

CONSTITUTIONAL AMENDMENTS RESOLUTIONS



TORONTO
2025
CUPE·SCFP

TABLE OF CONTENTS

CONSTITUTIONAL AMENDMENTS	Amendment No.
Article IV	C1..... 1
Article VI	C2-C11 2
Article VII	C12-C17 9
Article VIII	C18..... 16
Article IX	C19..... 16
Article X	C20-C21 18
Appendix A	C22..... 19
Appendix B	C23-C27 20
Appendix F	C28-C37 23
Appendix G	C38-C41 32
RESOLUTIONS	Resolution No.
2SLGBTQI+ Rights	1-4 36
Artificial Intelligence	5-10 39
Anti-Privatization	11-16 43
Anti-Racism	17 48
Child Care	18-20 48
Collective Bargaining	21-22 50
CUPE Governance	23-54 51
Environment	55-58 68
Harassment, Bullying and Violence	59-63 71
Health and Safety	64-85 74
Health Care	86-93 86
Human Rights	94-105 92
Indigenous Rights	106-108 99
International Solidarity & Migrant Rights	109-125 101
K-12	126-127 112
Libraries	128-134 112
Literacy	135 117
Member Education	136-149 118
Member Engagement	150-151 126
National Conferences & Meetings	152 127
National Staffing	153-157 127
Organizing	158-160 131
Pensions & Retirement	161-169 132
Persons with Disabilities	170-171 137
Political Action	172-199 138
Post-Secondary Education	200-207 154
Protecting Public Services and Our Work	208-210 160
Safer Union Spaces	211-212 162
Strike Fund	213-221 163
Supporting CUPE Locals	222-234 168
Women's Rights	235-236 176
Young Workers	237-240 178

CONSTITUTIONAL AMENDMENTS



TORONTO
2025
CUPE·SCFP

CONSTITUTIONAL AMENDMENTS

ARTICLE IV

Constitutional Amendment No. C1

Submitted by CUPE Ontario

CUPE WILL:

Amend its Constitution as follows:

4.1 Provincial Divisions

- (a) The National Union may charter one Provincial Division at the request of ten or more chartered Local Unions in the province. Chartered Local Unions and District Councils ~~can~~ **must** join a Provincial Division. If permitted by the bylaws of the Provincial Division, chartered Provincial Councils of Unions and Councils of Unions ~~can~~ **must** join the Provincial Division.

4.7 Provincial Sectoral Groups

A Provincial Division may establish a Provincial Sectoral Group to coordinate activities and programs of the group. The structure and bylaws of the Provincial Sectoral Group come into effect when approved by the National Executive Board. ~~A Local Union may participate in a Provincial Sectoral Group without affiliating to the Provincial Division.~~

15.2 Affiliation to Provincial Division

Where the National Union has chartered a Provincial Division, ~~it will urge~~ Local Unions in the province **are required** to affiliate and maintain membership in the Division.

BECAUSE:

- Provincial divisions support the objectives of CUPE National within the provinces by:
 - Promoting suitable legislation to further the interests, aims and objectives of its members.
 - Assisting in the organization of unorganized workers, particularly public employees.
 - Promoting such educational, legislative, social and other activities as many assist all public employees and retirees.
- Facilitating the maximum participation of all locals in programs of the Canadian Union of Public Employees and other labour bodies.
- The operations of provincial divisions are currently supported by funding from affiliated locals on a per capita contribution set by provincial conventions.
- Divisions are the voice of change for all CUPE members at the provincial level, not just members for affiliated locals.

Convention decision _____

ARTICLE VI

Constitutional Amendment No. C2

Submitted by the National Executive Board

CUPE WILL:

Amend 6.4 (a) as follows:

6.4 Convention Representation

(a) Representation at Convention is:

Local Union:

Up to 100 members.....	1 delegate
101 to 200 members.....	2 delegates
201 to 500 members.....	3 delegates
501 to 1,000 members.....	4 delegates
1,001 to 1,500 members.....	5 delegates
1,501 to 2,000 members.....	6 delegates
2,001 to 2,500 members.....	7 delegates
2,501 to 3,000 members.....	8 delegates

1 more delegate for each additional 500 members or part of 500 members.

Provincial Division.....	2 delegates
District Council	1 delegate
Service Division	1 delegate
Provincial Council of Unions	1 delegate
Council of Unions	1 delegate
Airline Division Component	1 delegate per airline

Each chartered organization may register one additional delegate who self-identifies as a member of one of the following communities: Indigenous, ~~LGBTQ2+~~ **2SLGBTQI+**, Racialized, Women, Workers with Disabilities, Young Workers.

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

BECAUSE:

- Terminology has evolved and the existing acronym is out-dated.

Convention decision _____

Constitutional Amendment No. C3**Submitted by the National Executive Board**

CUPE WILL:

Amend Article 6.3 (b) as follows:

6.3 Convention Call and Fees

- (b) Each delegate shall fill out and submit the credential form. Each delegate shall retain the electronic confirmation. On site registration will open on Sunday the week of a regular Convention ~~and close at 8:30 a.m. local time on the Wednesday morning.~~ On site Convention before the Convention is called to order. The registration fee for each delegate shall be paid electronically or by sending a cheque to the National Secretary-Treasurer's office.

BECAUSE:

- Keeping registration open will allow for delegates to arrive later in the convention and still be able to register.

Convention decision _____

Constitutional Amendment No. C4**Submitted by CUPE Newfoundland and Labrador, CUPE Manitoba, and Locals 1418 (N.B.) and 3060 (Man.)**

CUPE WILL:

Amend Article 6.4 of the CUPE Constitution as follows:

- a) Each chartered organization may register one additional delegate who self identifies as a member of one of the following communities: Indigenous, **2SLGBTQAI+**, racialized, women, workers with disabilities, and young workers.

All national equity committee and the **National Indigenous Council** are entitled to one delegate with full voice/**ASL and vote** at the expense of the **CUPE National**.

BECAUSE:

- Equity deserving members continually face barriers to participation.
- Not all engaged activists from equity groups are on their local executives and are regularly screened out of spaces where decisions are made.
- This ensures that marginalized members are not just heard but are empowered to influence decisions.
- This breaks down barriers to representation and participation and allows locals to elevate members and grassroots activists.
- Representation without a vote is tokenism.

Convention decision _____

Constitutional Amendment No. C5

Submitted by CUPE Metropolitan Vancouver District Council (B.C.)

CUPE WILL:

Amend Article 6.4 of the CUPE Constitution as follows:

- a) Each chartered organization may register one additional delegate who self-identifies as a member of one of the following communities:

Indigenous, (LGBT2Q+) 2SLGBTQAI+, racialized, women, workers with disabilities, young workers. Each national equity-seeking committee and the National Indigenous Council is entitled to one delegate with full voice/ASL and vote at the expense of the National Union.

BECAUSE:

- Given the barriers that equity deserving members continually face.
- Not all engaged activists from equity groups are on their local executives and are regularly screened out of spaces where decisions are made.
- This ensures that marginalized members are not just heard but are empowered to influence decisions.
- This breaks down barriers to representation and participation and allows locals to elevate members and grassroots activists.
- Representation without a vote is tokenism.

Convention decision _____

Constitutional Amendment No. C6

Submitted by Local 2316 (Ont.)

CUPE WILL:

Amend Article 6.4 of the CUPE Constitution as follows:

- a) Each chartered organization may register one additional delegate who self-identifies as a member of one of the following communities: Indigenous, **2SLGBTQI+**, racialized, women, workers with disabilities, young workers.
- b) **All** national equity committee and the **National Indigenous council** are entitled to one delegate with full voice/**ASL and vote** at the expense of the **CUPE** National.

BECAUSE:

- Given the barriers that equity deserving members continually face.
- Not all engaged activists from equity groups are on their local executives and are regularly screened out of spaces where decisions are made.
- This ensures that marginalized members are not just heard but are empowered to influence decisions.
- This breaks down barriers to representation and participation and allows locals to elevate members and grassroots activists.
- Representation without a vote is tokenism.

Convention Decision _____

Constitutional Amendment No. C7

Submitted by Locals 2484, 3902, 3903 (Ont.), and 3911 (Alta.)

CUPE WILL:

Add a new Article 6.11(d) to the CUPE National Constitution as follows:

- (d) Resolutions and/or constitutional amendments shall be considered on each day of Conventions. Sufficient time shall be allotted, on each day of Convention and across the multiple days scheduled for Convention, to allow for debate on the resolutions and/or constitutional amendments submitted for consideration. All resolutions and constitutional amendments shall be considered and voted on by the membership at Conventions.

BECAUSE:

- Resolutions and constitutional amendments are the way for Locals to make change to National and engage in the democratic process; and
- CUPE must make space for discussion and debate on matters of importance to Locals and other bodies; and
- Making space for all submitted resolutions and constitutional amendments to be heard and voted on ensures National Conventions are spaces for members to participate in their union.

Convention decision _____

Constitutional Amendment No. C8

Submitted by CUPE Niagara District Council (Ont.) and Locals 503, 1281, 2191, 2484, 4156, 2316, and 3902 (Ont.)

CUPE WILL:

Amend its Constitution as follows:

1. 6.4 add:

- (c) Each chartered organization may register one retiree who will be seated at convention together with the chartered organization and have voice but no vote. This retiree is not a full convention delegate.

2. 6.3 add:

- (e) There will be no registration fee for retirees of chartered organizations.

BECAUSE:

- Across the country CUPE's retired members bring extensive experience, knowledge, activist passion and availability to the work of our union.
- Continued activism by CUPE's retired members strengthens the union and helps build our resistance to anti-worker legislation, to accelerating attacks on our social programs and to the increasing danger of extreme weather at home and in workplaces due to climate change.

Convention decision _____

Constitutional Amendment No. C9**Submitted by CUPE Ontario and Locals 4705 and 9117 (Ont.)**

CUPE WILL:

Amend the CUPE National Constitution to:

6.3 add:

- (e) There will be no registration fee for retirees of chartered organizations.

6.4 add:

- (c) Each chartered organization may register one retiree who will be seated at the convention together with the chartered organization and have a voice but no vote. This retiree would not be considered to be a delegate.

BECAUSE:

- CUPE's retired members bring extensive experience, knowledge, activist passion, and availability to the work of our union.
- Continued activism by CUPE's retired members at each level of our union strengthens our resistance to anti-worker legislation and the continuing attack on our social programs.

Convention decision _____

Constitutional Amendment No. C10**Submitted by CUPE Newfoundland and Labrador, CUPE Manitoba, and Locals 1418 (N.B.), 2316 (Ont.), and 3060 (Man.)**

CUPE WILL:

Amend Article 6.4 as follows:

Representation at Convention is:

Local Union:

Up to 100 members.....	1 delegate
101 to 200 members.....	2 delegates
201 to 500 members.....	3 delegates
501 to 1,000 members.....	4 delegates
1,001 to 1,500 members.....	5 delegates
1,501 to 2,000 members.....	6 delegates
2,001 to 2,500 members.....	7 delegates
2,501 to 3,000 members.....	8 delegates

1 more delegate for each additional 500 members or part of 500 members.

Provincial Division.....2 delegates
District Council1 delegate
Service Division.....1 delegate
Provincial Council of Unions....1 delegate
Council of Unions1 delegate
Airline Division Component.....1 delegate per airline

Each chartered organization may register one additional delegate who self-identifies as a member of one of the following communities: Indigenous, LGBTQ2+, Racialized, Women, Workers with Disabilities, Young Workers. 2023 CUPE Constitution Each national equity-seeking committee is entitled to ~~one~~ **two** delegates with full voice **and vote** at the expense of the National Union.

6.8 Delegate Requirements

(a) Only a member in good standing of a Local Union can be a delegate representing that Local Union. Only a member in good standing of a Provincial Division, District Council, Service Division, **National Equity-Seeking Committee**, Provincial Council of Unions, Council of Unions, or Airline Division Component to which their Local Union is affiliated can be a delegate representing that organization.

BECAUSE:

- To give more representation to equity seeking groups.
- Recognizing the work that equity seeking committees do and the benefit and insight that they bring to the convention.
- Ensuring equity seeking individuals are not disenfranchised.

Convention decision _____

Constitutional Amendment No. C11

Submitted by CUPE Vancouver Island District Council (B.C.) and Local 951 (B.C.)

CUPE WILL:

Amend Article 6.4 of the CUPE Constitution

- a) Each chartered organization may register one additional delegate who self -identifies as a member of one of the following communities: Indigenous, **2SLGBTQAI+**, racialized, women, workers with disabilities, and young workers.
- b) **All** National Equity-deserving committees and the **National Indigenous Council** are entitled to ~~one~~ **two** delegates with full voice/**ASL and vote** at the expense of the **CUPE** National Union.

BECAUSE:

- Equity deserving members continually face barriers to participation.
- Not all engaged activists from equity groups are on their local executives and are regularly screened out of spaces where decisions are made.
- This ensures that marginalized members are not just heard but are empowered to influence decisions.
- This breaks down barriers to representation and participation and allow locals to elevate members and grassroots activists.
- Representation without a vote is tokenism.
- To give more representation to equity seeking groups.
- Recognizing the work that equity seeking committees do and the benefit and insight that they bring to the convention.
- Ensuring equity seeking individuals are not disenfranchised.

Convention decision _____

ARTICLE VII

Constitutional Amendment No. C12

Submitted by the National Executive Board, CUPE Newfoundland and Labrador, CUPE Nova Scotia, CUPE Prince Edward Island, CUPE Manitoba, CUPE Vancouver Island District Council (B.C.), the Hospital Employees' Union (B.C.); and Locals 1418, 5026 (N.B.); 2316 (Ont.); 3060 (Man.); 3911 (Alta.); and 951 (B.C.)

CUPE WILL:

Add five additional Diversity Vice-Presidents to the National Executive Board by amending the National Constitution as follows:

1. Amend Article 7.2 (a): The members of the National Executive Board are: the National President, the National Secretary-Treasurer, five General Vice-Presidents, fourteen Regional Vice-Presidents and ~~two~~ **seven** Diversity Vice-Presidents.
2. Amend Article 7.2 (d): The Diversity Vice-Presidents represent the following members:

• Indigenous Workers	1
• Black and Racialized Workers	1
• 2SLGBTQI+ Workers	1
• Francophone Workers	1
• Workers with Disabilities	1
• Women	1
• Young Workers	1
3. Amend Article 11.10 (c): 11.10 Vacancy on National Executive Board (c) ~~Two~~ **Seven** alternate Diversity Vice-Presidents are elected at Convention. If an office of Diversity Vice-President becomes permanently vacant, the alternate Diversity Vice-President will fill the office for the rest of the term.

BECAUSE:

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

Convention decision _____

Constitutional Amendment No. C13

Submitted by CUPE Newfoundland and Labrador, CUPE Manitoba, the Hospital Employees' Union (B.C.), and Locals 1418 (N.B.), 2316 (Ont.), and 3060 (Man.)

CUPE WILL:

Amend its Constitution as follows:

New Article 7.13 National Executive Board- Education

The National Executive Board will take human rights education and training, to be completed within 6 months of being elected to their position.

New Article B 3.16 Duties of Officers- Education

All elected officials in chartered organizations (locals, councils, regions, division) will take human rights education and training, to be completed within 6 months of being elected to their position.

BECAUSE:

- Human rights education and training is crucial in understanding various forms of oppression faced by equity deserving members.
- By taking human rights education and training, union leaders will be empowered with knowledge, skills, and tools to challenge and dismantle oppressive structures and behaviours within the workplace and broader society.
- Building awareness to recognize one's own biases and privileges fosters a deeper understanding of how systemic oppression operates within our systems.
- As Canada's largest union, CUPE must be a leader in the labour movement in defending workers rights, which includes human rights.

Convention decision _____

Constitutional Amendment No. C14

Submitted by Locals 8125 (Can.) and 4092 (Ont.)

CUPE WILL:

Amend the composition of the National Executive Board to include a new position for a federal Vice president as follows:

Current language:

7.1 Authority

The National Executive Board is the supreme authority of the Union when Convention is not in session. The Board will take the actions and decisions required to fully carry out the decisions of Convention and to enforce this Constitution.

7.2 Composition

- a) The members of the National Executive Board are: the National President, the National Secretary-Treasurer, five General Vice-Presidents, fourteen Regional Vice-Presidents and two Diversity Vice-Presidents.

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

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

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

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

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

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

- Indigenous Workers 1
- Black and Racialized Workers 1

Amended Language:

7.2 Composition

- (a) The members of the National Executive Board are: the National President, the National Secretary-Treasurer, five General Vice-Presidents, fourteen Regional Vice-Presidents, two Diversity Vice-Presidents, **and one Federal Vice-President**.

Add:

7.2 (e) The Federal Vice-President

The Federal Vice-President represents members that work in sectors not covered by provincial labour codes (work is primarily governed by the Federal Labour Code). The Federal Vice-President is elected by and from this work force.

Add:

11.4 Duties of Federal Vice-President

(a) The Federal Vice-President represents federally regulated workers on the National Executive Board and brings the perspectives, priorities and concerns of these members and chartered organizations to the debates and discussions of the Board. They perform other duties as determined by Convention, the National Executive Board, or the National President.

(b) The Federal Vice-President represents the National Union within federally regulated workplace charter organisations, and communicates and helps implement the goals, policies and priorities of the National Union in these areas.

BECAUSE:

- The NEB should reflect and provide representation for members governed by all labour legislation regions.
- Federally regulated work groups are not currently represented on the NEB.
- Federally regulated workers often work under unique working conditions where provincial protections do not apply.
- It may make our national union more attractive to new, federally regulated, groups looking to unionize.

Convention decision _____

Constitutional Amendment No. C15

Submitted by Locals 3614, 4155, and 5335 (Ont.)

CUPE WILL:

Amend the Constitution as follows to add a seat on the National Executive Board to represent Francophone workers

Current article 7.2 (a)

- (a) The members of the National Executive Board are: the National President, the National Secretary-Treasurer, five General Vice-Presidents, fourteen Regional Vice-Presidents and two Diversity Vice-Presidents.

Amend article 7.2 (a)

- (a) The members of the National Executive Board are: the National President, the National Secretary-Treasurer, five General Vice-Presidents, fourteen Regional Vice-Presidents, two Diversity Vice-Presidents **and a Francophone Vice-President.**

Add article 7.2 (e)

- (e) A Francophone Vice-President represents Francophone workers.

Add article 10.2 (f)

- (f) The Francophone Vice-President is elected in caucus based on a majority of votes of Convention delegates who identify as Francophones.

Add article 10.10 (d)

- (d) An acting Francophone Vice-President is elected at the Convention. If the position of Francophone Vice-President becomes vacant, the acting Vice-President shall fill it for the rest of the term.

Add article 11(a)(b)

Duties of the Francophone Vice-President

- (a) The Francophone Vice-President represents members who identify as Francophones on the National Executive Board and brings perspectives, priorities and concerns of these members to the Board's debates and discussions. They shall perform other duties determined by the Convention, the National Executive Board or the National Office.
- (b) The Francophone Vice-President also represents the National CUPE at meetings of the communities they represent or are related thereto, and communicate the objectives, programs and priorities of National CUPE and contribute to their implementation.

BECAUSE:

- This will contribute to equity and the inclusion of all Francophone members, foster relations and create alliances with Francophones in all provinces of Canada, while encouraging and supporting the voices of marginalized members.

Convention decision: _____

Constitutional Amendment No. C16

Submitted by CUPE Ontario

CUPE WILL:

Amend its Constitution as follows:

7.2 Composition

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

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

Indigenous Workers	1
Black and Racialized Workers	1
<u>2SLGBTQIA+ Workers</u>	<u>1</u>
<u>Workers with Disabilities</u>	<u>1</u>
<u>Women</u>	<u>1</u>
<u>Young Workers</u>	<u>1</u>
<u>Francophone</u>	<u>1</u>

10.10 Vacancy on National Executive Board

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

BECAUSE:

- We will be a stronger and more effective union when we include the perspective of equity-owned groups in decision-making at the highest level of our union.
- CUPE Ontario believes that advancing the work of our National Constitution and guiding principles like the equality statement means building a more inclusive National Executive Board through equity representation.

