international human rights of Indigenous Peoples and Indigenous treaty rights, language rights and self-governance.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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### Resolution No. 3

**Submitted by Local 951 (B.C.)**

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#### CUPE NATIONAL WILL:

1. Advocate for a 'Royal Proclamation of Reconciliation' to be issued by the Crown and the adoption of the UN Convention on the Rights of Indigenous Peoples and reaffirm the nation-to-nation relationship, including treaty rights and Aboriginal self-governance; and
2. Encourage the CLC to provide for a strategy of advocacy and awareness and encourage affiliates to provide for the same.

#### BECAUSE:

- Truth and Reconciliation Commission (TRC) recommendations 43-47 deal with the UN Convention on the Rights of Indigenous Peoples and the need to reaffirm past agreements regarding Aboriginal status as distinct nations with nation-to-nation treaty rights and the right to self-governance. The Commission

calls upon federal, provincial, territorial and municipal governments to fully adopt and implement the UN Convention, with the federal government taking the lead in developing a national action plan to achieve its goals; and

- A 'Royal Proclamation of Reconciliation' to be issued by the Crown will reaffirm the nation-to-nation relationship; repudiate concepts such as the doctrine of discovery used to justify European control over Aboriginal lands and peoples; renew or establish Treaty relationships; and recognize Aboriginal peoples as full partners in Confederation.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 4**  
**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

1. Advocate for the Federal Government to implement the 94 recommendations from the summary report released by The Truth and Reconciliation Commission on June 2, 2015 to reduce and repair the damage inflicted on First Nations, Inuit and Métis peoples by the Indian Residential School System.

BECAUSE:

- The Indian Residential School System is a dark part of Canadian history; and
- The Recommendations of the Truth and Reconciliation Commission are a call to action to build and rebuild trust with Indigenous people; and
- CUPE stands as a strong ally with Indigenous people, and strives as a union to improve the lives of Indigenous people at work and in our communities including standing up for the rights of Indigenous people.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 5**  
**Submitted by Local 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Commit to educating our members about Truth and Reconciliation Commission (TRC) history and the need for reconciliation, and ensure that it is integrated into all education programs for members, including our

Aboriginal awareness course and our Human Rights course; and

2. Encourage the Canadian Labour Congress (CLC) to provide encouragement to affiliates to provide for the same; and
3. Advocate to all governments to provide for institutions and services they are involved in to provide for the same.

BECAUSE:

- A significant number of the Truth and Reconciliation Commission (TRC) recommendations call for widespread education on the history of the residential school system as well as professional training in intercultural competency; and
- Awareness is the key to providing for reconciliation so the integration of the history of the residential school system in curricula for kindergarten to grade 12 students across Canada and in post-secondary institutions as well as education and training for public servants at all levels of the state, social workers, lawyers and nursing and medical professionals will be vital.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 6**  
**Submitted by Locals 3550 (Alta.) and 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Continue to support the Leonard Peltier Defence Committee of Canada; and
2. Strategize with the LPDC and other unions to request the immediate and unconditional release of Leonard Peltier from prison in the United States; and
3. Call on the CLC to do the same.

BECAUSE:

- Continued imprisonment of Leonard Peltier for 39 years is a fundamental denial of justice and human rights; and
- The US justice system breached basic standards of due process and fair trial, beginning with his arrest and extradition from Canada in 1976. The justice system

has failed to address these breaches whether through a retrial or through the parole process; and

- The United Nations Special Rapporteur on the rights of Indigenous Peoples has referred to the continued imprisonment of Leonard Peltier as one of the “open wounds” in the relationship between Native Americans and the US government.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 7**  
**Submitted by Locals 3550 (Alta.) and 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Continue to support campaigns related to these issues by Cindy Blackstock’s First Nations Child and Family Caring Society (FNCFCs), including "I am a witness," "Jordan's Principle" and “Shannen’s Dream” and other initiatives; and
2. Encourage the CLC to provide encouragement to affiliates to provide for the same.

BECAUSE:

- CUPE has historically supported the human rights complaint put forward by FNCFCs and the Assembly of First Nations; and
- Canada has failed to provide equitable and culturally appropriate child welfare services to First Nations children on reserves and that this amounts to discrimination on the basis of race and ethnic origin; and
- Jordan's Principle needs to be applied consistently as it would be a child first principle to be used across Canada to resolve jurisdictional disputes within, and between governments, regarding payment for government services provided to First Nations children; and
- Shannen Koostachin’s (youth education advocate from the Attawapiskat First Nation in Ontario) dream of safe and comfy schools and culturally based education for First Nations children and youth has never been fulfilled.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 8**  
**Submitted by Local 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Develop materials, form partnerships and lobby the Federal government to bring about a National task force on missing and murdered Aboriginal women and girls in Canada; and
2. Support the Native Women’s Association of Canada in the October 4th Sister’s in Spirit vigils that take place annually across Canada.

BECAUSE:

- In the last year, the number of confirmed missing and murdered aboriginal women cases has increased from 582 to 1186 (confirmed by RCMP in June 2014) ; and
- In 2014 every Canadian Premier supported a call for a national inquiry. Such an inquiry would help to reveal the root causes of violence; and
- Identify programs that are working, and be able to recommend changes to government policy; and
- Aboriginal women are 3.5 times more likely to experience violence than non-Aboriginal women; and
- Aboriginal women are 8 times more likely to be victims of spousal homicide than non-Aboriginal women.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 9**  
**Submitted by Locals 3550 (Alta.) and 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government to declare June 21 a National Holiday; and
2. Lobby the federal government establish a statutory holiday to honour residential school survivors, their families and communities; and
3. Encourage the Canadian Labour Congress (CLC) to provide for a similar lobbying effort.

BECAUSE:

- We already have called for National Aboriginal Day and have language in our collective agreements getting the day off; and

- The Federal Government has declared June 21st of every year as National Aboriginal Day, and many Canadians across the country celebrate this special day to celebrate the unique heritage and contributions of First Nations, Inuit and Metis Peoples of Canada; and
- Truth and Reconciliation Commission of Canada (TRC) recommends the statutory holiday for survivors.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 10**  
**Submitted by Locals 3550 (Alta.) and 951 (B.C.)**

CUPE NATIONAL WILL:

1. Meet with, discuss and provide resources (in kind, awareness building, financial, protests, etc.) were we can to:
  - Leaders of Metis, First Nations and Inuit; and
  - Idle No More, Defenders of the Land, Sovereignty organizations, others as deemed appropriate.
2. Also focus on raising CUPE's profile through promotional items, sponsorships, donations, scholarships, flags and kits.

BECAUSE:

- This strategy is known to assist in recognizing the contributions and repairing the negative image of First Nations, Metis and Inuit have of Unions; and
- Our commitment to social justice for all Canadians, CUPE members will not remain passive while the aspirations of the indigenous community in Canada are ignored or swept aside by governments. Together with other trade unions and progressive organizations, we can make our voices heard.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 11**  
**Submitted by Locals 3550 (Alta.) and 951 (B.C.)**

CUPE NATIONAL WILL:

1. Reaffirm its commitment to the Indigenous community through updating CUPE National's "2007 Native People and Aboriginal Rights" policy paper by

editing the title to "2015 Indigenous Peoples Rights Policy Paper".

CUPE supports the principle of such demands for self-government for Indigenous Peoples and accordingly calls on the Federal/Provincial/Municipal government to:

1. Recognize and respect the rights of Indigenous Peoples as guaranteed by the United Nations internationally covenants on the political, economic, social and cultural rights of humanity; and
2. Engage in accelerated and comprehensive negotiations on outstanding land claims. This would include negotiations for the ownership of and jurisdiction over traditional lands in order to provide a secure economic base for local self-government and self-development; and
3. Respect the law of Indigenous communities with regard to no development on lands without the approval of the appropriate Indigenous communities involved. This includes sites such as Grassy Narrows, Barriere Lake, Shoal Lake, Site C and many other communities; and
4. Respect all treaty obligations with Indigenous Peoples on the same basis as any other treaties or all indigenous inherent rights; and
5. Entrench in the constitution the Indigenous right of local self-government as the community sees fit; and
6. Ensure that all Indigenous Peoples have fair access to the process and to the financial resources required to negotiate such agreements; and
7. Respect the rights of Indigenous communities to retain their tradition of customary self-government to run their affairs and for the federal government to cease and desist in its imposition of an Indian Act system of band council elections; and
8. Guarantee indigenous language and cultural rights.

BECAUSE:

- This original policy paper known as PS-87 entitled "Native People and Aboriginal Rights" was approved at the 1987 National Convention; and
- This 1987 Convention policy paper entitled "Native People and Aboriginal Rights:" was further amended by Resolution 10 at the 2007 National Convention; and
- This update is grammatical in nature except for number 3 which is an expansion on known sites of detrimental incidences to the indigenous communities.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 12**  
**Submitted by Locals 3550 (Alta.) and 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Recognize that the Metis and Inuit of Newfoundland and Labrador were excluded from the Truth and Reconciliation Commission of Canada (TRC) residential school survivor's reconciliation process, Canada's apology in 2008 and compensation for suffering; and
2. Ensure that awareness of this exclusion is integrated into all education programs for our members; and
3. Create education tools on how locals can raise awareness and create action plans around these exclusions; and
4. Encourage the CLC to provide for similar action and to encourage all affiliates to endorse.

BECAUSE:

- The Indian Residential Schools Settlement Agreement is a 2006 agreement between the federal government, representatives of former students at residential schools funded by the federal government and several church organizations; and
- The Settlement Agreement lists the schools which fall under the agreement, and the criteria for determining who is responsible and who is eligible under the agreement; and
- In the Nunatsiavut region of Labrador, Inuit residential school survivors were excluded from the federal settlement agreement because residential schools in Labrador were established before 1949, when Newfoundland and Labrador officially joined Canada as a province. The prime minister omitted Labrador from Canada's 2008 apology; and
- The Settlement Agreement included a small number of Métis who attended federally-funded schools, but not the majority of Métis who attended church-run residential and day schools funded by the provinces. The federal government refuses to compensate the Métis survivors of these schools on the grounds that their schools were funded by religious orders or the provincial governments; and
- The federal government has consistently denied its responsibilities to the Métis, as well as non-status Indians. However, on January 8, 2013, the Federal Court ruled that 200,000 Métis and 400,000 non-status Indians in Canada are indeed "Indians" under the Constitution Act, and fall under federal

jurisdiction, helping to more clearly outline the federal government's responsibilities towards these two Aboriginal groups; and

- As a consequence, the vast majority of Métis residential school students and the Nunatsiavut region of Labrador, Inuit residential school survivors are excluded from the Indian Residential Schools Settlement Agreement, Canada's apology in 2008, and the mandate of the Truth and Reconciliation Commission.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 13**  
**Submitted by Local 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Support organizations and advocate for increased funding for Aboriginal education and health and social services, transform child welfare services, and ensure cultural sensitivity and increased Aboriginal control; and
2. Encourage the Canadian Labour Congress (CLC) to provide encouragement to affiliates to provide for the same; and
3. Advocate to all governments to provide for institutions and services they are involved in to provide for the same.

BECAUSE:

- The majority of the Truth and Reconciliation Commission's (TRC's) 'legacy' recommendations (1-24) deal with the significant disparity in social, economic and health outcomes between Aboriginal and non-Aboriginal peoples in Canada; and
- These recommendations require actions primarily on the part of federal and provincial governments. They address the need for increased funding, intercultural competency on the part of non-Aboriginal professionals working in these fields, resolution of federal-provincial jurisdictional disputes in these areas, and increased control in the delivery of these services for Aboriginal families and communities.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 14**  
**Submitted by Local 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Work on a strategy with survivors of the scoop periods with regards to Aboriginal children in care; and
2. Encourage the CLC to provide encouragement to affiliates to provide for the same; and
3. Advocate to all governments to provide for institutions and services they are involved in to provide for the same including compensation, apology and providing needed services.

BECAUSE:

- The first recommendation in the Truth and Reconciliation Commission's (TRC's) report deals extensively with the child welfare system in Canada and the urgent need to reduce the number of Aboriginal children in care; and
- The 60s Scoop period refers to the period from approximately the 1960s to the 1980s when Aboriginal children were forcibly removed from their homes, primarily by provincial child welfare agencies, and adopted out to non-Aboriginal families, many of whom were in the United States; and
- The Millennium Scoop, as coined by John Beaucage former Wasauksing First Nation Chief. Statistic Canada shows more than 14,000 Aboriginal children are currently 'wards of the state'—representing almost half of all Canadian children in foster care. These Aboriginal children are taken from their families at a rate three times higher than at the peak of residential schools; and
- We will continue to support Aboriginal organizations in raising awareness about this history, and our members who are survivors of this period.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 15**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Call on the federal government to implement a national Inquiry into missing and slain aboriginal women.

BECAUSE:

- In the last year, the number of confirmed missing and murdered aboriginal women cases has increased from 582 to 1186 (confirmed by the RCMP in June 2014). We need to know why these Canadian citizens continue to be victims of violence at such high rates, and what we can do, collectively as a nation, to prevent further tragedies; and
- Last year, every single Canadian Premier supported a public call for a national inquiry. Such an inquiry would reveal the root causes of violence toward this marginalized group of Canadians; identify programs and policies that are working and not working to protect Aboriginal women, and determine ways to improve the safety and security of these women; and
- Canada's current piecemeal studies and investigations don't go far enough in addressing the alarming and growing trend of missing and murdered Aboriginal women that is occurring across Canada. Because the families, friends, and loved ones of these missing women deserve answers and justice.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 16**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL SHALL:

1. Strongly lobby the Federal Government to abandon their efforts to disqualify many status Qalipu Mi'kmaq from Indian status through Bill C-25.

BECAUSE:

- This Bill will take away lifelong entitlement for Indian status and band membership and denial of heritage recognition to thousands of Qalipu Mi'kmaq individuals; and
- The individuals who have had their status removed, some for very minor technicalities, have been told there is no appeal process; and
- The initial qualifications were extremely broad and now that approximately 100,000 Newfoundlanders have discovered their roots and their heritage, as opposed to the 23,000 - 30,000 that was anticipated, the qualifying factors have been changed significantly by the Federal Government; and

- The bottom line for the Harper Government are the financial implications due to status Indians for education and health care and who have no compassion for individuals who deserve the recognition of their status and heritage.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 17**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL SHALL:

1. Strongly urge the Federal Government to launch a national inquiry into missing and murdered aboriginal women in Canada.

BECAUSE:

- Aboriginal women experience a rate of violence that is 3.5 times higher than non-aboriginal women; and
- Canadian aboriginal women between the ages of 25 and 44 are five (5) times more likely than all other Canadian women in the same age group to die as a result of violence; and
- The Native Women's Association of Canada estimates that there are approximately eight hundred (800) cases of missing and murdered aboriginal women and girls in Canada; and
- The Provincial Government of Newfoundland & Labrador is already on record as supporting the Native Women's Association of Canada in calling for a national inquiry into missing and murdered aboriginal women in Canada.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 18**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. With the Canadian Labour Congress, lobby the federal government to declare June 21 a National Holiday for all Canadians.

BECAUSE:

- This recognized day would assist in recognizing the contributions of First Nations, Metis and Inuit to the development of Canada; and

- Unions play a leading role in influencing social change and advancing equity issues; and
- The Federal Government has declared June 21st of every year as National Aboriginal Day; and
- Thousands of Canadians across the country celebrate this special day to celebrate the unique heritage and contributions of First Nations, Inuit and Metis Peoples of Canada.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 19**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Advocate for the federal government to implement the 94 recommendations from the summary report released by the Truth and Reconciliation Commission on June 2, 2015 to reduce and repair the damage inflicted on First Nations, Inuit and Metis peoples by the Indian Residential School system.

BECAUSE:

- The Indian Residential School System is a dark part of Canadian history; and
- The recommendations of the Truth and Reconciliation Commission are a call to action to build and rebuild trust with indigenous people; and
- CUPE stands as a strong ally with indigenous people and strives to improve the lives of indigenous people at work and in our communities, including standing up for the rights of indigenous people.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 20**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Develop a strategy for the urgent addressing of children in care and children who have been in care with the following goals:
  - a. Consider an education and awareness campaign/strategy that will work to inform all CUPE members about issues related to indigenous adoptees issues for compensation and apology from the Federal Government; and

- b. Encourage the CLC to develop a strategy to assist with the above and advocate federally.

BECAUSE:

- There have been three major initiatives over the last 150 years that have attempted to eliminate Aboriginal culture in Canada through children: the residential school system, the sixties scoop and the millennium scoop. These three cultural genocide campaigns are a continuation of colonization and have deep and reverberating impacts on Aboriginal Peoples and Canadian society; and
- We all pay in increased costs for health care, crime and social assistance; in the loss of tax revenue that accompanies low earnings; and in the intergenerational cycle of poor children growing up to be poor adults; and
- If a strategy is not created, social costs will become unbearable on the next generation of Canadians.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 21**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Advocate for a 'Royal Proclamation of Reconciliation' to be issued by the Crown and the adoption of the UN Convention on the Rights of Indigenous Peoples and reaffirm the nation-to-nation relationship, including treaty rights and Aboriginal self-governance; and
2. Encourage the CLC to provide for a strategy of advocacy and awareness and encourage affiliates to provide for the same.

BECAUSE:

- Truth and Reconciliation Commission of Canada (TRC) recommendations 43-47 deal with the UN Convention on the Rights of Indigenous Peoples and the need to reaffirm past agreements regarding Aboriginal status as distinct nations with nation-to-nation treaty rights and the right to self-governance. The Commission calls upon federal, provincial, territorial and municipal governments to fully adopt and implement the UN Convention, with the federal government taking the lead in developing a national action plan to achieve its goals; and
- A 'Royal Proclamation of Reconciliation' to be issued by the Crown will reaffirm the nation-to-nation

relationship; repudiate concepts such as the doctrine of discovery used to justify European control over Aboriginal lands and peoples; renew or establish Treaty relationships; and recognize Aboriginal peoples as full partners in Confederation.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 22**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Commit to educating our members about Truth and Reconciliation Commission of Canada (TRC) history and the need for reconciliation, and ensure that it is integrated into all education programs for members, including our Aboriginal awareness course and our Human Rights course; and
2. Encourage the CLC to provide encouragement to affiliates to provide for the same; and
3. Advocate to all governments to provide for institutions and services they are involved in to provide for the same.

BECAUSE:

- A significant number of the TRC recommendations call for widespread education on the history of the residential school system as well as professional training in intercultural competency; and
- Awareness is the key to providing for reconciliation so the integration of the history of the residential school system in curricula for kindergarten to grade 12 students across Canada and in post-secondary institutions as well as education and training for public servants at all levels of the state, social workers, lawyers and nursing and medical professionals will be vital.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 23**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Develop materials, form partnerships and lobby the Provincial government to bring about a National Public Inquiry on missing and murdered Aboriginal women and girls in Canada; and

2. Support the Native Women's Association of Canada in the October 4th Sister's in Spirit vigils that take place annually across Canada.

BECAUSE:

- In the last year, the number of confirmed missing and murdered aboriginal women cases has increased from 582 to 1186 (confirmed by RCMP in June 2014) ; and
- In 2014 every Canadian Premier supported a call for a national inquiry. Such an inquiry would help to reveal the root causes of violence; and
- Identify programs that are working, and be able to recommend changes to government policy; and
- Aboriginal women are 3.5 times more likely to experience violence than non-Aboriginal women; and
- Aboriginal women are 8 times more likely to be victims of spousal homicide than non-Aboriginal women; and
- Truth and Reconciliation Commission of Canada (TRC) recommendation 41 which calls upon the federal government to appoint a public inquiry to investigate the causes of and remedies for the disproportionate numbers of missing and murdered Aboriginal women and girls. In addition to investigating the issue, the inquiry would also investigate the links to the intergenerational legacy of the residential school system; and
- CUPE has a long history of supporting calls for such a public inquiry, which includes initiating a postcard campaigns, participating in Sisters in Spirit vigils across Canada, financially supporting Aboriginal women's organizations' campaigns, and calling for an inquiry in CUPE statements.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 24**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Reaffirm its commitment to the Indigenous community through updating CUPE National's Aboriginal Rights Policy paper by editing the following:

CUPE supports the principle of such demands for self-government for Indigenous Peoples and accordingly calls on the Federal/Provincial/Municipal government to:

1. Recognize and respect the rights of Indigenous Peoples as guaranteed by the United Nations

internationally covenants on the political, economic, social and cultural rights of humanity; and

2. Engage in accelerated and comprehensive negotiations on outstanding land claims. This would include negotiations for the ownership of and jurisdiction over traditional lands in order to provide a secure economic base for local self-government and self-development; and
3. Respect the law of Indigenous communities with regard to no development on lands without the approval of the appropriate Indigenous communities involved. This includes sites such as Grassy Narrows, Barriere Lake, Shoal Lake, Site C and many other communities; and
4. Respect all treaty obligations with Indigenous Peoples on the same basis as any other treaties or all indigenous inherent rights; and
5. Entrench in the constitution the Indigenous right of local self-government as the community sees fit; and
6. Ensure that all Indigenous Peoples have fair access to the process and to the financial resources required to negotiate such agreements; and
7. Respect the rights of Indigenous communities to retain their tradition of customary self-government to run their affairs and for the federal government to cease and desist in its imposition of an Indian Act system of band council elections; and
8. Guarantee indigenous language and cultural rights.

BECAUSE:

- This policy paper was approved in 1987 and only needs updates except for number 3 which is an expansion on known sites of detrimental incidences to indigenous communities.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 25**  
**Submitted by Locals 3550 (Alta.) and 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Take out a membership in the Canadian Aboriginal AIDS Network and meet with the director to explore

ways into which CUPE can support and work with this organization.

BECAUSE:

- The incidences of AIDS and HIV and Hepatitis C is disproportionately higher in the Aboriginal population and is currently one of the major health challenges in the population; and
- The Canadian Aboriginal AIDS Network is a very effective organization in educating the Aboriginal and general public about this important issue.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 26**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Support organizations and advocate for increased funding for Aboriginal education and health and social services, transform child welfare services, and ensure cultural sensitivity and increased Aboriginal control; and
2. Encourage the CLC to provide encouragement to affiliates to provide for the same; and
3. Advocate to all governments to provide for institutions and services they are involved in to provide for the same.

BECAUSE:

- The majority of the Truth and Reconciliation Commission of Canada (TRC) 'legacy' recommendations (1-24) deal with the significant disparity in social, economic and health outcomes between Aboriginal and non-Aboriginal peoples in Canada; and
- These recommendations require actions primarily on the part of federal and provincial governments. They address the need for increased funding, intercultural competency on the part of non-Aboriginal professionals working in these fields, resolution of federal-provincial jurisdictional disputes in these areas, and increased control in the delivery of these services for Aboriginal families and communities.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 27**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Work on a strategy with survivors of the scoop periods with regards to Aboriginal children in care; and
2. Encourage the CLC to provide encouragement to affiliates to provide for the same; and
3. Advocate to all governments to provide for institutions and services they are involved in to provide for the same including compensation, apology and providing needed services.

BECAUSE:

- The first recommendation in the Truth and Reconciliation Commission of Canada (TRC) report deals extensively with the child welfare system in Canada and the urgent need to reduce the number of Aboriginal children in care; and
- The 60s Scoop period refers to the period from approximately the 1960s to the 1980s when Aboriginal children were forcibly removed from their homes, primarily by provincial child welfare agencies, and adopted out to non-Aboriginal families, many of whom were in the United States; and
- The Millennium Scoop, as coined by John Beaucage former Wasauksing First Nation Chief. Statistic Canada shows more than 14,000 Aboriginal children are currently 'wards of the state' – representing almost half of all Canadian children in foster care. These Aboriginal children are taken from their families at a rate three times higher than at the peak of residential schools; and
- We will continue to support Aboriginal organizations in raising awareness about this history, and our members who are survivors of this period.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**AIRLINES**

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**Resolution No. 28**  
**Submitted by Local 4047 (Ont.)**

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CUPE WILL:

1. Continue to work with labor bodies to reverse after next election the Federal Government, demanding that the crew complement ratio be upheld and that

the legislative change be contested strongly by labor as it was done without appropriate consultation.

BECAUSE:

- Extensive testing/studies have proven that the 1:40 ratio of flight attendants to passengers is the standard necessary to ensure passenger safety; and
- Less crew members on board aircrafts pose significant risks to passengers and crew; and
- Flight attendants work in hazardous unpredictable environments within confined spaces and are trained to handle hijackings, violent and unruly behavior, medical emergencies, fire fires, manage slow and rapid decompressions, ensure emergency evacuations; and
- The Conservatives made a change to regulations without public or labor consultation to the crew complement regulations at the expense of safety for the express purpose of corporate profit; and
- As the crash of Germanwings Flight 9525 shows that a minimum of two people are needed in the flight deck at all times, and Canadian flights are already limiting flight attendants; and
- Loss of life for the traveling public and workers could be a direct result of this change having not enough workers to man doors in case of emergency. A passenger is not trained in evacuation and may not have the reflex needed to open a door in emergency not knowing all procedures required to perform this task safely.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 29**  
**Submitted by Local 3500 (B.C.)**

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CUPE NATIONAL WILL:

1. Continue to work with other labour bodies to lobby the Federal Government, demanding that the crew complement ratio remain at the current federally legislated standard of 1:40, that any further approval of exemptions cease, that all exemptions granted be immediately withdrawn.

BECAUSE:

- Extensive testing/studies have proven that the 1:40 ratio of flight attendants to passengers is the standard necessary to ensure passenger safety; and
- Less crew members on board aircrafts pose significant risks to passengers and crew; and

- Flight attendants work in hazardous unpredictable environments within confined spaces and are trained to handle hijackings, violent and unruly behavior, medical emergencies, fight fires, manage slow and rapid decompressions, facilitate emergency evacuations; and
- Transport Canada has allowed air operators exemptions to the crew complement regulations at the expense of safety for the express purpose of corporate profit; and
- Despite holding a public consultation meeting in May of 2014, Federal legislation has not yet been amended to reflect the proposed changes.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 30**  
**Submitted by the CUPE Metro Vancouver District Council (B.C.)**

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CUPE NATIONAL WILL:

1. Continue to work with all labour bodies including the Airline and Provincial Divisions to lobby the Federal Government and demand that the crew complement ratio remain at the current standard of 1:40, and that an exemptions granted be immediately revoked.

BECAUSE:

- Testing/studies prove that the 1:40 ratio of flight attendants: passengers is necessary to ensure onboard safety; and
- Flight attendants work in hazardous, unpredictable, confined environments, and are trained to handle hijackings, violent/unruly behavior, medical emergencies, fires, slow/rapid decompressions, and emergency evacuations; and
- Transport Canada has discounted the value of safety by providing airlines with exemptions to the crew complement regulation for the express purpose of corporate profit; and
- Despite holding a public consultation meeting in May 2014, Federal legislation has not been amended to reflect the proposed changes; and
- Despite efforts lobbying against this impending legislation, exemptions continue to be provided, test drills executed, and Transport Canada is evidently moving forward, attempting to make this dangerous change a reality.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 31**  
**Submitted by Local 4078 (B.C.)**

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CUPE NATIONAL WILL:

1. Continue to work with all labour bodies including the Airline and Provincial divisions to lobby the Federal Government and demand that the crew complement ratio be regulated at the standard of 1:40, and that all exemptions granted be immediately revoked.

BECAUSE:

- Testing/studies prove that the 1:40 ratio of flight attendants/passengers is necessary to ensure onboard safety; and
- Flight attendants work in hazardous, unpredictable, confined environments, and are trained to handle hijackings, violent/unruly behavior, medical emergencies, fires, slow/rapid decompressions, emergency evacuations; and
- Transport Canada has discounted the value of safety by providing airlines with exemptions to the crew complement regulation for the express purpose of corporate profit; and
- Despite holding a public consultation meeting in May/2014, Federal legislation has not been amended to reflect the proposed changes; and
- Despite efforts lobbying against this impending legislation, Transport Canada is evidently moving forward, making this a formal change in Federal legislation.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**CHILD CARE**

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**Resolution No. 32**  
**Submitted by the Ottawa CUPE District Council (Ont.),**  
**Locals 1979, 2204 (Ont.), 15, 951 and 4078 (B.C.)**

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CUPE NATIONAL WILL:

1. Continue to take leadership in working with the Canadian Labour Congress, other unions and the Child Care Advocacy Association Canada (CCAAC) and provincial child care coalitions to keep child care on the federal agenda post the 2015 federal election; and
2. Continue to provide financial and human resources and use the Rethink Child Care campaign to push for a child care system that is public and non-profit child care.

BECAUSE:

- The Rethink Child Care campaign was effective for uniting labour and child care advocacy organizations in the call for a national child care program that engaged thousands of trade unionists and community activists in "kitchen table" conversations to debunk the idea that child care is an individual responsibility; and
- Rethink helped build a nation-wide buzz about child care and was instrumental to the success of the Child Care 2020 conference and reaching agreement on a vision and national policy framework and pressing federal political parties to include child care in their election platforms.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 33**  
**Submitted by the Ottawa CUPE District Council (Ont.),**  
**Locals 2204 (Ont.), and 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Develop a mobilizing and organizing strategy in the child care sector as a way to strategically:
  - a. Protect and expand public and non-profit child care; and
  - b. Ensure child care workers, whether they are employed in community - based non-profit, education or municipal sectors are unified and strengthened; and
  - c. Develop the capacity and leadership of child care workers to advocate and bargain effectively to address the issues they face and to improve wages, benefits and working conditions.

BECAUSE:

- The current public/non-profit child care sector is marked by fragmentation and inadequate funding, making it vulnerable to corporate and for-profit child care; and
- Recent policy initiatives have seen a growing number of provinces put child care within ministries of education signals changes that could see an expansion of programs and services within the sector; and
- Bringing child care workers together under one union is an effective way to strengthen advocacy and give a unified voice to those working in the sector.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 34**  
**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

1. Lobby the Federal Government to develop a publicly funded and publicly delivered comprehensive child care system; and
2. Continue to work with the Canadian Labour Congress, Divisions and other child care advocates on a National Child Care Campaign leading to the 2015 federal election.

BECAUSE:

- The Universal Child Care Benefits (UCCB), the replacement for the national child care program cancelled by the Harper government, has cost Canadians \$15 billion since 2006; and
- Affordable child care is an important issue not only for parents but also for the Canadian economy as it plays a significant role in labour force participation, particularly for women. When parents are given an affordable choice, they choose to work, which increases income for all Canadians; and
- For many families, child care is the second highest expense after housing; and
- An accessible and affordable community-based, non-profit child care system across Canada is long overdue; and
- Child care workers have a right to wages and working conditions that reflect the level of training, responsibility and value of work; and
- Every child has a right to quality public care within their own community.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 35**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Continue to lobby both provincial and federal governments for a universal childcare program.

BECAUSE:

- The current cost of childcare to families is outrageous; and
- Because the benefits to society far outweigh the costs; and

- Because parents being able to work provides benefits to local economies and economic dividends that outweigh the costs; and
- Because universal child care would be an enormous step for equity for both parents and child care workers; and
- Because it is affordable if governments would stop giving corporations tax breaks and to focus on Canada's greatest resource, our children.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 36**  
**Submitted by the CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Lobby the federal government to develop a publicly funded and publicly delivered comprehensive child care system; and
2. Continue to work with the CLC, CUPE Divisions, CUPE Locals and other child care coalitions/ advocates on a National Child Care campaign leading into the 2015 federal election.

BECAUSE:

- The Universal Child Care Benefits (UCCB), the replacement for the national child care program cancelled by the federal government has cost Canadians \$15 billion since 2006; and
- Affordable child care is an important issue not only for parents but also for the Canadian economy as it plays a significant role in labour force participation, particularly for women; and
- For many families, child care is the second highest expense after housing; and
- An accessible and affordable community-based, non-profit child care system across Canada is long overdue; and
- Child care workers have a right to wages and working conditions that reflect the level of training, responsibility and value of work; and
- Every child has a right to quality public care within their community.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

## CODE OF CONDUCT

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**Resolution No. 37**  
**Submitted by Local 2745 (N.B.)**

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CUPE NATIONAL WILL:

1. Enshrine the Code of Conduct in the National Constitution.

BECAUSE:

- The Code of Conduct was designed to create a safe, respectful and supportive environment within CUPE and to provide a process for dealing with complaints of inappropriate behaviour at all events organized by CUPE National; and
- The code was a key recommendation of the National Women's Task Force report from 2007 and supported by a CUPE National Convention resolution in 2007; and
- The code was unanimously approved by the National Executive Board in June 2010; and
- Divisions have also adopted codes of conduct based on the National Code of Conduct.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

## COLLECTIVE BARGAINING

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**Resolution No. 38**  
**Submitted by the Hospital Employees' Union (B.C.),**  
**Locals 3912 (N.S.) and 4980 (Sask.)**

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CUPE NATIONAL WILL:

1. Promote putting green bargaining language in CUPE collective agreements and upgrade current green bargaining resources to encourage wide uptake of green collective agreement language.

