

2023 CUPE National Convention Adopted Resolutions

RES NO.	RESOLUTION
1	<p>CUPE WILL:</p> <ol style="list-style-type: none"> 1. Publicly support and defend Drag Story Time events and condemn attacks against the workers and spaces that host them; and 2. Develop a guide including examples of health and safety supports and tools, to assist locals in generating dialogue with employers to help maintain safety and inclusivity for workers and members of the public in spaces where Drag Story Time events are taking place; and 3. Develop a resource to help members talk about and defend Drag Story Time events.
15 (Covers Res. 13, 14)	<p>CUPE WILL:</p> <ol style="list-style-type: none"> 1. Advocate and lobby all levels of government for a better and stronger public health care system eliminating all forms of privatization. 2. Adequately resource a public awareness campaign on privatization that includes membership engagement and includes the following actions: <ol style="list-style-type: none"> a. A compilation of videos of committee members; b. A report of an accurate, cross-country picture of privatization including a focus on what services are privatized in which provinces; what the negative impacts of privatization are; and what every province has spent on privatization; c. Call on governments to keep health care public and provide accountability and transparency on health care funding through a petition and a national day of action; d. A social media campaign to promote the aforementioned actions.
17	<p>CUPE WILL:</p> <p>PRESSURE various levels of government so that the production, transportation, and distribution of energy in Quebec be under totally public ownership and under democratic control, particularly through non-partisan appointments and the strengthening of regulatory monitoring organizations;</p> <p>ACTIVELY DENOUNCE, through media appearances, all direct or indirect privatization of Hydro-Québec, a Crown Corporation;</p> <p>INFORM and SENSITIZE the public and elected officials as to the issues relating to the privatization of Hydro-Québec through educational campaigns and any other available means.</p>

RES NO.	RESOLUTION
23 (Covers Res. 24)	<p>CUPE WILL:</p> <p>Collaborate with Child Care Now (Child Care Advocacy Association of Canada) and the Canadian Labour Congress to:</p> <ul style="list-style-type: none"> • Advance Child Care Now’s “Roadmap to Affordable Child Care for All” to ensure the new Canada-wide Early Learning and Child Care (CWELCC) system is universal, accessible, affordable, high quality and culturally safe; and • Advocate for a national workforce strategy for early learning and child care that ensures decent work and pay for Early Childhood Educators and child care workers; and • Advocate for well-funded, Indigenous led child care programs and work to transform the entire early learning and child care sector to ensure that all programs everywhere are welcoming, inclusive, and culturally safe for Indigenous children, their families, and communities.
25 (Covers Res. 30)	<p>CUPE WILL:</p> <ol style="list-style-type: none"> 1. Create a job evaluation, compensation, and classification database to be used as a tool for collective bargaining, and job evaluation and reclassification processes; 2. Allocate sufficient resources to develop, maintain, and use the database, including providing training to Servicing Representatives and locals; 3. Ensure that the database is designed to provide the necessary information to assist locals in addressing existing gender-based pay gaps; and 4. Regularly keep members informed on progress as the database is created, including a formal report back to Convention 2025 of this tool, and supporting resources.
27 (Covers Res. 26)	<p>CUPE WILL:</p> <p>Continue supporting public sector workers during national negotiations and raising the awareness of Canada’s union actors of this fight to firm up our strengths as was the case during the fight that people in education waged in Ontario.</p>
32	<p>CUPE WILL:</p> <p>Develop resources to assist Locals and Councils of Unions in the K-12 Education sector achieve real and significant improvements in wages, benefits and working conditions, for education support workers, at the bargaining table.</p>