Convention decision _____

Constitutional Amendment No. C17

Submitted by CUPE Ontario

CUPE WILL:

Amend its Constitution as follows:

7.2 Composition

(a) The members of the National Executive Board are: the National President, the National Secretary-Treasurer, five General Vice-Presidents, fourteen Regional Vice-Presidents, and two Diversity Vice-Presidents **and one Francophone Vice-President**

7.2 add:

(e) The Francophone Vice-President represents French-speaking workers

10.2 add:

- (f) The Francophone Vice-President is elected in caucus, by majority vote of Convention delegates who self-identify as French-speaking**

10.10 add:

- (d) One alternate Francophone Vice-President is elected at Convention. If the office of the Francophone Vice-President becomes permanently vacant, the alternate Francophone Vice-President will fill the office for the rest of the term.**

11 add:

11.4 Duties of Francophone Vice-President

- (a) The Francophone Vice-President represents members who self-identify as French-speaking on the National Executive Board and bring the perspectives, priorities and concerns of these members to the debates and discussions of the Board. They perform other duties as determined by Convention, the National Executive Board, or the National Officers.**
- (b) The Francophone Vice-Presidents also represents the National Union at meetings of and related to the communities they represent and communicate and help implement the goals, programs and priorities of the National Union.**

BECAUSE:

- This will contribute to the equity and inclusion of all Francophone members and will make it possible to build relationships and create alliances with Francophones from all provinces in Canada while encouraging and supporting the voices of marginalized members.

Convention decision _____

ARTICLE VIII

Constitutional Amendment No. C18

Submitted by Local 4400 (Ont.)

CUPE WILL:

Add a new Article B.8.7 to the CUPE Constitution, as follows:

B.8.7 Deemed Membership Application and Approval

Notwithstanding B.8.1 and B.8.2, a Local Union may deem that an employee who works in its jurisdiction and has paid union dues has both applied for membership and had their membership approved.

BECAUSE:

- This will allow for the formal recognition of existing Members without a large investment of Local union resources.
- The current requirements are difficult to implement in non-traditional or sprawling workplaces.
- Locals will have greater flexibility in the membership application and approval process.

Convention decision _____

ARTICLE IX

Constitutional Amendment No. C19

Submitted by CUPE Ontario

CUPE WILL:

Amend its Constitution as follows:

9.1 Duties of Trustees

Five **General** Trustees and **one designated Young Worker Trustee** examine the financial practices and audit of the National Union. They exercise general supervision over the property and finances of the National Union to ensure:

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

9.3 Election of Trustees

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

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

In addition, the designated Young Worker Trustee is elected in caucus, by majority vote of Convention delegates who qualify as Young Workers.

10.11 Vacancy for Trustee

If an office of **General** Trustee becomes vacant, all Provincial Divisions will be asked to nominate a replacement. The National Executive Board will elect a replacement for the period up to the end of the next regular Convention by majority vote of all its members. At the next regular Convention a replacement will be elected for the rest of the term.

If the office of the Young Worker Trustee becomes vacant, the Young Workers Committee will be asked to nominate a replacement. The National Executive Board will elect a replacement for the period up to the end of the next regular Convention by majority vote of all its members. At the next regular Convention, a replacement will be elected for the rest of the term.

BECAUSE:

- Trustee positions facilitate accountability within CUPE.
- Young Workers are the present and future of CUPE. A designated trustee position for Young Workers would allow for Young Workers to be more involved with these mechanisms of accountability and therefore improve trust and appreciation for CUPE.
- Young Workers can bring unique perspectives and skill sets to the trustees' responsibilities.

Convention decision _____

ARTICLE X

Constitutional Amendment No. C20

Submitted by Local 79 (Ont.)

CUPE WILL:

Amend Article 10 – Elections of the CUPE National Constitution by adding a new clause:

10.14 Ineligibility Pending Completion of a member who is named in a complaint under Article F. 1 (m) related to discrimination, harassment or violations of protected human rights grounds shall not be eligible to run for any election position at the CUPE National Convention unless:

- (a) they have fully participated in the internal complaint process under CUPE's trial procedure; and**
- (b) any required steps, remedies, or resolutions have been completed at least 6 (six) months before the opening of nominations.**

This restriction does not affect a member's standing unless otherwise determined under Article B.8.

BECAUSE:

- Elections must never be used as a shield from accountability.
- Members named in code-based complaints must resolve those matters before seeking power. Leadership should reflect CUPE's values, not contradict them.
- CUPE's equality statement must be upheld in both conduct and leadership.

Convention decision _____

Constitutional Amendment No. C21**Submitted by CUPE New Brunswick**

CUPE WILL:

Amend Article 10.2 (d) of the CUPE Constitution to read:

Regional Vice-Presidents are elected in caucus, by majority vote of Convention delegates who work in their region.

If a Regional Vice-President ceases to hold a position on the Provincial Division during the period between Conventions, in a region where the constitution of the Provincial Division specifies the division president as the region's Regional Vice-President, the newly elected division president shall attend meetings of the National Executive Board as a guest in addition to the Regional Vice-President. All expenses shall be covered by the National Union.

BECAUSE:

- The current language does not take into consideration what happens if a standing Regional Vice-President ceases to hold a position on the Provincial Division in their region between National Conventions; and
- Some regions constitutions are specific on who sits on the National Executive Board as the Regional Vice-President to communicate between the division and the National Executive Board; and
- There may be no communication between the Regional Vice-President and the newly elected president of a division.

Convention decision _____

APPENDIX A

Constitutional Amendment No. C22**Submitted by the National Executive Board**

CUPE WILL:

1. Amend Article A.12 as follows:

The rules of order of Convention are:

- A.12 Votes may be taken by a show of hands or by a standing vote of delegates. ~~Where a show of hands is not clear,~~ An electronic vote may be taken at the discretion of the chair or by the decision of the majority of the delegates. A roll call vote will be held only if required by two-thirds of delegates present. In all votes, each voting delegate has one vote.

2. This amendment comes into force upon adoption by the delegates.

BECAUSE:

- There is no need to limit the discretion of the chair or the decision of the majority of delegates to situations where a show of hands is not clear;
- This amendment allows a broader use of electronic voting.

Convention decision _____

APPENDIX B

Constitutional Amendment No. C23

Submitted by the National Executive Board

CUPE WILL:

Amend Article B.6.1 as follows:

B.6.1 Meeting Agenda

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

1. Acknowledgment of Indigenous territory
2. Roll call of officers
3. Reading of the Equality Statement
4. Voting on new members and initiation
5. Reading of the minutes
6. Matters arising from the minutes
7. Secretary-Treasurer's Report
8. Communications and bills
9. Executive ~~Committee~~ **Board** Report
10. Reports of committees and delegates
11. Nominations, elections, or installations
12. Unfinished business
13. New business
14. Good of the Union
15. Adjournment

BECAUSE:

- This corrects an inconsistency in the language of Appendix B where there is no mention of an Executive Committee.

Convention decision _____

Constitutional Amendment No. C24**Submitted by the National Executive Board**

CUPE WILL:

Amend Article B.5.1 as follows:

B.5.1 Additional Bylaws

A Local Union can amend or add to its bylaws only if:

- (a) the amended or additional bylaws do not conflict with this Constitution;
- (b) the amended or additional bylaws are approved by majority vote at a regular membership meeting or at a special membership meeting called for that purpose; and
- (c) notice of the intention to propose the amended or additional bylaws was given at least seven days before at a previous membership meeting or ~~60~~**30** days before in writing.

The amended or additional bylaws do not come into effect until they have been approved in writing by the National President. 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.

BECAUSE:

- A minimum of 30 days is enough to properly advise members of upcoming changes given that today's means of communication in writing allow for a quick turnaround.

Convention decision _____

Constitutional Amendment No. C25**Submitted by Local 4400 (Ont.)**

CUPE WILL:

Amend Article B.11.5 of Bylaw B.XI in Appendix B to the National Constitution to provide that the standard of review on appeals from a decision of a Local Trial Committee concerning the conduct or outcome of Local elections shall be the reasonableness standard.

BECAUSE:

- Local unions have the responsibility and authority to govern their affairs in accordance with the National Constitution and Bylaws.
- Local autonomy is a fundamental principle of the National Constitution.
- Unnecessary appeals interfere with the orderly, efficient and effective administration of Local Unions.
- The administration of Local affairs should not be subject to external review except in circumstances where a decision is unreasonable, which is the same standard of review of an arbitrator under a collective agreement.

Convention decision _____

Constitutional Amendment No. C26**Submitted by Local 9117 (Ont.)**

CUPE WILL:

Amend the CUPE Constitution **B.X** (c) to read: (c) A member who holds an Honorary Retiring Card can attend and speak at membership meetings of the Local Union but cannot vote. A member who holds an Honorary Retiring Card can speak but cannot vote at convention.

BECAUSE:

- The current language reads – (c) A member who holds an Honorary Retiring Card can attend and speak at membership meetings of the Local Union but cannot vote. A member who holds an Honorary Retiring Card cannot speak or cannot vote at convention.
- Retired members give and receive strength, knowledge, energy, and solidarity and should be able to continue to participate in CUPE beyond retirement.

Convention decision _____

Constitutional Amendment No. C27**Submitted by Local 79 (Ont.)**

CUPE WILL:

Amend Appendix B – Bylaws governing Chartered Organizations by adding a new clause:

B.2.6 Eligibility Restriction related to Human Rights Code based Complaints

A member who is named in a complaint under Article F. 1 (m) related to discrimination, harassment or violations of protected human rights grounds shall not be eligible to run for any elected Local Union office unless:

- (a) they have fully participated in the internal complaint process under CUPE's trial procedure; and
- (b) any required steps, remedies, or resolutions have been completed at least 6 (six) months before the opening of nominations.

This restriction does not affect a member's standing unless otherwise determined under Article B.8.

BECAUSE:

- When someone with a substantiated code-based complaint seeks office before fulfilling their obligations it undermines trust in our processes and retraumatizes those who came forward. Without clear and enforceable rules, members in every region and local are vulnerable to the same dynamic of power being used as a shield against accountability. A six-month ineligibility period is fair, measured and allows for growth and resolution before returning to leadership.

Convention decision _____

APPENDIX F

Constitutional Amendment No. C28

Submitted by the National Executive Board

CUPE WILL:

1. Amend Article F.2 as follows:

F.2 Making a Complaint

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

(i) The specifics of the complaint, citing in detail the nature of the complaint, the members involved, the date and circumstances of the alleged offence, a list of confirmed witnesses and documents the complainant intends to rely upon;

(ii) which parts of Article F.1 have been violated and the specific act or failure to act which constitutes the alleged violation;

(iii) the complaint will be sent within 60 days after the complainant became aware of the offence.

(b) The Recording Secretary will countersign the complaint and deliver a countersigned copy of the complaint or send it to the respondent by registered mail or by email within ten days of receiving it.

(c) The Recording Secretary will forward a copy of the complaint and documents to the National President.

(d) Members alleging a violation of Article F.1 (m) may opt to file a complaint using an alternate process adopted by the National Executive Board.

2. Amend Article F.4 as follows:

F.4 Trial Panel and Trial Committee

(a) The National Executive Board, upon recommendation of the National President, will appoint members from each region to serve as Trial Panelists for their respective regions.

(b) Where sufficient evidence exists to establish an offence, and the matter has not been settled through mediation, the National President will appoint three members of the Regional Trial Panel to serve as the Trial Committee. If the complainant or respondent objects with valid reasons to the appointment of a member to the Trial Committee, the National President may appoint another member.

~~(c) Members who have a complaint alleging a violation of Article F.1 (m) may opt to use an alternate process adopted by the National Executive Board.~~

(c) (d) If a complaint or complaints charge two or more accused with an offence or offences based on facts, issues or circumstances that are similar or related, as determined by the National President, one Trial Committee will be selected to hear and decide the complaint or complaints.

(d) (e) The National President will assign a National Representative to provide support, advice and guidance concerning procedural matters to the Trial Committee.

3. This amendment comes into effect January 1, 2026.

BECAUSE:

- This change will allow members to file their complaint of harassment and discrimination directly into an alternate process approved by the National Executive Board. Such an alternative process is better suited to assess and respond to complaints of harassment and discrimination because it may include an assessment, adaptive resolution, restorative justice, investigation and/or adjudication.
- The Safer Union Spaces Office (SUSO) staff will support and offer information to members considering their complaint response path for matters of harassment or discrimination.
- The January 1, 2026 effective date is required to provide the National Executive Board time to approve a revised alternate process.

Convention decision _____

Constitutional Amendment No. C29

Submitted by the National Executive Board

CUPE WILL:

Amend Article F.2 as follows:

F.2 Making a Complaint

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

(i) The specifics of the complaint, citing in detail the nature of the complaint, the members involved, the date and circumstances of the alleged offence, a list of confirmed witnesses and documents the complainant intends to rely upon;

(ii) which parts of Article F.1 have been violated and the specific act or failure to act which constitutes the alleged violation;

(iii) the requested remedy;

(iv)~~(iii)~~ the complaint will be sent within 60 days after the complainant became aware of the offence.

BECAUSE:

- Complainants in the trial procedure rarely articulate what they are looking to achieve with their complaint.
- This will allow respondents to respond to this aspect of the complaint and help trial panelists address what remedy or sanction should be the result of the trial.
- Articulating early on what remedy is sought early also helps any mediation process.

Convention decision _____

Constitution Amendment No. C30**Presented by Locals 1244, 1294, 2500, and 7498 (Que.)**

CUPE WILL:

Amend article F.6 of Appendix F of the National Constitution as follows:

Appendix F TRIAL PROCEDURE**F.6 Appeal**

- (a) The respondent can appeal a finding of guilt and any penalty or order by sending a written appeal to the National President. The appeal must be made within 30 days of when the decision of the Trial Committee was reported to the respondent. The complainant cannot appeal the decision of the Trial Committee.
- (b) The written appeal by the respondent 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 respondent;
 - (iii) the reasons for the appeal;
 - (iv) whether the respondent 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 respondent.

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

- (c) On receiving a copy of the appeal, the National President will send a copy of the record of the Trial Committee to the complainant and the respondent.
- (d) On receiving the appeal, the National President will appoint three members of the National Executive Board to be the Appeal Panel. The Appeal Panel cannot include any member of the National Executive Board who has heard an appeal in the case under Article F.3(c). The Appeal Panel will hear and decide the appeal. The Appeal Panel will determine its own procedure and will give the parties a full opportunity to present their case and make submissions on the issues in the appeal.
- (e) If the respondent requests a hearing, the Appeal Panel will send notice to the complainant and the respondent of the time and place of the hearing. The notice will be sent by registered mail or by email at least one month before the hearing.

- (f) The respondent and the complainant have the right to be represented at the appeal hearing. The representative must be a member in good standing of a trade union affiliated to the Canadian Labour Congress, unless the law does not permit this restriction.
- (g) The Appeal Panel can confirm or set aside the finding of guilt and can confirm, change or set aside any penalty or order made by the Trial Committee. The Appeal Panel will make its decision within 90 days of the completion of the hearing or written submissions. The decision of the Appeal Panel is final and binding.
- (h) **Except in cases where article F.1 (m) has been violated**, the penalty or order of the Trial Committee will not be enforced until:
 - (i) the Appeal Panel has made its decision;
 - (ii) the respondent gives up the right to appeal; or
 - (iii) the respondent fails to appeal the decision of the Trial Committee as set out in Article F.6 (a) and (b).

In cases where article F.1 (m) has been violated, the penalty or order of the Trial Committee shall apply during the appeal process.

- (i) If the appeal is upheld in whole or in part, the Local Union will pay the travel and accommodation expenses of the respondent for attending the hearing before the Appeal Panel. Travel and accommodation will be paid at the rate outlined in the Local Union bylaws. If the appeal is dismissed, the respondent will pay their own expenses.
- (ii) The Appeal Panel will report its decision to the complainant, respondent, the National President and the Recording Secretary of the Local Union. The decision of the Appeal Panel will be reported to the next membership meeting and recorded in the minutes of the meeting.

BECAUSE:

- In cases where Article F.1 (m) has been violated, suspending the decision of the Trial Committee could jeopardize health and safety;
- The union must protect victims of harassment and/or discrimination;
- In its Code of Conduct, which is an appendix of its National Constitution, it is stated that “CUPE is committed at all levels to creating a union which is inclusive, welcoming, and free from harassment, discrimination and all types of bullying and intimidation.”

Convention decision: _____

Constitutional Amendment No. C31**Submitted by Local 79 (Ont.)**

CUPE WILL:

Amend Article F.1 of the CUPE National Constitution to add the following:

(n) Breach of Trust

BECAUSE:

- Positions of trust in a union carry access to internal strategies, confidential information, and influence over decision-making processes;
- Breaches of that trust-such as actions that disrupt internal processes, interfere with collective responsibilities, or compromise the function of leadership-create significant harm;
- These actions weaken bargaining, destabilize organizing efforts, and damage the safety and cohesion of union spaces;
- The current list of triable offences does not fully capture conduct that undermines trust or exploits union roles for personal, political, or retaliatory purposes;
- A clear and enforceable standard is required to protect the integrity and accountability of union processes, the safety of members, and the credibility of elected leadership.

Convention decision _____

Constitutional Amendment No. C32**Submitted by CUPE Metropolitan Vancouver District Council (B.C.)**

CUPE WILL:

Review and change or explore alternatives to Appendix F of CUPE National Constitution specifically F.4, F.5 and F6.

BECAUSE:

- Trial panels assigned to trial procedure are not trained and qualified.
- The privacy of CUPE members is not protected under F5 and F6. All results are shared with membership and potentially with the general public damaging individuals and locals.
- The entire process is disrespectful to our CUPE members and to respondents or complainants due to the fact that trial panels are not trained and their responses can do more harm than good to CUPE members, and the privacy of members is not protected.
- The assessor's decision should be final. The trial committee cannot overturn the assessor's decisions in favor of either complainant or respondent.
- Complainants or respondents can use the final decision made public for further shaming and this damages solidarity in CUPE locals, and it creates a toxic environment, intimidation, bullying and harassment.
- There is no support system from CUPE National available to complainants or respondents throughout the process to mitigate potential mental health damage caused by the current processes and procedures of trial and Appendix F of CUPE National Constitution.

Convention decision _____

Constitutional Amendment No. C33**Submitted by CUPE Ontario**

CUPE WILL:

1. Create a new process that will allow members to submit complaints concerning harassment and discrimination, that does not include the 60-day time frame currently contained in F.2(a)iii. And
2. Move F.1(m) to be part of this new process.

BECAUSE:

- The current Trial procedure was never designed to deal with harassment and discrimination complaints.
- The mental health impacts on the members should allow for a personalized method when going through the process.
- The restriction hinders the opportunity for the member to remove or change their work environment before submitting the complaint.
-

Convention decision _____

Constitutional Amendment No. C34**Submitted by Local 882 (Sask.)**

CUPE WILL:

Amend the Constitution of the Union, Section F.6 to add the right of appeal to the Complainant in the CUPE Trial Panel Process.

BECAUSE:

- The current language prevents justice in the event the Trial Panel decides for the Respondent or offers an inconsequential penalty.
- There must be serious consequences for scabs who cross a picket line.

THEREFORE

- CUPE 882 presents its recommendation for the amended language for Article F.6.