BECAUSE:

- CUPE is a leader in workplace environmental initiatives and green collective agreement language can help continue to advance environmental improvements at work.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 39**  
**Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Provide the necessary funding for purposes of supporting collective bargaining for our members; and
2. Protect our members' bargaining rights including stopping the contracting out of our work and the deterioration of our benefit packages and the employers' attacks on our collective agreements.

BECAUSE:

- CUPE members deserve collect agreements that protect their rights and improve their quality of life; and
- CUPE rank and file understand benefits, decent working conditions, and the right to be protected by a union; and
- Employers are systematically trying to remove workers' benefits and rights and lower our standard of living; and
- Contracting out is a direct attack on trade unions.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 40**  
**Submitted by Local 4828 (Sask.)**

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CUPE NATIONAL WILL:

1. Encourage affiliates to include Gender Identity and Gender Expression protections when negotiating non-discrimination language in their Collective Bargaining Agreements.

BECAUSE:

- Gender identity and Gender Expression are not protected under many Provincial Human Rights Codes across the country; and
- Bill C-279 ("An Act to amend the Canadian Human Rights Act and the Criminal Code - gender identity") is still stalled at the National level, having been introduced in 2011; and

- CUPE members’ health and safety is at risk through potential violence in the workplace or in their everyday lives; and
- CUPE members are negatively affected by discrimination based on their gender identity and expression; and
- Having the right to gender identity and expression included in contracts will give needed protection to CUPE members.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 41**  
**Submitted by Local 4047 (Ont.)**

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CUPE NATIONAL WILL:

1. Develop appropriate collective agreement language that will protect health and safety activists from reprisals and Lobby all locals to include this language in their collective agreements.

BECAUSE:

- Employers often target health and Safety activists because they are often the most vocal; and
- Many Health and Safety activists are working on a volunteer capacity; and
- Members are often intimidated to address health and safety concerns.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 42**  
**Submitted by CUPE Saskatchewan, CUPE Saskatchewan Health Care Council, Hospital Employees’ Union (B.C.), Locals 8920 (N.S.) and 1158 (Alta.)**

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CUPE NATIONAL WILL:

1. Resource and support a pilot project(s) in CUPE-organized workplaces that would:
  - a) Support CUPE members in a facility to engage the community to determine its concerns about the level and quality of service in their workplace; and
  - b) Place a clear demand to improve the quality of service on the bargaining table for that round of bargaining (e.g. reverse a service cut, increase staff levels, increase hours of service, etc.); and

- c) Support and resource a community-based campaign where CUPE members would inform and involve local residents of our efforts to improve quality of community services through collective bargaining (eg. face-to-face discussions, radio ads, townhalls, information tables, etc.); and
2. Document the pilot project(s) and report back on lessons learned at CUPE Sector Council.

BECAUSE:

- The right to strike has been increasingly curtailed through essential services legislation; and
- Support for public sector workers is tied to the level and quality of the services we provide; and
- Service cuts, workload and staffing levels are a priority for CUPE members in all sectors; and
- CUPE needs to build on the experiences and knowledge we already have of connecting our bargaining to the community and expanding the scope of job action when the right to strike is not an option; and
- Building community support for public services and our bargaining issues will increase understanding and break down the public worker/community divide to build a common front between workers and the communities we serve.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 43**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Encourage CUPE divisions/locals/councils to develop a pilot project in CUPE organized workplaces that would:
  - a) Support CUPE members in a facility to engage the community to determine its concerns about the level and quality of service in their workplace; and
  - b) Increase communication between CUPE members and would inform and involve local residents of our efforts to improve quality of community services through collective bargaining (eg. face to face discussions, radio ads, townhalls, information tables, etc.); and
2. Report on this project at a future CUPE Sector Council.

BECAUSE:

- The right to strike has been increasingly curtailed through essential services legislation; and
- Service cuts, workload and staffing levels are a priority for CUPE members in all sectors; and
- CUPE needs to build on the experience and knowledge we already have of connecting our bargaining to the community and expanding the scope of action when the right strike is not an option; and
- Building community support for public services and our bargaining issues will increase understanding and break down the public worker/community divide to build a common front between workers and the communities we serve.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

### COMMUNICATING WITH CUPE MEMBERS

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**Resolution No. 44**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Explore the feasibility of non-traditional attendance at General Membership Meetings that does not require members to be physically present; and
2. Develop a pilot programme that uses the available technology, such as video conferencing, etc. to accommodate full active participation from a remote location; and
3. Pilot the program with interested Locals.

BECAUSE:

- Many Locals are experiencing increased difficulty in achieving quorum at General Membership Meetings; and
- Providing alternative access to participation in General Membership meetings will increase the ability for members to feel connected with their Local as well as build capacity within Locals to communicate, engage and mobilize the membership to build solidarity and strength; and
- CUPE needs to be reflective of and responsive to increased demands on the limited amount of free time that members have to share with their union; and

- Providing the ability for members to participate from a remote location increases the opportunities for Local unions to achieve quorum while contributing to the needs of our membership to maintain home and work life balance; and
- Technology is readily available to facilitate attendance with full ability to actively participate from a remote location.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 45**  
**Submitted by Local 4091 (Qc.)**

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CUPE NATIONAL WILL:

1. Be proactive and take all necessary steps to promote French and English equally in all its activities and those of local unions.

BECAUSE:

- French and English are (in equal parts) Canada's two official languages; and
- All CUPE members have the right to be served properly in their preferred language; and
- For each job, it is important to use language that is appropriate, professional, and technical; and
- The local unions sometimes require technical support or professional translation services; and
- It is essential to help future generations develop profound respect for and interest in our official languages.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 46**  
**Submitted by Locals 3912 (N.S.) and 4980 (Sask.)**

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CUPE NATIONAL WILL:

1. Provide education and training on videoconferencing equipment and other relevant electronic technology that can lower the environmental impact of work and among CUPE activists, committees and other parts of CUPE.

BECAUSE:

- CUPE has installed videoconferencing capacity in many of its offices that should be fully utilized. And because technology can be used as an alternative to meetings/conferences that require extensive travel, which can have negative environmental consequences.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 47**  
**Submitted by the Ontario Council of Hospital Unions**

CUPE NATIONAL WILL:

1. Ask the National Executive Board to review the services available to members outside of the province of Quebec whose first language is French, take corrective wherever required and report to the CUPE National Executive Board with on this matter in 2017.

BECAUSE:

- A large number of our members are Francophone and many locals, outside of the province of Quebec, function exclusively in the French language; and
- Francophone members of CUPE do not have the same services available to them in a timely way as Anglophone members, particularly in the province of Ontario; and
- Educational opportunities are fewer and infrequent for Francophone members, particularly in the province of Ontario; and
- The assignment of Francophone servicing representatives to locals requiring service in the French language, particularly in the province of Ontario, takes longer, leaving members without service; and
- Francophone specialist services, like research, are scarce, particularly in the province of Ontario.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 48**  
**Submitted by the Hospital Employees' Union (B.C.)**

CUPE NATIONAL WILL:

1. Provide education and training on videoconferencing equipment and other relevant electronic technology

that can lower the environmental impact of work and among CUPE activists, committees and other parts of CUPE.

BECAUSE:

- CUPE has installed videoconferencing capacity in many of its offices that should be fully utilized. And because technology can be an alternative to extensive travel for meetings and conferences that can have negative environmental consequences.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 49**  
**Submitted by Local 4948 (Ont.)**

CUPE NATIONAL WILL:

1. Create an online directory of all CUPE affiliated locals across Canada by sector and sub-sector; and
2. Include President, Office address (if applicable), phone number, email and webpage (if applicable) ; and
3. Include CUPE National Office and Regional Offices and main contact information of officers and services offered; and
4. Include a calendar of important administrative dates like the National Executive Board (NEB) meeting dates and any relevant deadlines.

BECAUSE:

- This will assist in work at the local level and support the work that CUPE provides by way of the National Representatives; and
- Create an invaluable networking tool to strengthen the work that we do that has relevancy across the country; and
- Provide support and information to the CUPE National Committees; and
- Assist and aid in the work that needs to be done for the CUPE National Sector conference bi-annually.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 50**  
**Submitted by the CUPE Metro Vancouver District Council (B.C.)**

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CUPE NATIONAL WILL:

1. Engage with the Canadian Labour Congress to develop a coordinated media presence that may include forms of print and/or electronically formatted materials designed to improve communication and educate union members and members of the general public from a worker's perspective.

BECAUSE:

- Collectively, approximately 30% of workers in Canada are represented by unions; and
- Many members of the general public blindly believe in the messages about workers from the mainstream media; and
- Current media sources are fragmented across Canada; and
- The union movement is currently engaged in a member to member program (Fairness Works/Unite for Fairness) on a national scale and coordinated efforts in this regard will both improve and drive the acceptance of the labour movement's message, thus improving the union profile on a national platform.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**CUPE MEMBERS EDUCATION**

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**Resolution No. 51**  
**Submitted by Local 2550 (Alta.)**

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CUPE NATIONAL WILL:

1. Ensure that the National Union Development Department will offer the Steward Learning Series Workshop "Literacy Awareness for Stewards" in all regions on a regular basis.

BECAUSE:

- Stewards' awareness is key to understanding their members' literacy issues and concerns; and
- Literacy impacts all the challenging work that stewards do; and
- Literacy is the foundation to all learning; and

- Literacy workshops are essential for all CUPE locals to play an active and effective role in provincial Literacy initiatives.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 52**  
**Submitted by Locals 8920 (N.S.) and 2550 (Alta.)**

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CUPE NATIONAL WILL:

1. Encourage Union Development Department to include the Steward Learning Series module: "Literacy Awareness for Steward" as one of the core component for new stewards.

BECAUSE:

- Literacy is the foundation to all learning
- Literacy impacts all the challenging work that stewards do; and
- Stewards' awareness is key to understanding their members literacy issues and concerns; and
- Literacy issues can lead to health and safety concerns and inability to comply with the procedures.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 53**  
**Submitted by Local 2191 (Ont.)**

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CUPE WILL:

1. Provide anti-oppression training at CUPE conferences and conventions, staff training and member orientation; and
2. Incorporate anti-oppression analysis into all union activities as well as through stand-alone training; and
3. Develop this training and analysis in consultation with equity-seeking groups, and use facilitators from equity-seeking groups.

BECAUSE:

- Anti-oppression training will help us understand, unlearn and dismantle racism, sexism, misogyny,

homophobia, transphobia, ableism, classism and other socially constructed systems of power that permeate our workplaces, union and society; and

- Often, we cannot see these systems of domination and stereotypes because they're so deeply embedded in our culture and institutions; and
- The problem is not our different social groups but the oppressive systems and the violence used to sustain those systems; and
- CUPE has done excellent groundwork of using an equality analysis in its member education program; this anti-oppression training and organization- wide lens would extend this work across the union.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 54**  
**Submitted by the Ottawa CUPE District Council (Ont.),**  
**Locals 1979 and 2424 (Ont.)**

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CUPE NATIONAL WILL:

1. Direct Union Development to begin on-line delivery of existing courses or parts of courses where practical, integrating on-line Interactive technology where applicable; and
2. Request that Union Development develop guidelines for the promotion and effective integration of on-line and in-school courses and develop training courses for member facilitators in the new relevant technology.

BECAUSE:

- The education of members is fundamental to building a strong union; and
- Members are not always able to attend in-school education programs due to conflicting schedules, family responsibility, location and accessibility; and
- Technological advancements have made on-line meeting capabilities more interactive; and
- On-line sessions can make education more accessible to members as they may be provided year-round.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 55**  
**Submitted by the Sudbury and District CUPE Council**  
**(Ont.)**

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CUPE NATIONAL WILL:

1. Develop through Union Development to begin on-line delivery of existing courses or parts of courses where practical, integrating on-line interactive technology where applicable; and
2. And that Union Development develop guidelines for the promotion and effective integration of on-line and in-school courses and develop training courses for member facilitators in the new relevant technology.

BECAUSE:

- The education of members is fundamental to building a strong union; and
- Members are not always able to attend in-school education programs due to conflicting schedules, family responsibility, location and accessibility; and
- Technological advancements have made on-line meeting capabilities more interactive; and
- On-line sessions can make education more accessible to members as they may be provided year-round.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 56**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Develop and present educational workshops to CUPE members on Treaty Relations in Canada in partnership with provincial Treaty Relations Commissions; and
2. Encourage executives and shop stewards to participate in this training to guide and shape their interactions and work within their local.

BECAUSE:

- We are all Treaty people; and
- Racism and misconceptions about Treaty Relations persist in Canada, our workplaces, our institutions, and our union; and
- We fight to uphold our Equality Statement and our Collective Agreements and yet rights and responsibilities laid out in treaties have yet to be honoured and respected; and

- Treaty Relations education is a step towards individual and collective understanding of both historical and current effects of colonization.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 57**  
**Submitted by Local 2348 (Man.)**

CUPE NATIONAL WILL:

1. Work with Regional offices to ensure respectful environments are fostered at Union Education events and schools, through the development of an evaluation for Member participants and Facilitators.

BECAUSE:

- As Unionists, we need to lead the way and practice what we teach and strive to create safer spaces in our Union spaces. Creating safer spaces for Members, Facilitators and Staff is key to ensuring all CUPE Members feel recognized and respected; and
- In order to ensure we are creating and upholding the equality statement, we need to hear from our Member participants and Facilitators to ensure we are creating safe spaces for all Members.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 58**  
**Submitted by the Hospital Employees' Union (B.C.)**

CUPE NATIONAL WILL:

1. Encourage Union Development Department to include the Steward Learning Series module: "Literacy Awareness for Steward" as one of the core component for new stewards.

BECAUSE:

- Literacy is the foundation to all learning; and
- Literacy impacts all the challenging work that stewards do; and
- Stewards' awareness is key to understanding their members literacy issues and concerns; and
- Literacy issues can lead to health and safety concerns and inability to comply with the procedures.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 59**  
**Submitted by Local 2669 (Sask.)**

CUPE NATIONAL WILL:

1. Take the steps needed to promote the new Health and Safety Learning Series with locals so they may them educate their Executives; Health and Safety Committees and Representatives.

BECAUSE:

- Locals cannot always afford to take comprehensive courses, such as whole weeks of health and safety training when representatives are appointed; and
- Locals need training on occupational health and safety to serve their members and claim their rights more effectively and in a timely manner; and
- Locals face a growing rate of health and safety-related issues; and
- Health and Safety is a cornerstone to engagement of our members.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 60**  
**Submitted by CUPE Alberta**

CUPE NATIONAL WILL:

1. Make it a priority to develop training modules on environmental issues.

BECAUSE:

- CUPE does not have any formal training regarding the environment; and
- Environmental conditions are our working and living conditions; and
- This affects all future generations.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 61**  
**Submitted by CUPE Manitoba**

CUPE NATIONAL WILL:

1. Explore the possibility of developing educational workshops on Treaty Relations in Canada in

partnership with the Treaty Relations Commission of Manitoba and any other province where such Commissions exist; and

- 2. Encourage locals to participate in this training to guide and shape their interactions and work within their local.

BECAUSE:

- Racism and misconceptions about Treaty Relations persist in Canada, our workplaces, our institutions, and our union; and
- Rights and responsibilities laid out in treaties have yet to be honoured and respected; and
- Treaty Relations education is a step towards individual and collective understandings of both historical and current effects of colonization.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

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**Resolution No. 62**  
**Submitted by Local 4047 (Ont.)**

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CUPE NATIONAL WILL:

- 1. Take the steps needed to promote new training—a learning series on occupational health and safety—with locals to ensure that they register their new Health and Safety Representatives to work as of the first year of their appointment.

BECAUSE:

- Locals cannot always afford to take comprehensive courses, such as whole weeks of health and safety training when representatives are appointed; and
- Locals need training on occupational health and safety to serve their members and claim their rights more effectively; and
- Locals face a growing rate of health- and safety-related issues.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

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**Resolution No. 63**  
**Submitted by the Sudbury and District CUPE Council (Ont.)**

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CUPE ONTARIO WILL:

- 1. Along with District Councils, establish a roster of members from affiliated CUPE Locals who will act as District Campaign Facilitators to assist in the implementation of CUPE Ontario campaigns at the regional level, including implementation of campaigns, strike support, political action and municipal, provincial and federal election campaigns. These District Campaign Facilitators will be also used to educate and raise the political awareness of CUPE members in their area.
- 2. A comprehensive program will be organized to train these facilitators in all aspects of campaigning. Facilitators will then be used to implement the various campaigns of CUPE Ontario through book-offs through District Council. Updated training programs will be held each year for new Campaign Facilitators.

BECAUSE:

- CUPE Ontario has multiple campaigns that are implemented each year and always mobilize member book-offs to work in elections.
- Often, meeting campaign goals are hampered by the inability to find experienced and/or trained members to book-off to implement campaigns and/or elections.
- Our Special Convention last year talked about being proactive to fight austerity measures that impact locals and their communities.
- A roster of trained CUPE Campaign Facilitators at the regional level will help build a stronger, community-based union

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

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**Resolution No. 64**  
**Submitted by Local 1182 (Ont.)**

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CUPE NATIONAL WILL:

- 1. Encourage Union Development to begin on-line delivery of existing courses or parts of courses where practical, integrating on-line interactive technology where applicable; and

- Request that Union Development develop guidelines for the promotion and effective integration of on-line and in-school courses and develop training courses for member facilitators in the new relevant technology.

BECAUSE:

- The education of members is fundamental to building a strong union; and
- Members are not always able to attend in-school education programs due to conflicting schedules, family responsibility, location and accessibility; and
- Technological advancements have made on-line meeting capabilities more interactive; and
- On-line sessions can make education more accessible to members as they may be provided year-round.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 65**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

- Recognize the need for pay equity between Regional and National Staff with Regional Member Facilitators by working with the CUPE Member Facilitators to identify an honourarium for evening and weekend facilitation; and
- Implement the same per diem schedule for in town (regional) facilitators, as with out of town (national) facilitators at national conferences and events; and
- Work with Regional Facilitators to identify, contribute to the development of, and implementation of new education modules.

BECAUSE:

- As Unionists, we need to lead the way and practice what we teach and demonstrate pay equity (equal pay for equal work) in order to foster a strong team of CUPE Member Facilitators that feel recognized and respected for their contributions and work; and
- Member Facilitators are the voice and action of our Union - the front line activism, education and solidarity through education; and
- Member Facilitators work hard for our Union and most often, do not get LOAs for evening and weekend

work, and in many cases, do not even get a full day of per diems paid out if they are in-town facilitators.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 66**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

- Develop sexual violence and harassment training in consultation with provincial coalitions of rape crisis centres (where they exist), anti-racism activists and community groups, disability-rights organizations and queer-rights organizations. Training modules shall 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; and
- Changing the culture of our locals will require training and workshops.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**CUPE NATIONAL COMMITTEES AND WORKING GROUPS**

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**Resolution No. 67**  
**Submitted by the CUPE Metro District Council (B.C.) and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

- Create a National Skilled Trades Working Group.

BECAUSE:

- Skilled Trades need advocacy and national strategies in the areas of apprenticeships, contracting out trades work, women in trades and protection of Red Seal Trades Certification.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 68**  
**Submitted by Local 374 (B.C.)**

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CUPE NATIONAL WILL:

1. Eliminate all National Committees; and
2. Direct the funds previously used for National Committees (roughly two million) to increase the servicing ability of the National Union.

BECAUSE:

- Too much money is spent on national committee meetings; and
- The vast majority of locals are small and rely entirely on volunteers. By having more servicing representatives available across the country all CUPE members will be better serviced; and
- The current workload of many servicing representatives is unmanageable. More servicing representatives are needed; and
- This does not require any increase in per capita.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 69**  
**Submitted by the CUPE Metro Vancouver District Council (B.C.)**

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CUPE NATIONAL WILL:

1. Establish a national Transportation Committee, representative of transportation workers country wide.

BECAUSE:

- CUPE represents provincially regulated and federally regulated public transportation workers in all areas of the transportation sector across Canada; and
- Transportation workers across Canada face many common issues such as violence in the workplace, privatization, outsourcing, reduced funding, and amendments to crew complement; and
- We need to establish a strong national voice for CUPE workers in the transportation sector; and
- We need to increase the participation and co-ordination of CUPE workers within the transportation sector across Canada.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 70**  
**Submitted by the CUPE British Columbia and Local 3500 (B.C.)**

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CUPE NATIONAL WILL:

Establish a National Transportation Committee.

BECAUSE:

- CUPE represents provincially regulated and federally regulated public transportation workers in all areas of the transportation sector across Canada; and
- Transportation workers across Canada face many common issues such as: violence in the workplace, privatization, outsourcing, and reduced funding; and
- We need to establish a strong national voice for CUPE workers in the transportation sector; and
- We need to raise the profile of CUPE within the transportation sector; and
- We need to increase the participation and coordination of CUPE workers within the transportation sector across Canada.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 71**  
**Submitted by Local 4078 (B.C.)**

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CUPE NATIONAL WILL:

1. Establish a national Transportation Committee, representative of transportation workers country wide.

BECAUSE:

- CUPE represents provincially regulated and federally regulated public transportation workers in all areas of the transportation sector across Canada; and
- Transportation workers across Canada face many common issues such as: violence in the workplace, privatization, outsourcing, and reduced funding; and
- We need to establish a strong national voice for CUPE workers in the transportation sector; and
- We need to raise the profile of CUPE within the transportation sector; and
- We need to increase the participation and coordination of CUPE workers within the transportation sector across Canada.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 72**  
**Submitted by CUPE Ontario and Local 1334 (Ont.)**

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CUPE NATIONAL WILL:

1. Create a National Trades Committee to enhance awareness/recognition of diversified skills of traditional trades' workers in the public sector across all of CUPE, including profiling the roles of Trades members at events, meetings, training, conferences and conventions; and
2. Continue to lobby for the importance of the professional trades/skills, knowledge and experience in emergencies and daily work challenges; and
3. Provide trades members with the same resources, benefits and representation that all other CUPE committees have access to so that dignity, respect and future apprenticeships won't face extinction.

BECAUSE:

- Canada's future potential depends on trades as we represent the roots and backbone; and
- Trades workers are an important part of Canada's public service sector; and
- The current economic crisis results in daily increased attacks on public service workers and our collective agreements; and
- Trades workers are continually under pressure from employers and non-union contractors that seem to be cheaper, unsafe solutions compared to skilled educated journey people; and
- Trades workers require strong labor reinforcement with the ability to take all means of political action to represent the interests of union members and workers Canada-wide.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 73**  
**Submitted by Local 793 (Ont.)**

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BE IT RESOLVED THAT:

1. CUPE National create a Trades Committee; and
2. That CUPE National establish a Trades Committee, for awareness/recognition of diversified skills, traditional

trades at CUPE events, meetings, training, conferences and conventions; and

3. Continue to lobby for the importance of the professional trades/skills, knowledge, experience in emergency's and daily work challenges; and
4. Provide trades with the same resources, benefits and representation that all other CUPE Committees have access to so that dignity, respect and future apprenticeships won't face extinction.

BECAUSE:

- Canada's future potential depends on Trades as we represent the roots and backbone; and
- Trades workers are an important part of Canada's public service sector; and
- The current economic crisis results in daily increased attacks on public service workers and our collective agreements; and
- Trades workers are continually under pressure from employers and non-union contractors that seem to be cheaper, unsafe solutions to skilled educated journey people; and
- Trades workers require strong labor reinforcement with the ability to take to take all means of political action to represent the interests of union members and workers Canada wide.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 74**  
**Submitted by Local 3500 (B.C.)**

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CUPE NATIONAL WILL:

1. Establish a designated position for a Young Worker on the National Advisory Committee on Pensions.

BECAUSE:

- Young Workers are the future of our union and it is imperative that we encourage them to become active, educated and informed on issues to ensure the longevity of the union; and
- Young workers need to know about their pensions and retirement issues when they begin their careers so they can be proactive in making sure they have a pension to enable them to retire with economic security and dignity; and

- This position will be both a resource for all CUPE members and allow a voice and input for Young Workers and the socio-economic challenges facing our young workers today such as; severe student debt, delayed entrance to the workforce, working in precarious/contract jobs which will all effect their future retirement decisions; and
- Educating and engaging Young Workers in pension issues is the key to ensuring we will have pensions in the future.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

## **CUPE NATIONAL CONFERENCES AND MEETINGS**

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### **Resolution No. 75 Submitted by Local 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Encourage Skilled Trades be included in Municipal conferences held across Canada.

BECAUSE:

- To build on the success created from the Western Canadian Municipal Workers and Skilled Trades 2013 Conference in Victoria where strategies were shared between many locals on apprenticeships, anti-contracting out, women in trades and the protection of Red Seal Certification.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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### **Resolution No. 76 Submitted by CUPE Metro Vancouver District Council (B.C.)**

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CUPE NATIONAL WILL:

1. Encourage Skilled Trades be included in Municipal conferences held across Canada.

BECAUSE:

- It will help to build on the success created from the Western Canadian Municipal Workers and Skilled

Trades 2013 Conference in Victoria BC where strategies were shared between many locals on apprenticeships, anti-contracting out, women in trades and the protection of Red Seal Certification.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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### **Resolution No. 77 Submitted by CUPE Manitoba and CUPE Saskatchewan**

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CUPE NATIONAL WILL:

1. Hold a national conference of members and allies working in Long Term Care.

BECAUSE:

- The demand for Long Term Care is increasing; and
- Funding for public Long Term Care services is not keeping pace with demand; and
- The Saskatchewan government removed the minimum hours of care for seniors from the Long Term Care Act and time for direct care for residents is not being adequately provided, and other provinces have experience with similar erosions to standards of care; and
- Direct care in Long Term Care is one of the most dangerous occupations in health care with respect to injury rates; and
- For-profit ownership and operation of Long Term Care services means poor conditions for residents, workers and families.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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### **Resolution No. 78 Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

1. Spearhead a national conference on privatization and public services in conjunction with other unions and coalition partners.

BECAUSE:

- The attack on public services, public sector workers and their unions has intensified across the continent; and
- The conservative majority government is implementing the attack on public services and public sector workers; and

- We need to strategize and develop a counter plan with labour and civil society coalition allies to build our capacity to reverse the privatization of public services and promote public sector successes.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 79**  
**Submitted by Local 1310 (Ont.)**

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CUPE NATIONAL WILL:

1. Structure, the National Division, and Provincial Divisions, Conventions and all conferences, so that all business of the conference or convention such as motions, bylaw amendments, constitutional amendments, be dealt with first and when this business is complete, move to guest speakers and other.

BECAUSE:

- Time and money needs to be more efficiently used; and
- A greater volume of work needs to get done; and
- The work of the Union needs to be the priority.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 80**  
**Submitted by the Ottawa CUPE District Council (Ont.),**  
**Locals 1979, 2204 (Ont.), 15 and 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Host a high-level national child care roundtable discussion that brings together key CUPE child care activists, our allies in labour and the child care sector to help inform our policy and advocacy work on child care, parental and family leaves; and
2. Invite panel presentations and discussions to provide deeper conversations about what is needed from all levels of government to ensure affordable, accessible public and non-profit child care services; to support advocacy and policy work at the federal municipal and provincial levels; to better understand and develop strategies to address parental and family leave and

workforce issues, such as wages, benefits and working conditions.

BECAUSE:

- Now is a good time to reflect on our policy and advocacy work over the past number of years and develop more effective positions and strategies for winning a truly comprehensive, quality child care system; and
- It would facilitate renewing and updating CUPE's national child care policy.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 81**  
**Submitted by Locals 960 and 1764 (Ont.)**

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CUPE NATIONAL WILL:

1. Host a special summit with young worker representatives, activists and servicing staff affiliates to share best practices and develop strategies for better engaging young workers within the union movement.

BECAUSE:

- Young people are very active in mobilizing around social, economic and climate justice but young workers are notoriously under-represented throughout the ranks of their unions and in activism with their unions; and
- Engaging young workers within their unions is one of many crucial steps towards making unions more inviting to youth and young workers; and
- Many bargaining table negotiations will have the greatest impact on new workers and future workers; and
- The priorities, perspectives and concerns of young workers must be represented within their unions.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**CUPE NATIONAL CONSTITUTION**

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**Resolution No. 82**  
**Submitted by Local 873 (B.C.)**

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CUPE NATIONAL WILL:

1. Develop and implement constitutional language to supplement Article B.XI TRIAL PROCEDURE, which will

establish a process for the parties to consider a CUPE National assisted mediation resolve, before advancing to the trial procedure.

BECAUSE:

- The current trial procedure does not allow for the parties to first attempt a mediation to resolve the issue; and
- Mediation can provide a timely and satisfactory resolve for the parties; and
- A mediated resolve can avoid a trial process, which can be both costly and harmful to the Union's membership.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 83**  
**Submitted by Local 873 (B.C.)**

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CUPE NATIONAL WILL:

1. Develop and implement constitutional language to supplement Article B.XI TRIAL PROCEDURE, which will establish the trial procedure to be used by large provincial-wide locals.

BECAUSE:

- The current Constitutional language does not define a process to be used by Locals, which are spread across larger geographic distances; and
- Important aspects, like, which type of meeting can trial committee selections occur at and which region should the proceedings occur in, who is responsible for the parties travel costs, etc., are undefined; and
- Provincial based Locals are forced to create their own processes to guide these aspects of the trial process, which subject the local to accusations of interference in the trial process.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 84**  
**Submitted by Local 873 (B.C.)**

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CUPE NATIONAL WILL:

1. Develop and implement constitutional language to supplement Article B.XI TRIAL PROCEDURE, which will establish a process for the National Office to determine a 'test of reasonableness' and / or 'prima

facie evaluation' for Constitutional Complaints.

BECAUSE:

- The current trial procedure does not allow any test of reasonableness for a filed complaint; and
- Complaints may be submitted which are frivolous and without merit; and
- Regardless of the nature of the complaint, the local is obligated to proceed with the complaint process, which can result in a significant expense to the local.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 85**  
**Submitted by Local 873 (B.C.)**

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CUPE NATIONAL WILL:

1. Develop and implement constitutional language to supplement Article B.XI TRIAL PROCEDURE, which will establish the ability to hold the Accuser liable for the costs incurred, when a complaint is ruled to be unfounded by the Trial Committee.

BECAUSE:

- The current Constitutional language does not assign any responsibility or accountability to the person(s) making a complaint; and
- The trial process forces the Local to incur significant time and financial costs to administer trials, no matter how frivolous the complaint may be; and
- In the civil court system, the accuser may be held accountable for court costs.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**CUPE NATIONAL CONVENTION**

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**Resolution No. 86**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Prepare an agenda for the 2017 National Convention to provide one day of convention as a mobilization day for delegates both regionally and nationally to do

strategic planning on issues that have been passed at convention.

BECAUSE:

- Our union has come to the conclusion that increased face to face meetings with our members will encourage membership engagement and build our union; and
- The national convention is not utilized effectively enough as an organizing space for the issues that are of priority to our members; and
- The current national convention agenda does not encourage delegates to be activated during the order of the day except as speakers on resolutions and not all delegates are comfortable in engaging in public speaking; and
- Using one day as a mobilization day would be an efficient and cost effective use of the gathering together of CUPE members at a national meeting to prepare ourselves for the challenges ahead from our employers and right-wing politicians.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**CUPE NATIONAL FINANCES**

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**Resolution No. 87**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

1. Amend the constitution to require all locals to have a minimum dues structure of at least 1.5%.

BECAUSE:

- Many local unions are unable to provide the necessary service needs of their members, or participate fully in the broader labour movement through affiliations to labour bodies because of inadequate finances; and
- Often the National Union is called upon to assist locals with campaigns and legal aid because the local does not have adequate resources; and
- There should be equality among CUPE members as to what they receive from CUPE and what they pay to CUPE.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 88**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

1. Require all Provincial Divisions to undergo financial audits every year; and
2. Pay for financial audits for all CUPE Provincial Divisions.