RES NO.	RESOLUTION
77 (Covers Res. 78)	<p>CUPE WILL:</p> <p>Develop a CUPE National staff representative training program on how to create a psychologically safe workspace for locals, executives, and divisions.</p>
81	<p>CUPE WILL:</p> <ol style="list-style-type: none"> 1. Engage with all provincial worker's compensation boards & Federal Employment Insurance to ensure Post-Traumatic Stress Disorder & Post-Traumatic Stress Injuries (PTSD & PTSI) are recognized as qualifying claims within their organizations. 2. Ensure and encourage that both Air and Ship Cabin Crew (Flight Attendants & Cruise Ship Cabin Crew) are added to the list of qualifying workers (first responders or designated workers) to which PTSD claims may apply.
90	<p>CUPE WILL:</p> <p>Campaign actively for legislated national standards for long-term care.</p>
127	<p>CUPE WILL:</p> <ol style="list-style-type: none"> 1. Develop easily accessible Indigenous Cultural Safety Trainings for all CUPE Members; and; 2. Include Indigenous Cultural Safety Training in Union Education's Health and Safety Series and the Steward Learning Series; and; 3. Integrate Indigenous Cultural Safety Training components in local executive training (LET) program; and; 4. Encourage Division Executives to participate in Indigenous Cultural Safety Training.
161	<p>CUPE WILL:</p> <ol style="list-style-type: none"> 1. CUPE will develop tools and resources to help locals and divisions fight for and win pension benefit improvements.
168 (Covers Res. 170)	<p>CUPE WILL:</p> <ol style="list-style-type: none"> 1. Ensure that accessibility site audits are no more than 4 years old for any site where CUPE National events are held or where CUPE National members are residing when attending CUPE National events; and 2. Develop a system to keep track of audits and recommendations made that can be used for purposes of continuous improvement.

RES NO.	RESOLUTION
178	<p>CUPE WILL:</p> <ol style="list-style-type: none"> 1. Launch a pan-Canadian campaign to strengthen member support for union and working-class values and to counter the right-wing extremism, ideology, hatred, and disinformation that is targeting our members and working people generally; and 2. Develop campaign material to engage every level of the union in internal organizing and member engagement strategies to expose right-wing rhetoric, propose progressive alternatives, and ignite members to act in the workplace, the community, and at the ballot box; 3. Ensure that the campaign builds on and amplifies our work to defend public services, build strong, sustainable communities, and protect labour and human rights.
210 (Covers Res. 216)	<p>CUPE WILL:</p> <ol style="list-style-type: none"> 1. Lobby the federal government to make permanent the project that provides menstrual hygiene products, including menstrual cups, washable pads, tampons and sanitary napkins, etc., free of charge to anyone who needs them; and 2. Be a model by making menstrual hygiene products available, free of charge, on its premises and at union events, including conventions, conferences, and schools; and 3. Support locals to push their employers to provide free menstrual products at workplaces.
218	<p>CUPE WILL:</p> <p>Develop and implement a national strategy on young worker engagement, including but not limited to:</p> <ol style="list-style-type: none"> 1. Creating more resources to help locals engage young members. 2. Offering more educational and leadership training opportunities for young members such as a National Young Workers' Conference. 3. Undertaking more research on the scale of the engagement deficit with young members, and best ways to engage CUPE's young members, through an equity and intersectional lens.
Emergency Resolution 802	<p>CUPE WILL:</p> <p>Defend and protect the retirement security of all members participating in the Canada Pension Plan (CPP) by committing all required resources to opposing and defeating the proposal of the Alberta government to leave the CPP and create a provincial pension plan.</p>

RES NO.	RESOLUTION
Emergency Resolution 803	<p>CUPE WILL:</p> <p>Condemn Scott Moe's Bill 137, introduced October 12, 2023, which preemptively invokes the Notwithstanding Clause to suspend Charter rights for Saskatchewan children and threatens the rights of workers and all people. Furthermore, CUPE will mobilize its resources and work with coalition partners to fight back against Scott Moe by:</p> <ol style="list-style-type: none"> 1. Calling on Prime Minister Justin Trudeau to disallow Scott Moe's Bill 137; 2. Encouraging the Federal NDP Caucus to further put pressure on Prime Minister Justin Trudeau to disallow Scott Moe's Bill 137; 3. Working with the Canadian Labour Congress to facilitate ways Canada's Labour Movement can support the fight back efforts in Saskatchewan, and; 4. Ensuring CUPE members in Saskatchewan have the support they need to defeat Scott Moe.
Emergency Resolution 804	<p>CUPE WILL:</p> <ol style="list-style-type: none"> 1. Demand the Canadian government call for an immediate ceasefire in Israel-Palestine, an end of its sale of arms to Israel, an end to diplomatic immunity for the state of Israel, and for an end to Israel's blockade of Gaza and the restoration of aid and the basic necessities of life; 2. Conduct member education about the history of Israel's occupation and colonization of Palestine, Canada's complicity and what trade unions can do to support a just peace.
Substitute Resolution 902 (Covers Res. 54)	<p>CUPE WILL:</p> <p>Request that the CUPE Union Education Branch of the CUPE National Office develop strategies to raise awareness of the climate crisis, the impact of the climate emergency on all workers and communities, environmental racism, articles to be negotiated by each sector, the economic roots of the climate crisis, climate-proofing our workplaces and pensions, and so on.</p>

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