F.6 Appeal

- (a) ~~The respondent~~ **Either party** can appeal ~~a finding of guilt and any penalty or order a decision or penalty made by the Trial Committee~~ by sending a written appeal to the National President. The appeal must be made within 30 days of when the decision of the Trial Committee was reported to the ~~respondent~~ **affected party**. ~~The complainant cannot appeal the decision of the Trial Committee.~~

- (b) The written appeal ~~by the respondent~~ 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 respondent~~;
 - (iii) the reasons for the appeal;
 - (iv) whether the ~~respondent~~ **party** 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 respondent~~. The ~~respondent~~ **affected party** will send the appeal to the National President by registered mail or by email and will send a copy of the appeal to the ~~complainant~~ **other party** and to the Recording Secretary of the Local Union.
- (c) On receiving a copy of the appeal, the National President will send a copy of the record of the Trial Committee to the complainant and the respondent.
- (d) On receiving the appeal, the National President will appoint three members of the National Executive Board to be the Appeal Panel. The Appeal Panel cannot include any member of the National Executive Board who has heard an appeal in the case under Article F.3(c). The Appeal Panel will hear and decide the appeal. The Appeal Panel will determine its own procedure and will give the parties a full opportunity to present their case and make submissions on the issues in the appeal.
- (e) If the ~~respondent~~ **affected party** requests a hearing, the Appeal Panel will send notice to the complainant and the respondent of the time and place of the hearing. The notice will be sent by registered mail or by email at least one month before the hearing.
- (f) The respondent and the complainant have the right to be represented at the appeal hearing. The representative must be a member in good standing of a trade union affiliated to the Canadian Labour Congress, unless the law does not permit this restriction.
- (g) The Appeal Panel can confirm or set aside the finding of guilt and can confirm, change or set aside any penalty or order made by the Trial Committee. The Appeal Panel will make its decision within 90 days of the completion of the hearing or written submissions. The decision of the Appeal Panel is final and binding.
- (h) The penalty or order of the Trial Committee will not be enforced until:
- (i) the Appeal Panel has made its decision;
 - (ii) the ~~respondent gives up the~~ **either party gives up their** right to appeal; or
 - (iii) ~~the respondent fails to appeal the decision of the Trial Committee as set out in the timeline to appeal has lapsed under Article F.6 (a) and (b) and their has be no appeal filed.~~

- (i) ~~If the appeal is upheld in whole or in part, the Local Union will pay the travel and accommodation expenses of the respondent for attending the hearing before the Appeal Panel. Travel and accommodation will be paid at the rate outlined in the Local Union bylaws. If the appeal is dismissed, the respondent will pay their own expenses.~~ **The Local Union is not responsible for the costs of either the complainant or the respondent. However, should the Local Union agree to pay the costs for one party to the complaint, then they are obligated to pay the costs for both the complainant and the respondent.**
- (j) The Appeal Panel will report its decision to the complainant, respondent, the National President and the Recording Secretary of the Local Union. The decision of the Appeal Panel will be reported to the next membership meeting and recorded in the minutes of the meeting.

Convention decision _____

Constitutional Amendment No. C35

Submitted by Local 4705 (Ont.)

CUPE WILL:

1. Move F.1(m) from Appendix F and create a new internal process/Appendix to have the acts of harassment or discrimination based on sex, sexual orientation, gender identity, gender expression, language, age, race, ethnicity, ancestry, colour, place of origin, creed, disability, family status, marital status or record of offences, complaints against other members dealt with fairly and impartially.
2. Create a separate process for members to submit harassment and discrimination complaints that does not include the 60-day timeframe | **F.2**
 - **iii) “The complaint will be sent within 60 days after the complainant became aware of the offence”** as there is often a pattern that is longer than 60 days.

BECAUSE:

- The current Trial procedure was never designed to deal with harassment and discrimination complaints.
- The mental health impacts on the members should allow for a personalized method when going through the process.
- The restriction hinders the opportunity for the members to remove or change their work environment before submitting the complaint.

Convention decision _____

Constitutional Amendment No. C36**Submitted by Local 9117 (Ont.)**

CUPE WILL:

1. Move F.1(m) from Appendix F and create a new internal process/Appendix to
 - a. have the acts of harassment or discrimination based on sex, sexual orientation, gender identity, gender expression, language, age, race, ethnicity, ancestry, colour, place of origin, creed, disability, family status, marital status or record of offences, complaints against other members dealt with fairly and impartially.
2. Create a separate process for members to submit harassment and discrimination complaints that does not include the 60-day timeframe in F.2 iii) "The complaint will be sent within 60 days after the complainant became aware of the offence" as there is often a pattern that is longer than 60 days.

Convention decision _____

Constitutional Amendment No. C37**Submitted by Local 3987 (Ont.)**

CUPE WILL:

Amend its Constitution as follows:

F.2 Making a Complaint

a) A member in good standing of the Union (the complainant) may charge a member officer of the Local Union, Council of Unions, Provincial Division or CUPE National Union (the respondent) with an offence by sending a written complaint to the Recording Secretary of the Local Union.

The written complaint will set out:

BECAUSE:

- All members and elected Officers must be held accountable and to the same standard.

Convention decision _____

CREATE A NEW APPENDIX G

Constitutional Amendment No. C38

Submitted by Locals 3060 (Man.) and 8911 (B.C.)

CUPE WILL:

APPENDIX G

YOUNG WORKERS

G.I Definitions

G.1.1 Age Limit

The definition of a young worker is age 35 and under.

G.1.2 Equity Seeking Group

Young workers are deemed an equity seeking group.

BECAUSE:

- Adding these definitions will add clarity and consistency across the country. In some cases young workers are considered an equity seeking group, and sometimes are excluded from equity seeking groups. Several provincial committees are 35 years old, and the sustainability and cooperation of these committees are essential; and
- Many young workers begin their union involvement later due to job insecurity or atypical career path; and
- We must foster a more robust transition to more senior union roles by allowing activists to build their experience in a youth setting; and
- This measure is not intended to replace young people under 30, but to strengthen continuity and generational diversity in CUPE's youth bodies; and
- The low involvement of young people in union structures is an issue that must be addressed; and
- Entry into the labor market in a unionized position tends to occur later than before; and
- The 30-35 age group can serve as a bridge between young activists and more established bodies. This facilitates the transfer of knowledge and the continuity of activism; and
- Those aged 30-35 often have more solid professional experience. While being connected to the concerns of younger people, they can thus enrich discussions and strengthen the committee's ability to put forward credible and concrete demands.

Convention decision _____

Constitutional Amendment No. C39**Submitted by Local 2859 (N.S.)**

CUPE WILL:

ADD

APPENDIX G**YOUNG WORKERS****G.I Definitions****G.1.1 Age Limit**

The definition of a young worker is age 35 and under.

G.1.2 Equity Seeking Group

Young workers are deemed an equity seeking group.

BECAUSE:

- Adding these definitions will add clarity and consistency across the country. In some cases young workers are considered an equity seeking group, and sometimes are excluded from equity seeking groups. Several provincial committees are 35 years old, and the sustainability and cooperation of these committees are essential; and
- Many young workers begin their union involvement later due to job insecurity or atypical career path; and
- We must foster a more robust transition to more senior union roles by allowing activists to build their experience in a youth setting; and
- This measure is not intended to replace young people under 30, but to strengthen continuity and generational diversity in CUPE's youth bodies; and
- The low involvement of young people in union structures is an issue that must be addressed; and
- Entry into the labor market in a unionized position tends to occur later than before; and
- The 30-35 age group can serve as a bridge between young activists and more established bodies. This facilitates the transfer of knowledge and the continuity of activism; and
- Those aged 30-35 often have more solid professional experience. While being connected to the concerns of younger people, they can thus enrich discussions and strengthen the committee's ability to put forward credible and concrete demands.

Convention decision _____

Constitutional Amendment No. C40**Submitted by Local 2268 (Sask.)**

CUPE WILL:

Amend the Constitution to provide a definition for Young Workers

APPENDIX G - YOUNG WORKERS DEFINITION

G.1.1 Age Limit

The definition of a young worker is age 35 and under.

G.1.2 Equity Seeking Group

Young workers are deemed an equity seeking group.

BECAUSE:

- Definitions will add clarity and consistency across the country; and
- Many young workers begin their union involvement later due to job insecurity or atypical career path; and
- We must foster a more robust transition to more senior union roles by encouraging activists to build their experience in a youth setting; and
- Reduced involvement of young people in union is an issue that must be addressed to ensure the longevity of the union.

Convention decision _____

Constitutional Amendment No. C41**Submitted by CUPE Prince Edward Island**

CUPE WILL:

Define the age of young workers as those who are 35 and under and record them as an equity-seeking group by amending the National Constitution as follows:

APPENDIX G- YOUNG WORKERS

G.I Definitions

G.1.1 Age Limit

The definition of a young worker is age 35 and under.

G.1.2 Equity Seeking Group

Young workers are deemed an equity seeking group.

BECAUSE:

- Adding these definitions will add clarity and consistency across the country. In some cases young workers are considered an equity seeking group, and sometimes are excluded from equity seeking groups. Several provincial committees are 35 years old, and the sustainability and cooperation of these committees are essential; and
- Many young workers begin their union involvement later due to job insecurity or atypical career path; and
- We must foster a more robust transition to more senior union roles by allowing activists to build their experience in a youth setting; and
- This measure is not intended to replace young people under 30, but to strengthen continuity and generational diversity in CUPE's youth bodies; and
- The low involvement of young people in union structures is an issue that must be addressed; and
- Entry into the labor market in a unionized position tends to occur later than before; and
- The 30-35 age group can serve as a bridge between young activists and more established bodies. This facilitates the transfer of knowledge and the continuity of activism; and
- Those aged 30-35 often have more solid professional experience. While being connected to the concerns of younger people, they can thus enrich discussions and strengthen the committee's ability to put forward credible and concrete demands.

Convention decision _____

RESOLUTIONS



TORONTO
2025
CUPE-SCFP

RESOLUTIONS

2SLGBTQI+ RIGHTS

Resolution No. 1

Submitted by CUPE Newfoundland and Labrador, CUPE Manitoba, CUPE Saskatchewan, CUPE Vancouver Island District Council (B.C.), the Hospital Employees' Union (B.C.), and Locals 1418 (N.B.), 2316 (Ont.), 3060 (Man.), and 951 (B.C.)

CUPE WILL:

1. Update educational materials and workshops on understanding and defending Two Spirit, trans, and gender diverse worker issues, and
2. Update model language and terms in materials such as the Bargaining Beyond the Binary guide to reflect the growing need for workplace benefits to protect Two Spirit, trans, and nonbinary members, including gender affirming care protection.
3. Continue to protect Two Spirit, trans, and gender diverse workers legislative rights.

BECAUSE:

- There is a growing threat to discriminatory legislation attacking Two Spirit, trans, and gender diverse workers and youth.
- There is a lack of education and knowledge about Two Spirit identity and human rights.
- Transphobic attitudes are a symptom of ongoing colonization.
- CUPE must proactively debunk myths fueling transphobic narratives in the public.
- Multiple provinces have used or threatened to use the notwithstanding clause to suspend the human rights of Two Spirit, trans, and gender diverse people.
- Politicians attacking the human rights of Two Spirit, trans, and gender-diverse people erodes the strength of the union: injury to one, injury to all.

Convention decision _____

Resolution No. 2**Submitted by CUPE British Columbia**

CUPE WILL:

Create a National Pink Triangle Award to recognize the important and essential work to build pride and support for 2SLGBTQAI+ members in our locals and union.

BECAUSE:

- To acknowledge the important work performed by our members and locals to support, celebrate, and build pride for our members from the 2SLGBTQAI+ communities;
- Like other CUPE National awards, it is important that the fight against Homophobia, Transphobia, Biphobia, and other forms of hate towards gender diverse and non-binary people is formally recognized and honoured; and
- To show appreciation to allies and comrades that help support, acknowledge, and promote 2SLGBTQAI+ members in their everyday workplace and union experience.

Convention decision _____

Resolution No. 3**Submitted by CUPE Vancouver Island District Council (B.C.) and Local 951 (B.C.)**

CUPE WILL:

1. Oppose all government legislation that undermines 2SLGBTQIA+ rights, and stand in solidarity with Trans members and the broader Trans community advocating for their rights and safety
2. Ensure CUPE's donations and investments do not support organizations that exclude or discriminate against Trans people;
3. Offer resources, mobilizing, and organizing support to CUPE union settings including local and executive meetings, education, committees, and grassroots community efforts to protect Trans rights in our union communities; and
4. Allocate legal, research, and communications resources to educate our members, and develop informative materials to assist with community education that dispels misinformation around Trans rights.

BECAUSE:

- Oppose all government legislation that undermines 2SLGBTQIA+ rights, and stand in solidarity with Trans members and the broader Trans community advocating for their rights and safety;
- Ensure CUPE's donations and investments do not support organizations that exclude or discriminate against Trans people;
- Offer resources, mobilizing, and organizing support to CUPE union settings including local and executive meetings, education, committees, and grassroots community efforts to protect Trans rights in our union communities; and
- Allocate legal, research, and communications resources to educate our members, and develop informative materials to assist with community education that dispels misinformation around Trans rights.

Convention decision _____

Resolution No. 4

Submitted by the Hospital Employees' Union (B.C.)

CUPE WILL:

1. Publicly and unequivocally support 2SLGBTQI+ members, with a specific commitment to defending the rights and dignity of trans and non-binary workers, and will forcefully condemn all attacks, discrimination, and policy rollbacks targeting these communities;
2. Create a resource to equip members with effective strategies for discussing and countering the rise in hate, disinformation, and legislative attacks against 2SLGBTQI+ communities;
3. Work with 2SLGBTQI+ advocacy organizations, legal experts, and allies to support policy changes that protect and strengthen the rights of 2SLGBTQI+ workers and communities across Canada.

BECAUSE:

- Hate crimes and discrimination based on sexual orientation, gender identity, and gender expression have risen dramatically in Canada, threatening the safety, well-being, and rights of 2SLGBTQI+ people;
- Trans and non-binary people face increasing attacks, misinformation, and policy rollbacks that undermine their rights, dignity, and access to essential services;
- No one should be harassed, threatened, or subjected to violence because of their gender identity, gender expression, or their advocacy for equity, inclusion, and human rights;
- CUPE has a responsibility to actively promote and defend the values of equity, safety, and anti-oppression in workplaces, unions, and communities.

Convention decision _____

ARTIFICIAL INTELLIGENCE

Resolution No. 5

Submitted by CUPE Manitoba, CUPE Vancouver Island District Council (B.C.), and Local 951 (B.C.)

CUPE WILL:

1. Work with allies in the labour and progressive movements to lobby federal and provincial governments for laws and regulations that protect workers, public service users and the environment from the harms of artificial intelligence (AI).
2. Evaluate and monitor how AI is affecting workers and is contributing to the contracting out and privatization of public services.
3. Develop member training on AI that includes the risks of privatization and surveillance.
4. Support local and sectoral strategies and campaigns to protect our jobs and public services from the dangers of AI.

BECAUSE:

- AI can contract out public sector jobs and public services to global tech corporations;
- AI is transforming workplaces across the country and many CUPE members' jobs are threatened by AI;
- Statistics Canada estimates that up to 60% of jobs in Canada will be exposed to AI;
- AI is not an independent researcher; it is programmed by people with an agenda;
- Canada lacks laws and regulations that protect workers and public services from the harms of AI;
- AI has harmful impacts on the environment and puts undue stress on our natural resources such as water and minerals - the demand for water due to AI may reach 4.2 – 6 billion cubic metres in 2027.

Convention decision _____

Resolution No. 6**Submitted by Local 4948 (Ont.)**

CUPE WILL:

1. Acknowledge the profoundly transformative effects for humanity, society, work and workplaces entailed by Artificial Intelligence (AI);
2. Take action to ensure members understand and can act accordingly in response to AI;
3. Convene, within one year, a national conference to explore the issue and develop constructive actions.

BECAUSE:

- Artificial Intelligence (AI) transforms information from a human-governed activity to one absorbed, reviewed, and expressed with or without further changes and one without the need for further human control, by machines;
- AI's capabilities to digest, review and express, information may exceed that of human beings; and
- AI thus exposes us to changes in-and loss of-work to exposure and manipulation of personal identification and information and to profound social, political, and ecological changes.

Convention decision _____

Resolution No. 7**Submitted by Locals 4250 (Que.) and 2316 (Ont.)**

CUPE WILL:

1. Advocate for legal and regulatory frameworks that take into account the environmental impacts of artificial intelligence.
2. Raise members' awareness of the environmental impacts and consequences of using artificial intelligence.
3. Limit its use of artificial intelligence as much as possible to minimize its environmental impact

BECAUSE:

- Facts shows that there is an urgent need to manage the environmental impact of AI and to find solutions for these issues.
 - Green House Gases:
- The combined footprint of 166 technology companies now represents the equivalent to the annual combined emissions of Argentina, Bolivia, and Chile (an average of 150% GHG raise)
 - Energy:
- The International Energy Agency forecasts that by 2030, global electricity consumption by data centers will more than double to reach 945 TWh, surpassing the current electricity consumption of Japan.
 - Water:
- Globally, data centres use hundreds of millions of litres of water for cooling each year. With data centres expected to boom in the coming years, the threat on the Great Lakes is growing.

Convention decision _____

Resolution no. 8

Submitted by Locals 957, 1113, 1500, 1983, 2000, 2565, 2881, 3939, 4134, 5044, 5222, and 5514 (Que.)

CUPE WILL:

Along with the CLC, lobby federal and provincial governments for an artificial intelligence (AI) legislative framework, which will, at least:

- a. Prohibit all AI systems that pose unacceptable risks (recognition of emotions, profiling, social scoring, etc.);
- b. Demand that employers using AI:
 - Inform unions prior to the implementation of this technology;
 - Offer, at their expense and during working hours, training to affected workers to use the technology or to move to new jobs if their positions are abolished.

BECAUSE:

- Statistics Canada estimates that up to 60% of jobs in Canada will be exposed to AI;
- Jobs have already been lost and many others are in jeopardy in CUPE due to the use of AI;
- Employers plan the implementation or use of AI systems in secrecy, which makes collective bargaining on this topic impossible;
- Canada has no legislation specifically governing the use of AI in the workplace.

Convention decision _____

Resolution no. 9

Submitted by Locals 957, 1113, 1500, 1983, 2000, 2565, 2881, 3939, 4134, 5044, 5222 and 5514 (Que.)

CUPE WILL:

Develop guidelines and training on digital sobriety and the ethical use of AI by CUPE, its divisions, staff and locals.

BECAUSE:

- AI systems are increasingly more present in society;
- Various people within our organization are already using AI;
- CUPE and its various levels and components handle a substantial amount of personal information;
- It is imperative that the personal information and privacy of members and CUPE personnel, including those in its locals, be protected.
- AI systems are energy-intensive and use little green energy, which moves us further away from achieving government objectives to reduce greenhouse gases.

Convention decision: _____

Resolution No. 10

Submitted by CUPE British Columbia

CUPE WILL:

Continue its leadership in researching and raising awareness about the potential impacts of artificial intelligence (AI) in the workplace and in the public sector, and create a bargaining guide for locals to help members negotiate safeguards to protect workers and public services.

BECAUSE:

- CUPE has already undertaken leading work on the impacts of AI in the workplace and in the public sector, which has included publications like Understanding Artificial Intelligence, a Guide for CUPE Members, and such advocacy as a workshop hosted for municipal leaders at the Federation of Canadian Municipalities convention in May 2025;
- Advances in artificial intelligence are happening very quickly, and constant work is needed to keep up with the fast pace of change;
- As CUPE itself has articulated, the use of artificial intelligence is having profound, and in many cases negative, impacts on work, the workplace, supervision, professions, and service provision, and ongoing advocacy is required to ensure AI is a force for good, and being used to advance human performance and not undermine it; and
- Members' best defenses against the unregulated and unfettered proliferation of artificial intelligence is collective agreement language that safeguards the rights of members, and protects work from contracting out to real or artificial third parties.

Convention decision _____

ANTI-PRIVATIZATION

Resolution No. 11

Submitted by CUPE Newfoundland and Labrador, CUPE Prince Edward Island, CUPE Vancouver Island District Council (B.C.); and Locals 1615 (N.L.), 2266 (N.B.), 3911 (Alta.), 917, 951, 1858, and 4163 (B.C.)

CUPE WILL:

1. Organize a national, cross-sector bargaining forum for CUPE locals representing workers whose work has been privatized and are employed by private, for-profit corporations in food, custodial, and housing services.
2. Facilitate coordination and sharing of strategies between locals bargaining with the same for-profit corporations.