BECAUSE:

- CUPE National has a complete financial audit performed each year; and
- Not all Provincial Divisions have financial audits each year; and
- It is important that all of the Provincial Divisions show leadership when it comes to accountability of our members' dues; and
- This may encourage more locals to affiliate to the Provincial Divisions; and
- Audits are becoming increasing expensive and this is a cost that the National Union can assist Provincial Divisions with.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**CUPE NATIONAL STAFFING**

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**Resolution No. 89**  
**Submitted by Locals 960 and 1764 (Ont.)**

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CUPE NATIONAL WILL:

1. Hire more permanent staff instead of relying on temporary servicing representatives, as there is significant importance of properly maintaining staff levels both during the summer vacation periods as well as throughout the year, especially the servicing representative positions.

BECAUSE:

- Servicing Representatives are the only conduit between locals and CUPE and are the official representation of the bargaining agent to our employers. It is essential that they be fully trained, fully available, and fully prepared.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 90**  
**Submitted by CUPE Ontario and Local 1334 (Ont.)**

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CUPE NATIONAL WILL:

1. Initiate a conversation at the National Executive Board about the importance of properly maintaining staff levels both during the summer vacation periods as well as throughout the year, especially the servicing representative positions; and
2. Hire more permanent staff instead of relying on temporary servicing representatives.

BECAUSE:

- Servicing Representatives are the only conduit between locals and CUPE and are the official representation of the bargaining agent to our employers. It is essential that they be fully trained, fully available, and fully prepared.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 91**  
**Submitted by the Ottawa CUPE District Council (Ont.) and Local 1334 (Ont.)**

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CUPE NATIONAL WILL:

1. Properly maintain staff levels both during the summer vacation periods as well as throughout the year, especially the servicing representative positions, and
2. Examine their staffing levels of permanent staff to assure that there is not too heavy a reliance on temporary servicing representatives.

BECAUSE:

- Servicing Representatives are the only conduit between locals and CUPE and are the official representation of the bargaining agent to our employers. It is essential that they be fully trained, fully available, and fully prepared

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 92**  
**Submitted by Locals 1334 and 2424 (Ont.)**

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CUPE NATIONAL WILL:

1. Establish four (4) pension specialist positions increasing the pension specialist complement to a total of six (6) ; and
2. Ensure that two (2) of the six (6) pension specialists be dedicated to Ontario.

BECAUSE:

- Attacks on existing defined benefit pensions and the introduction of two tiered agreements is increasing.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 93**  
**Submitted by Local 2424 (Ont.)**

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CUPE NATIONAL WILL:

1. Properly maintain staff levels both during the summer vacation periods as well as throughout the year, especially the servicing representative positions; and
2. Examine their staffing levels of permanent staff to assure that there is not too heavy a reliance on temporary servicing representatives.

BECAUSE:

- Servicing Representatives are the only conduit between locals and CUPE and are the official representation of the bargaining agent to our employers. It is essential that they be fully trained, fully available, and fully prepared.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 94**  
**Submitted by CUPE Prince Edward Island**

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CUPE NATIONAL WILL:

1. Provide new and additional resources for a minimum of one more National Health and Safety Specialists Representatives in each CUPE region.

BECAUSE:

- All Canadian provinces do not have a full time National Health and Safety Representative; and
- All provinces are faced with an increase and sometimes an overload of Health and Safety issues that require the resources and expertise that a National Health and Safety Representative could provide; and
- All locals deserve the expertise of sufficient numbers of Health and Safety Representatives in their region; and
- All Health and Safety specialists alleviate and decrease the number of incidents and provide preventative measures for our member's health and safety.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

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**Resolution No. 95**  
**Submitted by Local 474 (Alta.)**

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CUPE NATIONAL WILL:

1. Hire a full time CUPE National Representative Staff member to organize and unionize workers with CUPE in the province of Alberta.

BECAUSE:

- Alberta is a province of over 4 million people that has less than 35,000 CUPE members; and
- Alberta has elected a labour friendly New Democrat provincial government; and
- Unionized workers have better opportunities for increased wages, better benefits, job security, improved working conditions, and a defined benefit pension plan than non-unionized workers.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

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**Resolution No. 96**  
**Submitted by Local 2669 (Sask.)**

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CUPE NATIONAL WILL:

1. Provide Saskatchewan with the additional resources to hire a health and safety specialist.

BECAUSE:

- Many servicing representatives are becoming specialized in many areas in order to better serve the needs of their locals; and
- Health and safety is a complex topic with significant impacts on the lives of our members; and
- Saskatchewan is faced with an increase and sometimes an overload of Health and Safety issues that require the resources and expertise that a National Health and Safety Representative could provide; and
- We have an obligation to provide preventative measures for our members' health and safety; and
- A Health and Safety specialist can alleviate and decrease the number of incidents and fatalities.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

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**Resolution No. 97**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL SHALL:

1. Make funds available for a dedicated Occupational Health & Safety Representative in every province.

BECAUSE:

- Some provinces do not have proper occupational health and safety representation; and
- Due to the importance of occupational health and safety in the workplace, full-time representation is needed to deal with issues that arise on a daily basis.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

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**Resolution No. 98**  
**Submitted by the Ontario Council of Hospital Unions**

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CUPE NATIONAL WILL:

1. Review the allocation of staff across Canada and take corrective action to correct any significant imbalances.

BECAUSE:

- Ontario, year after year, contributes tens of millions of dollars in members' per capita payments above its

operating costs for servicing staff and its share of CUPE's national operations; and

- Unfortunately what this means is that CUPE's operations are dependent on its Ontario members receiving proportionately fewer specialist services in every area, than members in other provinces; and
- Ontario's membership has a much higher ratio of members to servicing staff than does any other province, creating serious service shortfalls for members and higher workloads for Ontario staff; and
- This servicing shortfall shifts burdens to local leaders in Ontario without any additional resources; and
- This ongoing two-tier status of CUPE membership, based on geography, is simply not sustainable.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 99**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. Hire a researcher to investigate Sexual Assault Policies followed by locals and by 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.

BECAUSE:

- Experiences of sexual and gendered violence are widespread across various locals in the union. Any sexual assault policy should be informed by common experiences and shall be based on established best practices that support survivors and that aim to eradicate cultures of violence in workplaces and union spaces broadly defined. These policies shall not do more harm to survivors of violence, nor shall they present unnecessary financial, temporal or emotional burdens for survivors of sexual and gendered violence.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 100**  
**Submitted by the Sudbury and District CUPE Council (Ont.) and Local 1182 (Ont.)**

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CUPE NATIONAL WILL:

1. Will provide the necessary resources including but not limited to hiring additional staff to assist with complying with the timelines in the CUPE Constitution regarding Additional Bylaws.

BECAUSE:

- In accordance with the CUPE Constitution Section B. V - it indicates that "The National President will decide whether to approve the amended or additional bylaws within 90 days of receiving them and will withhold approval only where they conflict with this Constitution" - in reality this does not occur; and
- The Locals wait far longer than 90 days for a response to their bylaw amendment submission and as such, these important amendments cannot be implemented until such time as they are approved or reviewed and a response provided indicating that there are compliance issues that still require addressing by the Local.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 101**  
**Submitted by the Ottawa CUPE District Council (Ont.)**

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CUPE NATIONAL WILL:

1. Establish four (4) pension specialist positions increasing the pension specialist complement to a total of six (6); and
2. Ensure that two (2) of the six (6) pension specialists be dedicated to Ontario.

BECAUSE:

- Attacks on existing defined benefit pensions and the introduction of two tiered agreements is increasing.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 102**  
**Submitted by Local 3908 (Ont.)**

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CUPE NATIONAL WILL:

1. Modify its hiring practices to ensure that its National Representatives are more reflective of the locals they serve; and
2. Specifically, CUPE National will hire National Representatives who have experience working in part-time, precarious academic positions and have the knowledge and training they require to adequately represent such members at the bargaining table; and
3. Part-time, precarious academic work entails:
  - a) Limited or no job security; and
  - b) Limited to no benefits and no retirement pension; and
  - c) Large variations in pay and hours from contract to contract.

BECAUSE:

- Part-time, precarious work is expanding across the country; and
- The current structure of CUPE representation does not adequately reflect the needs of an expanding part-time, precarious workforce; and
- CUPE must modernize its representation systems to reflect contemporary realities; and
- The current system of representation favours full-time workers, at the expense of part-time, precarious workers, who require representation that is suited to their unique and specific needs.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 103**  
**Submitted by Locals 3550 (Alta.) and 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Make employment equity/representative workforce a priority item in the union's action plan for the next two years; and
2. Fund a Trainee Representative Programs with at

minimum four representatives from the indigenous community annually.

BECAUSE:

- We need our workplaces and staff to be representative of the diversity of society; and
- The Vancouver Declaration endorsed by delegates at the 2006 Human Rights Conference calls for a commitment to diversity; and
- Employment Equity and representative workforce strategies are the few Strategies we utilize in hiring and retaining diverse individuals and members.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 104**  
**Submitted by Locals 1310 and 3987 (Ont.)**

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CUPE NATIONAL WILL:

1. Remove any and all concessions and contracting-out on the bargaining staff with all their locals.

BECAUSE:

- On Wednesday May 27, 2015 we were made aware of issues, concessions and privatization going on at the National Bargaining table by the employer; and
- CUPE does not concession bargain; and
- As CUPE National, you should lead by example.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 105**  
**Submitted by the Ottawa CUPE District Council (Ont.) and Locals 1334 and 2424 (Ont.)**

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CUPE NATIONAL WILL:

1. Establish a change in the access structure between locals and CUPE Legal; and
2. Ensure that such access is timely and efficient; and

3. Establish protocols and training for locals around when to approach CUPE Legal directly and when to go through their Servicing Representative; and
4. Ensure that CUPE Legal is staffed to the level of being able to advise locals in urgent situations.

BECAUSE:

- There are times when locals need urgent and timely legal advice; and
- As well, there are times when the questions at hand are better dealt with in person than by transferring through the Servicing Representative.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 106**  
**Submitted by CUPE Quebec**

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CUPE NATIONAL WILL:

1. Move towards the use of hybrid and 100% electric vehicles and begin, when possible, to gradually install charging stations, all while respecting the framework governing its fleet of vehicles.

BECAUSE:

- CUPE National's Environment Policy demands that steps be taken to reduce greenhouse gas emissions; and
- The electrical energy produced in Canada is mostly renewable and clean; and
- The pipelines and pipeline projects in Canada will transport dirty oil from tar sands, large emitters of greenhouse gases; and
- To lower the risks related to transporting and using fossil fuels; and
- The development of electric transportation technology will inevitably bring about new developments, several years down the road, that will improve the health and safety of workers; and
- The technological advancement of batteries combined with the increased density of electrical energy will become a reality by 2016.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 107**  
**Submitted by the Ottawa CUPE District Council (Ont.),**  
**Locals 1979 and 2424 (Ont.)**

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CUPE NATIONAL WILL:

1. Contract-in translation work of the National office.

BECAUSE:

- We need to fully communicate in both French and English; and
- Too often materials are not sent out in French; and
- We know how to identify predictable translation work in all departments and how to thereby calculate an appropriate staffing level; and
- We believe in creating reliable regular unionized jobs with decent benefits for working people; and
- We know that doing work in-house means better quality, better control and lower long-term costs; and
- The cleaning work of the National office was successfully contracted-in; and
- We oppose contracting out and all means used by employers to increase job insecurity.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**CUPE STRUCTURE**

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**Resolution No. 108**  
**Submitted by Local 1334 (Ont.)**

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CUPE NATIONAL WILL:

1. Change Article 6.4(b) of the CUPE National Constitution as it pertains to the granting of delegates to locals to provide equal voice to all members through their locals by basing the number of credentials to which they are entitled on the actual number of dues paying members averaged for a ten (10) month period of a calendar year, withdrawing the 2 months that have the lowest number of members.

BECAUSE:

- The current system of recognizing the number of delegates based on the average number of paid-up members for the twelve (12) months before the Convention call is sent out denies equal voice to locals who represent ten (10) month employees, precarious workers and those who are seasonally unemployed,

- even though the locals continue to be obligated to represent their members during periods of lay off; and
- This denies equal voice to members who are precarious workers, by reducing the number of eligible delegates their local is entitled to; and
  - This could be seen as an example of systemic discrimination as many precarious workers, are young, women and/or racialized workers.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 109**  
**Submitted by Local 374 (B.C.)**

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CUPE NATIONAL WILL:

1. Start a program to encourage locals to merge with the goal of having locals big enough to support either a Part Time or Full Time President.

BECAUSE:

- Too many locals rely on volunteers which can cause burn out and difficulty servicing CUPE members; and
- Part Time or Full Time Presidents suffer less negative repercussions from employers than volunteer officers; and
- CUPE has many campaigns which often cannot be completed by locals relying on volunteers; and
- Part Time and Full Time Officers have the time to dedicate to being more autonomous from National Union servicing representatives.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 110**  
**Submitted by the Ottawa CUPE District Council (Ont.)**

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CUPE NATIONAL WILL:

1. Revise the equality statement to replace the gendered language with gender neutral language; and
2. Replace "sisters and brothers" with "union members" in the last sentence to read: Members, staff and elected officers must be mindful that all union members deserve dignity, equality and respect; and

3. Update communication policies to be gender neutral and sensitive to gender variant individuals as a way to be more inclusive of all gender identities.

BECAUSE:

- CUPE needs to respect the intent of the equality statement and be inclusive to all gender identities and expressions; and
- Union members should be free to express their gender identity; and
- CUPE should continue to promote safe, inclusive spaces free from discrimination.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 111**  
**Submitted by Local 374 (B.C.)**

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CUPE NATIONAL WILL:

1. Open a dialogue with both the National Union of Government Employees (NUPE) and the Public Service Alliance of Canada (PSAC) about merging to form one Union.

BECAUSE:

- There should only be one public sector union; and
- It is in the employers benefit when there are multiple unions fighting over territory; and
- Too much money is spent on internal disputes which could be better used fighting for worker rights and benefits; and
- Our union became stronger with previous mergers, we can grow stronger still with more.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**DISABILITY RIGHTS**

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**Resolution No. 112**  
**Submitted by CUPE Ontario and Local 1334 (Ont.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government to create a National Disability Strategy in consultation with provincial and

territorial governments, First Nation representatives or employers that employ workers in this sector; and

2. The purpose of the Strategy will be to create a comprehensive, unified, national approach to policy and program development to improve the lives of Canadians with a disability and their families. The Strategy shall be entitlement-based and fully-funded by the federal, provincial and territorial governments with the federal government contributing at a minimum fifty per cent of the total cost of the strategy; and
3. The strategy will focus on the priority areas for action to improve the lives of people with a disability and their families. Priority actions shall include, but not necessarily be limited to:
  - a) Inclusive and accessible communities; and
  - b) Rights protection, justice and legislation; and
  - c) Economic security; and
  - d) Personal and community support; and
  - e) Person-centered care; and
  - f) Learning and skills; and
  - g) Health and well-being.

BECAUSE:

- The current systems across Canada offer at best a patchwork of programs and services for disabled persons and their families.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 113**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby for improvements to the Social Security Tribunal of Canada (SST) for people trying to appeal decisions on their ineligibility for the Canada Pension Disability Benefit Disability Program.

BECAUSE:

- The SST was not created through a just parliamentary process and has resulted in an unfair, and further delayed process for appeals, and the SST managed to hear just 348 appeals in its first year of operation, and

the backlog has now grown to nearly 10, 000, some cases dating back several years; and

- An in-person hearing is no longer a guaranteed right but one option among several, that include a hearing by teleconference, by video conference or on the basis of the written documents only; and
- In the Social Security Tribunal system, every application to the Tribunal is heard before a single member, whereas under the previous system every application for an appeal was heard by a three member panel; and
- About 60 per cent of initial applications for CPP disability benefits are refused, and the rate of successful appeals against initial rulings on CPP disability benefits has been declining over the last decade, to just 43 percent In 2013-14; and
- Canada has one of the highest rejection rates for a disability insurance program among OECD countries.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

## EDUCATION (K TO 12)

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**Resolution No. 114**  
**Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Support the BC Provincial division and CUPE locals in BC in current campaigns about the underfunding of the public education system; and
2. Further lobby the provincial government in BC over the closing of schools and the deterioration of our public education system in BC.

BECAUSE:

- Education is a right; and
- Every child has the right to quality public education in their own neighborhood; and
- Our tax dollars need to be appropriately used for our public education system as well as our social services.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

## EMPLOYMENT INSURANCE

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**Resolution No. 115**

**Submitted by CUPE Prince Edward Island**

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CUPE NATIONAL WILL:

1. Take a strong stand and fight any changes to EI and ensure all information proposed at the EI Forum of the first Ministers meetings and by the EI commissioners is made available and is transparent. Including votes, minutes and other important information; and
2. That CUPE National will pursue this matter with the Information Commissioner and up to including the courts.

BECAUSE:

- The Forum of Labour Market Ministers and the EI commissioners have been meeting behind closed doors and in secret; and
- Canadians have no idea what the federal government is tabling at these meetings and no idea how provincial governments are responding; and
- Decisions by the EI Commission including reviews, policy approvals related to EI program administration and delivery, regulation decisions are by a majority of votes by government, labour, and business commissioners; and
- The EI Commission does not publish minutes of its meetings; does not give reasons for its decisions; and does not tell the public how each of the three Commissioners voted.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

## ENVIRONMENT

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**Resolution No. 116**

**Submitted by the Ottawa CUPE District Council (Ont.) and Local 1979 (Ont.)**

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CUPE NATIONAL WILL:

1. Work with locals, provincial divisions and councils to promote greater rights at the workplace for unions and workers with respect to protection of the environment; and
2. Work with its locals, union reps and bargaining councils to ensure that unions work with employers to

reduce Greenhouse Gas (GHG) emissions at the workplace through collective bargaining, Joint committees and consultation; and

3. Encourage affiliates to examine their own practices and take all possible measures to reduce GHG emissions caused by their activities; and
4. Seek to build solidarity between the union, the social justice movement and environmental groups.

BECAUSE:

- The science is unequivocal that without action, we will face a temperature increase of 4 degrees Celsius or more this century causing a climate catastrophe.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 117**

**Submitted by Locals 3912 (N.S.), 4091 (Qc.) and 4980 (Sask.)**

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CUPE NATIONAL WILL:

1. Request a meeting with the Federal Minister of the Environment within six months of the 2015 Federal Election to discuss the Government's plans to address a number of pressing environmental issues, including Climate Change.

BECAUSE:

- Federal leadership and action on climate change is urgently needed.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 118**

**Submitted by the Hospital Employees' Union (B.C.), Locals 3912 (N.S.) and 4980 (Sask.)**

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CUPE NATIONAL WILL:

1. Help promote, distribute and support the presentation of the National Environment Committee's PowerPoint presentation called Starting to Talk: CUPE Climate Change Conversations.

BECAUSE:

- CUPE has an environmental policy that calls on our union to take action on climate change.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 119**  
**Submitted by Locals 3912 (N.S.) and 4980 (Sask.)**

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CUPE NATIONAL WILL:

1. Develop a strategy for Provinces, Divisions, Councils and Locals to lobby municipal and provincial governments on issues with the most significant environmental impact within their jurisdictions, i.e., energy, transportation and environmentally friendly buildings.

BECAUSE:

- Municipal and provincial action on environmental issues, such as climate change, can greatly improve the health of the natural environment and help create a sustainable, prosperous and equitable society.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 120**  
**Submitted by Locals 3912 (N.S.) and 4980 (Sask.)**

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CUPE NATIONAL WILL:

1. Urge all staff, activists, committees and leaders of union to use carbon offsets unavoidable travel that contributes to climate change.

BECAUSE:

- CUPE’s national environment policy calls on the union to cut greenhouse gas emissions and reduce the union’s impact on the environment.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 121**  
**Submitted by CUPE Saskatchewan, CUPE Saskatchewan Health Care Council, Hospital Employees’ Union (B.C.), Locals 8920 (N.S.) and 1158 (Alta.)**

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CUPE NATIONAL WILL:

1. Work with CUPE health care members on practical solutions to reduce greenhouse gas emissions in our workplaces; and
2. Work with environmental groups, the labour movement, academics and other allies to determine best practices on sustainability in health care, and how to make a just transition that protects members' work and work schedules; and
3. Campaign to remove unsafe materials and products from health care facilities which endanger both workers and patients; and
4. Conduct a pilot project (s), surveys and focus groups with members on initiatives to green work, work processes and facilities; and
5. Compile and distribute sample collective agreement language; and
6. Develop an education program and tools for members on adapting work to address the impact of climate change.

BECAUSE:

- Representing approximately ten percent of the Canadian economy, the health care sector has a huge impact on the environment; and
- Health care’s large carbon footprint, and generation of waste products undermine the very health of the communities they serve; and
- Ready solutions exist to reduce the sector’s carbon footprint such as bulk purchasing of local food, in-house food preparation, on-site laundry facilities, and other steps that reduce carbon impact and support the local economy; and
- Health care workers can play a central role in shifting their sector’s technology, policy, work organization, and work culture to make healthcare practices more environmentally sound; and
- CUPE’s National Environment Policy states that we will promote greener work practices that help cut GHGs; and

- A carbon-neutral health care sector would be an obvious area for new job growth to help adapt to the impacts of both demographics and climate change.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 122**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Work with CUPE health care members on practical solutions to reduce greenhouse gas emissions in our workplaces; and
2. Work with environmental groups, the labour movement, academics and other allies to determine best practices on sustainability in health care, and how to make a just transition that protects members' work and work schedules; and
3. Campaign to remove unsafe materials and products from health care facilities which endanger both workers and patients; and
4. Consider the development an education program with tools for members on adapting work to address the impact of climate change and providing sample collective agreement language.

BECAUSE:

- Representing approximately 10% of the Canadian economy, the health sector has a huge impact on the environment; and
- Ready solutions exist to reduce the sectors' carbon footprint such as bulk purchasing of local food, in house food preparation, on site laundry facilities and other steps that reduce carbon impact and support the local economy; and
- Healthcare workers can play a central role in shifting their sectors technology, policy, work organization and work culture to make healthcare practices more environmentally sound.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 123**  
**Submitted by Local 3500 (B.C.)**

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CUPE NATIONAL WILL:

1. Again call on the Canadian Labour Congress to renew and undertake its previous resolve to call on the

federal government to place the petrochemical industry in Canada under the democratic control of the Canadian people through the process of nationalization.

BECAUSE:

- The 2008 Convention of the CLC resolved to call on and lobby the federal government to nationalize the petrochemical industry but there has been no report back to the membership on any actions that have been taken.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 124**  
**Submitted by Local 3500 (B.C.)**

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CUPE NATIONAL WILL:

1. Continue to vigorously oppose the Northern Gateway Project; and
2. Lobby the Federal Government to stop the Northern Gateway Pipeline Project.

BECAUSE:

- The Calgary based Enbridge Incorporated plans to build an oil pipeline from Alberta to Kitimat, B.C.; and
- The pipeline would traverse 50 First Nations territories, many with unresolved land-claims, 700 waterways, and would pump 550,000 barrels of tar sand oil per day; and
- This project will pose a potential catastrophe for our inland waterways and our priceless and bountiful coastline; and
- Enbridge Incorporated, over the past 5 years, has reportedly had 278 oil spills, leaks and releases.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 125**  
**Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government to stabilize the cost to consumers of fuel in Canada; and

- Lobby the federal government to do an enquiry into the fluctuating price of fuel at the gas pumps in Canada.

BECAUSE:

- We believe there is injustice on behalf of the oil and gas industry that is reflected in the unstable prices at the pumps; and
- There is no logical explanation for the fluctuating prices in gas at the pump coast to coast to coast; and
- The high cost of fuel is a factor in the poverty of Northern regions due to the excessive cargo shipping costs, which affects the delivery of food, products.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 126**  
**Submitted by Local 3500 (B.C.)**

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CUPE NATIONAL WILL:

- Lobby the Government of Canada to amend the Gas Tax Fund Legislation and allow a portion of the monies collected under the legislation to be used for the day to day operations and maintenance of transit systems.

BECAUSE:

- The funding for public transit in our communities is chronically underfunded; and
- Transit fares are rising to a point that public transit is becoming unaffordable to the average worker; and
- Existing public transit infrastructure is not being properly maintained due to inadequate funding; and
- Gas Tax Fund revenues are currently available to capital projects only.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 127**  
**Submitted by Local 3500 (B.C.)**

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CUPE NATIONAL WILL:

- Publicly state CUPE National's opposition to fracking and encourage all affiliates to participate in local committees and movements opposed to fracking.

BECAUSE:

- Fracking uses enormous amounts of water mixed with sand and toxic chemicals, which is forced into the ground in order to fracture rock and coal to release natural gas; and
- Notwithstanding a global shortage of potable water, petroleum companies are mixing water with toxic chemicals to be pumped into the ground, to be later abandoned to water tables worldwide; and
- There is a growing global campaign in opposition to fracking;

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 128**  
**Submitted by Local 3500 (B.C.)**

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CUPE NATIONAL WILL:

- Stimulate a debate among its affiliates as to whether the Capitalist System can sustain the ecology and whether a change to Socialism is imperative to saving our Earth.

BECAUSE:

- Ecological global catastrophe is now at our doorstep; and
- Inherent in the Global Capitalist System is the insatiable need for continuous, never ending growth and intensified exploitation of the Earth's resources and working people; and
- It is extremely doubtful that humanity can save the planet from this disaster within the framework of the Capitalist Economic System.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 129**  
**Submitted by Locals 3550 (Alta.) and 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Call on all governments to develop a strategy on climate change that includes public investment in conservation measures such as building retrofits, wind, solar energy etc.

BECAUSE:

- One of the most fundamental teachings of Indigenous Peoples is the obligation to care for the earth; and
- Indigenous elders in the north are saying the time has come. They are seeing the drastic changes already to glaciers, land water and animals and consequently to their way of life; and
- CUPE has an important role to play in the implementation of actions to reduce greenhouse gas emissions; and
- CUPE has committed to a policy and action plan on climate change and global warming to reduce greenhouse gas emissions and to reduce our respective carbon footprints.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

## **EQUALITY**

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**Resolution No. 130**  
**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

1. Speak out against uneven reporting, and draw attention to the fact that some events are not reported or are ignored due to Racism and Discrimination.

BECAUSE:

- While the terrorist attacks in Paris were devastating and vicious, they received sweeping media coverage, but the coverage of the Boko Haram's slaughter of over 2,000 people in Nigeria was minimal and inadequate; and
- Atrocities such as occurred in Nigeria happen on an almost daily basis, and are generally minimized or ignored in Western media; and
- Only through speaking out at a grass-roots level are some atrocities brought to the forefront of National

and International attention – such as the long-needed attention now being brought to the missing and murdered Indigenous women in Canada.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 131**  
**Submitted by Local 4207 (Ont.)**

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CUPE NATIONAL WILL:

1. Make sure that part-time/part-time casual unionized workers shall receive the same level of representation, rights, and benefits in the union as full-time workers.

BECAUSE:

- Part-time workers pay union dues, but can be marginalized in the union when they are unable to participate in the democratic functions of the union. This marginalization includes, but is not limited to: their inability to vote and attend meetings; their lack of union representation; and their inability to become involved in the collective bargaining process. This creates further division between part-time and full-time workers, leading to the growth of anti-union sentiments; and
- Unions function best when all those in the union are treated equally, regardless of length of service and/or the amount of hours worked per week.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 132**  
**Submitted by CUPE Metro Vancouver District Council (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby all federal political parties and related community allies about the need for equal pay for work of equal value for both the Public and Private sectors and to push for adequate compensation through updated gender neutral job evaluation measures based on skills, effort, responsibility, and working conditions.

BECAUSE:

- Equal pay for work of equal value solves systemic wage inequality; and

- Equal pay for work of equal value combines human rights with labour and employers to seek compensation solutions proactively rather than to leave it to individuals on a case by case basis; and
- Where there is no equal pay for work of equal value, there are no incentives for employers to provide compensation solutions.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 133**  
**Submitted by CUPE Manitoba**

CUPE NATIONAL WILL:

1. Lobby the federal government to end the restriction criteria with the classification of 'dependent'; and
2. Lobby to end discrimination for caregivers who are willing to care for non-relatives; and
3. Allow the Federal Tax Credit to be accessible to all Canadians.

BECAUSE:

- According to Canada's Economic Action Plan, the federal government is committed to recognizing the sacrifices that many Canadians make to care for their children, spouses, parents, and other family members with infirmities; and
- Many Canadians who are Caregivers of non-related individuals are not entitled to receive the Federal Caregiver Tax Credit; and
- People with disabilities are institutionalized at a much higher cost.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 134**  
**Submitted by Local 4828 (Sask.)**

CUPE NATIONAL WILL:

1. Do an in-depth critical analysis of how the hiring process, electoral process and structure of CUPE National support and deter the participation of women, persons with disabilities, racialized, Indigenous and LGBTTI people; and

2. Conduct focus groups, town halls and surveys, and review existing research, identify the barriers marginalized communities face and ways to overcome those barriers; and
3. Explore ways to better connect the work of Diversity Vice Presidents and equality committees to their constituencies; and
4. Support this initiative and the recommendations that emerge from it.

BECAUSE:

- CUPE members have continuously identified barriers that prevent them from participating in CUPE as staff, elected officers and rank and file members; and
- 68% of CUPE members are women, 15% are racialized, 3.4% are Aboriginal and many are persons with disabilities and LGBTI workers; and
- National and local officers, committees, stewards, active members and staff do not reflect the diversity of our membership.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 135**  
**Submitted by the Hospital Employees' Union (B.C.)**

CUPE NATIONAL WILL:

1. Consider the impacts on and involvement of women and members of equity-seeking groups when planning, implementing and evaluating all campaigns and activities and will include a diversity of voices in all activities and events.

BECAUSE:

- Women are 68% of the CUPE membership; and
- Workers from equity seeking groups are a growing part of the workforce and the membership of CUPE; and
- Attacks on workers' rights and union rights adversely impact women and workers who are marginalized by sexism, racism, homophobia, transphobia, ableism and other forms of oppression; and
- Mobilizing women and workers from equity seeking groups is key to our success in resisting those attacks.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

## HARASSMENT AND BULLYING

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**Resolution No. 136**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. Support a survivor-centric investigative process by appointing investigators who shall be neutral, external and who have undergone anti-oppression, anti-racist, anti-homophobic, anti-transphobic, anti-ableism, anti-sexism and anti-colonialism training.

BECAUSE:

- Anti-oppression training, while a progressive step, fails to name the various forms and sites of oppression that intersect to form a system of oppression; and
- We refuse a hierarchy of oppression but we also reject the term "anti-oppression training" as a catch-all phrase which does not support the actual recognition of oppressive and discriminatory behaviours and their intersectional natures.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 137**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. Implement an immediate suspension of staff, executive and committee members who are facing allegations of sexual violence including harassment until a full investigation has been conducted. The suspension will be in effect until the investigation is complete. The investigation shall be conducted in a timely manner. The confidentiality of all involved will be upheld.

BECAUSE:

- Adequate safety planning for the wellbeing of survivors demands that they should not have to encounter the accused perpetrator as part of their work or while partaking in union activities; and
- The responsibility should not be placed upon the survivor to change her/his schedule to accommodate the alleged perpetrator of violence; and

- Union spaces need to be made safe for all members.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 138**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. Create a comprehensive policy and procedure regarding a step-by-step process on how to deal with disclosures regarding sexual violence to CUPE officials. The process must address sexual and gendered violence as it is experienced at the intersections of race, class, sexual orientation and ability, and as such, it will be created by a working group made up of, but not limited to, members of the National Rainbow Committee, the Pink Triangle Committee, the National Aboriginal Council, the National Women's Committee, in consultation with their local counterparts and survivors of sexual violence to create a survivor-centric framework. As a crucial part of a survivor-centric process, members shall have access to a woman-identified first responder. The working group will produce a report and a draft policy to be sent to locals by no later than November 15th, 2016.

BECAUSE:

- There is currently no policy in place that explicitly addresses sexual violence or harassment or outlines the procedure following a disclosure within our locals; and
- Policy and procedure needs to be developed through a survivor-centric framework and through an intersectional framework as sexual violence and harassment impacts people differently based on class, race, gender, sexual orientation, and form of ability.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 139**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Partner and work with CUPE Manitoba and CUPE Local 2348 to develop and implement a Respectful Workplace Review and organizational survey for Locals to use across Canada.