BECAUSE:

- Across public services (health care, long-term care, K-12 and post-secondary education) governments have privatized vital aspects of these services and handed them over to a small group of multinational corporations (e.g. Chartwells, Sodexo, and Best);
- For-profit corporations apply the same brutal, anti-labour approaches to workplaces they gain control of through privatization;
- CUPE workers in food, custodial, and housing services employed by for-profit corporations, regardless of sector, face unique challenges in bargaining;
- Greater participation from CUPE members in contracted-out services supports the union's Anti-Racism strategy as they are predominantly women, racialized, and newcomers who face insecurity, precarity, and are marginalized;
- Workers are stronger when we can share effective ways of countering similar hostile practices in our workplaces. Gains in bargaining can help strengthen workers' position to fight for services to be brought back in-house.

Convention decision _____

Resolution No. 12**Submitted by CUPE British Columbia**

CUPE WILL:

1. Strongly defend the public sector, public sector workers, and public services against any austerity or privatization efforts arising from the actions of the United States administration, its attempted influence of Canadian public policy, and its illegal trade war; and
2. Lead a national movement calling for infrastructure and nation-building projects to focus on the creation and expansion of publicly owned and operated infrastructure.

BECAUSE:

- President Trump's ill-advised trade war with Canada—a violation of the Canada-US-Mexico Agreement, international trade protocols and more than two centuries of economic cooperation—will not be successful, but will force Canada to make substantial changes to its economy, economic development, and trading patterns;
- Initial reactions by Canadian industry have included the dismantling, without discussion or consultation, rules that protect provincial industries and sectors from inter-provincial competition;
- The Carney government's Bill C-5 would see major infrastructure, resource, and other projects "fast-tracked" into existence without the common due process;
- Canada will never be the 51st state as the President Trump appears to very seriously desire, meaning that a lengthy trade dispute and/or the degradation of the Canada-US trade relationship is near assured outcome;
- These factors together pose a substantial threat of privatization of public services through public-private partnerships and other common tactics of disaster capitalism that aim to undermine the public services, and the workers who provide them;
- The notion of "elbow-up," a rally cry to stand up for Canada, Canadian values, and the Canadian economy, should equally apply to standing up for the value of public services that is intrinsic into Canada's national identity, economy, and communities; and
- The investment by the federal government in substantial projects provides a unique opportunity to fight for the kinds of projects that build public infrastructure, enhance public services, and support working people.

Convention decision _____

Resolution no. 13**Submitted to Locals 1983 and 3434 (Que.)**

CUPE WILL:

1. In close cooperation with CUPE Quebec, provide active support for the ground transportation sector to strengthen the campaign against the underfunding and privatization of public transit.
2. To do so, it will implement a complete strategy, including, in particular, the production of rigorous research, the organization of public events, the launch of communication campaigns and the use of political pressure tools.
3. The purpose of these actions is to influence the Quebec government along with municipal elected officials.

BECAUSE:

- This resolution addresses an alarming situation where the Quebec government is reducing the public funding of public transit and favouring private sector involvement.
- The REM, a private sector project imposed in Montreal, has disrupted regional organization and takes up public resources.
- The tramway project in east-end Montreal, with no public management guarantee, stokes privatization fears.
- The STM has closed its paratransit division and entrusted operation to private carriers, jeopardizing working conditions.
- Public transit is crucial in order to achieve decarbonization targets and ensure equitable urban mobility. Privatizing it poses a threat to these objectives and undermines the citizens' quality of life.

Convention decision _____

Resolution no. 14**Submitted by Local 2850 (Que.)**

CUPE WILL:

1. In collaboration with CUPE-Quebec, support the ground transportation sector in strengthening the campaign against the underfunding and privatization of public transit.
2. A comprehensive strategy will be implemented: rigorous research, public events, communication campaigns, and political advocacy actions to influence the Government of Quebec and municipal elected officials.

BECAUSE:

- This resolution responds to a troubling context in which Quebec is reducing public funding while promoting private interests. The REM, a private project imposed on Montreal, monopolizes resources and cannibalizes the network with non-compete clauses, reducing ridership and eliminating unionized jobs.
- The proposed tramway project in eastern Montreal, lacking public guarantees, also fuels concerns. Other projects in Longueuil, Québec City, and Gatineau pose similar risks.
- The STM has already outsourced adapted transportation to private companies, worsening working conditions. Everywhere, the rise of on-demand transit is fragmenting networks and benefiting companies like Uber.
- Public transit is essential for decarbonization and equitable mobility. Its privatization threatens these goals and deteriorates citizens' quality of life.

Convention decision: _____

Resolution no. 15**Submitted by Locals 1113, 1340, 1500, 1983, 2000, 2881, 3939, 4041, 4134, 5514, and 5735 (Que.)**

CUPE WILL:

In cooperation with CUPE Quebec, support Quebec's energy sector so that its staff and members can continue a campaign against liberalization and privatization with research, public events, resources to influence public sector decision makers, including the current or successive governments.

BECAUSE:

- The Government of Quebec and its Minister of Economy invoked closure last June to pass Bill 69, officially known as An Act to Ensure the Responsible Governance of Energy Resources and to Amend Various Legislative Provisions;
- The Prime Minister of Canada, Mark Carney, is the former CEO of Brookfield, which specializes in the privatization of infrastructure and tax evasion, and the Canada Infrastructure Bank will certainly be called upon in an effort to deregulate electricity production and distribution in Quebec;
- CUPE, along with its international union allies and several associations in civil society, Indigenous communities, community and environmental groups, have noted that privatization will have consequences and raise residential rates;
- Fair energy transition is necessary, and the electrification of transportation must be accompanied by measures to achieve public energy efficiency.

Convention decision: _____

Resolution No. 16

Submitted by the Hospital Employees' Union (B.C.)

CUPE WILL:

1. Work to repatriate CUPE jobs that have been contracted out to private companies;
2. Assess the state of contracted out public services among CUPE's membership;
3. Work with regions and locals to develop a plan to bring contracted out public services back in-house, with a focus on collective bargaining, organizing, and legal strategies;
4. Support locals working together through coordinated bargaining campaigns that target common private employers;
5. Pressure all levels of government to end contracts with for-profit private contractors for the provision of public services;
6. Report on progress to CUPE convention 2027.

BECAUSE:

- Contracting-in creates more jobs and worker protections;
- All workers deserve protections and equal rights;
- Contract-flipping harms workers and their pensions;
- Public sector jobs build the local economy, community, and builds union membership and morale;
- CUPE jobs serve the public and re-invests in our local communities, where contracting out lines the pockets of private industry and individuals;
- Workers under the same employer have the same rights and protections;
- Contracting out divides the union;
- CUPE supports equal pay for equal work;
- It's the right thing to do.

Convention decision _____

ANTI-RACISM

Resolution No. 17

Submitted by CUPE Manitoba

CUPE WILL:

Develop a definition of the term “racialized” and distribute and promote this definition for use in National, Division, Local, and Union Education documents, materials, and committees.

BECAUSE:

- CUPE uses the term “racialized” at least 41 times in its 2021-2027 Anti-Racism Strategy but nowhere is the term defined; and
- CUPE uses the term “racialized” to designate equity positions and committees yet nowhere is the term defined; and
- Many CUPE members – both racialized and non-racialized – may not use the term in their daily lives and are unclear of its origins and meaning; and
- Lack of clarity regarding the term “racialized” creates confusion and can result in undermining and manipulation of CUPE’s commitments to anti-racism and equity.

Convention decision _____

CHILD CARE

Resolution No. 18

Submitted by CUPE Prince Edward Island

CUPE WILL:

Support provincial divisions, district councils and locals to campaign for universal, public school-aged child care integrated in our public school system.

BECAUSE:

- Parents of school-aged kids are struggling to find high-quality affordable child care, and are increasingly turning to private and unlicensed options.
- Expanding public before/after school care will create more hours and more jobs for CUPE members.
- Using public schools to deliver public child care is both efficient for governments and for families.
- CUPE BC is leading the way with the “Seamless Child Care Now campaign”.

Convention decision _____

Resolution No. 19**Submitted by CUPE Prince Edward Island**

CUPE WILL:

Continue to organize with Child Care Now to pressure federal and provincial governments to strengthen and expand the \$10-a-day plan for child care by:

1. Advancing Child Care Now's "Roadmap to Affordable Child Care for ALL";
2. Campaigning for a funded, national workforce strategy to significantly improve the working conditions and compensation of early learning and child care workers;
3. Advocating to increase the supply of non-profit and public child care spaces.

BECAUSE:

- CUPE and Child Care Now are key partners in the child care movement that has seen significant progress in the last 4 years;
- Agreements have been reached with most provinces to extend federal funding for the \$10-a-day plan for 5 more years;
- The previous Liberal government promised a national workforce strategy but did not deliver.
- Properly compensated early learning and child care workers needed to support the expansion of \$10-a-day and ensure high quality programs for children.
- As more families can afford child care, demand is rising while non-profit and public spaces remain insufficient.

Convention decision _____

Resolution No. 20**Submitted by Local 79 (Ont.)**

CUPE WILL:

1. CUPE National will continue to advocate for a universal, public, not for-profit, inclusive, and high-quality child-care system and will hold the Federal government accountable to its commitments including strong legislation and sufficient funding.
2. Pressure governments to address long standing workforce issues, including calling for fair wages and benefits, decent work, professional development and strategies for recruitment and retention.
3. Support organizing to expand unionization in the sector.

BECAUSE:

- Canada needs a childcare system that is universally accessible, publicly funded and managed, not for-profit, inclusive and high quality.
- The recent federal and Canada -wide agreement are promising, but governments need to be held accountable to ensure the commitments are realized.

Convention decision _____

COLLECTIVE BARGAINING

Resolution No. 21

Submitted by Local 4400 (Ont.)

CUPE WILL:

Direct its research department to examine centralized bargaining structures with an aim to evaluate:

- 1) The conditions under which central bargaining works best
- 2) Its impact on local negotiations and labour relations
- 3) Costs attributed to locals re Central bargaining
- 4) Implementation of and adherence by employers' to centrally negotiated language and make recommendations to mitigate the negative impact of these processes

BECAUSE:

- As part of reflective practice, it is important locals are consulted on their experiences with centralized bargaining both positive and negative including how it may impede a local to deal with issues specific to their members.

Convention decision _____

Resolution No. 22

Submitted by Local 30 (Alta.)

CUPE WILL:

Strengthen precarious worker rights through collective agreement language and coordinated bargaining strategy.

BECAUSE:

- Precarious employment – including part-time, casual, temporary, term, seasonal, and contract work – continues to grow across all sectors represented by CUPE, and;
- Precarious workers often face lower wages, fewer benefits, job insecurity, lack of union protection, and limited access to pensions and workplace rights, and;
- CUPE has a responsibility to advocate for equity, job security, and dignity for all its members, especially those in precarious positions who often include women, racialized workers, newcomers, and younger workers, and;
- Many CUPE locals are actively engaged in bargaining under increasingly difficult conditions, and would benefit from coordinated strategies, language templates, and guidance to effectively address precarity at the table.

Convention decision _____

CUPE GOVERNANCE

Resolution No. 23

Submitted by the National Executive Board

CUPE WILL:

1. Strike a working group composed of CUPE members to conduct a review of the trial procedure through a consultative process;
2. Bring an amended trial procedure based on those recommendations for debate and adoption at the 2027 national convention in the form of a constitutional amendment proposed by the National Executive Board;
3. Working group members will be approved by the National Executive Board and their work will be supported by the National President's Office.

BECAUSE:

- Delegates at the 2019 National Convention passed significant changes to the trial procedure, and
- Since that time more than 650 trial complaints have been filed under the new process, and
- This process will allow the working group to hear from trial panelists, complainants and respondents about their experience of the process.

Convention decision _____

Resolution No. 24

Submitted by the National Executive Board

CUPE WILL:

1. Create a Task Force on Governance composed of CUPE members to conduct a comprehensive review of the governance and structure of the National Union as laid out in the National Constitution.
2. The Task Force will, in conducting its review, take into consideration:
 - a) The current and historic composition of the National Executive Board; and
 - b) The roles and responsibilities of the positions that make up the National Executive Board; and
 - c) The structure of chartered organizations and other bodies recognized under the Constitution.
3. The Task Force will report, with recommendations, to the National Executive Board no later than March 2027. The National Executive Board may submit any constitutional amendments deemed necessary to the 2027 National Convention.

4. Task Force members will be approved by the National Executive Board and their work will be supported by the National President's Office.

BECAUSE:

- Conducting a governance review regularly ensures that we strengthen our democratic foundation and align it with the organization's needs as it evolves.

Convention decision _____

Resolution No. 25

Submitted by the National Executive Board

CUPE WILL:

1. Strike a working group composed of CUPE members to conduct a review of the Equality Statement through a consultative process;
2. Bring an amended equality statement based on those recommendations for debate and adoption at the 2027 national convention in the form of a constitutional amendment proposed by the National Executive Board;
3. Working Group members will be approved by the National Executive Board and their work will be supported by the National President's Office.

BECAUSE:

- The anti-racism strategy calls for review and amendment of the Equality Statement, and
- Work has been undertaken by National Committees and the Human Rights Branch to begin that process, and
- A broad consultative process will provide space for more voices and perspectives in this important work.

Convention decision _____

Resolution No. 26

Submitted by CUPE Prince Edward Island

CUPE WILL:

Add a Young Worker seat to every National Committee.

BECAUSE:

- Having Young Workers on every committee would be a key part of hearing from them and understanding how the issues are affecting young workers, helping our Union be more responsive and better represent younger members;
- Having Young Workers in every committee helps ensure that Young Workers have the opportunity to learn from the experience and knowledge of older members;

- Having young workers on committees that don't have an age limit could allow for them to feel more confident to apply to that committee to represent their province in the future;
- Participating in National Committee work allows Young Workers more understanding of how the National Union works and could provide connections, networking opportunities, and perspectives that will enrich their Union leadership development.

Convention decision _____

Resolution No. 27

Submitted by CUPE British Columbia

CUPE WILL:

Create a new national committee or working group on skilled trades work that brings together representation from every province to provide input to the National Executive Board on how CUPE can:

- Promote, protect, and expand skilled trades education and apprenticeships;
- Ensure the voice of the public sector is represented in national conversations on skilled trades professions, training, labour force development, and protections;
- Advocate for an expanded list of skilled professions that qualify as red seal trades; and
- Identify and propose solutions to challenges facing skilled trades workers across the many sectors in which CUPE members work.

BECAUSE:

- Skilled trades workers often make up only a small fraction of any one bargaining unit, but together constitute thousands of CUPE members who need representation and a venue to discuss common issues and challenges;
- CUPE skilled trades workers exist in every province and sector in which CUPE is present;
- Only the Ontario and British Columbia divisions have a skilled trades committee, and there is no national committee;
- A national committee would provide a venue for discussion and recommendations that would increase CUPE's activism on this important topic, which itself constitutes a major topic in labour force development and economic stability; and
- Research, government relations and activism at the national level would empower and inform work in each respective province, better ensuring that the issues and recommendations of skilled trades members are heard and acted upon.

Convention decision _____

Resolution No. 28

Submitted by CUPE Vancouver Island District Council (B.C.) and Local 951 (B.C.)

CUPE WILL:

Create a Skilled Trades Committee or Working Group with representation from every province.

BECAUSE:

- CUPE represents skilled trades workers in every province and sector across Canada with no national committee to support them;
- The only provincial divisions with Skilled Trades committees are B.C. and Ontario;
- A national committee could aid in supporting research to track job loss and retention issues;
- Tracking provincial government changes to apprenticeship programs would help divisions better lobby on this issue; and
- Skilled Trades positions make up a small proportion of most bargaining units, meaning that structures are needed to ensure the issues of skilled trades workers are heard and acted upon.

Convention decision _____

Resolution No. 29

Submitted by CUPE Vancouver Island District Council (B.C.) and Local 951 (B.C.)

CUPE WILL:

Explore and expand options available to locals for holding elections during hybrid meetings.

BECAUSE:

- One size does not fit all and nor does one tech company meet all locals' needs;
- Shifting back to in person only meetings is a step backward for accessibility that disenfranchises disabled members and members who work remotely;
- Locals should have some autonomy, where the local agrees on a platform and process, to decide on which platform to use;
- It is not always possible to predict elections in enough time to switch formats;
- Preventing members from running from the floor during an election because of the limitations of a platform is undemocratic; and
- There has not been transparency on why the systems many locals relied on through the pandemic have been disallowed.

Convention decision _____

Resolution No. 30**Submitted by CUPE Ontario**

CUPE WILL:

Establish a National Trades Committee.

BECAUSE:

- CUPE trades positions are increasingly difficult to fill, with vacancies often left unfilled for years. As these positions disappear through attrition, the work is contracted out—posing a long-term threat to public services and unionized jobs.
- Private sector trades workers have secured significant wage gains, while public sector trades workers have fallen behind, compounding recruitment and retention challenges.
- CUPE represents trades classifications across many sectors, yet trades workers are not formally recognized as a distinct sector. Their issues are nuanced, requiring specialized resources, tailored representation, and coordinated organizing efforts.
- A National Trades Committee will unite trades workers across the country, help pressure public sector employers to hire and train apprentices, and protect good union jobs from privatization.
- Strengthening trades representation within CUPE will increase solidarity, enhance service to members, and reinforce CUPE's ability to resist contracting out.

Convention decision _____

Resolution no. 31**Submitted by Local 5425 (Que.)**

CUPE WILL:

1. Make every effort to maximize the time allotted to reports from the Resolutions and Amendments Committee.
2. Review the criteria used to identify the resolutions to be brought to the floor of the convention floor to prioritize those dealing with our internal operation and issues related to our members' work.
3. Prioritize resolutions that could spark further discussions or debate within the organization.

BECAUSE:

- CUPE is the largest union in Canada and represents 750,000 members from various areas;
- At the last convention, a small percentage of resolutions were brought to the convention floor;
- Resolutions are the means we have to democratically establish priorities and the guidelines of our union;
- The convention takes place every two years and is the only forum where all delegates can fully exercise their speaking and voting rights;
- Although speeches and conferences are relevant, this type of content can be disseminated in other ways or through other forums to leave the entire floor open to the presentation and discussion of resolutions.

Convention decision _____

Resolution No. 32

Submitted by Local 2316 (Ont.)

CUPE WILL:

Provide sponsorship yearly to Six (6) Provincial Conventions, to have a quest speaker attend to provide education on the Importance of fighting Human Trafficking across Canada.

BECAUSE:

- Human Trafficking affects all region of the Nation,
- CUPE is Canada's largest Union with 750,000 members and is able to reach out to a large population to get the message out to STOP Human Trafficking,
- Women and girls represent the majority of victims in Canada,
- Those who are at-risk include:
 - a. Indigenous women and girls; migrants and new immigrants; 2SLGBTQI+ persons; children and youth in the child welfare system; those who are socially or economically disadvantaged; and
 - b. Migrate workers who may be particularly vulnerable to exploitation and abuse due to many factors, such as language barriers, working in isolated/remote areas, lack of as=access to services and support, and lack of access to accurate information about their rights.
- Statistics Canada reports that from 2013 to 2023:
 - a. Just over 4500 incidents of human trafficking have been reported to police in Canada.
 - b. 86% of incidents of human trafficking were reported in metropolitan areas.
 - c. 23% of victims were aged 17 and younger, 42% between 18-24, and 23% between 25-34.

Convention decision _____

Resolution No. 33

Submitted by CUPE Newfoundland and Labrador, CUPE Nova Scotia, CUPE Prince Edward Island, CUPE Manitoba, CUPE Saskatchewan, and Locals 1418 (N.B.), 3060 (Man.), and 951 (B.C.)

CUPE WILL:

Provide annual sponsorship to all divisional and regional conventions and conferences, to invite a guest speaker to provide education on the importance of combating human disappearances related to Human Trafficking across Canada.