BECAUSE:

- Workplace bullying divides us as union members; and
- Our workplaces do not have the language to reflect the impacts of bullying, the need for safer spaces and creating inclusive workplaces; and
- The impact of bullying, organizational bullying and toxic workplaces has an increasing detriment to the health of our workplaces and members; and
- Members still do not feel secure in coming forward to report bullying due to the fear of losing work and opportunities.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 140**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. 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. Legal counsel or organizations with expertise in the area of sexual violence and its intersections with racism, ableism, heterosexism and transphobia must conduct this investigation and audit. A report shall be sent to locals no later than November 15th, 2015.

BECAUSE:

- An investigation and safety audit will allow CUPE National to build a safer union for everyone; and
- It is important to know what barriers to justice have been experienced by survivors so those barriers can be removed; and
- Sexual violence and harassment can be experienced differently, and is often named differently, by racialized, disabled, queer and trans members. Such an investigation and audit must be informed by the ways sexual violence and harassment is experienced at the intersections of race, ability, sexual orientation and gender presentation.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 141**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Take the lead in the province in adapting: The Public Schools Amendment Act (Safe Inclusive Schools) — to be implemented into CUPE workplaces, policies, and Collective Agreements; and
2. Partner with CUPE Manitoba and Local 2348 to develop a 'Diversity & Inclusion Coordinator' designation and training for Shop Stewards to ensure every workplace has a trained activist.

BECAUSE:

- Workplace bullying divides us as union members; and
- Our workplaces do not have the language to reflect the impacts of cyber bullying, the need for safer spaces and creating inclusive workplaces; and
- The impact of bullying, organizational bullying and toxic workplaces has an increasing detriment to the health of our workplaces and members; and
- Members still do not feel secure in coming forward to report bullying due to the fear of losing work and opportunities.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 142**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. Amend the CUPE National Code of Conduct to include an explicit reference to sexual violence as follows: "Commit to ensuring all union environments are free from sexual violence and sexual harassment. Sexual and gendered violence is sustained and bolstered by co-existent violences such as racism, heterosexism and ableism and as such any attempt to address gendered and sexual violence must also aim at eradicating these violences".

BECAUSE:

- The current CUPE Code of Conduct is silent on the issues of sexual violence and sexual harassment and instead includes the broad category of harassment. Because of the stigma attached to sexual violence, the imbalance of power at its root, and the culture of silence surrounding experiences of sexual and

gendered violence, it is important to explicitly name sexual violence and harassment within the Code of Conduct and to recognize it as a reality within our union.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 143**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. 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.

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 available for the ombudsperson pertaining to sexual violence and especially its intersection with racism, heterosexism, transphobia and ablism, Sexual and gendered violence is sustained and bolstered by co-existent violences such as racism, heterosexism and ableisnn and as such any attempt to address gendered and sexual violence must also aim at eradicating these violences; and
- The sexual violence experienced by racialized members is experienced differently and named differently; and
- Sexual violence experienced by trans members is experienced differently and named differently; and
- Sexual violence experienced by aboriginal members is experienced differently and named differently; and
- The sexual violence experienced by differently abled members is experienced differently and named differently the training for ombudspersons must reflect and address these intersecting oppressions.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

## HEALTH AND SAFETY

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**Resolution No. 144**  
**Submitted by Local 1979 (Ont.)**

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CUPE NATIONAL WILL:

1. Provide resources for a campaign to raise the issue of mental health in the workplace. This campaign will provide education toolkits and will include specialized mental health issues for each sector. It will support members to be able to recognize and understand mental health issues, and offer the necessary tools to deal with mental health issues in the workplace.

BECAUSE:

- Mental health issues are becoming very much a part of the workplace, with members suffering without understanding why and often not being able to recognize signs and symptoms, both in themselves and their sisters and brothers. Members are suffering in silence, and this has to end.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 145**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Promote awareness to all sectors/jurisdictions of workplace violence legislation in their province and lobby their government for better legislation; and
2. Encourage all CUPE Divisions to work with members to contact elected officials at all levels of government for greater ramifications of those employers in violation of "Violence Prevention Legislation"; and
3. Encourage all CUPE Divisions to promote awareness of member's rights with respect to workplace violence and encourage all Divisions to educate all members about their responsibilities to report all incidents of violence in the workplace; and
4. Encourage all CUPE Divisions to help develop a standard assessing workplace risk assessments provided by the employers.

BECAUSE:

- With this knowledge and action our Joint Health and Safety Committees (JHSC's) can help reduce the frequency and severity of workplace violence; and
- Effects of workplace violence are felt by many, the victims, their families, employees who witness the violence, the person accused of the violence, and the organization; and
- Acts of violence in the workplace continue to cause unhealthy workplace environments. Not all provinces have good legislation addressing violence in the workplace. Too many employees are avoiding their responsibilities under the various health and safety acts and consequences for employers with injured workers due to violence are too few.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 146**  
**Submitted by Local 4091 (Qc.)**

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CUPE NATIONAL WILL:

1. Appeal to the federal government and Canadian public immediately to try to stop the budget cuts and deregulation of health and safety.

BECAUSE:

- Safety management systems (SGS) do not work; and
- Big companies fail to properly manage themselves in terms of health and safety; and
- Inspectors no longer have the power to enforce regulations; and
- Saving lives is more important than saving money; and
- The Canadian public is kept in the dark over the government's deregulations and the danger that this poses to the public's health and safety; and
- It's up to the federal government to protect and inform the public.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 147**  
**Submitted by Local 1334 (Ont.)**

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CUPE NATIONAL WILL:

1. Provide resources for a campaign to raise the issue of mental health in the workplace, this campaign will provide education toolkits and will include specialized mental health issues for each sector; and
2. The campaign will support members to be able to recognize and understand mental health issues, and offer the necessary tools to deal with mental health issues in the workplace.

BECAUSE:

- Mental health Issues are becoming very much a part of the workplace, with members suffering without understanding why and often not being able to recognize signs and symptoms, both in themselves and their sisters, brothers and comrades. Members are suffering in silence, and this has to end.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 148**  
**Submitted by CUPE Ontario and Local 1334 (Ont.)**

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CUPE NATIONAL WILL:

1. Lobby federally for government action to ensure payment of claims to the beneficiaries of policy holders who have died as a result of suicide; and
2. Further support these lobbying efforts by working through the provincial Division to engage members to take on actions to achieve the required government action; and
3. Advocate at the federal level for the full adoption of the National Mental Health Standards as approved by the Canadian Standards Association.

BECAUSE:

- Some insurance companies refuse to pay when policy members have died by suicide; and

- We require action at the federal level to ensure our members are protected and that national standards are in place to deal with mental health.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 149**  
**Submitted by CUPE Metro Vancouver District Council (B.C.) and Local 391 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby all federal political parties and related community allies on the growing issue of mental health awareness among workers and the public they serve and to keep employers accountable for the health and safety of workers through accommodated work schedules, conditions of work and adequate security measures.

BECAUSE:

- Employers often make accommodations of worker medical issues an onerous process citing cost and impact on operations; and
- Employers often wait to accumulate an inordinate amount of evidence of health and safety issues over a prolonged period of time weighing the financial cost sometimes more than the cost to worker well-being before correcting the problems; and
- Employers are often in denial of their own workers' mental and/or medical health issues, and treat them in attendance management as if they are healthy.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 150**  
**Submitted by Local 2424 (Ont.)**

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CUPE NATIONAL WILL:

1. Provide resources for a campaign to raise the issue of mental health in the workplace. This campaign will provide education toolkits and will include specialized mental health issues for each sector; and

2. The campaign will support members to be able to recognize and understand mental health issues, and offer the necessary tools to deal with mental health issues in the workplace.

BECAUSE:

- Mental health issues are becoming very much a part of the workplace, with members suffering without understanding why and often not being able to recognize signs and symptoms, both in themselves and their sisters and brothers. Members are suffering in silence, and this has to end.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 151**  
**Submitted by Ottawa CUPE District Council (Ont.)**

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CUPE NATIONAL WILL:

1. Provide resources for a campaign to raise the issue of mental health in the workplace. This campaign will provide education toolkits and will include specialized mental health issues for each sector; and
2. The campaign will support members to be able to recognize and understand mental health issues, and offer the necessary tools to deal with mental health issues in the workplace.

BECAUSE:

- Mental health issues are becoming very much a part of the workplace, with members suffering without understanding why and often not being able to recognize signs and symptoms, both in themselves and their sisters and brothers; and
- Members are suffering in silence, and this has to end.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 152**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Provide Locals with a toolkit to help activists educate, increase awareness and promote early intervention of mental health issues in the workplace.

BECAUSE:

- Between 20 and 25% of workers in Canada will be affected by mental health problems each year; and
- The stigma and discrimination associated with mental illness often prevents people from seeking the help they need; and
- The more we learn about mental health and mental illness as activists, the better equipped we are to promote and maintain good health in the workplace.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 153**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Promote the importance of Mental Health within the workplace by:
  - a) Celebrating both Mental Illness Awareness Week and Mental Health Awareness Week; and
  - b) Make available Mental Health First Aid training seminars for shop stewards or Workplace Health and Safety representatives; and
  - c) Provide funds for "Mental Wellness Initiatives" within locals.

BECAUSE:

- 1 in 5 persons will be affected by a Mental Illness in their lifetime, affecting %20 of workers; and
- Mental health is a primary cause for missed work in Canada; and
- Mental illness is the leading cause of disability in Canada; and
- Mental health issues, mental illness and stigma are estimated to cost the Canadian economy \$50 billion annually; and
- Stigma surrounding mental illness in the workplace is still a prevalent issue for many Canadians.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 154**  
**Submitted by Local 4047 (Ont.)**

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CUPE NATIONAL WILL:

1. Lobby governments in all jurisdictions to ensure enforcement of current provincial laws and federal health and safety laws; and
2. Ensure there is media coverage to alert the public and information provided to all CUPE members on this important issue — CUPE will interviewing various activists and build the story telling using live examples de-identified as to protect activists privacy with end goal to be so all workers are aware as well as the public of lack of enforcement in Canada; inspectors must issue penalties for violations or the entire system of the IRS is a failure as flawed as it already is.

BECAUSE:

- There is an absence in law where inspectors can actually not rule immediately on violations in H&S various legislative acts — where they can sit so to speak on a complaint and purposely not process it or deflect rendering decisions not issue Assurance of Voluntary Compliance (AVC) or Directions to employers; and
- The lack of enforcement is putting workers lives at risk every day; and
- This heightens the amount of injuries and risks in all our workplaces and has a daily impact on the lives of workers; and
- A risk to a worker is translatable to a risk to the public.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 155**  
**Submitted by Local 2669 (Sask.)**

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CUPE NATIONAL WILL:

1. Lobby governments in all jurisdictions to ensure enforcement of current provincial laws and federal health and safety laws; and
2. Ensure there is media coverage to alert the public and communicate the information to all CUPE members on this important issue.

BECAUSE:

- There is an absence in law where inspectors can actually not rule immediately on violations in 1-186 various legislative acts or immediately issue notices of contravention; and
- The lack of enforcement is putting workers lives at risk every day; and
- The amount of injuries and risks in all our workplaces is growing and has a daily impact on the lives of workers; and
- A risk to a worker is translatable to a risk to the public; and
- Inspectors must issue penalties for violations or the entire system of the IRS (Individual Responsibility System) is a failure as flawed as it already has been.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 156  
Submitted by Local 2669 (Sask.)**

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CUPE NATIONAL WILL:

1. Promote awareness to all locals of workplace violence legislation or policy statements in their respective jurisdictions; and
2. Encourage locals to lobby their government for better legislation and enforcement to protect workers from violence in the workplace; and
3. Encourage all CUPE Divisions to work with members and elected officials at all levels of government for greater repercussions to employers for violating these legislations.

BECAUSE:

- All workers have the right to a healthy and safe workplace; and
- The effects of violence in the workplace are many and have long-standing affects including mental and physical injuries additions problems, post-traumatic stress disorder, and family breakdown; and
- Violence in the workplace affects our member's lives and families as a whole.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 157  
Submitted by Local 4047 (Ont.)**

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CUPE NATIONAL WILL:

1. Promote awareness to all locals of workplace violence legislation or policy statements in their respective jurisdictions and encourage lobbying their government for better legislation and enforcement; and
2. Encourage all CUPE Divisions to work with members and elected officials at all levels of government for greater repercussions to employers for violating these legislations; and
3. Encourage all CUPE Divisions to promote the members right to refuse dangerous work when violence is present in the workplace.

BECAUSE:

- Effects of violence in the workplace are many and have long standing affects including mental and physical injuries, addictions problems, post-traumatic stress disorder, and family breakdown; and
- All workers have the right to a healthy and safe workplace; and
- Too many employers are oppressing and abusing our members without worry of repercussions; and
- Violence in the workplace affects our member's lives and families as a whole.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 158  
Submitted by Local 2669 (Sask.)**

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CUPE NATIONAL WILL:

1. Continue to work to help activists: promote awareness and remove the stigma associated with mental illness; identify workplace issues that negatively impact psychological health and safety in the workplace such as excessive workload; recognize early signs of mental illness and promote early intervention.

BECAUSE:

- Between 20 and 25% of Workers in Canada will be affected by mental health problems each year; and
- Having a mental illness is difficult to deal with; and

- The stigma associated with mental illness often prevents people from seeking the help they need; and
- There is an overwhelming evidence that investing in programs improves mental health and coping with mental illness. This includes awareness, prevention and early intervention; and
- Good mental health enables people to deal with the stresses that are part of everyone's lives.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 159**  
**Submitted by Local 2669 (Sask.)**

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CUPE NATIONAL WILL:

1. Encourage and assist all locals to have highly functioning and participating health and safety committees and/or representatives.

BECAUSE:

- CUPE members need the prevention and protection that an OH&S Committee and/or Representative can give them; and
- CUPE members are facing the threat of Privatization and P3s and the "watering" down of health and safety rights is the result; and
- Committees can ensure all members understand their (3) R's — the right to refuse — the right to know — the right to participate; and
- Incidents of injuries and deaths are increasing and we need to hold the employer accountable.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 160**  
**Submitted by Local 4047 (Ont.)**

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CUPE NATIONAL WILL:

1. Encourage all provinces to promote and lobby for Post-Traumatic Stress Disorder (PTSD) compensation for all workers including lifeguards, first responders and flight attendants.

BECAUSE:

- Many provinces do not have legislation that recognizes PTSD as a work place illness; and
- Statistically 1 and 5 emergency workers will develop and be diagnosis with PTSD throughout their career; and

- The general public does not fully understand the impacts of PTSD and long term effects; and
- Many of the protections granted to workers have exclusions for certain deemed at risk types of employment such as first responders, lifeguards, flight attendants.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 161**  
**Submitted by Local 4047 (Ont.)**

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CUPE NATIONAL WILL:

1. Lobby governments to incorporate H&S training as part of the school curriculum during the years of grade 7 to grade 9.

BECAUSE:

- By high school many student are already working part time; and
- Children need to be sensitized and education on H&S matters in order to create a greater culture of workplace safety.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 162**  
**Submitted by Local 3500 (B.C.)**

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CUPE NATIONAL WILL:

1. Research the most up-to-date strategies dealing with the mitigation of exposure to Electromagnetic Radiation/Radiofrequency Fields to reduce the exposure and or the adverse effects they are having on our members and to communicate this information to the membership.

BECAUSE:

- People are exposed to Electromagnetic Radiation/Radiofrequency Fields on a continuous basis through a variety of sources such as cell phones, Wi-Fi systems, Bluetooth devices, baby monitors, TV and radio transmissions, etc.; and
- The technology that is producing these Electromagnetic/Radiofrequency Fields is everywhere; in our workplaces, our offices, School Busses, aircrafts, etc.; and

- Early indications are that the current levels of exposure are proving to pose serious concerns regarding the well-being and health of workers and the general public.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 163**  
**Submitted by Local 4047 (Ont.)**

CUPE NATIONAL WILL:

1. Take action to ensure the federal government enforces the true meaning of bill 45 (Westray act), which amended the criminal code in 2004 ;and
2. Ensure all locals are sensitized to their role in keeping accurate records to ensure prosecution, when held, is factual.

BECAUSE:

- Though more than 10,000 workers have died, very few employers had been charged under C 45 since its inception; and
- Police forces and or prosecutors are not doing effective investigations involving work place incidents; and
- Police forces and or prosecutors are not charging individuals responsible for work place incidents as is the intent of the law; and
- Accurate H&S records can be subpoena, therefore proper minutes of meetings held declaring the risk are key so are all other forms of H&S records

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 164**  
**Submitted by CUPE Saskatchewan**

CUPE NATIONAL WILL:

1. Work with their Occupational Health and Safety Committee to raise awareness of the impact of shift work.

BECAUSE:

- The 2013 CUPE National Convention passed Resolution No. 144 committing CUPE to conduct a

review of the newest data on circadian rhythm disruption, identifying best practices and contract language to alleviate or minimize the risks to shift workers, and conduct a national awareness campaign on the link between shift work and breast cancer; and

- Shift work has been shown to shorten life expectancy by disrupting sleep resulting in chronic fatigue, anxiety, depression, increased risk of cardio-vascular disease and gastro-intestinal disorders among a host of other related illnesses and chronic debilitating conditions including obesity; and
- Women who work night shifts have an increased risk of breast cancer; and
- Low staffing levels are common during the night shift; and
- Shift work affects the psychological health of workers which goes beyond the workplace affecting members lives at home; and
- Shift workers have less opportunity for leisure, sports, social and family-related activities due to irregular hours.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 165**  
**Submitted by Local 4047 (Ont.)**

CUPE NATIONAL WILL:

1. Work with the Airline Division and federal jurisdiction CUPE locals to create a group of OHS federal sector representatives who will push to meet Canada's new government and lobby to change and reverse the changes that became effective on October 31, 2014, in Part II of the Canada Labour Code, specifically section 128 explaining the process for the right to refuse unsafe work.

BECAUSE:

- This modification has measurable, dramatically negative repercussions on the health and security of federal workers who cannot exercise this right if danger is imminent; the legal terminology used in this modification includes the notion of frivolous, persecutory and abuse so as to directly intimidate workers who will then be afraid to claim that right; and
- This directly endangers the lives of passengers traveling on all types of transportation, such as aircraft, ships, trains, buses, trucks, etc. and workers,

because the right of refusal is the final emergency response mechanism used by workers to prevent fatal accidents affecting them and the public; and

- Most government decisions on health and safety law violations are negative—our workplaces are therefore becoming increasingly dangerous; and
- If this happens at the federal level, it is not inconceivable to see it happen soon in a province under a government that practices the same austerity.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 166**  
**Submitted by Local 2329 (N.L.)**

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CUPE NATIONAL WILL:

1. Impress upon all provincial governments the importance of and the need to strictly enforce working alone legislation requirements.

BECAUSE:

- Employers are required to conduct risk assessments where workers work alone or in isolation; and
- Procedures are to include time intervals between checks and the procedure to follow in case the worker cannot be contacted, including provisions for emergency response; and
- Written procedure to check on the well-being of the workers must be developed in consultation with the worker, occupational health and safety committee or worker representative; and
- Employers have failed in complying to the working alone provisions of the Occupational Health and Safety Act and Regulations; and
- In many public library systems across Canada the many workers work in one-person libraries which then translates into a situation where all of their working hours are worked alone; and
- This is just another example of government bringing in improved regulations but no method of funding government offices, boards and agencies to comply with these regulations and no obvious enforcement.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 167**  
**Submitted by Local 4047 (Ont.)**

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CUPE NATIONAL WILL:

1. Put mechanisms in place that will assist members to negotiate adequate rest periods for shift workers.

BECAUSE:

- Shiftwork is a significant hazard in the workplace, created disruption in the work/life balance of many workers, and studies show that circadian rhythm disruptions are a probable carcinogen; and
- Melatonin is suppressed in shift workers.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 168**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Recognize a Provincial Community Social Service Worker Health and Safety Week in each of the Regional offices.

BECAUSE:

- Social service workers are in need of more education on how to work safely to avoid workplace injuries; and
- A series of activities and workshops should be organized to increase the awareness of workplace health and safety issues.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 169**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL SHALL:

1. Proclaim 2016 as the Year of Occupational Health and Safety to coincide with the launch of the new Occupational Health & Safety Learning Series.

BECAUSE:

- Over 1,000 people lose their life each year through workplace accidents; and
- Attention to occupational health and safety means increased awareness; and
- Increased awareness results in safer workplaces.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

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**Resolution No. 170**  
**Submitted by Local 2669 (Sask.)**

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CUPE NATIONAL WILL:

1. Encourage all CUPE divisions to adopt policies that ban electronic cigarettes unless used in designated smoking areas.

BECAUSE:

- Electronic cigarettes are not regulated by Health Canada; and
- Scientific research shows that many of the chemicals in electronic cigarettes are confirmed or potential carcinogens; and
- The World Health Organization has urged countries to introduce tougher regulations on the use of electronic cigarettes (e-cigarettes) that would include banning use of the devices indoors and preventing their sale to minors.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

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**Resolution No. 171**  
**Submitted by Local 4078 (B.C.)**

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CUPE NATIONAL WILL:

1. Promote and lobby the Federal Government for Post-Traumatic Stress Disorder (PTSD) compensation for all workers, including Federal workers and encourage all provinces and locals to lobby and bargain PTSD compensation language into both Federal legislation and local Collective agreements.

BECAUSE:

- Many provinces do not have legislation that recognizes PTSD as a workplace illness; and

- Workers falling under Federal jurisdiction provide essential services to the population and should have the same rights to compensation as provincially regulated workers; and
- Many workers are negatively impacted by the affects of PTSD following workplace situations; and
- The general public does not fully understand how serious and detrimental the affects of PTSD can have on workers and their families.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

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**Resolution No. 172**  
**Submitted by Local 4047 (Ont.)**

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CUPE WILL:

1. Lobby the necessary political authorities to have the Criminal Code amended in order to enact stiffer penalties on persons who assault Flight attendants on duty.

BECAUSE:

- Airline workers are experiencing increasing numbers of assaults while exercising their duties; and
- The criminal code was recently amended to increase the penalties for other transportation workers; and
- Flight attendants provide an essential service to the population and should have the same legal protection that is provided to police officers; and
- Assaults on Flight attendants not only have devastating effects on the workers' health and safety but could also jeopardize the safety of the passengers they are transporting.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

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**Resolution No. 173**  
**Submitted by Local 4078 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the necessary political authorities to have the Criminal Code amended in order to enact stiffer penalties on persons who assault transportation

workers (Transit drivers, Transit supervisors, Sky train operators, Flight Attendants etc.) on duty.

BECAUSE:

- Transportation workers are experiencing increasing numbers of assaults while exercising their duties; and
- Transportation workers provide an essential service to the population and should have the same legal protection that is provided to police officers under the criminal code; and
- Assaults on Transportation Workers not only have devastating effects on the workers' health and safety but could also jeopardize the safety of the passengers they are transporting.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 174**  
**Submitted by the CUPE British Columbia**

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CUPE NATIONAL WILL:

1. Lobby the Federal Government to have the Criminal Code amended in order to enact stiffer penalties on persons who assault transportation workers (Transit drivers, Transit supervisors, Sky train operators, Flight Attendants, etc.) on duty.

BECAUSE:

- Transportation workers are experiencing increasing numbers of assaults while exercising their duties; and
- Transportation workers provide an essential service to the population and should have the same legal protection that is provided to police officers under the criminal code; and
- Assaults on transportation workers not only have devastating effects on the workers' health and safety but could also jeopardize the safety of the passengers they are transporting.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 175**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Develop a national coordinated campaign with educational materials to encourage CUPE members to take their negotiated breaks at work.

BECAUSE:

- Work load has become the number one health risk for CUPE members at work as employers have cut staff numbers and increase work responsibilities; and
- The increase in work load has resulted in increased health issues for CUPE members, and has also increased tension between CUPE members; and
- To respond to work demands and to maintain care to clients under our responsibility many CUPE members do not take their negotiated coffee or lunch breaks and work for free past the end of their scheduled shifts and do not put in for straight time or overtime for hours worked as negotiated in our collective agreements; and
- By working through breaks and providing other work "for free" employers' refusal to provide full staffing components becomes rewarded and justified to management; and
- By working under the conditions negotiated for break time and compensation for extra hours worked our members will be able to work safely and employers will be required to provide sufficient staffing levels.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 176**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Work with CUPE regional offices and members from the regional Health and Safety Committees to organize a provincial Occupational Health and Safety conference for CUPE Members.

BECAUSE:

- Our front line working members need the education and training to ensure they are able to teach workplace safety on the front lines; and
- There is a high need for workshops regarding

workplace violence, stress, respectful workplaces, bullying in the workplace, organizational bullying, and more; and

- CUPE education is needed to empower members to create healthy workplaces.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 177**  
**Submitted by CUPE Newfoundland & Labrador**

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CUPE NATIONAL WILL:

1. Strongly lobby for legislation that will make any physical or verbal assault on any front line health care worker a felony. This legislation would include any person (a resident, client, patient, family member, visitor, etc.) who commits an assault.

BECAUSE:

- All too often Nursing Staff are being physically and verbally assaulted and causing injuries and nothing is being done to protect them.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 178**  
**Submitted by Local 374 (B.C.)**

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CUPE NATIONAL WILL:

1. Have Union Development create a course to Train Union activists in Critical Incident Stress.

BECAUSE:

- With the demanding economy and work load being put on our members in the Workplace and at home, more and more of our members are requiring Critical Incident Stress defusing or debriefings; and
- Our members need to feel that they have someone from their Union, who is looking out for their best interest in a time of need; and
- The response of a CUPE member as a first responder can go a long way in helping with the healing and dealing with issue which we understand.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 179**  
**Submitted by Local 4091 (Qc.)**

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CUPE NATIONAL WILL:

1. Make the necessary representations to the federal government calling for legislative amendments to the Loi sur la Santé et la Sécurité au Travail (occupational health and safety act) so that pregnant women working for companies under federal jurisdiction, who have preventative leave as per the Canadian Labour Code, can be eligible for income benefits under *the Loi sur les Accidents du Travail et les Maladies Professionnelles* (Act regulating work-related accidents and occupational diseases).

BECAUSE:

- Preventative leave for pregnant workers is not compensated under federal jurisdiction; and
- The provincial government refuses to compensate pregnant women working for companies under federal jurisdiction; and
- This causes economic instability during pregnancy; and
- During preventative leave, pregnant women working for companies under federal jurisdiction are not eligible for income replacement benefits under the *Loi sur les Accidents du Travail et les Maladies Professionnelles* and are penalized compared to their counterparts working for companies under provincial jurisdiction; and
- The workload is becoming increasingly demanding; and
- This causes a setback in women's working conditions.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 180**  
**Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Provide appropriate funding to lobby provincial education ministries to create curriculum to educate boys/males on their role/responsibility in eradicating rape and rape-culture; and
2. Lobby the federal and provincial governments to support a curriculum change so that this program is offered in every elementary, secondary and post-secondary institution in Canada; and

- Further, CUPE National directs the educational department to create a program that can be delivered to CUPE members across Canada.

BECAUSE:

- Rape and rape culture needs to be eradicated from Canada; and
- Girls/females should be able to dress how they want, say what they want and go where they want without fear; and
- Education is one of the tools to put into action a change in how boys/males engage with girls/females; and
- Concrete steps must be taken to address this issue.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 181**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL SHALL:

- Provide funding for a public awareness campaign to help enforce the Criminal Code of Canada regarding accountability for employers who are at fault in workplace hazards.

BECAUSE:

- In past incidents resulting in loss of life and injury, fines alone are not acceptable; and
- Fines imposed on employers do not encourage change; and
- Fines alone imposed on employers do not encourage changes to the workplace; and
- The lack of personal accountability does not reflect the true cost of loved ones who are killed or injured.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 182**  
**Submitted by Local 3812 (Qc.)**

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CUPE QUEBEC WILL:

- Appeal to the Quebec government to demand legislative amendments to the Occupational Health

and Safety Act (LSST) to ensure that pregnant women working for companies under federal jurisdiction, and who have preventive leave as per the Canadian Labour Code, can be eligible for income replacement benefits under the *Loi sur les Accidents du Travail et les Maladies Professionnelles* (Act regulating work-related accidents and occupational diseases).

BECAUSE:

- Preventive leave for pregnant workers is not compensated under federal jurisdiction; and
- The Quebec government refuses to compensate pregnant women working for companies under federal jurisdiction; and
- This causes economic instability during pregnancy; and
- During preventive leave, pregnant women working for companies under federal jurisdiction are not eligible for income replacement benefits under the *Loi sur les Accidents du Travail et les Maladies Professionnelles* and are penalized compared to their counterparts, who work for companies under provincial jurisdiction; and
- This causes a setback in women's working conditions.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**HEALTH CARE**

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**Resolution No. 183**  
**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

- Oppose all forms of privatization of Canada's Public Medicare system, including the for-profit delivery of publicly funded, administered and delivered health care services and programs in Saskatchewan; and
- Advocate for a strong Federal role in health care and a new ten-year Health Accord with the provincial and territorial governments; and
- Engage in solidarity action in support of other unions facing privatization.

BECAUSE:

- Privatization threatens our communities and the members who work in them, through lower wages,

- more precarious conditions of employment and the diversion of public funds to private profit; and
- Privatization of public services causes damage to our social fabric by turning it into a commodity to be bought and sold; and
- The drive to privatize has intensified with both the Federal Government and provincial governments pushing privatization in Health Care with new ways like: restructuring, alternate service delivery, shared services and LEAN.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 184**

**Submitted by CUPE Saskatchewan, CUPE Saskatchewan Health Care Council, Hospital Employees' Union (B.C.), Locals 8920 (N.S.) and 1158 (Alta.)**

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**CUPE NATIONAL WILL:**

1. Dedicate significant funding for a major campaign in 2016-2017 to protect, strengthen and expand Medicare that mobilizes our membership to work with health coalitions, community partners and other allies; and
2. Promote our vision of universal, publicly-funded, publically-administered and publically- delivered health care; and
3. Promote public hospitals as hubs for community health care, which provide more and better access to hospital beds and a range of services including acute care, complex continuing care, rehabilitation, outpatient care, day surgeries and primary care; and
4. Play a leading role to build and help coordinate national action to expand public health care. This would be achieved through yearly meetings that bring together allies around one table to plan and coordinate strategy. The first gathering in 2016 will bring together health coalitions, seniors' groups, unions, community partners, and other allies to develop a joint campaign to build a groundswell of public support for a national continuing care program; and
5. Campaign for federal leadership in health care and a new Health Accord that includes:

- a) Stable and sufficient federal funding, including at minimum the 6 per cent escalator; and
- b) Enforcement of the Canada Health Act, and closing of gaps in monitoring and reporting; and
- c) A national continuing care program, covering long-term care facilities, home and community care; with minimum staffing standards and phasing out of for profit delivery; and
- d) A national strategy to reduce healthcare associated infections, that provides dedicated funding for microbiological cleaning standards, more in-house cleaning staff, lower hospital occupancy rates and mandatory public reporting; and
- e) A national, publicly funded and operated, comprehensive pharmacare program; and
- f) New and expanded community health centres.

**BECAUSE:**

- The best health outcomes for all residents of Canada are achieved through a publically funded, administered, and delivered health care system; and
- CUPE should continue to build on our reputation as Canada's health care union and a leader in the defense of public health care.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 185**

**Submitted by Local 15 (B.C.)**

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**CUPE NATIONAL WILL:**

1. Advocate for a National Health Accord; and
2. Lobby the federal government for a Health Accord promoting national standards and providing stable funding; and
3. The National Health Accord will provide public administration, universal access, comprehensive coverage, accessibility without extra charges or discrimination, and portability across provinces; and
4. The Accord will include a set of common goals around wait times, home care, prescription drugs, a universal public drug plan and team-based primary care.

**BECAUSE:**

- The Harper government did not renew the Health Accord in 2014; and

- This lack of federal leadership in health care will lead to 14 different health care systems; and
- Access will depend on where you live and your ability to pay; and
- The Harper government announced a major cut to the Canada Health Transfer (CHT) of \$36 billion over 10 years beginning in 2017; and
- We have an aging population and an increasing demand for health care services at present; and
- Unless federal funding is stable and adequate, our cherished public health care system is in danger; and
- And because Tommy Douglas says so!

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 186**  
**Submitted by Local 3500 (B.C.)**

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CUPE NATIONAL WILL:

1. Intensify its efforts to mobilize the people of Canada to stop the erosion and destruction of our publicly funded Universal Health Care System.