BECAUSE:

- Human disappearances and Human Trafficking affect all regions of the Nation.
- Women and girls represent the majority of victims in Canada.
- Those who are at-risk include:
 - Indigenous women, girls, migrants, new immigrants, 2SLGBTQIA+ persons, children, youth, and those who are socially or economically disadvantaged; and,
 - Migrate workers who may be particularly vulnerable to exploitation and abuse due to many factors, such as language barriers, working in isolated/remote areas, lack of access to services and support, and lack of access to accurate information about their rights.
- Statistics Canada reports that from 2013 to 2023:
 - Just over 4500 incidents of human trafficking have been reported to police in Canada.
 - 86% of incidents of human trafficking were reported in metropolitan areas.
 - 23% of victims were aged 17 and younger, 42% between 18-24, and 23% between 25-35.
 - 91% of victims were trafficked by someone they knew and 34% were trafficked by an intimate partner.

Convention decision _____

Resolution No. 34

Submitted by Locals 917, 951, 1858, and 4163 (B.C.)

CUPE WILL:

Cover lost wages when precariously employed CUPE members must miss non-CUPE work in order to participate in committee work.

BECAUSE:

- Precarious workers commonly must work more than one job in order to survive;
- A decade ago, CUPE committed to fighting precarity - part of this fight must include supporting those who are currently precarious;
- CUPE's Anti-Racism Strategy recognizes that many Black, Indigenous and racialized workers are precarious as well as under-represented in CUPE's leadership;
- If Black, Indigenous and racialized workers cannot participate in committee work because they cannot afford to miss non-CUPE work, this undercuts CUPE's goal of getting them into leadership roles.

Convention decision _____

Resolution No. 35

Submitted by Local 3912 (N.S.)

CUPE WILL:

Reimburse lost wages when CUPE members with multiple jobs miss non-CUPE work in order to participate in union activities, such as committees, striking, and other work deemed necessary by their Local.

BECAUSE:

- Precarious workers commonly must work more than one job in order to survive;
- A decade ago, CUPE committed to fighting precarity – part of this fight must include supporting those who are currently precarious;
- CUPE's Anti-Racism Strategy recognizes that many Black, Indigenous and racialized workers are precarious as well as under-represented in CUPE's leadership;
- If Black, Indigenous and racialized workers cannot participate in committee work because they cannot afford to miss non-CUPE work, this undercuts CUPE's goal of getting them into leadership roles.

Convention decision _____

Resolution No. 36**Submitted by Local 5047 (N.S.)**

CUPE WILL:

Create a new K-12 Education Committee

BECAUSE:

- There are over 131,000, K-12 members across the country which makes up more than 17% of the national membership.
- Cuts are happening to education workers, and may become a trend, if our work continues to be devalued.
- The number of education workers is increasing every year, despite cuts.
- There needs to be a National focus to support education workers in Canada.
- There is too much precarity in education workers jobs.
- No one is speaking for Education workers and their unique concerns need to be addressed.
- No one understands Education work more than the people who do the work.
- Education workers include, but not limited to, School Library Specialists, Early Childhood Educators, Teaching Assistants, African Nova Scotian Student Support Workers, Custodians, School Bus Drivers, Cafeteria Workers, Community Outreach Workers, Administrative Assistants, Support Trades, and Technology Support Workers in over 400 bargaining units.

Convention decision _____

Resolution No. 37**Submitted by Local 2268 (Sask.)**

CUPE WILL:

Establish a National K-12 Education Sector Committee.

BECAUSE:

- CUPE represents 131,000 workers in elementary and secondary schools across Canada in every classification in the school system - except teachers and management - in over 400 education bargaining units; and
- K-12 education workers across Canada face many common issues such as violence, reduced funding, outsourcing and privatization; and
- CUPE National hosts a K-12 education sector conference which would be complimented by a National committee that could effectively be a strong voice for CUPE workers in the K-12 education sector; and
- We need to increase the participation and coordination of CUPE worker within the K-12 education sector.

Convention decision _____

Resolution No. 38**Submitted by CUPE Nova Scotia, CUPE Prince Edward Island, and Local 1418 (N.B.)**

CUPE WILL:

Establish cultural accommodations, promote cultural competency, meaningful inclusion and decolonization related to First Nations, Métis, and Inuit peoples in all member events, committees and councils, and hiring processes in collaboration with the National Indigenous Council.

BECAUSE:

- Lack of cultural accommodations can lead to systemic inequities, discrimination, reduced morale, decreased solidarity and hinders the work towards decolonization.
- TRC calls to actions # 7 emphasizes collaboration, shared responsibility, and a commitment to closing systemic gaps caused by colonialism.
- Accommodating traditional dietary practices, medicines, and healing methods; allowing oral applications, video submissions, or storytelling-based résumés is inclusive. Offering virtual, in-person, or community-based interview settings, with the option to bring a support person or Elder/Knowledge Holder to support CUPE members which will create an equitable opportunity.
- Understanding cultural competence and the impact of intergenerational trauma or systemic racism is necessary.
- Recognizing that some members may prefer storytelling, indirect eye contact, or communal language ("we" vs. "I").
- Creating inclusive and respectful decolonized spaces for Indigenous Peoples is essential for advancing reconciliation, equity, and mutual respect.

Convention decision _____

Resolution No. 39**Submitted by the Hospital Employees' Union (B.C.)**

CUPE WILL:

Delegate both co-chairs of human rights committees to attend CUPE National Convention as full delegated members with voice and vote.

BECAUSE:

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

Convention decision _____

Resolution No. 40**Submitted by Local 5266 (Ont.)**

CUPE WILL:

1. Change the title of “Recording Secretary/Secrétaire archiviste” to “Recording Officer/Responsable des procès-verbaux” in all articles, sections, and appendices in the CUPE National Constitution where the position of “Recording Secretary” is referenced.
2. Apply this change within the model bylaws, officer descriptions & any other related references.

BECAUSE:

- The term “Secretary” carries outdated and gendered associations that do not reflect the modern, professional, and inclusive values of our union. Historically, the word has been linked to clerical or administrative roles traditionally assigned to women, which can reinforce gender stereotypes within leadership structures.
- Changing the title to “Recording Officer” provides a more accurate, neutral, and descriptive term for the role’s responsibilities—such as maintaining records, taking meeting minutes, and managing correspondence. This amendment aligns with CUPE’s ongoing commitment to equity, inclusion, and gender-neutral language across all levels of governance.
- The change is in title only and does not alter the duties or responsibilities of the position.

Convention decision _____

Resolution No. 41**Submitted by Local 1615 (N.L.)**

CUPE WILL:

Post on its website the policy around mileage rates, per diem amounts and related policy.

BECAUSE:

- Many CUPE union local by-laws make reference to the mileage rates and per diem amounts of CUPE.
- Mileage rates and per diem amounts and other related policies change over time and locals presently have no way to find this information.

Convention decision _____

Resolution No. 42**Submitted by CUPE British Columbia**

CUPE WILL:

Investigate the purchase, maintenance and operation of secure server space held on Canadian soil and provide locals, regardless of size, equitable access to server space and backup services for website and email hosting, and for digital file storage.

BECAUSE:

- Locals are increasingly reliant on digital services and storage for their day-to-day activities, and many do not have the resources to procure secure, domestic server and digital file storage services;
- Increasing assaults on digital systems and storage by bad actors place locals and members at risk of information being stolen, corrupted, hijacked and/or held ransom;
- For small locals with limited resources, few options exist beyond services offered by corporations that lack the necessary protections and encryptions to protect data security;
- Data held outside of Canada subjects the data to the laws of the host nation, which often fail to protect data from divulgence due to predatory legislation that would not be constitutional in Canada;
- CUPE already provides assistance in developing and hosting local websites, a service that could be expanded to meet the expanded needs of locals in a fast-changing world.

Convention decision _____

Resolution No. 43**Submitted by Local 4400 (Ont.)**

CUPE WILL:

1. Acknowledge and affirm that a Local Union cannot be compelled to affiliate with a Provincial Division, District Council, Service Division or Council of Unions.
2. Acknowledge and affirm that a Local Union cannot be compelled to contribute affiliate fees, funds per capita tax or other funding except as expressly prescribed in Article XIV of the National Constitution.

BECAUSE:

- The National Constitution prescribes how Local Union funds may be spent.
- The National Constitution prescribes which payments may be compelled from a Local Union.
- Local autonomy is a fundamental principle of the National Constitution.
- Compulsory affiliation is inconsistent with the National Constitution, the constitutionally protected right to freedom of association, and statutory rights to free collective bargaining.
- Compulsory funding requirements that are not consistent with a Local Union's representation rights in a Council of Unions or other organization cannot be justified.

Convention decision _____

Resolution No. 44**Submitted by Local 30 (Alta.)**

CUPE WILL:

Increase cost shares 75% CUPE National, 25% locals.

BECAUSE:

- A stronger financial commitment from CUPE National will enhance the capacity of locals to mobilize members and communities across the country, and;
- CUPE locals face increasing costs in running effective campaigns to defend public service, protect collective agreements, and advance workers' rights, and;
- The cost sharing model places a disproportionate financial burden on smaller and mid-sized locals, limiting their ability to fully engage in necessary campaigns, and;
- Increased National support would help ensure all locals; regardless of size or resources, can access equitable and timely campaign assistance.

Convention decision _____

Resolution No. 45**Submitted by Local 30 (Alta.)**

CUPE WILL:

Reimburse self-servicing locals in the amount of 10% of their annual National per capita to support cost-effective staffing for membership services.

BECAUSE:

- CUPE locals across Canada have increasingly taken on the responsibility of delivering essential membership services due to limited access to National staff support, and;
- Many locals have hired their own staff or developed internal infrastructure to ensure timely and effective representation, education, communication, and mobilization for their members, and;
- These local initiatives result in cost savings to CUPE National and serve as a complementary extension of services that benefit the broader union membership.

Convention decision _____

Resolution No. 46**Submitted by Local 8125 (Can.)**

CUPE WILL:

1. Explore the development of a dedicated framework designed to provide tailored support for federally regulated locals, which may include:
2. Establish a national committee focused on the unique needs of federally regulated locals, ensuring their voices and specific challenges are heard within the broader CUPE structure.
3. Create resource materials and training programs specific to the challenges faced by federally regulated locals, including legal guidance, collective bargaining strategies, and communication tools.
4. Facilitate regular meetings and networking opportunities for representatives of federally regulated locals to share best practices and collaboratively address common issues.
5. Allocate additional funding and resources to assist these locals in building capacity and enhancing their organizational effectiveness.
6. Forward this resolution to the National Executive Board for consideration and action, with a report on progress to be provided at the next CUPE Convention.

BECAUSE:

- The Canadian Union of Public Employees (CUPE) primarily focuses on provincial issues and representation, which can inadvertently lead to federally regulated locals feeling underrepresented and unsupported;
- Federally regulated locals operate under unique federal regulations and labor laws, necessitating distinct approaches that differ from those employed by provincial locals;
- These federally regulated locals face unique challenges due to their geographical diversity, varying regulations, and the complexities of federal oversight;
- The current support structures for federally regulated locals may not adequately address the specific needs and concerns of these members, leading to inconsistencies and short falls in representation and resource allocation;
- Strong, effective support for these locals is essential for maintaining solidarity, ensuring equitable treatment, and enhancing the overall effectiveness of CUPE's advocacy efforts at the federal level;
- By enhancing the support structure for federally regulated locals, CUPE will foster a stronger, more unified membership that is better equipped to confront the challenges of a changing work environment, advocate effectively for their rights and interests, and ensure that all members – regardless of their regulatory framework – receive the representation and support they deserve within CUPE.

Convention decision _____

Resolution No. 47**Submitted by Local 8125 (Can.)**

CUPE WILL:

1. Stand up a committee to review and lower the per capita contribution required from each local, with the aim of making it more sustainable and accessible for all locals.
2. Forward this resolution to the National Executive Board for consideration and action, with a report on the outcome provided at the next CUPE Convention.

BECAUSE:

- Lowering the per capita contributions will empower CUPE locals to allocate more resources towards initiatives that directly benefit their members. This change will strengthen the union at the local level while maintaining support for the national union's objectives;
- CUPE locals contribute per capita payments to support the national union's operations and initiatives;
- The financial demands on CUPE locals have increased due to rising costs of living and operational expenses;
- A lower per capita contribution would provide local unions with greater financial flexibility to better serve their members and address local issues;
- Reducing the per capita contributions can enhance the ability of locals to invest in grassroots initiatives, training, and member engagement.

Convention decision _____

Resolution No. 48**Submitted by Local 7000 (B.C.)**

CUPE WILL:

1. Extend the allowable recovery period to a minimum of five (5) years from the date the overpayment occurred for locals in relations to overpayment policy from 1995.
2. Apply the amended policy retroactively, allowing recovery of overpayments discovered within the newly established timeframe.

BECAUSE:

- The current policy has resulted in preventable financial losses for Local. This loss can create a significant financial burden for the Locals.
- The policy was implemented in a time of manual bookkeeping, and is now outdated. Today's digital financial systems provide accurate. Long-term recordkeeping and audit capabilities that make extended recovery periods both feasible and responsible.
- The proposed amendment reflects CUPE's principles of fairness and equity. ensuring that Locals are properly supported and financial dealings with CUPE National.

Convention decision _____

Resolution No. 49**Submitted by CUPE Prince Edward Island**

CUPE WILL:

Create welcome kits, orientation/training, and general guides/objectives for all National Committees.

BECAUSE:

- Clarity around the purpose, function, and expectation of the committees would be helpful for new committee members.
- Providing context and information on what the committees do would help encourage members to apply to them.
- Turnover of experienced staff and members can make it difficult to get things going for a committee if people are unclear on the parameters, goals, and expectations.

Convention decision _____

Resolution No. 50**Submitted by Local 1734 (Ont.)**

CUPE WILL:

Adopt a policy to sever all ties with any lobbyist or lobbying firm that has represented one or more real estate investment trusts (REITs), including:

- a) Prohibiting the platforming of such individuals or firms at CUPE events; and
- b) Prohibiting the use of CUPE funds, directly or indirectly, including through the Canadian Labour Congress or any affiliated organization, to pay, retain, or engage those who have represented REIT interests.

BECAUSE:

- Real Estate Investment Trusts (REITs) are among the key drivers of the financialization of multi-family rental housing in Canada. Their profit-driven business model relies on increasing rents and ancillary charges, reducing maintenance, displacing long-term tenants, and capitalizing on gentrification, all of which run counter to the human rights-based approach to housing that CUPE supports.
- The impact of REITs' practices is particularly harmful to workers and the communities CUPE members serve. When frontline workers are priced out of the neighbourhoods where they work, it undermines both community stability and access to vital public services. Affordable, secure housing near the workplace is essential for workers and the well-being of the broader community.
- REITs exploit housing as a financial asset for the benefit of wealthy investors, often at the expense of tenants' quality of life and housing security. CUPE's national housing policy correctly identifies REITs as a structural barrier to achieving housing justice. Their ongoing expansion and influence are fundamentally at odds with the interests of CUPE members.
- Union spaces should not be made available to REITs or their representatives, and union funds, should never be used to support, promote, or partner with entities that profit from undermining the housing rights of our members and our communities.

Convention decision _____

Resolution No. 51**Submitted by Local 389 (B.C.)**

CUPE WILL:

Amend the "Mileage" section of the CUPE Union Education Member Facilitation Expense Reimbursement Policy as follows:

When you use your personal vehicle in town or out of town, you can claim a mileage allowance of ~~62 cents per kilometer~~ **to the annual prescribed rates (section 7306 of the Income Tax Regulations) per kilometre.**

BECAUSE:

- Inflation has increased the costs associated with vehicle usage on an annual basis since 2016; and
- The current rate of \$0.62 per kilometre is 16% below the current CRA rate for reimbursement issued for 2025, and
- Many CUPE Locals and Provincial Divisions have tied their vehicle kilometre reimbursement to the CRA annual prescribed rates as inflation data is factored into the report.

Convention decision _____

Resolution No. 52**Submitted by CUPE Newfoundland and Labrador, CUPE Manitoba, CUPE Saskatchewan, CUPE Metropolitan Vancouver District Council (B.C.), CUPE Vancouver Island District Council (B.C.); and Locals 1615 (N.L.), 1418 (N.B.), 3060 (Man.), and 915 (B.C.)**

CUPE WILL:

Develop and deliver ongoing equity training every two years to the NEB, which addresses all forms of discrimination faced by equity groups, and that must be taken by new and existing NEB members within six months of being elected.

BECAUSE:

- The rise of hate and white supremacy effects precarious and marginalized workers across Canada, many of whom are racialized, including migrants and refugees.
- The NEB needs to set the example for all members by taking training on unconscious bias, emerging equity issues, intersectionality, and systemic discrimination.
- All decisions affecting CUPE members should be made with an equity analysis, and the NEB is the highest decision-making body.
- Such trainings promote cohesion, shared understanding, and unity in decision making
- CUPE must combat discrimination, which evolves, and we must have tools to advance and fight it at all levels of our union.
- This would be an effective way for the NEB to acknowledge their own implicit biases and become conscious of them in their decision-making.

Convention decision _____

Resolution No. 53**Submitted by Local 3902 (Ont.)**

CUPE WILL:

Establish a clear and easily accessible National Executive Board Policy on Organizing new members in CUPE.

BECAUSE:

- This is valuable information for potential members who would like to join CUPE but don't know where to start.
- Locals' leadership and National Staff need clarity and guidance on procedures for external organizing drives.
- Members and potential members should be informed on how locals take on workers and how that impacts the structure of their locals.
- Workers need the tools to build power across Canada and strengthen the collective power of the labour movement.
- Other National Unions have organizing policies available to their members and potential members.

Convention decision _____

Resolution No. 54**Submitted by Local 4400 (Ont.)**

CUPE WILL:

Strike a committee to review all of CUPE's structures.

BECAUSE:

- Need a model that betters Supports Members.
- Provide more resources at the Local level.
- Stop duplication of work.

Convention decision _____

ENVIRONMENT

Resolution No. 55**Submitted by CUPE British Columbia**

CUPE WILL:

Develop a climate change action plan that outlines goals, strategies, and timelines to reduce the union's carbon footprint and prepare for climate change impacts and develop the national plan into a template that divisions, district councils, and locals can implement.

BECAUSE:

- A climate emergency action plan is a comprehensive strategy for an organization to address climate change by achieving a net-zero emissions existence, preparing for climate change impacts, and engaging community members in support of a sustainable future;
- CUPE's environmental policy, Working Harmoniously on the Earth, is a comprehensive document clearly articulating a progressive vision for CUPE in relation to climate change and other pressing environmental issues, and refers to the climate emergency as an urgent priority for humanity;
- The environmental policy lists out many principals and goals, along with broad positions and actions, but stops short of articulating a clear plan or strategy for immediate internal changes and external advocacy;
- Without leadership from the National Union, chartered bodies may struggle to develop their own plans and strategies to undertake internal and external work on climate change and environmental justice; and
- A climate emergency action plan developed by CUPE would be a vital resource for locals, district councils, and provincial divisions to take meaningful action to address the climate emergency.

Convention decision _____

Resolution No. 56

Submitted by Local 1978 (B.C.)

CUPE WILL:

1. Develop a national campaign linking climate justice to workers' rights, demanding solutions that tackle the root causes of climate change — including resource extraction, colonialism, and corporate greed — while improving life for workers and communities.
2. Call on the federal government to implement just transition policies developed with low-income, racialized, and Indigenous communities. This includes worker protections, training for industry shifts, affordable public transit, climate- resilient affordable housing initiatives, and community-based solutions.
3. Demand that all climate and energy projects respect Indigenous rights and sovereignty, including free, prior, and informed consent, in line with the UN Declaration on the Rights of Indigenous Peoples (UNDRIP).

BECAUSE:

- Climate change is driven by systems that prioritize profit over people and the planet.
- Marginalized, low-income, and Indigenous communities face the greatest harms from climate change, yet are often excluded from planning and decision-making.
- Meaningful climate action must confront extractive and colonial systems, and deliver justice, equity, and public good.

Convention decision _____

Resolution No. 57**Submitted by CUPE Alberta**

CUPE WILL:

Provide an annual report to members on its progress toward the climate and environmental goals in the CUPE National Environment Policy. The report will include measurable outcomes, key benchmarks, and updates on climate and sustainability initiatives. CUPE National will share these reports widely through digital platforms and at the CUPE National Convention.

BECAUSE:

- CUPE adopted the Environment Policy to take action on climate change and environmental sustainability; and
- Members have the right to know what progress is being made and where more action is needed; and
- Regular, clear updates will help keep CUPE accountable and allow locals to build on this work in their own communities.

Convention decision _____

Resolution No. 58**Submitted by Local 79 (Ont.)**

CUPE WILL:

1. Will pressure governments to take meaningful action to mitigate and adapt to climate change, including pressuring the government to meet and exceed global commitments and to invest in the transition to a green economy that is equitable and sustainable.
2. Pressure governments for a just transition and for affected workers and communities to be at the table.
3. Develop a national campaign to raise awareness and engage members.

BECAUSE:

- Workers and communities are feeling the effects of climate changes, with marginalized populations bearing the brunt.
- We need urgent transformational action to tackle the climate crisis.
- A transition away from fossil fuels is inevitable, but it is not inevitable that the process will be just. Workers and communities deserve a just transition.

Convention decision _____

HARASSMENT, BULLYING AND VIOLENCE

Resolution No. 59

Submitted by CUPE Newfoundland and Labrador, the Hospital Employees' Union (B.C.), and Local 474 (Alta.)

CUPE WILL:

Educate and work to prevent Violence and Harassment, and denounce it in all its forms in all CUPE spaces.

BECAUSE:

- Violence and Harassment can happen in different forms in all spaces;
- Social, economic, cultural differences and beliefs are forever evolving;
- CUPE needs to be proactive in educating in proper behaviours; and
- 2026 is CUPE's year of psychological health and safety.

Convention decision _____

Resolution No. 60

Submitted by CUPE Vancouver Island District Council (B.C.) and Local 951 (B.C.)

CUPE WILL:

1. Utilize its diversity and equity committees to develop and implement strategies for raising awareness about domestic and/or gender-based violence – including training, and highlighting workshops and educational materials;
2. Ensure that domestic and gender-based violence awareness efforts address the challenges faced by equity-deserving groups, including Indigenous, Black and Racialized people, new immigrants, and gender diverse and 2SLGBTQIA+ people;
3. Collaborate with community organizations, advocacy groups, and stakeholders to provide members with information on available resources and services;
4. Promote all efforts to support members experiencing domestic and/or gender-based violence, including paid leaves, safety plans, and access to counselling and legal support; and
5. Advance these initiatives at all CUPE events, in safe, sensitive, and trauma-informed ways.

BECAUSE:

- Domestic and gender-based violence affects individuals across all communities, including CUPE members, with significant impacts on their personal well-being, workplace safety and productivity;
- Unions have a critical role in raising awareness, providing support, and advocating for policies to address domestic and gender-based violence, including through collective agreement language;
- CUPE's diversity and equity committees are key resources for creating inclusive and accessible initiatives, that have a following of members that have a comfortable understanding with information coming from areas that reflect themselves; and
- This resolution confirms CUPE's commitment to equity, inclusion, accessibility, and safety for all members by addressing the critical issue of domestic and gender-based violence in workplaces and communities.

Convention decision _____

Resolution No. 61

Submitted by CUPE Metropolitan Vancouver District Council (B.C.) and Local 2316 (Ont.)

CUPE WILL:

Lobby the federal government by creating a campaign to raise awareness about the enduring prevalence of Intimate Partner Violence across Canada.

BECAUSE:

- For decades survivors, their families and community service agencies have sounded a clarion call for urgent action at all levels of government.
- The intersectional nature of Intimate Partner Violence with issues such as housing instability, income precarity and the disproportionate impact on women and children already facing systemic inequities, racism and discrimination.
- IPV has been recognized by the World Health Organization as a major health issue and global crisis with severe health consequences including death, injury and mental health problems as well as a leading cause of women's homelessness.
- There are CUPE members who may be facing IPV and need to know where they can access support.

Convention decision _____

Resolution No. 62**Submitted by CUPE British Columbia**

CUPE WILL:

Update the bargaining guide on domestic violence to include consideration of gender-based violence in the workplace.

BECAUSE:

- Abusive domestic partners may continue their abuse in the workplace after their partner leaves the relationship, and employers often blame survivors of domestic violence for this abusive behaviour entering the workplace;
- Increased understanding of how this form of gender-based violence moves into workplaces and its effects will help both survivors of domestic violence and those who support them in the workplace; and
- There are limited resources on negotiating collective agreement language to include gender-based violence in the workplace, and this gender-based violence continues to persist in workplaces resulting in toxic and unsafe work environments for some.

Convention decision _____

Resolution No. 63**Submitted by Local 9228 (N.S.)**

CUPE WILL:

Lobby the federal and Provincial Government to develop a comprehensive Violence Prevention Strategy which includes input from CUPE members.

BECAUSE:

- Schools must be safe havens for learning, growth and development and all students and staff deserve to work and learn in an environment free from violence, intimidation and fear,
- Student support staff are often on the front line of these incidents, experiencing trauma, injury, and burnout without adequate support, resources, or training to respond effectively,
- Many factors such as underfunding of public education, inadequate staffing ratios, and lack of school safety planning contributes to the root cause of violence in the schools.

Convention decision _____

HEALTH AND SAFETY

Resolution No. 64

Submitted by Local 500 (Man.)

CUPE WILL:

1. Formally recognize peer support as a foundational component of psychological health and safety and develop a national framework that can be adapted by locals to reflect their specific contexts.
2. Develop and distribute comprehensive training programs and resource materials to support locals in establishing and sustaining peer-led mental health and wellness teams.
3. Partner with mental health professionals and those with lived experience to ensure peer support models are evidence-based, confidential, empowering, and grounded in mutual trust.
4. Incorporate peer support education into CUPE's existing health and safety, equity, and wellness initiatives, including conferences, conventions, and training events.
5. Promote the inclusion of peer support systems in collective agreements and workplace wellness policies across all sectors.

BECAUSE:

- Peer support is a proven, accessible approach to fostering workplace mental health and well-being.
- Members are more likely to seek help from peers who understand their roles and union environments.
- It reduces stigma and encourages open, supportive dialogue about mental health.
- Early peer intervention can prevent challenges from escalating into crises.
- It complements Employee Assistance Programs in a cost-effective, grassroots way.
- CUPE members regularly encounter stress, trauma, and burnout—peer support offers relief through shared understanding.
- This initiative reinforces CUPE's leadership in championing psychological health and safety.
- Peer support builds solidarity, strengthens community, and enhances member connection.
- Localized peer networks enable timely, compassionate responses.
- It aligns with national mental health strategies and positions CUPE as a leader in driving systemic change.
- Above all, peer support fosters empowerment, resilience, and collective care across the union.

Convention decision _____

Resolution No. 65**Submitted by the National Executive Board**

CUPE WILL:

Commemorate 2026 as the year of health and safety by promoting and supporting health and safety, revitalizing occupational health and safety committees, and by producing new and updated resources on health and safety.

BECAUSE:

- Workers have the right to return home safely when they are done work, yet workplace accidents that cause life changing injuries and death continue to occur.
- Prioritizing and enforcing occupational health and safety rules protects workers from injury, illness and death while creating safer workplaces.

Convention decision _____

Resolution No. 66**Submitted by CUPE Alberta**

CUPE WILL:

1. Update strike protocol documents to take responsibility for protecting members on picket lines during extreme weather, including very cold or hot conditions.
2. CUPE National will provide clear guidance, proper resources, and allow for alternate duties like indoor picket shifts when needed. According to CUPE's own health and safety guide, extreme cold means temperatures below -20°C or wind chill below -28°C. These conditions can cause harm quickly, especially without shelter or proper clothing.

BECAUSE:

- Exposure to extreme cold can cause frostbite, hypothermia, and other serious health problems; and
- Members' safety, health, and ability to participate in picket line action are affected by extreme conditions; and
- In extreme cold, it is often impossible to sign in using pens or phones; and
- CUPE has already acknowledged these hazards in its cold weather safety materials; and
- CUPE National has a responsibility to keep members safe during strike action, including protecting them from dangerous weather; and
- Allowing alternate duties protects members and supports continued participation in collective action.

Convention decision _____

Resolution No. 67**Submitted by Local 3550 (Alta.)**

CUPE WILL:

1. Develop and implement a clear set of inclement weather policies and safety protocols for locals striking in extreme weather.
2. Develop and activate specific protocols for striking in extreme cold.
3. Develop and activate an extreme heat response protocol when temperatures are forecasted to reach specific thresholds for multiple consecutive days.

BECAUSE:

- Prolonged exposure to extreme cold can cause frostbite, hypothermia, and an increased risk of cardiovascular and respiratory issues.
- Prolonged exposure to extreme heat can cause dehydration, cardiovascular and respiratory issues can lead to heat stroke.

Convention decision _____

Resolution No. 68**Presented by Local 3812 (Que.)**

CUPE WILL:

1. Use all means at its disposal to pressure the federal government amending/improving regulations and federal standards on the transportation of cash and securities by armoured vehicles, dealing mainly with:
 - a. Staff training;
 - b. Equipment and safety measures relating thereto;
 - c. Security in and outside the workplace;
 - d. The size of work teams;
 - e. Systems that issue permits governing the industry's activities;
 - f. The operation of armoured vehicles used to transport cash and securities;
2. Organize and cover the cost of a national campaign to raise the profile of cash-in transit and armoured vehicle guards' profession.

BECAUSE:

- In Canada, there are no regulations or minimum standards pertaining to the transportation of cash or securities by armoured vehicles;
- The lack of national regulations or standards on the transportation of cash and securities by armoured vehicles increases the risks of incidents and can jeopardize public safety;
- The current legal framework leaves it up to companies to self-regulate;
- The companies' risk management is based mainly on the premise that there are few events that result in serious consequences;
- The current legal framework regarding the transportation of cash and securities transfers the responsibility of the public, in part, to the workers, who are confronted by difficult choices, particularly by choosing a wage that protects them from inflation or improving occupational health and safety provisions when renewing collective agreements;
- The Private Security Act does not have minimum standards regarding personal protective equipment (PPE), the make-up of teams and legislation on heavy vehicles in Quebec;
- Persons in the private security office are mostly employer representatives.
- CUPE has been using all means at its disposal to pressure the federal government into amending/improving regulations and federal standards on the transportation of cash and securities by armoured vehicles, dealing mainly with:
 - a. Employee training;
 - b. Equipment and safety measures relating thereto;
 - c. Security in and outside the workplace;
 - d. The size of work teams;
 - e. Systems that issue permits governing the industry's activities;
 - f. The exportation of armoured vehicles used to transport cash and securities;

Convention decision: _____

Resolution No. 69

Submitted by Locals 1113, 1340, 1500, 1983, 2000, 2881, 3939, 4041, and 5514 (Que.)

CUPE WILL:

1. Lobby to establish mandatory federal standards on:
 - Training
 - Equipment and security measures
 - The make-up of teams;
 - The issuance of permits;
 - Regulation of armoured vehicles.
2. Organize a campaign to highlight the value of cash-in transit and armoured vehicle guards' work.

BECAUSE :

- Canada does not have any national standards on the transportation of cash and securities in armoured vehicles;
- The lack of such regulatory standards increases the risk to the safety of the public and workers;
- The current self-regulatory framework followed by companies is based on inadequate risk assessment and hinges on the rarity of serious incidents;
- Workers must often choose between minimum wage demands and adequate health and safety protections;
- Current legislation on private security and heavy vehicles does not call for clear minimum standards regarding personal protective equipment, training and team make-up, and the Private Security Office is dominated by representatives of the employer.

Convention decision _____

Resolution No. 70

Submitted by Locals 1113, 1500, 1983, 1340, 2000, 2881, 3259, 3939, 4041, and 5514 (Que.)

CUPE WILL:

Promote measures to improve the health and safety of education staff, including recommendations dealing specifically with the prevention of violence and harassment in the workplace.

BECAUSE:

- Violence in the workplace poses an actual health and safety problem in the education sector;
- Staff shortages and chronic underfunding contribute to high rates of violence, sometimes with devastating consequences;
- Violence in the workplace, whether we are a witness or a victim of it, affects the physical and psychological health and well-being of CUPE members in the education sector;
- Various obstacles, such as a lack of support from management, fear of reprisals, judgment of one's professional abilities, prevent personnel from calling out this violence;
- Provincial governments have not always implemented concrete action plans to prevent violence in schools so that everyone is safe;
- Some collective agreements do not contain firm provisions to prevent violence and harassment in the workplace;
- New clauses in the collective agreement would enable locals in the education sector to better protect their members from violence and harassment in schools.

Convention decision _____

Resolution No. 71

Submitted by CUPE Newfoundland and Labrador; and Locals 4948 (Ont.), 500 (Man.), and 2268 (Sask.)

CUPE WILL:

Develop collective agreement language to improve worker health and safety in the education sector, with specific recommendations for the prevention of workplace violence and harassment.

BECAUSE:

- Workplace violence is a known significant health and safety issue across the education sector.
- Staff shortages and chronic underfunding contribute to high levels of violence, sometimes with devastating consequences.
- Witnessing and experiencing workplace violence negatively impacts the physical and psychological health and well-being of CUPE education workers.
- Education workers face barriers to reporting violence, including a lack of support from management, fear of reprisals, and judgment of their professional abilities.
- Provincial governments have yet to implement concrete action plans to address violence in schools to help make them safe for everyone.
- Not all collective agreements have strong language on the prevention of workplace violence and harassment.
- A bargaining resource containing collective agreement language will strengthen the ability of education locals to protect members against violence and harassment in schools.

Convention decision _____

Resolution No. 72

Submitted by Local 2268 (Sask.)

CUPE WILL:

1. Develop a toolkit and education courses specific to violence education workers are facing daily in K-12 education, with the intention of educating members as to what violence could look like in schools (including examples) and what rights they have; and
2. Develop a violence & harassment bargaining language toolkit for K-12 education sectors; and
3. Lobby the federal government to include protections against violence for K-12 education workers in the Canadian Criminal Code.

BECAUSE:

- Violent acts and the intensity of the violent acts in the education sector are on the rise; and
- CUPE members and other education staff are afraid to go to work for fear that they will be injured; and
- CUPE members often don't have a clear understanding as to what constitutes a violent act, what their rights is to work in a violent and harassment free workspace and when to utilize their rights.

Convention decision _____

Resolution No. 73

Submitted by CUPE Manitoba

CUPE WILL:

Lobby the Federal Government to establish provincial and national frameworks for collaborative mental health care against psychological violence and injuries.

BECAUSE:

- Physical injuries aren't the only thing that can affect CUPE public health workers. Some injuries are hard to see. Psychological and mental health are pivotal in every worker's everyday needs.
- Workplace psychological violence, harassment and injury are a major problem for CUPE front line health care workers.
- Reporting compels employers to act because they have an obligation to ensure workplaces are safe for service users, clients, patients, residents and staff.
- Timely access to evidence informed care is lacking across the country. We are in the midst of a mental health crisis.
- Care varies significantly across the country and collaborative care is a proven approach for improving access, fairness and outcomes across populations.
- Home Care workers are facing challenges as they are working alone and are vulnerable to clients who are increasingly more violent.

Convention decision _____

Resolution No. 74**Submitted by Local 500 (Man.)**

CUPE WILL:

1. Officially endorse the National Standard for Psychological Health and Safety in the Workplace, developed by the Mental Health Commission of Canada.
2. Create bargaining tools, model contract language, and educational resources to assist locals in integrating the Standard into collective agreements across all sectors.
3. Provide training and guidance to locals on utilizing the Standard to assess psychological risk and promote mentally healthy workplaces.
4. Advocate for employer accountability by ensuring the Standard is implemented and maintained through workplace policies, programs, and joint health and safety committees.
5. Monitor and evaluate the Standard's impact across CUPE locals using member feedback and best practices to refine and enhance implementation over time.

BECAUSE:

- Psychological health and safety are as critical as physical safety in the workplace.
- The Standard offers a proactive, evidence-based framework for preventing psychological harm and promoting mental well-being.
- CUPE workplaces are seeing rising levels of stress, burnout, harassment, bullying, and trauma.
- Collective agreements are powerful tools to hold employers accountable for protecting workers' psychological well-being.
- Implementing the Standard can lead to reduced absenteeism, lower turnover, and fewer grievances, while improving morale, communication, and early intervention.
- A psychologically healthy workplace promotes respect, dignity, and inclusion—setting expectations for how people are treated and encouraging open, stigma-free dialogue.
- Many CUPE members work in emotionally taxing environments, such as healthcare, education, social services, and emergency response.
- The Standard is flexible and applicable to all workplace types and sizes.
- CUPE has a responsibility to champion mental health within its organization and advocate for inclusive, safe, and supportive workplaces for all members.
- Adoption of the Standard reflects CUPE's core values of equity, safety, and human rights.
- Healthy workplaces support member wellness, resilience, and productivity.

Convention decision _____

Resolution No. 75

Submitted by CUPE Newfoundland and Labrador, CUPE Prince Edward Island, the Hospital Employees' Union (B.C.), and Local 474 (Alta.)

CUPE WILL:

Lobby for regulations requiring employers to have strong programs and procedures in place to address extreme weather conditions and other hazards caused by climate change, in consultation with workers through the Health and Safety Committees.

BECAUSE:

- Climate change is real, and is impacting worker health and safety.
- It is impacting workers' health and safety in ways not previously considered and increasing risk profiles for existing hazards (e.g. heat stress, cold stress, air quality).
- Higher temperatures and extreme weather events are increasingly prevalent.
- Employers are responsible for protecting workers' health and safety.
- CUPE members are at risk from short-term and long-term health effects.
- CUPE is a leader in the fight for safer and healthier workplaces.
- Employers often fail to plan emergency procedures for previously unexpected hazardous weather conditions.

Convention decision _____

Resolution No. 76

Submitted by CUPE Alberta

CUPE WILL:

Lobby for stronger occupational health and safety regulations requiring employers to develop and implement programs and procedures to protect workers from hazards related to climate change. These programs must address extreme heat, poor air quality (including wildfire smoke), and other climate-related risks. Employers must be required to consult with workers through Joint Health and Safety Committees when developing and reviewing these procedures.

BECAUSE:

- Climate change is already affecting CUPE members on the job; and
- Extreme temperatures, poor air quality, and severe weather events are becoming more frequent and dangerous; and
- Many CUPE members work outdoors, in vehicles, or in buildings that lack proper ventilation or cooling; and
- Employers are legally responsible for protecting workers from known hazards, including emerging risks caused by climate change; and
- Workers are facing both immediate and long-term health impacts from exposure to climate-related hazards; and
- Joint Health and Safety Committees must be meaningfully involved in workplace safety planning; and
- CUPE must continue to lead in protecting workers' health and safety as the climate crisis intensifies.

Convention decision _____

Resolution No. 77

Submitted by CUPE Newfoundland and Labrador, CUPE Prince Edward Island, the Hospital Employees' Union (B.C.), and Local 474 (Alta.)

CUPE WILL:

1. Increase the number of CUPE health and safety introduction and skills-based courses to ensure Health and Safety Committee (HSC) members and representatives are better able to represent the interests of CUPE members at the worksite while ensuring employers are meeting their legislative requirements.
2. Report annually to the National Executive Board on the number of training spaces completed for the introduction and skills-based health and safety courses in the learning series.

BECAUSE:

- HSCs are at the heart of worker participation in making workplaces safer;
- HSCs require training in order to be effective;
- There has been a significant decrease in the number of courses offered; and
- CUPE has excellent education and resources to increase the effectiveness of worker members on the HSC.

Convention decision _____

Resolution No. 78

Submitted by CUPE Alberta

CUPE WILL:

Provide ongoing health and safety committee training to ensure members and locals are better able to protect members at the worksite.

BECAUSE:

- Health and Safety Committees are at the heart of worker participation in making workplaces safer; and
- Health and Safety Committees require training in order to be effective; and
- CUPE has excellent education and resources to increase the effectiveness of worker members on the HSC.

Convention decision _____

Resolution No. 79

Submitted by CUPE Newfoundland and Labrador, CUPE Prince Edward Island, the Hospital Employees' Union (B.C.), and Local 474 (Alta.)