BECAUSE:

- The Federal Government is rapidly and drastically eroding the Universal Publicly funded Health Care System by downloading costs to provinces; and
- An ever increasing amount of public funds are being used to support for profit private health care facilities throughout Canada.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 187**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL WILL:

1. Continue to strongly urge the Federal Government to reinstate and sign a new Health Accord that expired on March 31, 2014.

BECAUSE:

- The Health Accord is an agreement between the Federal Government, provinces and territories which

provides stable funding and national standards for health care services; and

- It's the best way to:
  - a) Stop gouging—through extra-billing and illegal fees; and
  - b) Expand health coverage to prescription drugs and long-term care and home care; and
  - c) Insure quality seniors' care and mental health services; and
  - d) Guarantee stable and fair health care funding (increase federal share to .25); and
  - e) Enforce national benchmarks so everyone gets high quality care.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 188**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Mobilize our membership to work with health coalitions, community partners and other allies to protect, strengthen and expand Medicare; and
2. Promote our vision of universal, publicly funded, publicly administered and publicly delivered health care; and
3. Promote public hospitals as hubs for community health care, which provide more and better access to hospital beds and a range of services; and
4. Help build and coordinate national action to expand public health care; and
5. Campaign for federal leadership in health care and a new Health Accord that includes:
  - a) Stable and sufficient federal funding, including at minimum the 6% escalator; and
  - b) A national continuing care program, covering long term care facilities, home and community care; with minimum staffing levels and phasing out of for profit delivery of services; and
  - c) A national publicly funded and operated, comprehensive Pharmacare program.

BECAUSE:

- The best health outcomes for all residents of Canada are achieved through a publicly funded, administered and delivered health care system; and

- CUPE should continue to build on our reputation as Canada's health care union and a leader in the defense of public health care.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 189**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Research the feasibility of a National Health Benefit Plan for all CUPE members.

BECAUSE:

- Many of our CUPE members do not have access to a Health Benefit Plan; and
- Many of our members cannot afford the premiums private companies are charging; and
- Locals are currently participating in a variety of Health Benefit plans all offering different benefits at various premiums; and
- A CUPE National Health Benefit plan should provide a benefit plan to all our members at a reasonable premium.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 190**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Work with allies in the labour movement and health coalitions to campaign for a strong federal role in health care and a new Health Accord that includes:
  - a) Stable and sufficient federal funding, including a 6% escalator; and
  - b) Enforcement of the Canada Health Act and closing gaps in monitoring and reporting; and
  - c) A national continuing care program, covering long-term care facilities, home and community care; and
  - d) A National Pharmacare Program; and
  - e) New and expanded community health centre.

2. Educate and support members to mobilize, protect, strengthen and expand Medicare.

BECAUSE:

- The Health Accord expired in 2014; and
- The Harper Conservatives; cuts to federal health care funding will mean \$36 billion less over 10 years; and
- The federal government is ignoring Canada Health Act violations and encouraging health care privatization.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 191**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

1. Continue to lobby the Federal Government to implement a national, publicly funded and controlled, Pharmacare Program which would provide equal access to prescription drugs for all Canadians, regardless of their economic status.

BECAUSE:

- All Canadians should have access to prescription drugs no matter what their economic status.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 192**  
**Submitted by CUPE Manitoba**

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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. 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:

- The government of Canada should partner with the provinces, territories, and municipal governments as appropriate, in the development and expansion of long-term care services across the country to provide a more effective and efficient allocation of resources.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 193**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Partner with CUPE Regional Executives to ensure the respective provincial governments have support in their efforts to create full time (0.8-1.0 EFT) midwifery positions within the next 3 fiscal years.

BECAUSE:

- Women cared for by midwives have lower rates of medical interventions (including surgical procedures), shorter hospital stays and less re-admission to the hospital; and
- Women are significantly more likely to evaluate their overall experience of labour and birth as 'very positive' when the primary birth attendant was a midwife; and
- In most major cities, the hospitals offering maternity care are operating above capacity, while Birthing Centres are operating below capacity due to a lack of midwives; and
- An average of 75% of women requesting midwifery services are denied due to lack of providers; and
- Women in all communities: urban, rural and northern have the right to choose their maternity care provider/model of care; and
- In many provinces, the promise of Midwifery positions has yet to have been honoured and in many cases, the provincial commitment, dating back to legislation of midwifery in 2000, to grow midwifery by 4-5 midwives a year (4-5/yr X 15 = 75), has not happened to date.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 194**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Partner with the National Women's Committee, CUPE Regional Women's Committees, the Canadian Association of Midwives and the National Aboriginal Council of Midwives to lobby the provincial governments to proclaim May 5th as the Provincial Day of the Midwife.

BECAUSE:

- May 5<sup>th</sup> is internationally recognized as Day of the Midwife, yet there is no representation or acknowledgement on a provincial level; and
- Many other professionals and para-professionals are so recognized; and
- Midwives are amazing and work hard to provide services in an underfunded and under-supported profession. They also bring promising CUPE activists into the world!

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 195**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Partner with CUPE Manitoba, CUPE Local 2348, and the Midwives' Association of Manitoba to develop and fund a media campaign including television spots, to raise awareness of, and the benefits of, midwifery services.

BECAUSE:

- Women cared for by midwives have lower rates of medical interventions (including surgical procedures), shorter hospital stays and less re-admission to the hospital; and
- Women are significantly more likely to evaluate their overall experience of labour and birth as 'very positive' when the primary birth attendant was a midwife; and
- In Winnipeg, the hospitals offering maternity care are operating above capacity, while the Birth Centre is operating below capacity due to a lack of midwives; and
- 75% of women requesting midwifery services are denied due to lack of providers; and

- Women in all communities: urban, rural and northern have the right to choose their maternity care provider/model of care; and
- The province has yet to honour their commitment dating to legislation of midwifery in 2000, to grow midwifery by 4-5 midwives a year (4-5/yr X 15 = 75).

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

## HIV/AIDS

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**Resolution No. 196**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Call on the provincial and federal government to enact legislation requiring that the Insurance industry restore the ability of people living with HIV to qualify for insurance coverage based on their individual health status rather than declaring them ineligible - including but not limited to: life insurance, mortgage insurance, disability insurance (short and long term), and travel insurance.

BECAUSE:

- The insurance industry ignores current research and evidence that concludes that HIV is a chronic manageable illness; and
- And many chronic manageable illnesses are covered and reviewed on an individual case by case basis; and
- And people living with HIV are often denied the ability to buy homes, travel, obtain disability coverage, and/or provide for their loved ones upon their death because of the current unilateral disqualification of coverage because of HIV sero-conversion (becoming HIV positive).

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

## INTERNATIONAL SOLIDARITY AND GLOBAL JUSTICE

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**Resolution No. 197**  
**Submitted by Local 503 (Ont.)**

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CUPE NATIONAL WILL:

1. Join public sector unions around the world in

mobilizing to oppose a new wave of international trade agreements, including the Trade in Services Agreement (TiSA), that threaten public services and democracy; and

2. Raise awareness about the increased privatization and deregulation that TiSA and other global trade agreements promote; and
3. Call on the Canadian government to withdraw from TiSA negotiations that jeopardize our public services and infrastructure; and
4. Promote the People's Trade Agenda being developed by the Trade Justice Network, as part of our work to promote a vision of trade that is fair and works for people and the planet.

BECAUSE:

- Canada is one of 22 countries negotiating TiSA along with the European Union;
- Leaked plans reveal TiSA will:
  - a) not allow countries that sign to protect any public services from privatization; and
  - b) make it impossible to reverse privatization, locking in bad deals and preventing remunicipalization; and
  - c) allow corporations to sue for any regulations that limits their profits; and
  - d) make it impossible to protect personal data and privacy; and
  - e) outlaw any regulatory action that might have the slightest effect on trade.
- Only high-quality, publicly financed, owned and operated public services can support a strong, democratic and equal society.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 198**  
**Submitted by Local 4600 (Ont.)**

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CUPE NATIONAL WILL:

1. Endorse Independent Jewish Voices (IJV) campaign to 'Expose the Jewish National Fund' JNF thereby supporting efforts to pressure the Canada Revenue Agency (CRA) to revoke the charitable status of the JNF's Canadian branch.

BECAUSE:

- The JNF practices discrimination against non-Jews in Israel—who make up 25% of its citizenry—through its Jews-only land leasing bylaws; and
- Israel's High Court, the U.S. State Department, and the United Nations Committee on Economic, Social and Cultural Rights have concluded that the JNF practices institutional discrimination against non-Jewish citizens of Israel; and
- The JNF is complicit in the continued dispossession of Palestinians from their lands, particularly in Israel's Negev desert where they have established forests and Jewish-only settlements over the lands and ruins of Bedouin villages; and
- JNF Canada's flagship project, "Canada Park", which was built "as a tribute to Canada", sits entirely in occupied Palestinian territory, covering over the ruins of the depopulated and demolished Palestinian villages of Deir Aiyub, Yalu, Imwas and lands belonging to Beit Nuba; and
- Palestinian civil society has called for an end to the JNF's charitable status worldwide as part of a global campaign to Stop the JNF.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 199**  
**Submitted by Local 4600 (Ont.)**

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CUPE NATIONAL WILL:

1. Condemn Israel's illegal actions and call on it to end the blockade and avert a worsening humanitarian catastrophe in Gaza; and
2. Support humanitarian organizations and other groups working to deliver the much needed aid to the Palestinian people in Gaza.

BECAUSE:

- The illegal Israeli blockade of the Gaza Strip is almost a decade old; and
- Gaza has been accurately described as the "biggest open air prison in the world"; and
- The Israeli blockade has created a humanitarian catastrophe for the 1.7 million residents of the Strip;

and Attempts to bring humanitarian aid to Gaza have been intercepted, at times violently, by Israel on more than one occasion.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 200**  
**Submitted by Local 4600 (Ont.)**

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CUPE NATIONAL WILL:

1. Support the growing international movement in support of justice for the Palestinian people; and
2. Work with international labour organizations and other civil society organizations on solidarity campaigns aimed at pressuring Israel to: dismantle the illegal settlements and the separation wall and to withdraw from the Occupied Palestinian Territories.

BECAUSE:

- Lasting peace in Israel-Palestine can only be achieved through the implementation of international law; and
- Israel's ongoing occupation of Palestinian territory and the building and expansion of existing settlements violates the Geneva Convention and other international laws; and
- The building of the separation wall was deemed illegal by the International Court of Justice in 2004.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 201**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL SHALL:

1. Urge all locals to affiliate with local District Labour Councils and Federations of Labour.

BECAUSE:

- International solidarity is necessary in order to fight growing economic and social inequality both at home and abroad; and

- Integrating and aligning with local, regional, national and international groups and coalitions begins at home and is one of the necessary strategies to continue to grow and strengthen our international solidarity.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 202**  
**Submitted by the Hospital Employees' Union (B.C.) and**  
**Local 1615 (N.L.)**

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CUPE NATIONAL WILL:

1. Will act upon and realize the 2011 commitment to Resolution 175 to "develop a strategy to ensure that our global justice project work is sustainable on a continuing financial basis"; and
2. Present a financial plan by the end of 2015 that ensures, at a minimum, that our ability to fund project work is financially protected on an ongoing basis.

BECAUSE:

- CUPE divisions have already encouraged members to contribute \$1/member/year to the Global Justice Fund; and
- Our commitment to global justice must be founded on the principle of solidarity on a long-term basis and not be dependent on donations; and
- All workers experience the impact of the global economic system that puts profit over people; it doesn't matter where in the world we live; and
- Strong social movements are emerging all over the world who are fighting to maintain public services, defending human rights, and promoting economic and climate justice; and
- We are working hard to create opportunities to ensure our international work is shared and is linked to CUPE's fight back and organizing efforts; and
- Reliance on fundraising limits and compromises our ability to continue and expand this important work.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 203**  
**Submitted by the Hospital Employees' Union (B.C.) and**  
**Local 1615 (N.L.)**

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CUPE NATIONAL WILL:

1. Continue to speak out against Canadian militarism and involvement in unjust war and military aggression internationally; and
2. Continue to oppose Canadian government efforts to divert billions of dollars away from the public system in favor of foreign military operations; and
3. Identify allies and support communities who are impacted by and challenging the diversity of ways the Canadian state is engaged in foreign military aggression.

BECAUSE:

- military spending has now reached its highest levels since World War 11; and
- we support the demands of the Canadian Peace Alliance to:
  - a) reallocate money earmarked for military spending to social and environmental programs: to protect jobs and pensions, preserve public healthcare and education, and create a green economy; and
  - b) oppose any attempts by the government to expand Canadian militarism abroad or to entrench it in Canadian society.
- CUPE supported the NDP's leadership in opposing the war in Iraq in 2014; and
- war and western military aggression in Iraq, Syria, Palestine and elsewhere, have done nothing to better the lives of the people who live there; and
- genuine security, peace and stability is only possible when the people of the world can meet their basic needs through public investment in infrastructure, education, health care, social services and jobs.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 204**  
**Submitted by Local 4600 (Ont.)**

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CUPE NATIONAL WILL:

1. Support the CLC and other civil society organizations to educate and raise awareness about the plight of the Palestinian people and workers.

BECAUSE:

- Israel's ongoing occupation of Palestinian territory, building of new settlements, and expansion of existing settlements is having a devastating impact on the Palestinian people; and
- At this critical moment, the CLC has a mandate to report on the evolution of the global trade union debate on the issue of Israel and Palestine, and are updating their November 2011 statement on peace in the Middle East; and
- The CLC Statement currently includes important actions such as boycotting "all goods produced and exported from the settlements in occupied territories" and "divestment actions against Canadian companies known to be exporting military and security-related goods to the Israeli Defense Forces".

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 205**  
**Submitted by Local 4600 (Ont.)**

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CUPE NATIONAL WILL:

1. Continue to hold the Canadian Government accountable for attempting to shut down legitimate and non-violent criticism of human rights abuses by Israel, and wherever else it occurs; and
2. Continue to monitor the Canadian Government's efforts to target those who support the Boycott, Divestment and Sanctions (BDS) movement in solidarity with the people of Palestine.

BECAUSE:

- The Canadian government signed a memorandum of understanding with Israel which falsely claims "the selective targeting of Israel is the new face of anti-Semitism"; and
- There is cause for concern that the Government of Canada's "zero tolerance" toward "all forms of discrimination including rhetoric towards Israel, and attempts to delegitimize Israel such as the BDS movement" may result in a violation of civil liberties; and
- The CLC, CUPE and several other trade unions in Canada are calling on the government to stop trying to shut down legitimate and nonviolent criticism of human rights abuses by Israel; and

- We support boycotts and sanctions as they can be effective for raising awareness about and discouraging human rights abuses by governments, and have historically played an important role in toppling military dictatorships or ending racial segregation, such as in South Africa.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 206**  
**Submitted by Local 4600 (Ont.)**

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CUPE NATIONAL WILL:

1. Adopt a position in favour of international law as the only tool to achieve a lasting peace; and
2. Support the Boycott, Divestment and Sanctions (BDS) campaign.

BECAUSE:

- In 2005 Palestinian civil society organizations, including trade unions, made a call to "international civil society organizations and people of conscience" to impose broad boycott, divestment and sanctions against the State of Israel; and
- The Palestinian call for BDS is modeled on the non-violent successful boycott campaign against the Apartheid regime in South Africa; and
- The aim of BDS is to compel Israel to "meet its obligations to recognize the Palestinian people's inalienable right to self-determination and fully complies with the precepts of international law"; and
- The BDS movement is gaining strength in trade unions, academic organizations, churches and other civil society groups in Canada and around the world.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 207**  
**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

1. Urge the federal government to develop a national plan of action ensuring coordinated response for the prevention of trafficking of women and children, and

the adequate provision of protection and care services to victims; and

2. Raise awareness of the global problem of human trafficking.

BECAUSE:

- Canada must take greater action to protect our society from those who traffic children and young adults. These people are trafficked into Canada to work as labourers, domestic servants and sex trade workers; and
- Domestic human trafficking victims have mostly been recruited through the Internet or by an acquaintance; and
- Human trafficking has been globally observed as a growing source of revenue for organized crime. These victims can be exploited for private profit over and over again; and
- Traffickers in Canada can receive an annual financial gain of \$280,000 for each girl or woman they have trafficked and forced into prostitution; and
- Human trafficking may be referred to as "modern day slavery".

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 208**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

1. Lobby the Federal Government, and all other levels of government to reinstate and increase funding for the Canadian International Development Agency (CIDA).

BECAUSE:

- The Canadian International Development Agency (CIDA) is Canada's lead agency for international development assistance, funding and supporting groups including progressive non-government organizations (NGO's) such as Co-Development Canada (Co-Dev) which operate programs aimed at improving international human rights; and
- CIDA manages the supports and resources provided by Canadians in order to achieve meaningful and sustainable results; and
- The "Mission" of CIDA is to lead Canada's international effort to help people living in poverty; and

- Many vital international programs are threatened by this reduced funding by the Federal Government; and
- Sub-standard human and labour rights abroad negatively affect those rights in Canada; and
- "An injury to one is an injury to all" is a commitment which applies to all nations and all workers.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 209**  
**Submitted by the Hospital Employees' Union (B.C.) and Local 1615 (N.L.)**

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CUPE NATIONAL WILL:

1. Join public sector unions around the world in mobilizing to oppose a new wave of international trade agreements, including the Trade in Services Agreement (TiSA), that threaten public services and democracy; and
2. Raise awareness about the increased privatization and deregulation that TiSA and other global trade agreements promote; and
3. Call on the Canadian government to withdraw from TiSA negotiations that jeopardize our public services and infrastructure; and
4. Promote the People's Trade Agenda being developed by the Trade Justice Network, as part of our work to promote a vision of trade that is fair and works for people and the planet.

BECAUSE:

- Canada is one of 22 countries at the table negotiating the Trade in Services Agreement (TiSA), along with the European Union, representing another 28 countries; and
- TiSA is being negotiated in secret, but leaked plans reveal TiSA will:
  - a) Not allow countries that sign to protect any public services from privatization; and
  - b) Make it impossible to reverse privatization, locking in bad deals and preventing remunicipalization; and
  - c) Allow corporations to sue for any regulations that limits their profits; and
  - d) Make it impossible to protect personal data and privacy; and

- e) Outlaw any regulatory action that might have the slightest effect on trade.
- Only high-quality, publicly financed, owned and operated public services can support a strong, democratic and equal society.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

## LGBTTI ISSUES

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### **Resolution No. 210** **Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Create a campaign to educate CUPE members and the public about Transgender and Gender-Variant peoples' rights, issues and the barriers they face; and
2. Work to help make all CUPE members sensitive and aware of the importance of gender self-acceptance and community and workplace acceptance for Transgender and Gender-Variant people; and
3. Lobby the federal government to ensure Transgender and Gender-Variant Canadians have equal rights under the law.

BECAUSE:

- Everyone deserves dignity. Trans people in Canada face staggering levels of discrimination and violence; and
- Transgendered Canadians report high levels of violence, harassment and discrimination when seeking housing, employment health care and social services; and
- Transgender people are four times more likely to live in poverty; and
- Transgender and Gender-Variant people face high rates of depression due to facing ongoing discrimination and violence; and
- One-fifth of Transgender and Gender-Variant people report being homeless at some point in their lives; and
- LGBTQ+ youth face approximately 14 times the risk of suicide and substance abuse than their heterosexual peers; and
- 77% of Trans respondents in an Ontario based survey had seriously considered suicide and 45% had attempted suicide; and

- This is an important moment for LGBTQ+ rights in Canada and it is essential that all CUPE members stand together to guarantee a just society for all.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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### **Resolution No. 211** **Submitted by Local 4828 (Sask.)**

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CUPE NATIONAL WILL:

1. Lobby the federal, provincial and territorial departments of health and social services to promote awareness and education on LGBTTI aging issues for frontline care and support services workers.

BECAUSE:

- LGBTTI seniors living in care facilities or receiving home-based services are extremely vulnerable to discrimination and mistreatment by staff, residents and public; and
- Workers providing senior care in hospitals, long-term care facilities and home support/home care services should have education on LGBTTI aging issues; and
- Education is essential to raise awareness of the challenges facing LGBTTI seniors and to encourage acceptance and respect; and
- Increased awareness will help build empathy and protect the personal autonomy and physical safety of LGBTTI seniors, which is a fundamental human right.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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### **Resolution No. 212** **Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government and, through CUPE Provincial Divisions, lobby provincial governments across the country to ensure that departments of health and social services promote awareness and education on LGBTTI aging issues for front-line care and support services workers.

BECAUSE:

- LGBTTI seniors living in care facilities or receiving home-based services are extremely vulnerable to discrimination and mistreatment by staff, residents and public; and
- Workers providing senior care in hospitals, long-term care facilities and home support and home care services should have education on LGBTTI aging issues; and
- Education is essential to raise awareness of the challenges facing LGBTTI seniors and to encourage acceptance and respect; and
- Increased awareness will help build empathy and protect the personal autonomy and physical safety of LGBTTI seniors, which is a fundamental human right.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 213**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Sponsor LGBTTQ Prides in each province; and
2. Participate in the Pride parade by registering a float for Locals to contribute to; and
3. Incorporate the Unite for Fairness campaign into the theme of the Pride presence.

BECAUSE:

- CUPE supports and embraces diversity for all members; and
- CUPE is a leader in creating safer spaces in our workplaces for all LGBTTQI members and it is crucial to engage with our membership and their communities to build solidarity; and
- The Unite for Fairness campaign aims to create a more inclusive space in our workplaces, and applying it to Pride will build the strength our Union needs.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 214**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the provincial and federal government to fully fund the cost of sex reassignment surgeries, hormone treatments, and procedures necessary to undergo gender transition.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**LIBRARIES**

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**Resolution No. 215**  
**Submitted by Locals 960 and 1764 (Ont.)**

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CUPE NATIONAL WILL:

1. Encourage all library related locals to find out more about the Library Workers Committee; and
2. Promote and educate membership on the library sector through a short video to be shared on the CUPE National website and social media platforms; and
3. Encourage all CUPE National members to get a library card in their communities.

BECAUSE:

- Library workers are often precarious and part time; and
- Library work is misunderstood; and
- Library card usage raises statistics for libraries which results in increased funding.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 216**  
**Submitted by CUPE Metro Vancouver District Council (B.C.) and Local 391 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby all federal political parties and related community allies on the importance of having unionized librarians, library technicians, library assistants and related library professions as the skilled

facilitators of equal access to knowledge and service that everyone deserves regardless of socio-economic background.

BECAUSE:

- Budget cuts have made libraries vulnerable to using technology and/or partnerships with non-unionized groups as a way to substitute for the quality of service provided by Union staff; and
- Unionized library staff are being told continually that the public is increasingly self-service, without taking into consideration that the content, accuracy and access to information and service is still a skill set dependent on library workers; and
- Unionized librarians and library workers have the education and training in research skills, technological trends, and interpersonal skills that cannot be substituted by technology and untrained non-unionized labour.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 217**  
**Submitted by Local 4948 (Ont.)**

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CUPE NATIONAL WILL:

1. Survey all public library locals across Canada over the next two years and have them complete the index of precarious work developed by the Poverty and Employment Precarity in Southern Ontario (PEPSO) ; and
2. Analyze the results of this survey and determine the percentage of precarious workers in each bargaining unit; and
3. Survey all academic and school libraries as per above in the following two year period.

BECAUSE:

- As a result of the CUPE membership survey for all sectors, library workers have been identified as the largest precarious work employment sector; and
- The precarious work model has been well entrenched in the library 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 staffing data for library 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 our patrons; and
- Precarious work prevents full participation in our unions

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

## LITERACY AND TRAINING

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**Resolution No. 218**  
**Submitted by the Hospital Employees' Union (B.C.),**  
**Locals 8920 (N.S.) and 2550 (Alta.)**

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CUPE NATIONAL WILL:

1. Lobby the Federal Government to restore and maintain core funding to literacy and essential skills programs and organizations across Canada.

BECAUSE:

- Literacy and essential skills are the foundation to improve life at home, at work and in the community; and
- CUPE supports social justice, equality and inclusion; and
- Literacy and essential skills contribute to economic growth and independence.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 219**  
**Submitted by Locals 8920 (N.S.) and 2550 (Alta.)**

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CUPE NATIONAL WILL:

1. Continue to make literacy a priority by highlighting the Literacy Working Group at the next All Committees Meeting.

BECAUSE:

- Literacy is the foundation of all committees' work; and
- Literacy issues affect our members in some form; and

- Literacy awareness is necessary for committees to communicate effectively to all members.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 220**  
**Submitted by CUPE Prince Edward Island and Local 3260**  
**(P.E.I.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government to re-establish core funding to literacy organizations across Canada.

BECAUSE:

- Without core funding from the federal government literacy organizations already have, or are in the process of closing their doors; and
- Secure core funding is essential for literacy organizations to continue operating now and into the future; and
- Without a steady core funding source the future of literacy organizations are not secure. Many organizations are hanging on by a thread - barely surviving by finding private funding partners; and
- Literacy organizations are therefore spending major amounts of time finding funding and not focusing on delivery of their programs. Programs are at risk of being cut, and the very people needing their services will be not be served adequately and will suffer.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 221**  
**Submitted by the CUPE Metro Vancouver District**  
**Council (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the Federal government to restore funding to Literacy Essential Skills training programs for all Canadians.

BECAUSE:

- CUPE National supports justice, equality and inclusion; and

- Literacy Essential Skills training is the foundation to improve life at home, at work, and in the community; and
- CUPE members and CUPE learners have demonstrated successes from literacy and essential skills training programs.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 222**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Continue to make literacy a priority by highlighting the Literacy Working Group at the next CUPE All Committee Meeting.

BECAUSE:

- Literacy is the foundation of all committee work; and
- Literacy Issues affect all our members in some form; and
- Literacy awareness is necessary for committees to communicate effectively to all members.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 223**  
**Submitted by Local 2669 (Sask.)**

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CUPE NATIONAL WILL:

1. Strive to use clear language in all publications and documents in order to promote literacy and reading comprehension among its affiliates; and
2. Encourage all divisions to do the same; and
3. Examine ways to promote and partner with non-profit and governmental organizations which offer programs to improve adult literacy rates and strive for improvements to primary education which aim to raise childhood literacy rates.

BECAUSE:

- Literacy may be taken for granted in a workplace, disadvantaging workers with lower literacy skills; and
- Having low literacy skills may be a profound challenge to an individual's involvement in their union.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 224**  
**Submitted by the Hospital Employees' Union (B.C.) and Local 2191 (Ont.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government to increase funding to publicly-provided English-as-a-Second-Language programs to enhance the English language skills of children and adults coming from non-English speaking countries.

BECAUSE:

- Canada is increasingly reliant on migration from the global south and elsewhere to meet labour shortages; and
- Without strong English language skills, migrant workers will have difficulty learning about their rights in Canada; and
- Strong language skills will decrease the risk of our children to poverty, unemployment, violence and the penal system.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 225**  
**Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government to increase funding to publicly-provided English-as-a-Second-Language programs to enhance the English language skills of children and adults coming from non-English speaking countries.

BECAUSE:

- Canada is increasingly reliant on migration from the global south and elsewhere to meet labour shortages; and
- Without strong English language skills, migrant workers will have difficulty learning about their rights in Canada; and
- Strong language skills will decrease the risk of our children being subjected to poverty, unemployment, violence and the penal system.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 226**  
**Submitted by the CUPE Metro Vancouver District Council (B.C.) and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the government for a Public sector apprenticeship ratio with focus on public sector maintenance jobs.

BECAUSE:

- Not enough public sector employers are participating in apprenticeship programs. The current practice is to "poach" journey-persons from the private sector. With declining Red Seal completion rates this is becoming unattainable. We need to train and produce our own apprentices and support them to journey-person status.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 227**  
**Submitted by Local 4207 (Ont.)**

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CUPE NATIONAL WILL:

1. Lobby all governmental bodies responsible for the development of education policy in each province and territory, to implement mandatory high school labour studies education, with an emphasis on labour rights.

BECAUSE:

- Labour studies and workers issues are neglected in the classroom, while there is a proliferation of business programs and courses; and
- Young workers are more likely to be injured and killed on the job, in many instances because they are unaware of their rights; and
- Young workers are often easy prey for exploitative bosses, leading to wage theft and unjust termination.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 228**  
**Submitted by CUPE Prince Edward Island and Local 3260**  
**(P.E.I.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government to focus on long term training; and
2. Lobby the federal government to end the Canada Job Fund (CJF) and reinstate the Labour Market Agreements (LMA's)

BECAUSE:

- The federal government 6- year Canada Job Fund focuses on short term training -train individuals quickly for a job - based on the employers' needs, rather than the workers' needs. The employer decides who will be trained, what the content of the training is, and who delivers the training; and
- Preliminary reports show that the Canada Job Fund is leaving behind Canada's most vulnerable workers. Its ultimate outcome is a reduced transfer of funds from the federal government, resulting in reduced training for existing employees, a lack of opportunity for the unemployed, those with low basic skills and the underemployed, and a return to the 1996 state of affairs; and
- Long term training is essential as its focus is on the individual, increasing essential skills and life - long learning; and
- Literacy programming serves as the first rung on the literacy and education ladder for changes that benefit individuals, their families and the broader community; and
- The establishment of the Canada Job Fund shows how little the federal government values literacy programs

by not ensuring that adequate investment in the development of our citizens - our most valuable resource - is crucial to transforming Canadians' lives.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**LIVING WAGE**

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**Resolution No. 229**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Lobby the provincial and federal governments to adopt the living wage as determined by "The Canada Living Wage Framework", as the minimum wage for communities across Canada; and
2. Work with CUPE Divisions and locals to encourage support for Living wage campaigns across Canada; and
3. Work towards adopting policy of bargaining a living wage for all members.

BECAUSE:

- Minimum wage is not currently a living wage. Work should lift you out of poverty, not keep you there; and
- A living wage reflects what workers in a family need to earn, based on the actual costs of living in a specific community. It's a key solution to rising poverty rates; and
- Low wages have negative impacts on workers and communities including poor health and higher uses of health care services; and
- A living wage would benefit the lowest paid and most precarious workers and ensures the dignity of all workers which allows for full participation in family, community, work and union life.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 230**  
**Submitted by Local 4078 (B.C.)**

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CUPE NATIONAL WILL:

Lobby the Provincial governments, the CLC and the

Federal government, to adopt the living wage as is set by the Living Wage for Families Campaign as the minimum wage for communities across Canada.

BECAUSE:

- The Living Wage for Families Campaign raises awareness about the negative impact of low-wage poverty on families and communities; and
- It also advocates for what poverty researchers believe is a key solution to the provinces rising poverty rates-regional living wages that ensure basic living expenses such as food, clothing, shelter transportation, and childcare can be met; and
- Without living wage standards, parents and other caregivers who work for low wages simply cannot provide for their families and basic financial obligations such as food, housing, and parenting costs.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

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**Resolution No. 231**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL WILL:

1. Lobby the provincial and federal governments to adopt the living wage as determined by "The Canada Living Wage Framework" as the minimum wage for communities across Canada; and
2. Working with CUPE Divisions, support Living wage campaigns across Canada, providing resources where appropriate and needed; and
3. Encourage locals and members to support living wage campaigns in their region; and
4. Work towards adopting policy of bargaining a living wage for all members

BECAUSE:

- Minimum wage is not currently a living wage. Work should lift you out of poverty, not keep you there; and
- A living wage reflects what earners in a family need to bring home, based on the actual costs of living in a specific community. It's a key solution to rising poverty rates; and

- Without living wage standards, workers and families who work for low wages face impossible choices: buy food or heat the house, feed the children or pay the rent; and
- Low-wage has negative impacts on workers and communities including poor health and higher uses of health care services; and
- A living wage would benefit the lowest paid and most precarious workers and ensure dignity of all workers which allows for full participation in family, community, work and union life.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

**MIGRANT AND TEMPORARY FOREIGN WORKERS**

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**Resolution No. 232**  
**Submitted by the Hospital Employees' Union (B.C.), Locals 2191 (Ont.) and 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the Federal government to implement a program to educate migrant workers on their rights as workers in Canada; and
2. Continue to advocate for changes to the Temporary Foreign Workers Program and the Live-In Caregiver Program that will promote transparency and safety for these workers; and
3. Highlight to the general public the abuses and exploitation faced by migrant workers in Canada.

BECAUSE:

- Live-in caregivers and temporary foreign workers are subject to precarious, unsafe working conditions and are vulnerable to deportation; and
- Many migrant workers have been subjected to abuses, such as intimidation, threats and controlling behaviour from their employers, including the threat of deportation should a worker complain about injustices; and
- The use of migrant workers as sources of cheap labour undermines unionization, drives down wage rates and reduces working conditions of all workers in Canada; and
- Corporations and businesses continue to apply for and receive approval for low-wage temporary foreign workers; and

- The current Temporary Foreign Worker Program and Live-In Caregiver Program do not protect labour standards and human rights for migrant workers in Canada.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 233**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby all levels of government to create a centralized office responsible for the evaluation of foreign credentials.

BECAUSE:

- Each province, and sometimes each city, has different programs, or no programs at all to recognize immigrants educational credentials; and
- Canada requires immigrants to have high levels of education to get into Canada but then does not recognize their educational credentials once they arrive in Canada; and
- This underutilization of qualified and skilled workers is costing the Canadian economy billions of dollars in direct economic spinoff and increased social costs.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 234**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government to implement a program to educate temporary foreign workers on their rights as workers in Canada:
  - a) Continue to advocate for changes to the TFW program that will promote transparency and safety for these workers; and
  - b) Continue to highlight to the general public the abuses and exploitations that these corporations exert on the TFWs; and
  - c) To explore ways of organizing these vulnerable workers, since they are already made to pay EI

premiums and CPP premiums to which they can never access.

BECAUSE:

- Corporations such as Tim Hortons, McDonalds, and many others continue to apply for and receive approval for low skill and low wage Temporary Foreign Workers; and
- And because many of those TFWs have been subjected to abuses including intimidation, threats, and controlling behaviour from their employers, including threat of deportation should a worker complain about injustices; and
- And because the current TFW program does not protect TFWs from these deceptive employers.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 235**  
**Submitted by the Hospital Employees' Union (B.C.) and Local 1615 (N.L.)**

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CUPE NATIONAL WILL:

1. Oppose recent changes to the Live-In Caregiver Program (LCP) and the Temporary Foreign Worker Program (TFWP); and
2. Commit to strengthening relations and our support for migrant led campaigns that are challenging these changes; and
3. Create opportunities to demand positive changes to the LCP and TFWP programs that would:
  - a) Allow foreign workers access to permanent residents upon arrival; and
  - b) End the 4&4 rule so migrant workers can continue to work in Canada; and
  - c) Ensure migrant workers have access to all social benefits; and
  - d) Ensure genuine enforcement of labour standards and basic human rights.

BECAUSE:

- Changes to the LCP created new vulnerabilities for domestic workers by closing down existing paths to citizenship; and
- Changes to the existing TFWP maintain and reinforce the already precarious and vulnerable working conditions for migrant workers in Canada; and

- Temporary work programs, including the TFWP, serve to divide the working class, undermine unionization, drive down wage rates and reduce working conditions of all workers; and
- Respect for human and labour rights, permanent resident status and full access to services are the only way to ensure the welfare of migrant workers are respected; and
- Instead of temporary work programs, Canada need skills training and apprenticeships, a living wage and income security, investment in public services, a robust immigration program and permanent residency upon arrival for all foreign workers.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

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**Resolution No. 236**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL WILL:

1. Oppose recent changes by the Conservative Government to the Live-in Caregiver Program (LCP) and the Temporary Foreign Worker Program (TFWP); and
2. Commit to strengthening relations and our support for migrant led campaigns that are challenging these changes; and
3. Write to the Provincial and Federal Governments demanding positive changes to the Live-in Caregiver Program and Temporary Foreign Worker Program that would:
  - a) Allow workers to come to Canada as permanent residents from the outset; and
  - b) Make the work permit open and occupation-specific as opposed to the current system that indentures workers to a specific employer; and
  - c) End family separation by allowing family members to accompany Live-in Caregivers to Canada; and
  - d) Ensure protection from unjust deportation of migrant workers and genuine enforcement of labour standards and basic human rights.

BECAUSE:

- Canada created several Temporary Foreign Worker Programs in a "race to the bottom" strategy that uses

migrant workers as sources of cheap labour that serve to undermine unionization, drive down wage rates and reduce working conditions on all workers in Canada; and

- Respect for human and labour rights, permanent resident status upon arrival in Canada and full access to services is the only way to ensure the rights and welfare of migrant workers are respected; and
- Workers in Canada need skills training and apprenticeships, a living wage and income security, a robust immigration program and permanent residency upon arrival for all foreign workers.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

**MUNICIPAL**

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**Resolution No. 237**  
**Submitted by Local 2168 (Qc.)**

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CUPE NATIONAL WILL:

1. Ensure that local unions in the municipal sector have all the necessary financial resources available to deal with attacks; and
2. Protect the working conditions of all its workers.

BECAUSE:

- The labour movement has been weakened by unprecedented attacks in the municipal sector; and
- We have already fallen victim to Act 15 (Supplemental Pension Plans Act); and
- The Quebec government is planning to introduce more legislation that will threaten our right to free collective bargaining; and
- The Quebec government has put in place various policies that diminish the purchasing power of CUPE workers; and
- Local unions need a record number of resources to deal with these unprecedented attacks; and
- CUPE needs to step up as a leader in this war that could have drastic consequences for the new generation of workers.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

## ORGANIZING

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**Resolution No. 238**

**Submitted by CUPE Prince Edward Island, Locals 3433 (N.B.), 1334 (Ont.) and 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Develop, resource and Implement an aggressive lobbying strategy to:
  - a) Defend and protect public research; and
  - b) Demand the reversal of financial cuts to government research departments; and
  - c) Eliminate the muzzling of research and provides protection to public researchers; and
  - d) Advocate for the return of the Long Form Census.

BECAUSE:

- the Harper government continues to implement cuts to research funding; and
- these cuts neglect basic research; and
- the negative impact that these changes will have on our institutions and all Canadians.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 239**

**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

1. Continue to make organizing a priority; and
2. Allocate sufficient resources and funds for organizing; and
3. Cover the costs and make available the necessary resources to locals who endeavour to organize unorganized workers up to and including the conclusion of a first collective agreement.

BECAUSE:

- Organizing unorganized workers is a foundation to improving the lives and wellbeing of workers and their families; and
- Those workers that are currently unorganized are generally working in sectors that have traditionally been difficult to organize, or work for small, private employers such as child care workers; and

- The cost of organizing up to and including the first collective agreement can be extremely costly and time consuming, making it extremely difficult for many locals to take on; and
- The unionization rate in Canada has decreased gradually over time, falling from 33.7% in 1997 to 31.5% in 2012.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 240**

**Submitted by the Ontario Council of Hospital Unions**

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CUPE NATIONAL WILL:

1. Bring a comprehensive national organizing plan to the 2017 national convention for debate.

BECAUSE:

- CUPE's growth has slowed substantially and our numbers will soon begin to drop; and
- Union density in Canada, generally and in the public sector, is falling and without an aggressive organizing strategy will fall much further; and
- Large numbers of potential members could be unionized, in wall to wall organizing, in contracted out services and in emerging services, but for want of a strategy, resources to support organizing and a sustained commitment; and
- The growing number of non-unionized workers greatly impacts the bargaining climate and support in the working class for public sector workers to make gains in bargaining.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 241**

**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Encourage CUPE divisions/locals/councils to develop a pilot project in CUPE organized workplaces that would:
  - a) Support CUPE members in a facility to engage the community to determine its concerns about the level and quality of service in their workplace; and
  - b) Increase communication between CUPE members

and would inform and involve local residents of our efforts to improve quality of community services through collective bargaining (eg. face to face discussions, radio ads, townhalls, information tables, etc.); and

- 2. Report on this project at a future CUPE Sector Council.

BECAUSE:

- The right to strike has been increasingly curtailed through essential services legislation; and
- Service cuts, workload and staffing levels are a priority for CUPE members in all sectors; and
- CUPE needs to build on the experience and knowledge we already have of connecting our bargaining to the community and expanding the scope of action when the right strike is not an option; and
- Building community support for public services and our bargaining issues will increase understanding and break down the public worker/community divide to build a common front between workers and the communities we serve.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

**Resolution No. 242**  
**Submitted by Local 3247 (Qc.)**

CUPE NATIONAL WILL:

- 1. Ensure that more resources and representatives are made available to organize health and social services raiding campaigns; and
- 2. Adopt special budgets to encourage ground campaigns and support the efforts of local unions.

BECAUSE:

- The social affairs sector is being forced to embark on the biggest raiding campaign ever following the imposition of Bill 10; and
- The sector is at risk and has 20,000 mobilized members; and
- The campaign will be conducted in every region simultaneously. At all service locations. In some regions, establishments are several hundred kilometres apart; and

- We have to cover a number of service locations. For instance, we are going from 14 to 110 service locations.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

**Resolution No. 243**  
**Submitted by Local 3812 (Qc.)**

CUPE NATIONAL WILL:

- Appeal to the FTQ to ensure that action is taken with its affiliated unions reminding them to respect their non-raiding protocol between affiliated unions and to stop all activities related to this practice; and

CUPE QUEBEC WILL:

- Also request that the FTQ ask its affiliated unions to reiterate their position regarding the non-raiding protocol and that this protocol be clearly communicated to their members.

BECAUSE:

- Together, FTQ- affiliated unions agreed on a non-raiding protocol between affiliated unions; and
- raiding destroys union solidarity, divides members, and weakens members' bargaining power to improve their working conditions; and
- These campaigns also have a direct impact on the collaboration of unions affiliated with the FTQ and contradict CUPE and the FTQ's mission.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

**PENSIONS AND OLD AGE SECURITY**

**Resolution No. 244**  
**Submitted by Local 1979 (Ont.)**

CUPE NATIONAL WILL:

- 1. Work with other unions, federations of labour, labour councils, seniors groups and other allies to vigorously oppose provincial and federal government and employer attacks on DB workplace pension plans; and
- 2. Work with affiliates and allies to develop materials, raise public awareness and educate union members about the value of DB pensions and the threats to

these plans, including integrating a discussion of the value of DB and workplace pensions; and

3. Continue to support and promote defined benefit pension plans as part of a national campaign, including opposing legislation that would allow employers to convert DB plans to target benefit pension plans; and
4. Work with locals and federations of labour to press provincial governments introducing provincial public pension plans to ensure they follow the Canada Pension Plan/Quebec Pension Plan (CPP/QPP) model of universal coverage and they do not have opt out provisions.

BECAUSE:

- The risk and responsibility of retirement savings is increasingly put onto workers as more employers switch to defined contribution and target benefit pension plans, or walk away from pensions altogether; and
- Public pensions are too meagre and need to be expanded; and
- Everyone deserves dignity and security in retirement.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 245**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Work to ensure that all members understand the importance of maintaining defined benefit pension plans; and
2. Develop resources that simplify and highlight the significant advantages of keeping defined benefit plans, so the leadership of CUPE Locals can confidently educate and organize their members; and
3. Develop and implement a campaign to raise awareness of the distinctions between defined benefit and defined contribution plans, and the need to prepare to protect and defend our defined benefit pension plans; and
4. Work with Union retiree organizations to mobilize retirees, many of whom have advocacy skills and

experience, to join the fight to protect our pension plans.

BECAUSE:

- Defined benefit pension plans provide a guaranteed income needed in retirement to maintain decent living standard; and
- Defined benefit pension plans were established and built up through many years of hard bargaining; and
- Members must clearly understand the many values entrenched in defined benefit pension plans so that they will be armed and ready to defend our pension plans should the need arise; and
- Employers have been increasingly attempting to renegotiate defined benefit plans including plan changes and two-tiered plans; and
- CUPE members have a responsibility to protect and advocate for the best possible pension plans for all Canadians.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 246**  
**Submitted by the National Executive Board**

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CUPE NATIONAL WILL:

1. Mobilize CUPE members to fight for decent workplace pension coverage for all CUPE members, for expansion of the Canada Pension Plan and to reverse Conservative cuts to the Old Age Security program; and
2. Support CUPE locals and divisions in their fights against employers and governments seeking to convert defined benefit plans into target benefit or defined contribution plans; and
3. Oppose two-tier pension conversions, where current defined benefit plans are closed to new hires, who are instead placed into defined contribution plans or target benefit pension plans; and
4. Continue efforts to expand and improve workplace pension coverage for CUPE members who have either bad pensions or no pensions at all; and
5. Oppose the use of workplace or public pension funds in the development, building, ownership or operation of private infrastructure; and
6. Distribute CUPE's Pension Resource Kit.

BECAUSE:

- 6 in 10 Canadian workers lack pension coverage at work and our public pension system remains far too small. Many CUPE members also lack decent pension plans at work; and
- Employers and governments are trying to take advantage of temporary pension funding challenges to make permanent cuts, shifting significant portions (or all) pension risk to plan members; and
- Two-tier pension deals divide and weaken local unions and the labour movement as a whole. These deals violate basic union principles of equal pay for equal work.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 247**  
**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

1. Provide information to our bargaining teams members, and the public that promotes a positive view of Defined Benefit Plans; and
2. Help locals to build intergenerational solidarity by encouraging members to fight for younger members' retirement security and by educating younger members about the value of their pension and the importance of standing behind members on bargaining teams; and
3. Support the campaign to improve pensions for all workers by advocating the Federal Government expand the CPP including contributions from Employers.

BECAUSE:

- CUPE members across the province are facing attacks on their pension plans; and
- Many employers, government, consultancies are pushing for pension plan changes that shift risk to plan members; and
- Pension law generally protects accrued benefits with plan changes being made on a go-forward basis, so changes fall on new/young workers which results in two-tier pension plans; and
- Many young workers are not thinking about retirement - yet; and

- Older workers are often the decision-makers at the bargaining table.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 248**  
**Submitted by CUPE Metro Vancouver District Council (B.C.)**

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CUPE NATIONAL WILL:

1. Take a strong stand against two-tier pension conversions, where current defined benefit plans are closed to new hires, which are instead placed into defined contribution plans or target pension plans; and
2. Recognize the threat that two-tier pension plans pose not just to our locals but to the integrity of the labour movement as a whole; and
3. Stand behind locals involved in two-tier fights in whatever ways the National union can.

BECAUSE:

- Employers will continue their attacks on defined benefit pension plans and will keep pressing for two-tier conversions of their plans into defined contribution or target benefit pension plans; and
- Some CUPE locals have been successful in fighting off such attacks while others have not in recent years; and
- Defined contribution and target benefit plans cannot provide the income security that a defined benefit plan can. Plan members bear all of the risks in these plans, which is why employers are pushing for such conversions. Employers want to shift retirement risks from their books to plan members; and
- Local unions will not remain strong if their memberships are divided over such an important part of compensation. The "tier-two" members will not feel adequately represented by their Local or connected to it. Employers will be able to exploit these divisions for decades; and
- The labour movement and CUPE National have embarked on fairness campaigns that promote the idea that unions work for all workers. At the same time, the right-wing tries to promote the view that unions are self-interested. Two-tier pension

arrangements that push cuts onto certain workers while protecting others only fees into the right-wing narrative.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 249**  
**Submitted by Local 1004 (B.C.)**

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CUPE NATIONAL WILL:

1. Take a strong stand against two-tier pension conversions, where current defined benefit plans are closed to new hires, who are instead placed into defined contribution plans or target benefit pension plans; and
2. Recognize the threat that two-tier pension plans pose not just to our locals but to the integrity of the labour movement as a whole; and
3. Stand behind locals involved in two-tier fights in whatever ways the National union can.

BECAUSE:

- Employers will continue their attacks on defined benefit pension plans; and
- Some CUPE locals have been successful in fighting off such attacks while others have not in recent years; and
- Defined contribution and target benefit plans cannot provide the retirement security that a defined benefit plan can; and
- The "tier-two" members will not feel adequately represented by their Local or connected to it. Employers will be able to exploit these divisions for decades; and
- The labour movement and CUPE National have embarked on fairness campaigns that promote the idea that unions work for all workers; and
- Two-tier pension arrangements will fall hardest on new and young workers, who face particular economic challenges; and
- Unions stand for fair compensation for all bargaining unit members.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 250**  
**Submitted by Local 1004 (B.C.)**

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CUPE NATIONAL WILL:

1. Take a strong stand against the use of public pension funds in the development, building, ownership or operation of private infrastructure; and
2. Lobby municipal, provincial and federal governments and stakeholder organizations against the use of public pension funds for privatization; and
3. Ensure that the NDP at federal and provincial levels takes a strong stand against such policies; and
4. Engage in a public awareness campaign explaining CUPE's position on this complex issue.

BECAUSE:

- CUPE National opposes the use of workplace pension plan's funds in privatization; and
- Canada's infrastructure deficit requires Canadian governments at all levels to fund significant amounts of infrastructure; and
- Self-interested parties and the financial services sector are pressuring governments to adopt P3s using deceptive methodologies and will continue to do so; and
- There is a very real possibility of huge waves of infrastructure privatizations using public pension funds over the coming decades; and
- The current government of Quebec and the Liberal parties in Ontario and federally have expressed an interest in this policy; and
- Using pension funds to invest in privatized infrastructure will ultimately result in more expensive, lower quality, less accessible infrastructure.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 251**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL SHALL:

1. Actively campaign for:
  - a)

An immediate doubling of the combined Old Age Security and Guaranteed Income Supplement minimum benefits, an increase of 15% to the Canada Pension Plan benefit, phased in over five (5) years and supported by an adequate increase in employer and employee premiums; and

- b) Creation of a Federal Pension Insurance Board to ensure that a majority of the Board members are working class people selected by unions and progressive grassroots community organizations; and
- c) Reform of the Canada Pension Plan investment regulations leading to divestment from companies that are involved in the arms industry, that pollute the planet or that are involved in unfair labour practices.

BECAUSE:

- Sufficient savings to ensure an adequate pension through an RRSP is beyond the capacity of most Canadians; and
- The Canada Pension Plan involves the least risk and has the lowest administration cost of any pension plan.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 252**  
**Submitted by CUPE Local 3500 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the Federal Government to restore the Canada Pension Plan Death Benefit to 10% of the Year's Maximum Pensionable Earnings (YMPE) and to make the benefit non-taxable.

BECAUSE:

- In 1988 the Federal Government changed the CPP Death Benefit from 10% of Year's Maximum Pensionable Earnings (YMPE) to a flat benefit of \$2500.00; and
- The \$2500.00 flat rate for the benefit hasn't changed since 1988 and it is taxable; and
- The costs of funeral expenses are significantly higher and continue to rise.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 253**  
**Submitted by Local 3500 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the Federal Government to gradually phase in a doubling of Canada Pension Plan (CPP) benefits.

BECAUSE:

- Expanding the CPP is universal to all workers, private sector, public sector, unionized and non-unionized workers of which 11 million do not have a workplace pension plan; and
- Canadians cannot save enough for a decent retirement; and
- Less than 1 in 4 Canadians contributed to a Registered Retirement Savings Plan (2014) and expanding CPP ensures Canadians can retire with dignity and security; and
- CPP provides the security of a defined benefit pension plan; and
- The CPP's extremely low management fees ensure that workers contributions will be more efficiently used to fund their retirement; and
- CPP has weathered the financial crisis and has a \$173 billion investment fund that is projected to be able to fully meet its obligations over a long 75 year projection period. Expansion of the CPP would be fully pre-funded by increased contributions before the expanded benefits begin to be paid out, ensuring ongoing sustainability of the CPP.
- 75% of Canadians support an expansion to CPP.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 254**  
**Submitted by Local 3500 (B.C.)**

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CUPE NATIONAL WILL:

1. Develop and implement a campaign against the Canadian Taxpayers Federation (CTF) to fight back the attacks they are making through the media with their false claims that retired public sector workers pension plans are what they term "gold plated, workers are excessively paid under these plans and that they are unsustainable"; and
2. Produce a "Fact-Fiction" newsletter debunking the false claims and reports put out by the Canadian

Taxpayers Federation regarding public sector pension plans.

BECAUSE:

- The CTF is deliberately misleading the public regarding our pensions with false claims and misinformation; and
- The public deserves the truth about public pensions; and
- The actions of the CTF are irresponsible and they are demeaning to the workers who have dedicated their lives to provide public services and are receiving the pensions they worked hard for, contributed to and deserve.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

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**Resolution No. 255**  
**Submitted by Local 3500 (B.C.)**

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CUPE NATIONAL WILL:

1. Continue to work with our affiliates and labour allies to see the expansion of the Canada Pension Plan (CPP); and
2. Continue to support and work with the Canadian Labour Congress on the Retirement Security for All Campaign.

BECAUSE:

- Expanding the CPP/QPP is the answer for the two thirds of Canadians without workplace pensions to provide retirement with dignity; and
- Workers across Canada deserve to retire with dignity and security.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

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**Resolution No. 256**  
**Submitted by Local 3500 (B.C.)**

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CUPE NATIONAL WILL:

1. Continue to work towards achieving good wages for all CUPE members and commit to bringing our lowest

paid members up to a minimum "Living Wage" with a Defined Benefit Pension Plan; and

2. Increase the awareness to CUPE members and the public about the advantages of having a Defined Benefits Pension Plan through media releases, education, conferences and workshops.

BECAUSE:

- Defined benefit pension plans play an important role in the economy, paying out \$70 Billion dollars in benefits in Canada; and
- Defined benefit pension plans are better than targeted benefit plans, defined contribution plans or RRSP types of plans because they provide more secure retirement income, they are better managed and are at a lower cost to employees and retirees; and
- Workers across Canada deserve to retire with dignity and security.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

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**Resolution No. 257**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL WILL:

1. Fight against the changes to Old Age „Security (OAS) that have increased the age requirements for eligibility for benefits by:
  - a) Mounting a public campaign in opposition to the Harper Government's implemented change to the age requirement for OAS eligibility to 67; and
  - b) Writing to the Prime Minister and the Minister Responsible for Old Age Security demanding that they repeal the legislation that changed the age requirement to 67; and
  - c) Writing to the Premiers and Finance Ministers in all provinces and territories asking them to lobby the Harper Government to repeal this regressive piece of legislation because this will ultimately result in downloaded costs to their treasuries through increased social assistance payments to seniors; and
  - d) Providing local unions and activists with the necessary tools to voice their opposition to the changes the Harper Government has made to OAS. This may include fact sheets, on-line petitions, draft letters to members' of Parliament and talking points.

BECAUSE:

- The Harper Government had no mandate from the Canadian Electorate to make these changes to OAS that will now negatively affect Canadians; and
- The looming fiscal crisis the Harper Government claims is the result of unsustainable OAS payments is a manufactured crisis designed to support his extreme right-wing ideology. Increases in OAS as a result of baby boomers retiring will be short-lived peaking in 2030 followed by years of dropping costs; and
- Changes made by the Harper Government for eligibility for OAS will put more seniors into poverty as the Guaranteed Income Supplement (GIS) is only payable to these in receipt of OAS eligibility; and
- By doubling Canada Pension Plan payments and increasing the Guaranteed Income Supplement Canadians will be able to retire in dignity and at an income level that eliminates poverty among seniors.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 258**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Continue to support the call for a doubling of the CPP; and
2. Continue to work with the Canadian Labour Congress on the 'Retirement Security for Everyone' campaign, including returning the OAS/GIS eligibility to age 65.

BECAUSE:

- Increased public pressure would raise the political price of inaction and push these governments to act; and
- Many Canadians are not confident that CPP will be there when they retire, in spite of the very positive actuarial picture of the plan.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 259**  
**Submitted by Ontario Council of Hospital Unions**

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CUPE NATIONAL WILL:

1. Bring a plan to extend workplace defined benefit pension coverage to all CUPE members to the 2017 national convention; and
2. Convene a meeting of all defined benefit pension plan trustees and settlors from CUPE in 2016 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.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 260**  
**Submitted by CUPE Local 4078 (B.C.)**

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CUPE NATIONAL WILL:

Work with the CLC to lobby the Federal Government to return the eligibility requirement of the Old Age Security program to age 65, and for the Allowance and Allowance for the Survivor to return to age 60.

BECAUSE:

- The Conservative Federal Government increased the eligibility requirement to age 67 without any public consultation.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 261**  
**Submitted by CUPE Local 4078 (B.C.)**

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CUPE NATIONAL WILL:

1. Support the Canadian Labour Congress (CLC), Canada Pension Plan (CPP), action campaign as well as lobby Federal Government through CLC to review the CPP.

BECAUSE:

- Many Canadians have no work place pension plan and ones that do are at risk; and
- This increase to CPP will raise the pillar of pension to provide dignity in retirement years; and
- Revenue Canada can make arbitrary decisions regarding CPP without providing any notification. This will negatively impact personal assets, resulting in liens and seizures.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 262**  
**Submitted by CUPE Metro Vancouver District Council (B.C.)**

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CUPE NATIONAL WILL:

1. Take a strong stand against the use of public pension funds in the development, building, ownership or operation of private infrastructure; and
2. Lobby municipal, provincial and federal governments and stakeholder organizations against the use of public pension funds for privatization; and
3. Ensure that the NDP at federal and provincial levels takes a strong stand against such policies; and
4. Engage in a public awareness campaign explaining CUPE's position on this complex issue.

BECAUSE:

- CUPE National has passed policy opposing the investment of a workplace pension plan's funds in privatization schemes and P3s; and
- The national infrastructure deficit requires Canadian governments at all levels to fund significant amounts of infrastructure over the coming decades; and
- The politics of austerity are leading governments to place misguided priority on attaining balanced budgets and avoiding debt; and

- Self-interested parties and the financial services sector are pressuring governments to adopt P3s using deceptive methodologies and will continue to do so; and
- Governments could use pension funds to privatize infrastructure, thus hiding their debts "off book," while arguing that working people will benefit from these privatizations through their pension funds. This will make one of CUPE's arguments against privatization - that it principally benefits wealthy investors - more difficult for the public to understand.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 263**  
**Submitted by CUPE Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Actively encourage locals in the Social Services sector to work collectively towards the goal of having defined benefit pension plans provided by all Employers in the sector; and
2. Actively lobby Employers and the provincial governments, where appropriate, to facilitate this; and
3. Provide whatever support they can to Locals that may need to engage in job action to achieve this objective; and
4. Be involved in educating CUPE members within the sector regarding the benefits of belonging to a defined benefit pension plan.

BECAUSE:

- Defined benefit pension plans provide the most secure, reliable, predictable method of ensuring adequate incomes to retirees; and
- The presence of a defined benefit pension plan is often the difference between living in poverty and having some level of income security in retirement; and
- Defined benefit pension plans are the norm for all other levels of government; and
- The federal government is providing part of the national defined benefit pension plan (the Old Age Security) later than currently provided for; and
- Many members do not recognize the important difference that this type of plan would make to their retirement incomes; and

- Locals that do not recognize this are likely to encounter vigorous opposition to changing from their defined contribution plans at the bargaining table and will likely need to take job action to be successful; and
- Having Locals fight to get defined benefit pension plans will help protect those who already have them.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 264**  
**Submitted by CUPE Newfoundland and Labrador and**  
**CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Continue to provide resources to our bargaining teams, members, and the public that promote Defined Benefit Plans for all; and
2. Strengthen intergenerational solidarity by encouraging locals to fight against the attack on pension plans which introduce two-tiered systems that disproportionately impact new and young workers; and
3. Continue to profile pension plan attacks and highlight successful strategies in CUPE Publications and online; and
4. Encourage locals to engage young and new members in the fight against these attacks.

BECAUSE:

- CUPE members across the country are facing attacks on their pensions plan; and
- Many employers, government and consultancies are pushing for pension changes that shift risk to plan members (by pushing for Defined Contribution plan over Defined Benefits plans) ; and
- The employers are demanding concessions and proposing two-tier agreements that threaten union solidarity by pitting workers against workers; and
- It is important to represent the interests of all members, including new and young members to ensure retirement dignity for everyone.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 265**  
**Submitted by Ottawa CUPE District Council (Ont.) and**  
**Local 2424 (Ont.)**

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CUPE NATIONAL WILL:

1. Work with federations of labour, labour councils, seniors groups and other allies to vigorously oppose provincial and federal government and employer attacks on DB workplace pension plans; and
2. Work with allies to develop materials, raise public awareness and educate union members about the value of DB pensions and the threats to these plans, including integrating a discussion of the value of DB and workplace pensions; and
3. Continue to support and promote defined benefit pension plans as part of a national campaign, including opposing legislation that would allow employers to convert DB plans to target benefit pension plans; and
4. Work with locals and federations of labour to press provincial governments introducing provincial public pension plans to ensure they follow the Canada Pension Plan/Quebec Pension Plan (CPP/QPP) model of universal coverage and they do not have opt out provisions.

BECAUSE:

- A lot of employers are trying to wiggle their way out of DB plans. As more employers switch to DC plans or eliminate pension options all together, the risk and responsibility of retirement savings is increasingly put onto workers; and
- Pensions are crucially important to the well-being of workers and their families.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 266**  
**Submitted by Local 1186 and 1244 (Qc.)**

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CUPE NATIONAL WILL:

1. Take all necessary steps so that the federal *Income Tax Act*, the *Income Tax Regulations*, and the *Supplemental Pension Plans Act* allow for the payment

of temporary benefits from defined benefit pension plans after the normal retirement age of 65.

BECAUSE:

- The Harper government has gradually increased the age of eligibility for the Old Age Security (OAS) pension from 65 to 67, starting in 2023; and
- There are no pension plans that cover the additional costs, which will very likely end up being left to the future generations.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

### **POLITICAL ACTION**

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**Resolution No. 267**  
**Submitted by Local 4830 (Ont.)**

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CUPE NATIONAL WILL:

1. Urge the Canadian Government to call for an independent international investigation on China’s state run organ harvesting campaigns, particularly from Falun Gong prisoners; and
2. Recommend the Canadian government issue a travel warning for Canadians traveling to China for organ transplants by informing them of the live organ-harvesting happening in China; and
3. Urge the Canadian government to publically call for an end of the illegal persecution of Falun Gong and the immediate release all Falun Gong practitioners from labour camps detention.

BECAUSE:

- One of CUPE’s goals is “to promote peace and freedom in the world and to work with free and democratic labour movements everywhere” ; and
- The persecution of Falun Gong is the #1 human rights atrocity happening in China today where, on top of terrible atrocities, millions of workers have been fired from jobs and discriminated due to their spiritual beliefs and hundreds of thousands are being tortured and exploited in labour camps; and
- Our voice as a Democratic Canadian Union will give support and hope to those who have none and protect the innocent from tyranny and will show the

perpetrators that what they are doing is absolutely wrong.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 268**  
**Submitted by Local 1979 (Ont.)**

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CUPE NATIONAL WILL:

1. Continue to work with political allies and our allies in the social justice movement and the peace movement to oppose Canada's military involvement in Iraq and instead support providing greater humanitarian aid to the victims of ISIL terror.

BECAUSE:

- History has clearly demonstrated that western military involvement In the Middle East has led to nothing productive and only hardship and death for people, and political chaos and instability; and
- It is always working class people and the poor that suffer most from war.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 269**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Protect the rights and freedoms of all people by demanding the withdrawal of Bill C 51, or its defeat in Parliament; and
2. Work with the C.L.C., and community allies, including faith groups, to organize a joint campaign to oppose Bill C 51; and
3. Demand the Harper government, before presenting this Bill or any similar legislation in the future to parliament, establish a public process to assess whether the exercise of the powers in this or similar legislation respects the entrenched rights of people and is safe for people.

BECAUSE:

- Bill C 51 is poorly conceived legislation that attacks the civil, democratic rights of all people with little regard for judicial oversight; and

- Canada already has mechanisms, practices and laws necessary for dealing with terrorism and the powers of Canada's intelligence agency should not be expanded; and
- Anyone involved in a protest or a picket line could be labelled a terrorist through this legislation; and
- Any shortcomings in our system of national security are not due to inadequacies in our security legislation, but to cuts made by the Harper government resulting in overworked and underfunded police and security services; and
- This legislation will dismantle the societal freedom and openness that people value.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 270**  
**Submitted by Local 4091 (Qc.)**

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CUPE NATIONAL WILL:

1. Make all necessary political representations to ensure that the Air Canada Public Participation Act is respected.

BECAUSE:

- When Air Canada was privatized, clear commitments were made to safeguard jobs in Quebec and across Canada; and
- Canada is a bilingual country and Air Canada is the national carrier; and
- Hollowing out of head offices in Montreal is a very real issue.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 271**  
**Submitted by the National Executive Board and CUPE British Columbia**

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CUPE NATIONAL WILL:

1. Continue to oppose Bill C-51, calling on the new federal government to repeal this dangerous legislation; and

2. Demand the Canadian Labour Congress (CLC) join civil society organizations to prioritize the repeal of C-51; and
3. Continue to educate members on the problems with the Conservatives' divisive approach to "security" and "safety"; and
4. Participate in actions opposed to C-51 and mobilize our membership to participate; and
5. Continue helping civil society groups opposed to Bill C-51 and reaching out to communities and organizations targeted by the Conservatives; and
6. Provide supports to those building bridges between those communities that are singled out and made fearful by such legislation and mainstream civil society organizations.