CUPE WILL:

Develop psychological first aid for executives and activists.

BECAUSE:

- Workers are more likely to seek out assistance from a trusted peer;
- Stewards are usually the first contact when someone within a local is experiencing struggles or difficulties;
- Psychological support is necessary because psychological harm is prevalent in the workplace;
- Having the necessary knowledge on proper management and referral techniques to support members who may be struggling or in crisis can be critical;
- Workers' comfort with reporting psychological health and safety concerns has become more predominant particularly since covid, and peer support can help guide CUPE members to the resources they need before further escalation; and
- 2026 is CUPE's year of psychological health and safety.

Convention decision _____

Resolution No. 80

Submitted by CUPE Newfoundland and Labrador, CUPE Prince Edward Island, the Hospital Employees' Union (B.C.), and Local 474 (Alta.)

CUPE WILL:

Conduct a national membership survey on psychological health and safety, including but not limited to hazards, incidents, and impacts in the workplace and in union spaces, ensuring broad representation by sector and by equity deserving identities.

BECAUSE:

- There has been a tangible increase in psychological violence in work and union spaces, however, there is a lack of data as to the hazards, prevalence, and its impact on workers and productivity, economy, and wellbeing.
- 2026 is CUPE's year of psychological health and safety.
- Data collected will inform CUPE advocacy, bargaining, union policies, including CUPE's groundbreaking efforts on creating safer spaces.

Convention decision _____

Resolution No. 81

Submitted by CUPE Newfoundland and Labrador, CUPE Prince Edward Island, the Hospital Employees' Union (B.C.), and Local 474 (Alta.)

CUPE WILL:

Research and develop educational materials related to second hand or incidental exposure to illicit substances including leading practices for reporting and responding to incidents.

BECAUSE:

- Many CUPE workplaces have experienced an increase in member of the public using illicit substances in their workplaces as long-term effects of exposure to many illicit drugs are unknown, and;
- Drugs and their potency are changing and evolving.

Convention decision _____

Resolution No. 82

Submitted by CUPE Vancouver Island District Council (B.C.) and Local 951 (B.C.)

CUPE WILL:

Lobby the federal government to ensure that all public facilities and workplaces have alarms for those who are deaf or hard of hearing, or who have vision challenges, to warn of fire, lock downs, and any other emergency situations.

BECAUSE:

- All workers have the right to be safe in their work environment;
- Inequity in access to appropriate alarms in the workplace could result in individuals being put in potentially harmful situations;
- Some schools, post-secondary institutions, and facilities such as ice rinks have different types of visual and technological alert systems that would be beneficial in all public facilities and workplaces; and
- According to provincial Office of Housing and Construction Standards Building Accessibility Handbooks, visible signal and visible warning systems are recommended in addition to the regular sound alarm systems.

Convention decision _____

Resolution No. 83**Submitted by CUPE Alberta**

CUPE WILL:

Review and update its Occupational Health and Safety (OHS) materials to reflect the current realities of remote work. These updates should address the specific needs of members working from home, including guidance on physical and ergonomic risks, psychological hazards, and members' rights under health and safety legislation.

BECAUSE:

- An increasing number of CUPE members now work from home full-time or in hybrid arrangements; and
- The structure of work has changed significantly since many existing OHS resources were created; and
- Remote workers face physical and ergonomic hazards such as poor workstations, prolonged sitting, and repetitive strain; and
- Workers at home are at higher risk of psychological hazards, including isolation and online harassment; and
- Members working remotely may not fully understand their rights, protections, or available supports under OHS legislation; and
- Health and safety enforcement in private dwellings is limited, as officers may not have access to inspect home workspaces; and
- CUPE has an important role to play in helping ensure that all members, including those working remotely, are protected and informed.

Convention decision _____

Resolution No. 84**Submitted by CUPE Newfoundland and Labrador, CUPE Prince Edward Island, the Hospital Employees' Union (B.C.), and Local 3624 (Que.)**

CUPE WILL:

Review and, when necessary, create and update OH&S materials to be distributed to the membership to educate members on the additional hazards related to working from home, and how these hazards can be addressed.

BECAUSE:

- More CUPE members are working from home;
- The structure of work has changed since materials were created;
- Workers working from home are exposed to physical and ergonomic hazards;
- Workers working from home are exposed to psychological hazards such as isolation, online/virtual harassment from supervisors with no witnesses;
- Many workers who work from home have not been educated about their OH&S rights, protections, or what resources they can access;
- There is limited information on what minimum home office standards should be.

Convention decision _____

Resolution No. 85**Submitted by Local 2268 (Sask.)**

CUPE WILL:

Develop psychologically healthy workplace bargaining language toolkit for all sectors and workplaces.

BECAUSE:

- Often members do not feel safe to express themselves, take risks, and share their ideas in the workplace without the fear of negative repercussions; and
- A psychologically healthy and safe workplace promotes psychological well-being and actively prevents harm, including neglect, reckless, or intentional acts; and
- A healthy work environment can lead to lower rates of absenteeism and employee turnover.

Convention decision _____

HEALTH CARE

Resolution No. 86**Submitted by CUPE British Columbia**

CUPE WILL:

Endorse and promote the ACT for Mental Health Campaign of the Canadian Mental Health Association calling for universal mental healthcare.

BECAUSE:

- The expansion of the public healthcare in Canada to include mental health aligns with CUPE's values, both as a strong advocate of public healthcare, and as a union that believes in access to timely, high-quality mental health supports;
- Expanding public mental healthcare takes pressure off workers and citizens to self-fund their own care, either through their collective agreement or out-of-pocket; and
- The campaign already enjoys broad support, including endorsements from Canadian Association of University Teachers, Public Sector Alliance of Canada, and the Broadbent Institute, whose values align with CUPE's; and
- Mental health, and lack of access to mental health care, costs lives and devastates families, and it is completely unacceptable that Canada excludes mental health care from its universal public healthcare model.

Convention decision _____

Resolution No. 87

Submitted by CUPE Vancouver Island District Council (B.C.) and Local 951 (B.C.)

CUPE WILL:

Support and promote the 'Act for Mental Health' campaign and universal mental health care as promoted by the Canadian Mental Health Association.

BECAUSE:

- The prevalence of mood and anxiety disorders and substance use in Canada has increased substantially over the last 10 years;
- All Canadians have the right to mental health care that is publicly funded and free;
- There is no health without mental health;
- The Federal government has a commitment to follow through on their promise to create the Canada Mental Health Transfer; and
- Women, girls, and gender diverse communities face particular challenges and gender stereotyping while accessing mental health supports.

Convention decision _____

Resolution No. 88

Submitted by CUPE Prince Edward Island, CUPE British Columbia, CUPE Metropolitan Vancouver District Council (B.C.), the Hospital Employees' Union (B.C), and Local 5536 (B.C.)

CUPE WILL:

Campaign actively for properly federally resourced and legislated national standards for long-term care and home care.

BECAUSE:

- COVID-19 exposed a fragmented and highly privatized long-term care system with wide gaps in wages, benefits and working and caring conditions.
- Despite promises to legislate national standards, the federal government supported voluntary standards for long-term care.
- Staff in long-term care, the residents and their families need firm quality standards to which providers can be held to account.
- Our materials including the report "Residential Long-term Care in Canada: Our Vision for Better Seniors Care (2009) require updating so we can campaign more effectively.

Convention decision _____

Resolution No. 89**Submitted by the Ontario Council of Hospital Unions (Ont.)**

CUPE WILL:

Campaign actively for long-term care and home care to be covered by the Canada Health Act and Medicare and to be delivered on a not-for profits basis.

BECAUSE:

- COVID-19 exposed a fragmented and highly privatized, understaffed, long-term care system with horrific consequences for residents.
- Despite promises to legislate national standards, the federal government supported voluntary standards for long-term care.
- Residents in long term care and persons receiving homecare are people who would have been cared for in hospital only a few years ago. They have complex medical conditions.

Convention decision _____

Resolution No. 90**Submitted by Local 204 (Man.)**

CUPE WILL:

1. Lobby the Federal Government to keep Canada's health care services public and free to all;
2. Lobby the Federal Government to put protections in place to ensure that governments from other countries cannot dictate and try to dismantle our public health care services as part of hidden deals in trade negotiations.

BECAUSE:

- Health care should not be a tiered system as everyone should have equal access to good quality health care regardless of socioeconomic background, race, culture, sex etc.
- With the rise of right wing and fascist propaganda where the wealthiest care only about their dollars and tax breaks and investments, including private health care business, trade deals can and have touched our public health systems.
- We have to protect Canadians against the harms of for-profit health care as seen in the USA and the burden that it costs to their health and their finances.

Convention decision _____

Resolution No. 91**Submitted by Local 1978 (B.C.)**

CUPE WILL:

1. Advocate for the inclusion of treatment services as part of universal health care and under the 5 core principles of the Canada Health Act (publicly administered, comprehensive, universal, portable, and accessible health care) through collaboration with affiliated unions, the CLC, service user bodies, and relevant drug policy organizations.
2. Call for the government to fund the development and expansion of non-profit and publicly owned treatment facilities across Canada.

BECAUSE:

- The Labour Movement has long been vocal advocate for Universal Health Care, and opposed the creep of for-profit healthcare into Canada.
- Access to low-barrier, high quality, and not-for-profit treatment services should be available to people seeking help with substance use.
- Substance use treatment services are a vital aspect of life-saving health care for tens of thousands of Canadians, and as such must be made readily available to all.
- The treatment service industry is becoming increasingly dominated by for-profit enterprises that put profit before people. A 30 day stay in a rehabilitation center can cost upwards of \$10,000 making it far out of reach for most Canadians. Some patients may need a much longer stay to receive proper treatment.

Convention decision _____

Resolution No. 92**Submitted by the Hospital Employees' Union (B.C.)**

CUPE WILL:

1. Advocate to the federal government for a stronger public health care system eliminating all forms of privatization from;
2. Adequately resource a public awareness campaign on privatization that includes membership engagement;
3. Provide a report 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.

BECAUSE:

- When public health care is privatized, history shows that the result is lower wages, poorer standards of care, and public dollars going to private profit;
- Despite its failed track record, provincial governments across the country continue to expand privatized health care;
- The federal government must enforce the Canada Health Act, stop illegal user fees and extra billing, close loopholes and compel provinces to uphold the Act.
- Public delivery of health care services is critical to safe, quality health care.

Convention decision _____

Resolution No. 93

Submitted by Local 79 (Ont.)

CUPE WILL:

1. Continue to advocate for long-term care (LTC) reform, including the end of for-profit care, better wages and working conditions and for LTC to be brought under the Canada Health Act.
2. Demand that federal legislation includes strict standards for care and staffing, which support both residents and workers.
3. Demand that all levels of government invest solely in publicly owned and operated LTC facilities.

BECAUSE:

- The pandemic exposed the failure of LTC in Canada in the pandemic's first wave. Over 80% of Canada's Covid-19 deaths were in LTC homes. Canada suffered the highest proportion of pandemic deaths in senior's homes in the world. Ontario data showed that for-profit LTC had four times the death rate of publicly owned homes.

Convention decision _____

HUMAN RIGHTS

Resolution No. 94

Submitted by Local 2316 (Ont.)

CUPE WILL:

Provide education, to all members, on Human Trafficking in Canada and how we can fight against this devastating crime.

BECAUSE:

- Members need to be educated on the importance of the fight,
- Human trafficking is a violation of Human Rights,
- CUPE National can reach over 750,000 members with this important message,
- Those at high risk are: Indigenous women and girls, 2SLGBTQQI+.

Convention decision _____

Resolution No. 95

Submitted by Local 500 (Man.)

CUPE WILL:

1. Launch a national Human Trafficking Awareness campaign to educate members about the signs, risks, and realities of human trafficking in Canada.
2. Collaborate with experts, community organizations, and survivors to develop accessible training resources, deliver webinars, and host in-person sessions at CUPE's national and regional events.
3. Advocate for stronger legislation and expanded support services for victims and survivors by working with unions, advocacy groups, and policymakers.
4. Integrate human trafficking awareness into CUPE's existing education programs, including health and safety, equity, and anti-harassment training.

BECAUSE:

- Human trafficking is a hidden but growing crisis in communities across Canada, impacting CUPE members, their families, and those they serve.
- Victims are frequently coerced or manipulated through false promises, often via online platforms and social media.
- Vulnerable groups—including at-risk youth, migrant workers, Indigenous women and girls, 2SLGBTQIA++ individuals, newcomers, persons with disabilities, low-income individuals, and those facing homelessness or systemic inequality—are disproportionately affected.
- CUPE members work in frontline sectors like transit, education, healthcare, and municipalities, where they may encounter warning signs.
- Training members to recognize and respond to trafficking can prevent harm and save lives.
- This initiative reflects CUPE's commitment to equity, human rights, and social justice.
- CUPE is uniquely positioned to lead change and raise awareness within the labour movement and beyond.
- Education is a powerful tool for prevention, helping stop trafficking before it begins.
- Survivors deserve support, solidarity, and safe pathways to freedom.
- This campaign affirms CUPE's leadership in the fight against exploitation and injustice.

Convention decision _____

Resolution No. 96

Submitted by the Hospital Employees' Union (B.C.)

CUPE WILL:

Include a Keynote Speaker as a standing item in the Convention Agenda to showcase/highlight the diversity of abilities and the human rights obligations in work.

BECAUSE:

- Persons with disabilities are often underrepresented, and
- Accessibility is addressed by appropriate work design, and
- Accessibility improves the lives of everyone.

Convention decision _____

Resolution No. 97**Submitted by Local 4400 (Ont.)**

CUPE WILL:

Advocate for policies and initiatives to support CUPE members experiencing immigration related issues and/or holding non-permanent immigration status, to provide support and resources.

Including but not limited to:

- Partnering with community organizations and advocacy groups to provide resources workshops, and support to workers navigating immigration related challenges;
- Promoting employer accountability to ensure fair treatment and compliance with labour laws for workers with precarious or non-permanent immigration status;
- Paying attention to where collective bargaining may be able to provide additional support for members with precarious, or non-permanent immigration status (e.g., bargaining language); and
- Collaborating with broader social justice movements, including Indigenous, racial justice, and anti-poverty organizations, to ensure immigration reform efforts consider intersecting forms of oppression and promote the rights of all workers.

BECAUSE:

- Decreased Immigration, Refugees and Citizenship Canada (IRCC) immigration targets threaten the livelihoods of CUPE members who hold non-permanent immigration status, particularly those in the temporary foreign worker and work permit streams of immigration

Convention decision _____

Resolution No. 98**Submitted by Local 4600 (Ont.)**

CUPE WILL:

Support the legal defense of trade unionists and peace activists arrested in relation to anti-war and Palestine solidarity actions through money from the appropriate National Fund.

BECAUSE:

- War and genocide are a trade union issue. The labour movement has a legal and moral obligation to stand in opposition to Canada's complicity in the promotion of war and genocide.
- Canada has taken an increasingly militaristic stance, with the Carney government pledging to nearly quadruple the military budget and continuing to materially support Israel's genocide through arms sales. The consequences of these policies will be overwhelming borne by workers in places like Ukraine and Palestine, but will also lead to cuts to public services in Canada to fund a war budget.
- CUPE members across the country have supported anti-war and solidarity actions, often facing attacks by employers, governments, and the media.
- Governments and police forces have been escalating repression against organizers and labour activists, such as the enactment of "bubble by-laws" prohibiting public demonstrations, brutal treatment by police, or spurious arrests like the arrest of PSAC Vice-President Alex Silas.
- Repressive tactics used against anti-war actions also affect CUPE members' ability to exercise their rights to protest, picket, and take effective strike action. Supporting activists' legal defense is also protecting our own rights.

Convention decision _____

Resolution No. 99

Submitted by Local 2316 (Ont.)

CUPE WILL:

Develop a campaign that utilizes the national equity committees to raise awareness about domestic violence including training, workshops, education materials, specifically about the challenges faced by equity deserving groups and new immigrants.

BECAUSE:

- CUPE members may be facing domestic violence and need support such as paid domestic violence leave, safety plans in the workplace, access to counselling and legal support.
- CUPE has the ability to collaborate with community partners and advocacy groups to raise awareness about this within our union.
- Domestic violence continues to grow and many CUPE members are not aware of the impact of it, specifically on equity deserving survivors.

Convention decision _____

Resolution No. 100

Submitted by CUPE Metropolitan Vancouver District Council (B.C.)

CUPE WILL:

Develop a campaign that utilizes the national equity committees and National Indigenous Council to raise awareness about domestic violence including training, workshops, education materials, specifically about the challenges faced by equity deserving groups and new immigrants.

BECAUSE:

- CUPE members may be facing domestic violence and need support such as paid domestic violence leave, safety plans in the workplace, access to counselling and legal support.
- CUPE has the ability to collaborate with community partners and advocacy groups to raise awareness about this within our union.
- Domestic violence continues to grow and many CUPE members are not aware of the impact of it, specifically on equity deserving survivors.

Convention decision _____

Resolution No. 101

Submitted by Locals 1113, 1340, 1500, 1983, 2000, 2881, 3939, 4041, and 5514 (Que.)

CUPE WILL:

1. Strike a committee of the NEB to determine the level of support CUPE can allow itself to offer members confronted by police repression;
2. Determine the types of charges in which case CUPE can support its members.

BECAUSE:

- With the rise of the far right here and elsewhere, political rhetoric toward union members sends a hostile message to our members during demonstrations;
- It can be seen here in Canada and in the U.S. that the right to demonstrate is being increasingly more constrained, which allows police to intervene more easily and use unreasonable force with demonstrators;
- Our activists are not always aware of the legal limits of their actions, as these limits have changed in various jurisdictions and many activists are misinformed.

Convention decision: _____

Resolution No. 102**Submitted by CUPE Ontario**

CUPE WILL:

1. Condemn the use of coercive prison labour, including programs such as CORCAN's Wildfire Safety Program, where incarcerated individuals are deployed without full labour rights, protections, or fair compensation;
2. Publicly oppose the use of prison labour by any level of Canadian government in response to climate emergencies;
3. Lobby the federal government to end such practices and instead invest in wellfunded, publicly delivered emergency services staffed by unionized workers;
4. Educate CUPE members and the public on the exploitative nature of prison labour and promote alternatives rooted in public safety and worker dignity; and
5. Work in partnership with prisoner advocacy organizations to support incarcerated individuals in accessing voluntary, rights-respecting programs that contribute to rehabilitation and reintegration.

BECAUSE:

- Prison labour without full labour rights is exploitative and undermines the principles of decent work;
- Real climate solutions must prioritize public investment, worker protections, and equity—not coercion;
- CUPE must lead with a commitment to justice, dignity, and solidarity for all workers, including incarcerated people.

Convention decision _____

Resolution No. 103**Submitted by CUPE Vancouver Island District Council (B.C.) and Local 951 (B.C.)**

CUPE WILL:

Develop an ongoing strategy to respond to and combat the rise of right-wing hate, both from within our union and in society at large, with accountability to equity-deserving workers and populations via updates to and consultations with the CUPE equity committees

BECAUSE:

- Xenophobia is rising globally; and
- The goal of CUPE's Anti-Racism Strategy is to create safe and equitable workplaces for equity-deserving workers, and right-wing hate and policies threaten equity and labour principles for all.

Convention decision _____

Resolution No. 104

Submitted by CUPE Vancouver Island District Council (B.C.) and Local 951 (B.C.)

CUPE WILL:

Lobby the federal government to request they provide appropriate funding and/or increase existing funding to non-profit transition houses and other non-profit organizations providing shelter and support for women, children, and gender diverse individuals leaving domestic/intimate partner violence and gender-based violence, so that these organizations can:

- Incorporate pet-friendly rooms into their shelters and/or increase the number of pet-friendly rooms available; and
- Ensure that all such transition houses are accessible to all women, children, and gender diverse individuals, and all persons living with disabilities, who are leaving violent intimate relationships.