BECAUSE:

- Bill C-51 profoundly threatens the civil liberties and democratic freedoms of the people of Canada, including our freedom of expression, assembly, security of the person, freedom from unlawful search and arbitrary arrest; and
- Bill C-51 gives sweeping powers to CSIS without adding oversight; and
- "National Security", defined as including interference with critical infrastructure and threats to economic and financial stability, renders trade unionists and activists who engage in strike action and other forms of dissent vulnerable to criminalization; and
- Bill C-51 is a systematic effort to create a culture of fear by targeting minority and marginalized communities which undermines our solidarity as workers.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 272**  
**Submitted by the Sudbury and District CUPE Council (Ont.) and Local 1182 (Ont.)**

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CUPE NATIONAL WILL:

1. Call for the defeat of Bill C-51; and
2. Demand CUPE's National Executive Board and the CLC join with our social justice allies to organize opposition to Bill C-51.

BECAUSE:

- Bill C-51, currently before Parliament, is the most dangerous threat to civil liberties in Canadian history; and
- Bill C-51 effectively transforms CSIS into a secret police with almost unlimited power of search, intrusion and detention without charges or judicial oversight; and
- Bill C-51 criminalizes public dissent, legal strikes, aboriginal protest and environmental protest if these are deemed a threat to the Canadian economy or prosperity; and
- The powers granted to the state by Bill C-51 will introduce assumed guilty until proven innocent, extend the no-fly list and deny the accused access to evidence and normal legal procedure.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 273**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Urge the Federal Government to develop and implement a national strategy for the urgent reduction of child and family poverty, with the following goals:
  - a) that full-time, full year employment provide a level of income above the poverty line; and
  - b) that parent/ guardians who are not able to be in the workforce, be assured of a basic income and child benefits above the poverty line.
2. And by ensuring that the plan has the following components:
  - a) Measurable targets and timelines; and
  - b) A plan of action and budget that coordinates initiatives within and across government and other partners; and
  - c) A government accountability structure for ensuring results and for consulting with Canadians, particularly low-income people, in the design, implementation and evaluation of the actions that will affect them; and
  - d) A set of agreed poverty indicators that will be used to plan, monitor change, and assess progress.

BECAUSE:

- Everyone pays the costs of poverty.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 274**  
**Submitted by the CUPE Metro Vancouver District Council (B.C.) and Local 391 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby all federal political parties, and related community allies on the continuing and increasing problem of workers across many sectors having precarious employment characterized by little or no visibility in future hours of work, having few or no benefits, and having little or no potential opportunities for regular part time or full time work and career advancement.

BECAUSE:

- Longer hours of available work from employers does not translate into longer hours of stable part time for full time work; and
- Many employers only hire casuals to start with, making workers vulnerable to violating labour standards and reducing their own quality of work life in the hope of getting permanent employment at some point in the future; and
- Precarious workers, if not called regularly enough for shifts, are often forced to work in multiple jobs or to seek new career paths, jeopardizing what work they do have, making the scheduling of their own personal lives and obligations even more difficult.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 275**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL WILL:

1. Register our strong opposition to Bill C-51 by writing to the Prime Minister and Cabinet outlining the very real dangers to freedom of speech, assembly, human rights and democracy posed by the Bill; and

2. Provide tools to our members, including analysis and fact sheets, and ask all CUPE chartered organizations to write to the Prime Minister and Cabinet to oppose Bill C-51; and
3. Encourage and assist all CUPE members to contact their MP and register their concern and opposition to Bill C-51 through letters; phone calls and emails; and
4. Support the New Democratic Party of Canada in its opposition to Bill C-51 by signing their petition against the Bill and collecting signatures among CUPE members and by highlighting our support for their principled position through mainstream and social media; and
5. Actively work with civil society groups who are already opposing Bill C-51 and reach out to communities and organizations that find themselves made vulnerable by this Bill; and
6. Demand that the Canadian Labour Congress (CLC) join with the civil society organizations and participate in events to demonstrate the union movement's opposition to Bill C-51; and
7. Make every effort to expose the contradiction between the stated intent of Bill C-51 and this government's undermining of public safety and the health of communities by cutting funding to public services such as policing, food inspection, environmental protection and transportation regulation that actually ensure public safety.

BECAUSE:

- Bill C-51 profoundly threatens the civil liberties and democratic freedoms of all people living in Canada, including the freedom of expression, assembly, security of the person, freedom from unlawful search and freedom from arbitrary arrest; and
- Bill C-51 gives sweeping powers to CSIS to collect and share private information and to detain without due process, significantly changing the mandate of CSIS and overriding the rights of Canadians currently protected in the criminal justice system; and
- "National Security" as defined to include interference with critical infrastructure and threats to economic and financial stability, renders trade unionists and activists who engage in strike action and other forms legitimate dissent vulnerable to unjust surveillance and criminalization; and
- Bill C-51 is a systematic effort to create a culture of fear by targeting minority and marginalized communities which serves to silence legitimate

dissent to government policy and threatens to undermine our solidarity as workers struggling to create a more equal society.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 276**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL WILL:

1. Work with the Canadian Labour Congress in its comprehensive campaign to reinforce the value of union membership and unions, to build pride and to create the necessary conditions for members to head off and resist any and all legislative attacks on union security and the independence and autonomy of Canadian trade unions.

BECAUSE:

- In less than the first two (2) years of their mandate, the Harper majority has attacked the free collective bargaining rights of a number of affiliates of the Canadian Labour Congress; and
- Bill C-377 represents an unprecedented intrusion into the independent affairs of all unions and whose false premise of accountability to taxpayers under the Income Tax Act will serve to allow the state to interfere in the private affairs of all unions and their members; and
- Cuts to Employment Insurance, Old Age Security and other services within the context of fiscal austerity, the elimination of Fair Wages and Hours of Labour Act, along with regressive changes to temporary foreign workers program all represent an ongoing attack on ordinary working Canadians by the Harper Conservative Government aimed primarily at driving down wages and weakening organized labour; and
- This legislative attack on Canada's union movement will be by way of federal legislation to attack union security which will amount to the introduction of regressive U.S. style anti-labour legislation in Canada for the first time.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 277**  
**Submitted by Local 4207 (Ont.)**

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CUPE NATIONAL WILL:

1. Not file any financial information to the Canada Revenue Agency (CRA) that relates to Bill C-377; and
2. Encourage all provincial CUPE bodies and locals not to file any financial information related to Bill C-377; and
3. Bring this resolution forward to the 2017 CLC Convention, and encourage all unions not to file any financial information related to Bill C-377; and
4. Encourage provincial bodies and locals to adopt the same position should governments attempt to implement similar policies at the provincial level.

BECAUSE:

- The bill discriminates against unions and working class people, as business organizations and other non-profits will not be forced to provide the same detailed financial reports; and
- The bill is not needed as a trade union's financial information is readily available to members attending meetings of their locals. Additionally, all unions have strict guidelines for annual audits and financial reporting, while provinces have additional reporting requirements; and
- The bill is a clear violation of privacy. Information concerning individuals and companies who do business with unions would be posted on a CRA website. The Federal Privacy Commissioner, Canadian Bar Association, mutual fund, and life insurance companies all expressed concerns about the bill's invasion of privacy.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 278**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby provincial and federal government to increase funding to Legal Aid.

BECAUSE:

- Legal Aid provide services to the most vulnerable in our society - many of the working poor, single parents, abused, elderly, disabled, and other marginalized citizens in our society; and
- Many women fleeing abusive and violent spouses rely on Legal Aid to provide assistance in the court proceedings; and
- Almost 95% of people in family courts are now unrepresented; and
- Even the lawyers are protesting the cuts - asking the government to increase funding which has not increased in 23 years despite inflation and population growth; and
- The message is that low income families, single mothers, people with disabilities, the elderly, and the most vulnerable in our society don't deserve representation.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 279**  
**Submitted by Local 3902 (Ont.)**

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CUPE NATIONAL WILL:

1. Encourage non-compliance with Bill C-377 by all CUPE locals, and work with the CLC to encourage non-compliance with this unjust piece of legislation across the labour movement; and
2. Set up a legal defense fund to prepare for the possible repercussions of this action, so that locals can act knowing they have the full weight of CUPE and the Canadian labour movement behind them.

BECAUSE:

- This manifestly unjust and anti-union law requires an aggressive and militant response from the leadership of the largest union in the country.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 280**  
**Submitted by Local 3812 (Qc.)**

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CUPE NATIONAL WILL:

1. Appeal to the federal government authorities to restore the balance of bargaining power between employers and employees working for companies regulated under federal jurisdiction.

BECAUSE:

- Employers under federal jurisdiction have the right to hire replacement workers; and
- Hiring replacement workers can stall settlements during the bargaining process; and
- It reduces the rapport de force of unionized members working for companies under federal jurisdiction.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 281**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Urge the federal government to develop a national plan of action ensuring a coordinated response for the prevention of trafficking of women and children, and the adequate provision of protection and care services to victims; and
2. Raise awareness of the global problem of human trafficking.

BECAUSE:

- Canada must take greater action to protect our society from those who traffic children and young adults, many of whom are trafficked into Canada to work as labourers, domestic servants and sex trade workers; and
- Domestic human trafficking victims have largely been recruited through the internet or by an acquaintance; and
- Human trafficking has been globally observed as a growing source of revenue for organized crime. These victims are being exploited for private profit over and over again.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 282**  
**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

1. Support an educational campaign to build awareness of the ID requirements to vote and, furthermore, inspire First Nation Reserve and Non-Reserve residents to make a collective effort to vote and elect a progressive government.

BECAUSE:

- The Federal Conservative Government has made sweeping changes to Canada's election rules through Bill C-23, the so-called "Fair Elections Act" passed in May 2014, which limits Canadians' voting rights and has been widely criticized by opposition political parties, and election law experts; and
- Bill C-23 makes it much harder for aboriginal people, students, seniors and low-income Canadians to prove their right to vote by not allowing the use of a Voter Information Card to prove residency and by unnecessarily making vouching rules more strict. In so doing, Bill C-23 will prevent many thousands of Canadians from voting in the next election; and
- Bill C-23 muzzles Elections Canada and the Chief Electoral Officer, prohibiting the institution from speaking publicly about democracy or the importance of voting, and communicating with Canadians about complaints of election fraud - which, in turn, will make it more difficult for voters who have been the victim of election fraud to defend their right to vote in a fair election; and
- Conservative MPs rejected over 100 proposed amendments to the flawed Bill C-23 that would have given investigators the tools they need to crack down on electoral fraud, maintained Elections Canada's independence from government, and restored the authority of the Chief Electoral Officer to encourage all Canadians to vote; and
- The right to vote is fundamental to a democratic society, but Canadians can be deprived of this fundamental right by rules that unreasonably deny them.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 283**  
**Submitted by Locals 3550 (Alta.) and 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Encourage voter participation of all members including: First Nations, Metis and Inuit in the Federal Elections, similar to initiatives such as Indigenous Vote Sask 2015.

BECAUSE:

- Indigenous Vote Sask. is a provincial, non-partisan effort to mobilize the First Nations, Metis and Inuit vote in Saskatchewan; and
- CUPE takes an active role in political process and; Federal Government policy affects all Canadians and participation in elections ensures informed voters; and
- Traditionally voter participation in these communities is much lower than average due to barriers, real and perceived; and
- There are natural allies and shared values in terms of equality, environment, education and health and coalition building may encourage participation in the electoral process.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**POST-SECONDARY EDUCATION**

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**Resolution No. 284**  
**Submitted by CUPE Quebec**

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CUPE NATIONAL WILL:

1. Support the efforts of CUPE's National Post-Secondary Education Task Force to launch a long-term project that aims to make post-secondary education a national priority by:
  - a) Providing support through discussions and workshops with CUPE members, communities, and families; and
  - b) Collecting contact information through a CUPE survey on the importance of post-secondary education; and
  - c) Creating coalitions in the post-secondary education sector to deliver the message to communities and allies.

BECAUSE:

- Steady tuition hikes and increasing student debt do not help stimulate the Canadian economy; and
- Post-secondary education is a necessity, considering a growing number of jobs require a post-secondary diploma; and
- Canada's public investment in higher education is among the lowest of all the OECD countries; and
- The gradual decrease of public funding in higher education and the widespread underfunding have lead to privatization and job insecurity.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 285**  
**Submitted by CUPE Prince Edward Island, Locals 3433 (N.B.), 1334, 4207 (Ont.) and 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Develop, resource and mount a comprehensive campaign on the precarious work in Post-Secondary Education. The campaign would include:
  - a) Collection of research data; and
  - b) Collaboration with progressive organizations such as CCPA; and
  - c) Coordination with other workers, Student Union and Unions, and
  - d) Public awareness and outreach component.

BECAUSE:

- The PSE sector has the largest number of precarious workers in CUPE and that number continues to grow; and
- The chronic systemic underfunding of the system has led to institutions managing by attrition and contracting out; and
- Workers are doing more with less and the increase of injuries is escalating; and
- Increased actualization creates stress and put undue pressure on regular full time employees.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 286**  
**Submitted by Locals 3433 (N.B.), 1334 (Ont.) and 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Develop, resource and mount a comprehensive four year campaign to ensure post-secondary education is a federal election priority.
2. The campaign will:
  - a) Build capacity through structured conversations and workshops with CUPE members; community and family; and
  - b) Gather contact information via a CUPE petition; and
  - c) Outreach to communities and allies in the sector by organizing and joining post-secondary education coalitions; and
  - d) Distribute the Post-Secondary Education: Our Choices, Our Future booklet in our communities and workplaces; and
  - e) Coordinate days of action in our communities, provinces and nationally on the social value of post-secondary education; and
  - f) Advocate for the adoption of a Post-Secondary Act that provides tuition free post-secondary education with dedicated adequate predictable multi-year funding.

BECAUSE:

- CUPE members adopted a resolution calling for the elimination of tuition fees and the adoption of a Post-Secondary Act; and
- The chronic underfunding of post-secondary has led to privatization and a greater role of corporate interests in providing support services, molding academic research and education; and
- The systemic underfunding and privatization of post-secondary education has contributed to the casualization and reduction of all aspects of the post-secondary workforce.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 287**  
**Submitted by CUPE Prince Edward Island**

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CUPE NATIONAL WILL:

1. Develop, resource and mount a comprehensive four year campaign to ensure post-secondary education is a federal election priority.

2. The campaign will:
  - a) Build capacity through structured conversations and workshops with CUPE members; community and family; and
  - b) Gather contact information via a CUPE petition; and
  - c) Outreach to communities and allies in the sector by organizing and joining post-secondary education coalitions; and
  - d) Distribute the Post-Secondary Education: Our Choices, Our Future booklet in our communities and workplaces; and
  - e) Coordinate days of action in our communities, provinces and nationally on the social value of post-secondary education; and
  - f) Advocate for the adoption of a Post-Secondary Act that provides tuition free post-secondary education with dedicated adequate predictable multi-year funding.

BECAUSE:

- CUPE members adopted a resolution calling for the elimination of tuition fees and the adoption of a Post-Secondary Act; and
- The chronic underfunding of post-secondary has led to privatization and a greater role of corporate interests in providing support services, molding academic research and education; and
- The systemic underfunding and privatization of post-secondary education has contributed to the casualization and reduction of all aspects of the post-secondary work.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**PRIVATIZATION AND CONTRACTING OUT**

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**Resolution No. 288**  
**Submitted by Local 503 (Ont.)**

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CUPE NATIONAL WILL:

1. Work for fully public infrastructure and services by identifying strategic targets to pilot a campaign to reverse the privatization of key services and infrastructure; and
2. Work with regional and local members and staff to identify these targets, with a focus on contracts that will expire by 2017; and

3. Develop a strategic plan to mobilize CUPE members, in coalition with other groups and concerned community members, to take direct and political action to reverse privatization and return the targeted services or infrastructure to fully public ownership, financing, operation and management; and
4. Produce tools to support an expanded campaign to take back ownership and control of public services and infrastructure, ending privatization and expanding the range of publicly owned, operated, financed and managed services in Canada.

BECAUSE:

- Public services and infrastructure are under continuing and increasing threat from contracting out, public-private partnerships, full or partial asset sales and other forms of privatization; and
- Public services and infrastructure are the heart of our communities; and
- Privatization in all its forms threaten good jobs and quality public services; and
- There is a growing international movement to reverse privatization and take back public control of services and infrastructure.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 289**  
**Submitted by the Hospital Employees' Union (B.C.) and Local 503 (Ont.)**

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CUPE NATIONAL WILL:

1. Increase the range of support available to locals facing privatization threats by strengthening regional rapid response networks where they exist, and establishing these networks where they don't exist; and
2. Work with national, regional and local staff to develop and resource these rapid response networks, providing training and tools to build our members' capacity to fight privatization; and
3. Encourage a broad cross-section of members from all sectors being part of these networks, to facilitate quick communication and organization, and build cross-sector solidarity; and
4. Explore new ways of sharing information about current threats, successes and issues.

BECAUSE:

- Members are defending public services and infrastructure from a growing number of threats, including from new forms of privatization such as social finance and asset recycling; and
- Our members are our greatest strength in fighting privatization – whether it is contracting out, public-private partnerships, asset sales or other forms; and
- CUPE members are at the forefront of local and regional fights to protect public services, in coalition with our allies; and
- Public services and public assets are essential to our health and well-being, create good jobs, and help build a more equal society, and defending public services is a core CUPE priority.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 290**  
**Submitted by Local 391 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby all federal political parties and related community allies to protect union work from outsourcing, and volunteerism.

BECAUSE:

- Outsourcing does not guarantee work will remain in the local economy and often leads to unemployment, underemployment, or under paid employment in the Canadian economy; and
- Abuse of volunteerism often means work experience gained at a cost of doing bargaining unit work; and
- There is no substitute for well-trained workers paid a living wage in terms of quality and safety of work performed.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 291**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL SHALL:

1. Strongly lobby the Federal Government to remove the mandatory P3 (Public Private Partnership) screen from the new Building Canada Fund for municipal governments; and

2. Also lobby municipal governments in all provinces to send a copy of CUPE's resolution to the Provincial and Federal Governments and to also voice objections to such mandatory P3 screening on the record with the Federation of Canadian Municipalities and request that the Federation of Canadian Municipalities lobby the Federal Government on the issue.

BECAUSE:

- The Building Canada Fund introduced in the 2014 budget imposes a mandatory P3 screen for all projects over \$100 million. If Public Private Partnership Canada deems that the project is best suited as a P3, a municipality will have no choice but to proceed as a P3 if they would like federal funding.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 292**  
**Submitted by Local the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Work for fully public infrastructure and services by identifying strategic targets to pilot a campaign to reverse the privatization of key services and infrastructure; and
2. Work with regional and local members and staff to identify these targets, with a focus on contracts that will expire by 2017; and
3. Develop a strategic plan to mobilize CUPE members, in coalition with other groups and concerned community members, to take direct and political action to reverse privatization and return the targeted services or infrastructure to fully public ownership, financing, operation and management; and
4. Produce tools to support an expanded campaign to take back ownership and control of public services and infrastructure, ending privatization and expanding the range of publicly owned, operated, financed and managed services in Canada.

BECAUSE:

- Public services and infrastructure are under continuing and increasing threat from contracting out, public-private partnerships, full or partial asset

sales and other forms of privatization; and

- Public services and infrastructure are the heart of our communities; and
- Privatization in all its forms threaten good jobs and quality public services; and
- There is a growing international movement to reverse privatization and take back public control of services and infrastructure, including a remunicipalization movement that has reversed more than 180 water privatization deals in 35 countries.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 293**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Develop a campaign using CUPE National's municipal toolkit, Building better communities: A fair funding toolkit for cities and towns, to actively involve Local Leadership and Members, labour and community allies in an effort to convince municipalities to expand the use of revenue tools to invest in physical and social infrastructure, for the services CUPE members provide in communities across Canada; and
2. Use the campaign to convince senior levels of government to grant authorities for revenue tools where required, and to provide sustainable revenue for physical and social infrastructure.

BECAUSE:

- All Canadian cities and towns are under increasing financial pressures to meet the service demands of their populations, and can no longer sustain services with property tax revenues; and
- There are millions of dollars of potential revenue, estimated by the CCPA to be more than \$600 million, in untapped potential revenue for the City of Toronto alone; and
- Without a sustainable economic base, municipalities are underfunding public services and the municipal workers who deliver the services; and
- Across the country we see municipal workers being forced into strikes/being locked out with attacks on wages, benefits and pensions.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 294**  
**Submitted by CUPE Prince Edward Island, Locals 3433**  
**(N.B.), 1334 (Ont.) and 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Develop, resource and Implement an aggressive lobbying strategy to:
  - a) Defend and protect public research; and
  - b) Demand the reversal of financial cuts to government research departments; and
  - c) Eliminate the muzzling of research and provides protection to public researchers; and
  - d) Advocate for the return of the Long Form Census.

BECAUSE:

- the Harper government continues to implement cuts to research funding; and
- these cuts neglect basic research; and
- the negative impact that these changes will have on our institutions and all Canadians.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**PUBLIC SAFETY**

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**Resolution No. 295**  
**Submitted by Local 3812 (Qc.)**

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CUPE NATIONAL WILL:

1. Appeal to government authorities to ensure that they work in collaboration with armoured truck workers when drafting legislation for the industry to better ensure public safety as well as the safety of cash services agents.

BECAUSE:

- The safety of cash services agents and the public are at increased risk due to poor industry regulations and fiercely competitive companies that are forced to cut costs thus lowering safety standards considerably and making cash services agents more vulnerable to organized crime and armed attacks; and
- The government authorities must follow in the footsteps of other countries and create regulations that establish basic safety standards for the cash services industry; and

- We must unite and launch an intensive campaign aimed at government authorities to keep our cash services agents and the public safe.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 296**  
**Submitted by Local 3500 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the Federal Government to;
  - a) Implement tougher safety standards for class 111 tank cars to prevent ruptures or other damage causing releases when accidents occur; and
  - b) Ensure strategic planning of shipping routes that look at the environment and communities surrounding train tracks and address dangerous risks; and
  - c) Ensure there are improved emergency response and assistance plans along routes with high volumes of oil or other flammable cargo.

BECAUSE:

- There is an alarming increase in the frequency of railway accidents, resulting in worker fatalities and environmental devastation; and
- There appears to be no effective regulations or regulatory authority responsible for the safe transportation of dangerous goods by rail; and
- The Canadian transportation agency says that safety standards surrounding railway transportation, including the vulnerability of commonly used Class 111 tank cars, and poor planning by industry are in need of urgent action.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 297**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

1. Demand that the Federal Government rescind their decision to close the Kitsilano Coast Guard Station in British Columbia; and
2. Further demand that the Federal Government increase the funding for the Coast Guard and other federal services related to marine safety to prove to

the citizens of BC that the federal government takes our lives and the environment seriously.

BECAUSE:

- The Federal Government has the responsibility to protect lives at sea as well as to protect the environment; and
- We need the Federal Government to increase regulation, legislation, and inspections to give BC citizens the confidence that the marine industry will operate safely; and
- Demand that the Federal Government rescind their decision to close the Kitsilano Coast Guard Station.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 298  
Submitted by Local 1004 (B.C.)**

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CUPE NATIONAL WILL:

1. Support CUPE Local 1004 and 1936 members working to save lives everyday at Insite, currently North America's only legal supervised injection site, by opposing the Harper Government's Bill C2 which defies Canada's Charter of Rights and Freedoms' protection of "life, liberty and security of the person" by placing barriers for local government, community groups and provincial health authorities to respond to addiction and substance misuse in their regions using evidence based harm reduction measures proven to save lives; and
2. Work to support applications to the Federal Minister of Health by community nonprofits and/or provincial health authorities outside of Vancouver and British Columbia for Section 56 exemptions to Canada's Controlled Substances Act to open and operate supervised injection facilities proven successful at preventing drug overdose deaths, limiting the spread of disease including H1V/AIDS, and moving more individuals into detox and addiction treatment.

BECAUSE:

- On March 23, 2015 the Harper Government passed Bill C2 (Respect for Communities Act) which imposes onerous barriers for local governments, community nonprofits and provincial health authorities to apply for Section 56 exemptions to Canada's Controlled Drugs and Substances Act to allow operation of supervised injection facilities; and

- CUPE Local 1004 and 1936 members have helped operate Insite in Vancouver's Downtown Eastside since September 2003, supervising more than 2 million injections and preventing thousands of drug overdose deaths; and
- In September 2011, the Supreme Court of Canada decided unanimously in favour of plaintiffs, including PHS Community Services Society which operates Insite, that Section 7 of Canada's Charter of Rights and Freedoms protecting 'life, liberty and security of the person' forbids the Harper Government from denying Insite's lifesaving work; and
- More than 40 academic research papers have been published in renowned peer reviewed scientific medical journals including the Lancet, the New England Journal of Medicine and the British Medical Journal, concluding that Insite has been successful in preventing drug overdose deaths, limiting the spread of HIV/AIDS, and helping more people access addiction treatment; and
- If Bill C2 is applied It will jeopardize the ongoing lifesaving efforts of CUPE members working at Insite; and
- Bill C2 will prevent other municipalities from responding to addiction and substance misuse with evidence based solutions.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

### **RACIAL PROFILING**

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**Resolution No. 299  
Submitted by the National Executive Board and Local 1004 (B.C.)**

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CUPE NATIONAL WILL:

1. Oppose the policy and practices of carding and racial profiling carried out by law enforcement agencies in Canada; and
2. Demand that the Mayor of Toronto, Toronto City Council and the Toronto Police Services Board immediately end the practice of carding; and
3. Strengthen relations with civil society organizations representing those at risk of racial profiling, and support their campaigns to end practices which perpetuate it; and

4. Call upon the Canadian Labour Congress (CLC) to join with civil society organizations in demanding an end to carding and racial profiling; and
5. Educate our members on racial profiling and carding and the impact of these practices on those at risk.

BECAUSE:

- Racial profiling and carding by law enforcement agencies at all levels of the state is an invasion of privacy, a form of discrimination, and a violation of Canadian human rights law; and
- These practices put racialized people, Muslims, Aboriginal people and others at a risk of unnecessary questioning, detention, harassment and violence; and
- Carding, which allows police officers to arbitrarily stop and question any person on the street at any time, has repeatedly been shown to target people of colour, especially young black men; and
- The policies and practices of racial profiling and carding contribute to a culture of fear and threaten our communities and our solidarity as workers.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 300**  
**Submitted by the Hospital Employees' Union (B.C.),**  
**Locals 2191 (Ont.), 15 and 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government to:
  - a) Investigate and report on policies and practices of racial profiling by law enforcement agencies such as local and provincial police forces, the RCMP, CSIS, border agencies, and private security firms; and
  - b) Work with provincial and municipal governments to eliminate racial profiling policies and practices; and
2. Publicly oppose any legislation that promotes and supports these practices.

BECAUSE:

- Racial profiling puts innocent people at risk of police violence, including racialized people, Muslims, Aboriginal peoples and especially youth; and
- Racial profiling is an invasion of privacy and a form of discrimination, which violates Canadian human rights law;

- Police violence due to racial profiling is increasingly resulting in brutality and deaths; and
- Legislation such as Bill C-51, the Anti-Terrorism Act, promotes racial profiling, human rights violations, police violence and deaths.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**RIGHT TO STRIKE**

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**Resolution No. 301**  
**Submitted by Local 1764 (Ont.)**

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CUPE NATIONAL WILL:

1. Eliminate the waiting period for strike pay and provide strike pay paid from the first day of the strike.

BECAUSE:

- In today's more challenging economic times CUPE Members will need to stand up to protect their public services including strike action; and
- CUPE Members need to be able to support their families while on strike and also deserve dignity and respect while striking or being locked out to protect wages, benefits, job security and defend public services; and
- The waiting is a deterrent to members not to vote for strike action; and
- The current waiting period currently exempts those on rotating strikes to benefit from any strike pay.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 302**  
**Submitted by CUPE Ontario, Locals 1334 and 4207 (Ont.)**

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CUPE NATIONAL WILL:

1. Make all necessary amendments to the National Strike Fund Regulations to deem contractual and seasonal workers qualified to receive strike pay if their bargaining unit is engaged in job action and they are not employed in a bargaining unit position at the time of the job action.

BECAUSE:

- This will give locals with a large number of contractual/seasonal workers significantly more leverage in bargaining if every member can receive strike pay in case of job action; and
- This would give laid off contractual and seasonal members of a striking/locked out local the financial tools to participate in job action; and
- Unionism is about protecting members through solidarity.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 303**  
**Submitted by the CUPE Ontario and Local 1334 (Ont.)**

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CUPE NATIONAL WILL:

1. Make the necessary changes to CUPE National's Strike Fund to recognize that some workers require double picket shifts (no more than twenty (20) hours per week) so that picket lines remain strong but members are not forced to travel to their workplace for five days a week while on strike.

BECAUSE:

- Increasingly CUPE members have more than one job, and requirements around 5 days of picketing can cause unintended negative consequences for our members in terms of maintaining their income from other work; and
- For some time locals have arranged scheduling of picket duty to accommodate members even though the current strike fund regulations would not allow some of those accommodations; and
- Academic workers, as one example, are often required to be at their workplaces only one (1) to two (2) days per week; and
- Many CUPE Members schedule their care giving duties and other work and home responsibilities around these work schedule commitments.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 304**  
**Submitted by the CUPE Ontario and Local 1334 (Ont.)**

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CUPE NATIONAL WILL:

1. Make any necessary Constitutional Amendments and changes to the Strike Fund Regulations to remove the ten (10) day waiting period for the receipt of strike pay.

BECAUSE:

- Members in Ontario and other regions of CUPE passed resolutions looking for this change prior to the last National convention; and
- In other regions of the country there are other unions who organize workers in the broader public sector who offer strike pay from day one; and
- To enhance our success in fighting against ever increasing demands for concessions and two-tier agreements, we need to use the financial strength we have built in our National Strike Fund to demonstrate to workers the full support of their union in taking on these challenges.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 305**  
**Submitted by Local 3902 (Ont.)**

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CUPE NATIONAL WILL:

1. Eliminate the ten (10) day waiting period for strike pay.

BECAUSE:

- In today's more challenging economic times, CUPE Members will need to stand up to protect their public services by taking direct action, including strike action; and
- While larger locals, such as our own, may be able to provide members with strike pay out our own local defense funds during the first ten (10) days, many smaller locals do not have this luxury, and these locals in particular need the backing of CUPE National in order to wage effective strikes; and
- CUPE members need to be able to support their families while on strike and also deserve dignity and respect while striking or being locked out to protect their wages, benefits, job security and defend public services; and

- The waiting period of ten (10) days unnecessarily deters members from voting to take strike action; and
- The current ten (10) day waiting period prevents those on rotating strikes from benefiting from any strike pay.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 306**  
**Submitted by Local 3908 (Ont.)**

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CUPE NATIONAL WILL:

1. Redesign its strike pay policy to equitably address the work-life realities of CUPE-members engaged in part-time, quarter-time, contract and relief work, working remotely, and other forms of precarious employment; and
2. Specifically, CUPE will consider how to provide opportunities to earn strike pay in ways that are consistent with the regular schedules of these workers, including considering:
  - a) pro-rated strike pay for workers who do not regularly work 5 days per week; and
  - b) the ability to 'double-shift' on a single day; and
  - c) strike duties performed off-site; and
  - d) the ability for members of the bargaining unit to earn strike pay in periods between contracts.

BECAUSE:

- All workers should have the support of the union in defending their right; and
- The erosion of permanent full time work makes it especially important for precarious workers to have all the tools needed to improve their working conditions; and
- Unionism is about protecting vulnerable workers through solidarity; and
- Canadian union membership as a proportion of the workforce (union density) has been steadily declining for more than two decades; and
- Employers need to see that precarious workers are backed by the strength of their unions and that they have the resources and support to mount an effective strike.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 307**  
**Submitted by Local 960 (Ont.)**

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CUPE NATIONAL WILL:

1. Eliminate the waiting period for strike pay and provide strike pay paid from the first day of a strike.

BECAUSE:

- In today's more challenging economic times CUPE Members will need to stand up to protect their public services including strike action; and
- CUPE members need to be able to support their families while on strike and also deserve dignity and respect while striking or being locked out to protect their wages, benefits, job security and defend public services; and
- The waiting is a deterrent to members not to vote for strike action; and
- The current waiting period currently exempts those on rotating strikes from benefiting from any strike pay.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 308**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. Eliminate the ten (10) day waiting period for strike pay for locals with fewer than 500 members.

BECAUSE:

- CUPE members of smaller locals need to know they can support their families while on strike; and
- The waiting period of ten (10) days is a deterrent to members to vote for strike action.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 309**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. 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:

- 6.1 (d) states: "participate in the strike by performing assigned 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"; and
- Clearer regulations will reduce confusion among members.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 310**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. Change the National Strike Fund Regulations to accommodate striking workers on the grounds of family status, disability and sex/gender by assigning strike duties performed off-site and/or with flexible hours.

BECAUSE:

- Locals often have more workers requiring accommodation than can be scheduled to work out of strike offices; and
- Picket lines are not the only valuable work performed during a strike or lockout: media (including social media), help lines, fundraising, placard making and more are vital tasks which help win a strike or end a lock out; and
- We need to recognize that invisible work is also vital work; and
- Members who are assigned tasks to be performed elsewhere can be trusted to do the work.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 311**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. Change the National Strike Fund Regulations to include contractual and seasonal workers as qualified to receive strike pay if those workers are not employed in a bargaining unit position at the time of the job action. Members who have paid dues in the last 12 months would be eligible.

BECAUSE:

- This will give contractual and seasonal workers of a striking or locked out local the financial tools they need to participate in the job action; and
- This will help support picket lines; and
- Unionism is about protecting members through solidarity.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 312**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. Change the National Strike Fund Regulations to state that strike committees should have total authority to assign strike duties to members as they see fit.

BECAUSE:

- Strike Committees are best positioned to know what work needs to be done and to respond to changing circumstances; and
- Members who cannot picket should not be shut out of participating in strikes; and
- CUPE National currently relies upon an accommodation process which requires medical documentation but does not have staff trained to set up an accommodation procedure.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 313**  
**Submitted by Local 4207 (Ont.)**

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CUPE NATIONAL WILL:

1. Make all necessary constitutional amendments and changes to the Strike Fund Regulations to remove the ten (10) day waiting period for the receipt of strike pay.

BECAUSE:

- Members in Ontario and other regions of CUPE passed resolutions looking for this change prior to the last National convention; and
- In other regions of the country there are other unions who organize workers in the broader public sector who offer strike pay from day one; and
- To enhance our success in fighting against ever increasing demands for concessions and two-tier agreements, we need to use the financial strength we have built in our National Strike Fund to demonstrate to workers the full support of their union in taking on these challenges.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 314**  
**Submitted by Local 1182 (Ont.)**

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CUPE NATIONAL WILL:

1. Change the Constitution and defence fund regulations to eliminate the fourteen (14) day waiting period for strike pay and to get strike pay paid from the first day of a strike.

BECAUSE:

- In today's more challenging economic times CUPE Members will need to stand up to protect their public services including strike action; and
- CUPE members need to be able to support their families while on strike and also deserve dignity and respect while striking or being locked out to protect their wages, benefits, job security and defend public services; and
- The waiting period of fourteen (14) days is a deterrent to members not to vote for strike action; and

- The current fourteen (14) day waiting period currently exempts those on rotating strikes from benefiting from any strike pay.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 315**  
**Submitted by the Sudbury and District CUPE Council (Ont.)**

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CUPE NATIONAL WILL:

1. Eliminate the fourteen (14) day waiting period for strike pay and to get strike pay paid from the first day of a strike.

BECAUSE:

- In today's more challenging economic times CUPE Members will need to stand up to protect their public services including strike action; and
- CUPE members need to be able to support their families while on strike and also deserve dignity and respect while striking or being locked out to protect their wages, benefits, job security and defend public services; and
- The waiting period of fourteen (14) days is a deterrent to members not to vote for strike action; and
- The current fourteen (14) day waiting period currently exempts those on rotating strikes from benefiting from any strike pay.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 316**  
**Submitted by Local 3902 (Ont.)**

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CUPE NATIONAL WILL:

1. Allow members to count two (2) shifts, each four (4) hours long, in a single day towards the 20 hours per week required to receive strike pay.

BECAUSE:

- The increased precarity of our work requires us to offer our members greater flexibility in scheduling picket

shifts and/or alternate duties (for those unable to picket) ; and

- There will be no loss in the strength of the lines overall, because members will still be required to picket 20 hours in a week to receive strike pay; and
- This will provide greater flexibility to members with caregiving responsibilities, helping us to build a more inclusive picket-line and union culture; and
- Members who work part-time in their CUPE unionized job often have second jobs in another workplace that they cannot stop doing while on strike, and therefore require greater flexibility in scheduling picket shifts.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 317**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. 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 only one (1) or two (2) days per week; and
- Many academic and part time workers schedule their caregiving duties around these work commitments; and
- Many academic and part time workers travel over two (2) hours each way to get to their workplace; and
- Many academic workers have placements three (3) days a week which prevents them from being on a picket line for more than two (2) days a week; and
- Picket lines are strongest when all members are given a chance to participate in ways which will accommodate their needs.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 318**  
**Submitted by Local 905 (Ont.)**

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CUPE NATIONAL WILL:

1. Amend Article 7 of the Strike Fund Regulations to increase strike pay to \$80 per day beginning the 10th calendar day of the strike, to a maximum of \$400 per week.

BECAUSE:

- The last increase in 2013, to from \$200 to \$300, while dramatic was still not sufficient; and
- CUPE needs to ensure its members on strike have adequate financial support on the picket line; and
- Members should be making financial decisions for the good of all instead of for personal reasons.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 319**  
**Submitted by the National Executive Board**

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CUPE NATIONAL WILL:

1. Use all necessary resources to defend and expand the right to strike to fight for fair wages, benefits and working conditions; and
2. Mobilize CUPE members to defend the right to strike.

BECAUSE:

- The freedom to strike is essential to maintain a free and democratic society of participatory democracy, self-governance and citizenship; and
- The right to strike is fundamental to meaningful collective bargaining and is at the core of the freedom of association; and
- In striking down *The Public Service Essential Services Act*, S.S. 2008 (PSESA) the Supreme Court has established that the *Canadian Charter of Rights and Freedoms* protects the right to strike; and
- Employers and right-wing governments across the country have been introducing legislation attempting to limit the right to strike, particularly for public sector employees.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

## SOLIDARITY

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### Resolution No. 320

Submitted by the Sudbury and District CUPE Council (Ont.), Locals 960, 1182 and 1764 (Ont.)

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#### CUPE NATIONAL WILL:

1. Encourage affiliates and councils to work with postal unions and community allies to defeat attacks on our public postal service; and
2. Oppose all attempts to end door-to-door delivery and move to Community Mail Boxes (CMB) by working with groups to get support on a municipal resolution opposing the move.

#### BECAUSE:

- Canada Post and the Conservatives are taking an axe to long treasured postal services - killing good jobs, eliminating home mail delivery, increasing postage rates and closing, downsizing and reducing hours at post offices; and
- Canada Post did not properly consult on these changes, effectively eliminating any opportunity for input from people who will be most affected; and
- Closing and downsizing post offices, reducing hours, and eliminating home mail delivery will reduce service and destroy thousands of jobs in communities across Canada; and
- Canada Post offers a public service that should be protected.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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### Resolution No. 321

Submitted by the Ottawa CUPE District Council (Ont.), CUPE Metro Vancouver District Council (B.C.), Locals 1979 and 2424 (Ont.)

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#### CUPE NATIONAL WILL:

1. Encourage provincial divisions, locals and councils to work with postal unions and community allies to defeat the attacks on our public postal service; and
2. Oppose all attempts to end door to door delivery and move households to Community Mail Boxes (CMB) by working with groups to get support on municipal resolutions opposing this move.

#### BECAUSE:

- Canada Post and the Conservatives are taking-an axe to long-treasured postal services killing good jobs, eliminating home mail delivery, increasing postage rates and closing, downsizing and reducing hours at post offices; and
- Canada Post did not properly consult on these changes, effectively eliminating any opportunity for input from people who will be most affected; and
- Closing and downsizing post offices, reducing hours, and eliminating home mail delivery will reduce service and destroy thousands of jobs in communities across Canada; and
- Canada Post offers a public service that should be protected.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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### Resolution No. 322

Submitted by Local 1979 (Ont.)

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#### CUPE NATIONAL WILL:

1. Endorse the War Resisters Support Campaign; and
2. Make a donation to the Campaign; and
3. Encourage members to write to their Members of Parliament urging permanent resident status in Canada for Iraq War resisters; and
4. Write a letter to the ministers of immigration and public safety urging that efforts by the federal government to deport war resisters be stopped and that Citizenship and Immigration Canada (CIC) Operational Bulletin 202 be rescinded; and
5. Demand any new federal government make this issue a priority and issue an Operational Bulletin notifying immigration officers that humanitarian and compassionate reasons exist to justify a waiver under Section 25 of the IRPA for individuals who have left the Iraq War, and directing immigration officers to give these factors primacy when considering the cases of conscientious objectors.

#### BECAUSE:

- The invasion and occupation of Iraq, beginning in March 2003, was illegal and internationally condemned; and
- Conscientious objectors to the Iraq War have, since 2004, been seeking permanent resident status in Canada; and

- Parliament has twice adopted a motion recommending that "the government immediately implement a program to allow conscientious objectors and their immediate family members to apply for permanent resident status".

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 323**  
**Submitted by Local 1979 (Ont.)**

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CUPE NATIONAL WILL:

1. Continue to work with political allies and our allies in the social justice movement and the peace movement to oppose Canada's military involvement in Iraq and instead support providing greater humanitarian aid to the victims of ISIL terror.

BECAUSE:

- History has clearly demonstrated that western military involvement in the Middle East has led to nothing productive and only hardship and death for people, and political chaos and instability; and
- It is always working class people and the poor that suffer most from war.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 324**  
**Submitted by the Ottawa CUPE District Council (Ont.), Local 1979 (Ont.)**

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CUPE NATIONAL WILL:

1. Encourage provincial divisions, locals and councils to work in coalition with postal unions and community allies to promote postal banking; and
2. Work to get more municipal governments to endorse the call for postal banking; and
3. Call on the federal government to establish a taskforce with Canada Post to determine how to deliver new financial and banking services through public post offices.

BECAUSE:

- Canada Post could improve its service by adding lucrative banking services, instead of cutting public postal service; and
- Canada Post makes profits and could be making even greater profits if it added financial and banking services like many other postal administrations around the world; and
- Our country desperately needs improved financial and banking services; and
- Postal banking has the support of over 600 municipalities and close to two-thirds of Canadians according to a Stratcom poll.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**SUPPORTING CUPE LOCALS**

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**Resolution No. 325**  
**Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Create a campaign to educate our members on ethical purchasing and on how purchases support human rights and fair workplaces providing the living wage; and
2. Create an app that would provide access to lists of unionized worksites, factories and the hospitality services for the general public's and our members' use; and
3. Lobby the CLC to also create and keep a current and user friendly app with a list of unionized worksites, factories and hospitality services.

BECAUSE:

- In order to strengthen the labour movement members must be aware and support current unionized operations; and
- Ethical purchases help to promote healthier communities, families and people; and
- In order for union members to educate the public they must have access to the services which provide the information; and

- The CLC has a larger breadth of knowledge when it comes to unionized worksites.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 326**  
**Submitted by Local 3903 (Ont.)**

CUPE NATIONAL WILL:

1. Create a spreadsheet or software system to help striking locals organize a strike payroll system; and
2. 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; and
- Locals may not have members with the required skills to set up such a spreadsheet or system.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 327**  
**Submitted by Local 3903 (Ont.)**

CUPE NATIONAL WILL:

1. Set up a grievance tracking software system which will be available to, but not mandatory for, all locals.

BECAUSE:

- Locals need an effective and efficient system for documenting and tracking grievances.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 328**  
**Submitted by Local 3903 (Ont.)**

CUPE NATIONAL WILL:

1. Set up a membership tracking software system which will be available to, but not mandatory for, all locals.

BECAUSE:

- Locals need an effective and efficient system for documenting their membership; and
- Such software can be prohibitively expensive for small locals; and
- Such software would enable greater mobilizing and information sharing among members.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 329**  
**Submitted by Local 1004 (B.C.)**

CUPE NATIONAL WILL:

1. Promote electronic balloting to all Locals; and
2. Explore entering into a contract with an electronic balloting service to allow Locals from across the country to access a discounted electronic balloting service.

BECAUSE:

- CUPE Local 1004 has been successfully using electronic balloting services for multiple elections over the past two years, which have proven successful though increased voter turnout, easier voting access for our members, as well as reduced administrative work; and
- Negotiating a contract on the National level will give CUPE Locals easier access to electronic balloting and make it more affordable for all Locals to use.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**TELE-COMMUNICATIONS**

**Resolution No. 330**  
**Submitted by CUPE Quebec**

CUPE NATIONAL WILL:

1. Publicly denounce the CRTC's position, its negative impact on communications workers and on Quebec and francophone culture; and
2. Take concrete steps to protect the jobs at stake; and

3. Ask the CLC to appeal to at all levels of government.

BECAUSE:

- Of the regulatory policies published by the Canadian Radio-television and Telecommunications Commission (CRTC) on March 12, 2015; and
- These decisions put over-the-air television as we know it in serious danger; and
- They unduly favour independent producers when the Broadcasting Act declares that the Canadian system should include a significant contribution from them, not use them predominantly; and
- The recent decisions by the CRTC threaten Quebec and francophone culture by failing to take into account the specific nature of the French-language market; and
- Decreasing the requirement of Canadian content threatens the quantity and diversity of Canadian programming.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 331**  
**Submitted by CUPE Quebec**

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CUPE NATIONAL WILL:

1. Take all necessary measures to denounce and publicly condemn the CRTC's decision that no longer requires television stations to broadcast a predetermined number of hours of Canadian programming during the day, but only in the evening, and clearly explain the consequences of this decision to our members;
2. Take concrete actions to protect the jobs at stake;
3. Take all necessary measures with the CTC to denounce and publicly condemn this decision and take the CRTC and Harper government to task.

BECAUSE:

- Starting with the upcoming licence renewals, television stations will no longer be under obligation to broadcast a predetermined number of hours of Canadian programming during the day, but only in the evening;
- The CRTC is favouring the development of independent producers by calling for changes to the CMF and to government programs to remove the

requirement of a broadcasting agreement with a broadcaster in order to access funding for a program;

- This decision is disastrous for television station production staff.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 332**  
**Submitted by Local 3500 (B.C.)**

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CUPE NATIONAL WILL:

1. Call on the Federal government to regulate the wireless and telecommunications industry by placing the entire Canadian Telecommunications Industry under the democratic control of the Canadian people through the process of nationalization.

BECAUSE:

- The best way to protect Canadian sovereignty, jobs, and consumer interests in the telecommunications sector would be to put wireless and the entire telecommunications industry under public ownership and democratic control.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**TRADE**

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**Resolution No. 333**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL WILL:

1. Lobby the Federal Government to not only repeal existing free trade agreement but to ensure that all future trade agreements contain strong language that enhances and protects labour rights and the environment.

BECAUSE:

- Conflict and poverty is the result of social and economic inequality and injustice; and
- Current international trade agreements lack labour, human rights and environmental oversight protection

and, therefore, have been confirmed to accelerate social and economic inequality with adverse and serious consequences for citizens and the environment.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 334**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL WILL:

1. Continue to lobby the Federal Government to repeal CETA.

BECAUSE:

- CETA is a free trade agreement between Canada and the European Union where Section 4 provides Investment Protection to foreign investors, and guarantees a "fair and equitable treatment and full protection and security"; and
- This protection clause allows for foreign corporations to sue Canada/provinces before arbitral tribunals if they claim to have suffered losses; and
- This seriously erodes the autonomy of our Government to control and protect our own resources in the best interests of our citizens.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**UNION DUES**

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**Resolution No. 335**  
**Submitted by the Local 4207 (Ont.)**

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CUPE NATIONAL WILL:

1. Prohibit the payment of dues for non-union workers; and
2. Workers, particularly students, mustn't have union dues deducted from their paycheques and remitted to the union if they are not members of the union.

BECAUSE:

- For many students and young workers, their first experience in a unionized workplace is one where they are forced to pay union dues, while having no representation or rights within the union. This leads to the development of antiunion sentiments and unnecessary divisions among workers; and
- Students and young workers are often employed in precarious low-wage positions; therefore, paying union dues while not being a member of the union is a costly burden for many of these workers.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 336**  
**Submitted by the Local 997 (Ont.)**

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CUPE NATIONAL WILL:

1. Provide a dues rebate to CUPE Locals, equivalent to 10% of the total dues paid by the local to CUPE National for CUPE Locals that have an Executive member on release from their employer; and
2. The dues rebate from CUPE National will not exceed the cost borne by the CUPE Local for the release of the Executive member.

BECAUSE:

- CUPE Locals with an Executive member on release from the employer are better able to do some of the work normally done by the CUPE National Representative assigned to the CUPE Local which then frees up the CUPE National Representative to assist other locals who are unable to afford to have an Executive member on release from the employer; and
- This change could allow some CUPE Locals that might not otherwise be able to afford to release an Executive member to do so.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

## **WATER**

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### **Resolution No. 337**

#### **Submitted by CUPE Manitoba**

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##### CUPE NATIONAL WILL:

1. Support a national water campaign to ensure that aboriginal communities across Canada have access to safe, clean, affordable public water; and
2. Lobby the federal government to take immediate actions to ensure that all Canadians, particularly the First Peoples, have community controlled public water systems to protect public health, ensure accountability, protect the environment, ward off profiteers and provide skilled jobs in our communities by supporting local ownership and management of such water systems; and
3. Work with the Assembly of First Nations, the Metis Nations, Council of Canadians and other allies in educating Canadians and protecting our water from privatization and ensuring all of our communities will no longer have to endure unsafe water conditions.

##### BECAUSE:

- Many of those whom are living on reserves in Canada today do not have access to clean and safe drinking water; and
- P3's and trade agreements are threatening local control of water systems; and
- Access to clean drinking water is a basic human right.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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### **Resolution No. 338**

#### **Submitted by CUPE British Columbia**

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##### CUPE NATIONAL WILL:

1. Call on the Federal Government and the Federal Department of Indian and Northern Affairs to ensure drinking water on all Aboriginal reserves is safe; and
2. Call on the Federal Government and the Federal Department of Indian and Northern Affairs to upgrade water treatment plants on Aboriginal reserves to ensure they meet proper universal standards; and
3. Call on the Federal Government and the Federal Department of Indian and Northern Affairs to implement legislation requiring regular testing and

monitoring of drinking water on Aboriginal reserves; and

4. Call on the Federal Government and the Federal Department of Indian and Northern Affairs to fund training and certification of First Nations representatives on Aboriginal reserves as water operators.

##### BECAUSE:

- Despite Canada's wealth, there is an ongoing crisis in which two-thirds of Aboriginal reserves in Canada do not have safe drinking water; and
- People on Aboriginal reserves in Canada are exposed to parasites, bacteria and dissolved metals at a scale comparable to the Walkerton Crisis; and
- Access to safe drinking water is a basic human right that is not currently provided many First Nations people in Canada.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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### **Resolution No. 339**

#### **Submitted by Local 3500 (B.C.)**

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##### CUPE NATIONAL WILL:

1. Lobby the Federal Government to ensure that the necessary resources are made available to upgrade and maintain our water infrastructures so that all Canadians have access to sources of clean, safe drinking water.

##### BECAUSE:

- There are communities in Canada that do not have access to clean, safe drinking water.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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### **Resolution No. 340**

#### **Submitted by the Hospital Employee's Union (B.C.)**

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##### CUPE NATIONAL WILL:

1. Lobby government to provide safe clean drinking water to all communities that experience 'water advisories' or are left with contaminated water supply.

BECAUSE:

- This is a human necessity.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 341**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Continue to lobby the federal and provincial government to enact a plan that ensures that First Nations peoples living on reserve have safe and easy access to healthy clean drinking water, and HEU will lobby the federal and provincial government that any such plan enacted must keep the water systems public and not-for-profit.

BECAUSE:

- Water systems on reserve are not regulated as all other water systems in Canada, due to regulations in the Indian Act - creating a two-tier water system; and
- Nearly three-quarters of First Nations peoples on reserve in Canada rely on water systems that are classified at a medium or high risk of not meeting safety standards; and
- A recent report to Parliament by the auditor general found that clean drinking water on First Nations - as well as education, adequate housing and child welfare - are all in an "unacceptable state"; and
- The United Nations has recognized access to clean water and sanitation as a basic human right - something currently not afforded to many First Nations people living on reserve.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 342**  
**Submitted by CUPE Locals 3550 (Alta.) and 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Support a new campaign to ensure that indigenous communities in Canada have access to safe, clean, affordable public water; and

2. Work with the leaders of First Nation, Metis and Inuit, Council of Canadians and other allies in educating Canadians and protecting our water.

BECAUSE:

- For many of the half million people Indigenous people in Canada, access to clean and safe drinking water is a major problem today; and
- CUPE's last water campaign ended in 2015; and
- Public private partnerships (P-3s) are threatening local control of water systems; and
- Water is essential to human life — for basic health and survival, as well as for food production, economic activities and cultural and spiritual ceremonies

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

## WOMEN'S ISSUES

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**Resolution No. 343**  
**Submitted by Locals 2191 (Ont.), 4828 (Sask.) and 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Promote contract language on domestic violence through staff training, member education, sector council conference and other opportunities; and
2. Encourage women's centers, transition houses and other women-serving organization to address the inclusivity and accessibility needs of women with disabilities; and
3. Call for a federal inquiry and national action plan on missing and murdered Aboriginal women and girls; and
4. Create education tools on how privatization increases violence against woman, including harassment, with higher rates for women marginalized by ableism, racism, colonialism, homophobia and transphobia.

BECAUSE:

- Half of the women in Canada have experienced at least one incident of physical or sexual violence; and

- The 2014 CLC-Western survey of 8,400 workers found that one-third had experienced domestic violence, and for the majority, the violence happened at near their workplace; and
- Women who are racialized, Aboriginal, Immigrant or refugee, LGBTTQI or a person with disability experience more harassment and violence; and
- Over 1,000 Aboriginal women in Canada have gone missing or been murdered; and
- Women with disabilities experience violence at higher rates than their able-bodied counterpart and face serious multiple barriers to fleeing abusive relationships; and
- Good jobs and public services reduce harassment and violence and are vital to women escaping violence.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

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**Resolution No. 344**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Develop a Violence Against Women module for health and safety, bargaining and workshops; and
2. Negotiate contract language and programs that confront domestic violence, modeled on UNIFOR's women's advocates' modules; and
3. Support CLC Western University's research project on domestic/workplace violence; and
4. Participate in actions commemorating the 25<sup>th</sup> anniversary of December 6<sup>th</sup>; and
5. Campaign for a Federal inquiry into missing and murdered aboriginal women and girls; and
6. Pressure the Canadian government to meet the UN's call for a national action plan to address Violence Against Women by 2015 and support actions at the UN and other international forums to end violence; and
7. Link Violence Against Women to neoliberal "Austerity" and union-busting and the social/economic/political marginalization of women.

BECAUSE:

- Women in Canada experience at least one incident of physical or sexual violence daily, and every six days a woman is killed by her intimate partner. Over 600 Aboriginal women have gone missing or been murdered; and
- Good jobs, public services and affordable housing give women independence, enabling them to leave unhealthy and/or violent relationships; and
- Although existing health and safety laws protect vulnerable persons when violence extends to the workplace, not all workplaces adhere to the laws. Stronger language is needed to protect persons at risk.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

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**Resolution No. 345**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Continue to lobby the provincial/federal government to call for a national and international public inquiry into the missing and murdered women on the Downtown Eastside.

BECAUSE:

- The government has provided minimal to no action for these women, they continue to go missing or be murdered and the Provincial Inquiry proved to be a sham. Give the families the ability to heal and have justice.

Committee recommendation \_\_\_\_\_

Convention decision \_\_\_\_\_

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**Resolution No. 346**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the federal and provincial government to increase funding to women's centres across the province.

BECAUSE:

- Women's centres provide critical services to women and their children fleeing abusive and violent spouses; and
- Because women's centres are an important part of a community support system, and the ongoing cuts to the women's centres by the BC Liberal government has forced the closures and cuts to services leaving many women with little or no help in fleeing abuse, keeping them in some desperate and sometimes deadly situations.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 347**  
**Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the Federal Government to ensure:
  - a) That the history of the Women's Rights Movement and the quote from the UN Declaration on Human Rights ("all human beings are born free and equal in dignity and human rights") be maintained in current minted circulation.

BECAUSE:

- Missing from the updated \$50.00 bills are images of the Famous Five and Therese Casgrain; and
- The old bill also contained a quote from the 1948 UN Declaration on Human Rights: "all human beings are born free and equal in dignity and human rights"; and
- The Federal Government needs to be a leader in Women and Human Rights in Canada; and
- Therese Casgrain was the first female leader of a political party in Canada (Cooperative Commonwealth Federation); and
- Including The Famous Five case, the battle to have women recognized as persons under the 1867 Constitution; and
- We are questioning the public consultation process that supposedly happened by the Bank of Canada with approval of the Finance Minister Jim Flaherty.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 348**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

1. Continue to urge local unions to lobby their respective civic government/councils to proclaim March 8th International Women's Day (IWD) in communities around the country; and
2. Continue to lobby the Canadian Government to proclaim March 8th International Women's Day.

BECAUSE:

- International Women's Day has been celebrated in a variety of countries since 1910; and
- In 1974 IWD was declared by the United Nations as a day to celebrate the struggles and victories of women around the world; and
- Year after year more and more people are becoming aware of March 8th and the significance of what this day represents; and
- A variety of events and activities are organized on or around this day celebrating the lives of women and their experiences; and
- It is extremely important to remember where we have come from when moving forward

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 349**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Promote contract language on domestic violence through staff training, member education, sector council conference and other opportunities; and
2. Encourage women's centers, transition houses and other women-serving organization to address the inclusivity and accessibility needs of women with disabilities; and
3. Call for a federal inquiry and national action plan on missing and murdered Aboriginal women and girls; and
4. Create education tools on how privatization increases violence against woman, including harassment, with higher rates for women marginalized by ableism, racism, colonialism, homophobia and transphobia.

BECAUSE:

- Half of the women in Canada have experienced at least one incident of physical or sexual violence; and
- The 2014 CLC-Western survey of 8,400 workers found that one-third had experienced domestic violence, and for the majority, the violence happened at near their workplace; and
- Women who are racialized, Aboriginal, Immigrant or refugee, LGBTTTQI or a person with disability experience more harassment and violence; and
- Over 1,000 Aboriginal women in Canada have gone missing or been murdered; and
- Women with disabilities experience violence at higher rates than their able-bodied counterpart and face serious multiple barriers to fleeing abusive relationships; and
- Good jobs and public services reduce harassment and violence and are vital to women escaping violence; and
- Truth and Reconciliation Commission of Canada (TRC) recommendation 41 which calls upon the federal government to appoint a public inquiry to investigate the causes of and remedies for the disproportionate numbers of missing and murdered Aboriginal women and girls. In addition to investigating the issue, the inquiry would also investigate the links to the intergenerational legacy of the residential school system; and
- CUPE has a long history of supporting calls for such a public inquiry, which includes initiating a postcard campaigns, participating in Sisters in Spirit vigils across Canada, financially supporting Aboriginal women's organizations' campaigns, and calling for an inquiry in CUPE statements.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

## **WORKERS' RECOGNITION AND REMEMBRANCE**

**Resolution No. 350**  
**Submitted by Local 79 (Ont.)**

CUPE NATIONAL WILL:

1. Establish a Day of Respect at Work for CUPE to educate CUPE members, our employers and the public about the increase of assaults at work on CUPE members as part of an overall campaign to ensure safe workplaces for CUPE members.

BECAUSE:

- There has been a marked increase in the number of assaults, both physically and verbally, on many CUPE members at their workplaces; and
- Many of our employers are not taking this issue seriously enough to stop the dangerous conditions at work that many CUPE members face; and
- Marking the Day of Respect at our workplaces would identify the issues and potential solutions and would make the point that one assault is one too many; and
- A Day of Respect is to be part of an overall campaign such as the role that the Day of Mourning plays to highlight workplace injuries and fatalities but it is not to suggest that we don't need safe workplaces every day; and
- It would help to focus our efforts to educate the public to the conditions that our members often face at work when we do our jobs to provide public services.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 351**  
**Submitted by Local 15 (B.C.)**

CUPE NATIONAL WILL:

1. Lobby the federal government to reinstate the volunteer award from the Prime Minister's Volunteer Award back to the Therese Casgrain Volunteer Award.

BECAUSE:

- Therese Casgrain fought for the right of women of Quebec to vote with success in 1940; and
- Was First female leader of a political party in Canada (CCF); and
- Was appointed to the Senate in 1970 by Prime Minister Trudeau; and
- There was no consultation with family or formal review engaging the public in this decision.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**Resolution No. 352**  
**Submitted by Local 2348 (Man.)**

CUPE NATIONAL WILL:

1. Identify and recognize a National Community Social Service Workers' appreciation day.

BECAUSE:

- Social service workers work tirelessly to contribute to the community, society, and with families at large; and
- The majority of the social service workers are women, and they deserve to be appreciated and recognized for their contributions on the front lines.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 353**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Participate in, and encourage all Locals to participate in Labour Day celebrations throughout the country; and
2. Provide details to all Locals on Labour Day events occurring throughout Canada, along with swag and CUPE flags.

BECAUSE:

- Labour Day is our day to celebrate our work and increase solidarity amongst all workers; and CUPE's public image, and a positive image of our members arise out of a strong CUPE presence on Labour Day, in our communities where we work and live.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

**YOUNG WORKERS**

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**Resolution No. 354**  
**Submitted by Locals 960 and 1764 (Ont.)**

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CUPE NATIONAL WILL:

1. Partner with student and youth groups to produce educational materials directed at youth about the negative impacts of austerity and develop a campaign to challenge the generational warfare of the neoliberal agenda.

BECAUSE:

- Today's youth are more diverse than any population in Canadian history with one in five aged 18 - 34 being foreign born and one in six being a member of a visible minority; and
- This diverse group of young people are among the hardest hit by austerity cuts that are reducing public services that were available to previous generations, driving down wages, replacing defined benefit pension plans with defined contribution schemes, and otherwise eroding good jobs, job security and the social safety net; and
- Youth involvement in movements from Occupy to the Québec Student Strike to Idle No More demonstrate a vigorous, creative and militant youth activism for the economic, social and environmental future of Canada.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 355**  
**Submitted by Local 1764 (Ont.)**

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CUPE NATIONAL WILL:

1. Partner with student and youth groups to produce educational materials directed at youth about the negative impacts of austerity and develop a campaign to challenge the generational warfare of the neoliberal agenda.

BECAUSE:

- Today's youth are more diverse than any population in Canadian history with one in five aged 18-34 being foreign born and one in six being a member of a visible minority; and
- This diverse group of young people are among the hardest hit by austerity cuts that are reducing public services that were available to previous generations, driving down wages, replacing defined benefit pension plans with defined contribution schemes, and otherwise eroding good jobs, job security and the social safety net; and
- Youth involvement in movements from Occupy to the Quebec Student Strike to Idle No More demonstrate a vigorous, creative and militant youth activism for the economic, social and environmental future of Canada.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_

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**Resolution No. 356**  
**Submitted by the CUPE Metro Vancouver District**  
**Council (B.C.)**

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CUPE NATIONAL WILL:

1. Allow CUPE members to self-identify as Young Workers from age 35 and younger.

BECAUSE:

- Many CUPE members work in conditions often associated with Young Workers; and
- We should let as many people as possible participate in the movement to advance working conditions for Young Workers and therefore, all workers; and
- Many workers across the country self-identify as young workers at age 35 and younger, and they should have that option.

*Committee recommendation* \_\_\_\_\_

*Convention decision* \_\_\_\_\_