BECAUSE:

- When we refer to 'women', we are referring to women in all their diversity, inclusive of 2SLGBTQIA+ and gender-diverse individuals;
- There are very few transition houses that have pet-friendly rooms to support persons leaving domestic/intimate partner violence and/or gender-based violence, who have pets; and those few transition houses usually have only one or two rooms which are pet-friendly;
- Many people consider their pets to be the equivalent of family and love them as such;
- Pets are often held hostage by abusers and used to control the person they are subjecting to domestic/intimate partner violence and/or gender-based violence;
- Many people trying to leave domestic/intimate partner violence and/or gender-based violence either are unable to leave their beloved pet(s) behind for fear of how their pet(s) may also be abused, and so they stay in the abusive environment, or return to it; and
- Post-COVID, there has been a dramatic increase in all the different forms of abuse and violence, and that has continued post-pandemic, increasing the need for transition houses.

Convention decision _____

Resolution No. 105

Submitted by the Hospital Employees' Union (B.C.)

CUPE WILL:

1. Develop (tools including) a factsheet on pay equity legislation, initiatives, gains and opportunities federally and across the provinces and territories. The factsheet will be an advocacy tool for pay equity for women and gender diverse people including with disabilities, migrant workers, 2SLGBTQI+ and Indigenous, Black and racialized people across provinces and sectors.
2. Distribute the factsheet (tools) to all locals and include them in an orientation toolkit to new members. Progress and changes shall be reviewed annually (biennially?) to ensure current information is available and the continued advancement toward gender equality.

BECAUSE:

- Will distribute the factsheet (tools) to all locals and include them in an orientation toolkit to new members. Progress and changes shall be reviewed annually (biennially?) to ensure current information is available and the continued advancement toward gender equality.
- Gender inequality persists in workplaces across industries, resulting in disparities in pay, leadership opportunities, representation, and working conditions for women; and
- Women of color, 2SLGBTQI+ women, women with disabilities, immigrant women, and other marginalized groups face compounded discrimination and barriers to equity; and
- Promoting gender equality in the workplace strengthens the labor movement, enhances productivity, and contributes to a fairer, more inclusive society.

Convention decision _____

INDIGENOUS RIGHTS

Resolution No. 106

Submitted by CUPE Vancouver Island District Council (B.C.) and Local 951 (B.C.)

CUPE WILL:

Release a public statement standing against all forms of residential school denialism and emphasize the importance of education on Truth and Reconciliation and the healing process for Indigenous Peoples

BECAUSE:

- In September of 2024, NDP Member of Parliament Leah Gazan tabled Bill C-413 in the House of Commons which aimed at amending the Criminal Code of Canada to include residential school denialism to stop the harm it causes to First Nations, Inuit, and Metis Peoples;
- Many provincial divisions of CUPE, including CUPE BC have affirmed their commitment to truth, reconciliation, and supporting Indigenous-led efforts;
- CUPE should encourage all members to actively combat misinformation and promote an accurate understanding of this dark chapter in our history; and
- Denying these truths disrespects survivors, their families and their communities.

Convention decision _____

Resolution No. 107

Submitted by CUPE Nova Scotia, CUPE Prince Edward Island, and Local 1418 (N.B.)

CUPE WILL:

Lobby the federal government to designate National Indigenous Peoples Day on June 21st to be a federal statutory holiday.

BECAUSE:

- National Indigenous Peoples Day, observed annually on June 21, is a day for all Canadians to recognize and celebrate the unique heritage, diverse cultures, and outstanding contributions of First Nations, Inuit, and Metis peoples.
- June 21 is a day of spiritual and cultural significance for many Indigenous communities and coincides with the summer solstice, the longest day of the year.
- By designating National Indigenous Peoples Day as a federal statutory holiday would provide an opportunity for commitment to supporting initiatives that promote education, dialogue and reconciliation in recognition of the cultures, histories and contributions of Indigenous peoples.
- Several provinces, territories, and municipalities have called for or already recognize this day as a statutory holiday, showing growing national support.

Convention decision _____

Resolution No. 108

Submitted by the Hospital Employees' Union (B.C.)

CUPE WILL:

1. Commit to combating anti-Indigenous racism and the denial of residential schools through education, advocacy, and solidarity with Indigenous communities;
2. Develop and promote educational materials to help members recognize and challenge false narratives that deny the realities of residential schools;
3. Work with Indigenous organizations and knowledge keepers to support truth-telling initiatives and amplify Indigenous voices;
4. Advocate for stronger policies and public education initiatives that counteract residential school denialism and promote reconciliation efforts;
5. Ensure its communications and training programs reflect accurate, respectful, and truth-based narratives about Indigenous history and rights.

BECAUSE:

- Indigenous communities continue to face systemic racism and discrimination, including the rise of narratives that deny the existence and impacts of residential schools;
- The denial of residential schools and their harms perpetuates historical injustices, undermines reconciliation efforts, and fosters racism against Indigenous peoples;
- Truth and education are vital in combating racism and ensuring that historical and contemporary injustices are acknowledged and addressed.

Convention decision _____

INTERNATIONAL SOLIDARITY AND MIGRANT RIGHTS

Resolution No. 109

Submitted by the National Executive Board

CUPE WILL:

1. Advocate for accountability for genocide and for Israel's targeted killings of health care and other emergency workers in Gaza;
2. Call on Canada to uphold all obligations under international law; and
3. Condemn the deliberate and systemic suppression of political expression in support of Palestine.

BECAUSE:

- International independent legal experts including Amnesty International, Francesca Albanese, the UN Special Rapporteur on the Occupied Palestinian Territories, and Human Rights Watch, have documented that Israel has committed the crime of genocide in Gaza.
- CUPE represents 190,000 health care workers, including over 9,000 paramedics and first responders across Canada who save lives in Canada daily. In Gaza, a convoy of 15 medical and emergency workers were killed by Israeli military in early 2025. This was in addition to hundreds of documented military attacks on health care workers and health care facilities who were working to save lives.
- Canada has an obligation under international law to employ all reasonable means to prevent and punish the crime of genocide.
- CUPE members have been terminated from their jobs and suffered other reprisals for exercising their right to free political expression. The BC Civil Liberties Association has called the rising attacks on political expression across Canada against those speaking out for Palestinian rights a "watershed moment of peril for civil liberties in Canada."

Convention decision _____

Resolution No. 110**Submitted by CUPE Prince Edward Island**

CUPE WILL:

Move towards providing Just Us! “Breaking the Silence” coffee in all National CUPE buildings, offices, and other spaces where it is possible to do so.

BECAUSE:

- The “Breaking the Silence” coffee brand is a Maritimes-Guatemala solidarity partnership that supports Indigenous and peasant farmers in Guatemala through the Comité Campesino del Altiplano (CCDA) by paying fair prices for beans from Indigenous and peasant farms and sharing profits.
- CUPE has a long-standing relationship with the Comité Campesino del Altiplano (CCDA) Guatemala and does a lot of international solidarity work with this organization.
- Just Us! Is a Canadian owned and operated roaster co-op located in rural Nova Scotia, not a giant corporation or international conglomerate.
- Buying this coffee and providing it in CUPE National spaces would be a mutually beneficial way to provide regular business to a Canadian company and Guatemalan farmers, support our own initiative, and offer visibility and awareness for this cause.

Convention decision _____

Resolution No. 111**Submitted by CUPE Manitoba**

CUPE WILL:

Lobby the Federal Government to suspend the Safe Third Country Agreement (STCA) with the United States over concerns for the safety of refugees claiming asylum, especially transgender and gender-diverse people as well as political dissidents.

BECAUSE:

- The STCA forces asylum seekers to cross at irregular border crossings, putting their safety at risk.
- Immigration and Customs Enforcement (ICE) have been detaining and deporting migrants without due process.
- The USA is no longer a safe country for migrants as evidenced by its treatment of refugees.
- President Trump has signed an executive order claiming there are only two genders, putting transgender and gender diverse people at risk of persecution.

Convention decision _____

Resolution No. 112**Submitted by Local 3912 (N.S.)**

CUPE WILL:

1. Support BOYCOTT, DIVESTMENT, AND SANCTIONS against Israel
2. Endorse, support and implement concrete actions of the Boycott, Divestment, and Sanctions (BDS) campaign calling for freedom, justice and equality for the Palestinian people, and an end to Israel's regime of settler colonialism, apartheid, and occupation.

BECAUSE:

- Israel is discriminating against Palestinian citizens of Israel and denying Palestinian refugees the right to return to their homes;
- Israel continues to construct settlements on Palestinian land in clear violation of international law;
- There is international consensus that Israel has committed and is continuing to commit genocide against the Palestinian people in Gaza;
- International Criminal Court have issued arrest warrants for Israeli leaders Netanyahu and Gallant, for war crimes against Palestinians;
- Since 2005, Palestinian trade unions and federations have called for international solidarity in supporting the BDS campaign, which applies economic pressure on Israeli companies, investments, and business partners abroad;
- BDS is global movement made up of unions, academic associations, churches and grassroots organizations across the world that is effectively challenging international support for Israeli apartheid and settler-colonialism;
- Major private and public sector unions like CUPW, PSAC, OPSEU and Unifor have already endorsed BDS;
- CUPE Ontario, CUPE Manitoba and CUPE British Columbia have already joined the campaign.

Convention decision _____

Resolution No. 113

Submitted by CUPE Prince Edward Island, CUPE Manitoba, the Hospital Employees' Union (B.C.), CUPE Vancouver Island District Council (B.C.); and Locals 8920 (N.S.); 1230, 1281, 1989, 2722, 3902, 3903, 3913, 4207, 5399 (Ont.); 204, 500, 3060 (Man.); 2268 (Sask.); 40 (Alta.); and 391, 1978, 2278, 5536 (B.C.)

CUPE WILL:

Endorse, support and implement concrete actions of the Boycott, Divestment, and Sanctions campaign calling for freedom, justice and equality for the Palestinian people, and an end to Israel's regime of settler colonialism, apartheid, and occupation.

BECAUSE:

- Israel is discriminating against Palestinian citizens of Israel and denying Palestinian refugees the right to return to their homes;
- Israel continues to construct settlements on Palestinian land in clear violation of international law;
- There is international consensus that Israel has committed and is continuing to commit genocide against the Palestinian people in Gaza;
- International Criminal Court have issued arrest warrants for Israeli leaders Netanyahu and Gallant, for war crimes against Palestinians;
- Since 2005, Palestinian trade unions and federations have called for international solidarity in supporting the BOS campaign, which applies economic pressure on Israeli companies, investments, and business partners abroad;
- BOS is global movement made up of unions, academic associations, churches and grassroots organizations across the world that is effectively challenging international support for Israeli apartheid and settler-colonialism;
- Major private and public sector unions like CUPW, PSAC, OPSEU and Unifor have already endorsed BOS;
- CUPE Ontario, CUPE Manitoba and CUPE British Columbia have already joined the campaign.

Convention decision _____

Resolution No. 114**Submitted by CUPE Metropolitan Vancouver District Council (B.C.) and Local 2316 (Ont.)**

CUPE WILL:

Lobby the federal government to end closed work permits for migrant workers.

BECAUSE:

- We demand justice for workers who are killed on the job across Canada where the employers are not held accountable.
- There is no industry specific regulation, under the Ontario Health and Safety Act or other Provincial Health and Safety Acts, that migrant workers do not have the rights to unionize.
- Migrant workers face heightened barriers to access justice because of their precarious immigration status.

Convention decision _____

Resolution No. 115**Submitted by CUPE New Brunswick, CUPE Prince Edward Island, CUPE Manitoba, the Hospital Employees' Union (B.C.); and Locals 8920 (N.S.); 2722, 4400 (Ont.); 204, 500, 3060 (Man.); 2268 (Sask.); and 40 (Alta.)**

CUPE WILL:

Collaborate with migrant justice and migrant led organizations to support CUPE members who are working with temporary immigration status by:

1. Developing bargaining resources to strengthen collective agreement protections;
2. Promoting access to emergency financial support where possible;
3. Working with locals to expand outreach efforts and educational materials to ensure members are informed of their rights and available supports; and
4. Advocating for status for all.

BECAUSE:

- The federal Liberal government under Justin Trudeau made significant cuts to the immigration system.
- It is estimated that 2.3 million workers, including CUPE members, will lose their work permits from 2025-2027.
- Affected workers will lose legal status, income security, access to public services and risk deportation.
- Temporary status creates precarity and exposes migrant workers to employer abuse.

Convention decision _____

Resolution No. 116**Submitted by CUPE British Columbia**

CUPE WILL:

1. Continue to work with the Canadian Labour Congress and its affiliates in applying pressure to the Canadian government to call for a full and permanent ceasefire in Gaza, the immediate cessation of Israeli armed attacks on civilian populations in other parts of Palestine, an arms embargo on Israel, and increased contributions of aid to the people of Gaza; and
2. Better promote the calls by united voices of labour, both in Canada and globally through the International Trade Union Confederation, for an immediate and permanent ceasefire, and the release of all hostages, and respect for international law.

BECAUSE:

- The National Union has very clearly opposed the siege on Gaza and called for an immediate and permanent ceasefire, the upholding and application of international law on genocide and war crimes, the reinstatement of Canadian funding to the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA), and for an arms embargo on Israel; and
- CUPE has long stood against acts of war and violence, regardless of the causes and justifications presented, and there is no justification for genocide, war crimes, and crimes against humanity;
- The government of Canada called for a ceasefire in Gaza in July of 2024, joined with France and the United Kingdom condemning the denial of basic humanitarian aid in Gaza and calling for the suspension of military operations in May, and applied sanctions against two Israeli cabinet ministers for inciting violence against Palestinians in the West Bank in June 2025;
- Continued advocacy is required to push the government of Canada to take further measures, keep members informed of the work being done on this issue; and coordinate with labour partners around the world until a lasting peace is achieved.

Convention decision _____

Resolution No. 117**Submitted by CUPE British Columbia**

CUPE WILL:

Work with the Canadian Labour Congress for increased global action within by the international trade union movement to protect workers in the garment industry who work in sweatshop conditions, and particularly those in Honduras who are fighting for occupational health and safety rights.

BECAUSE:

- Some of the most brutal conditions faced by workers around the world are in garment manufacturing, an industry that still relies heavily on sweatshop conditions;
- Advocacy for these often-forgotten workers has waned over the years as other crises have drawn attention away from the devastating effects of sweatshop conditions on workers, families, and communities;
- Untold thousands of workers face deplorable working conditions, occupational disease and injury, unregulated discipline and dismissal, and unlivable wages in factories that continue to supply garments to Canada and other western nations;
- The situation for these workers in Honduras has been an example of resistance, where workers have used a variety of tactics to fight back, and are on the verge of achieving substantial legislative change if enough pressure can be applied; and
- A victory for workers in Honduras could bring about changes elsewhere due to the positive example of successful change, but equally, failure to support the workers in Honduras at this pivotal movement could undermine global efforts to curb this pervasive and abusive model of worker oppression and abuse.

Convention decision _____

Resolution No. 118**Submitted by CUPE Metropolitan Vancouver District Council (B.C.)**

CUPE WILL:

Advocate for support for the Bill “Health at the Workplace” in Honduras; and lobby the Canadian Labour Congress to do the same.

BECAUSE:

- This legislation will improve the labour conditions of millions of workers in Honduras. CUPE support for the bill will show our long-standing solidarity with sweatshop industry workers whose occupational diseases are not recognized in the Labour Code of 1959; and
- Thousands of injured workers are dismissed without fair compensation for the damage suffered due to unsafe work conditions; and
- The improvement of labour legislation in Honduras will impact the country and the region; and
- The approval of the Bill “Health at the Workplace” is urgent since 2025 is the last year of the present government.

Convention decision _____

Resolution No. 119

Submitted by CUPE Metropolitan Vancouver District (B.C.)

CUPE WILL:

Advocate for support for the respect of the labour movement in El Salvador; and lobby the Canadian Labour Congress to do the same.

BECAUSE:

- More than 22,000 public workers have lost their jobs in El Salvador since 2019, and 15,000 more will do so in 2025 as a result of the Salvadorian government's policies to reduce the public sector and develop its neoliberal agenda; and
- Around 55 trade unions have been closed, and more are at risk of losing their legal status; and
- The increased criminalization of union activism has left two union leaders dead while in prison due to lack of medical care.

Convention decision _____

Resolution No. 120

Submitted by CUPE Metropolitan Vancouver District Council (B.C.)

CUPE WILL:

Lobby the Canadian Labour Congress to take action on getting Iran expelled from the International Labour Organization.

BECAUSE:

- The Islamic Republic of Iran has intensified its execution of workers, labour activists, and individuals accused of drug-related offenses and ordinary crimes, who are often the most deprived sections of society and victims of the systemic oppression they face; and
- Free Them Now calls on us to support the Iranian people's protests and the campaign of "No to Executions on Tuesdays" opposing executions in Iran. Executions in any form must be stopped; and
- We are called to apply all possible pressure on the Islamic Republic to halt executions, end arrests, and emphasize the immediate and unconditional release of imprisoned workers, teachers, and all political detainees.

Convention decision _____

Resolution No. 121**Submitted by Local 4400 (Ont.)**

CUPE WILL:

1. Support the trade union movement in Haiti in defense of workers' rights, the Haitian peoples' right to self-determination and their opposition to foreign military intervention.
2. Support civil society in Haiti, including community and faith-based organizations and trade unions, who are mobilizing and organizing for political and economic solutions led by the Haitian people.
3. Continue to call on Canada to respect Haitian sovereignty, to stop propping up the de facto prime minister Ariel Henry, and to withdraw from the Core Group.
4. Uphold Haiti's demand for reparation from France for the crime of slavery and the restitution of approximately US\$115 billion, representing the full amount extorted from Haiti as their "independence debt".

BECAUSE:

- The trade union movement has called on the international community to recognize that Haiti is a sovereign state, and it is up to Haitian people to choose their own political leaders and public policies.
- Haiti requires all the support necessary to re-establish the rule of law and the public infrastructure necessary to guarantee the security for its people.
- The Core Group, comprising representatives from US, Canada, France, and others, has consistently undermined Haitian sovereignty, including undemocratically appointing Ariel Henry to lead Haiti in 2021.

Convention decision _____

Resolution No. 122**Submitted by Local 4400 (Ont.)**

CUPE WILL:

1. Call on the Canadian government to:
 - a. Provide immediate food, medicines, medical and other humanitarian supplies to Cuba directly through bilateral government to government relations, multilateral fora like the United Nations, and civil society initiatives.
 - b. Use its influence with the U.S. to encourage the easing of sanctions to, at a minimum, the levels they were during the second Obama administration.
 - c. Use its influence to urge the Biden administration to remove Cuba from the list of State Sponsors of Terrorism.
2. Continue to support our partner union in Cuba, the National Union of Public Administration Workers, in their defense of workers' rights and opposition to the illegal U.S. blockade.

BECAUSE:

- In June 2022, the UNGA voted for the 30th time to condemn the U.S. blockage;
- The 60-year blockade of Cuba has resulted in a loss of \$140 billion of economic and social development for Cubans;
- The blockade affects life in Cuba, including access to food, farming equipment, medical supplies, and educational materials;
- Trump administration's inclusion of Cuba on the list of State Sponsors of Terrorism has harmed Cubans by limiting remittances and NGO fund transfers.

Convention decision _____

Resolution No. 123

Submitted by Local 1978 (B.C.)

CUPE WILL:

1. Strongly oppose US interference in Cuba's right to self-determination.
2. Draft resolutions for CUPE and the Canadian Labour Congress conventions demanding that the Canadian government strengthen the policy of opposing the illegal 60-year-old US economic blockade & pressure the US to remove Cuba from the State Sponsors of Terrorism List.
3. Invite and welcome a delegation of labour representatives from Cuba at future conventions.
4. Join the Canadian Network on Cuba.

BECAUSE:

- The current presidential administration has restored crippling policies against Cuba as one part of a broader series of political actions that will lead to war, reaction, and fascism in North America.
- The United Nations General Assembly has voted for 32 consecutive years to end the blockade.
- Labour and democratic movements must develop Canada's commitment to international friendship with Cuba into a political program of international solidarity and support.

Convention decision _____

Resolution No. 124**Submitted by Local 1978 (B.C.)**

CUPE WILL:

1. Prioritize the cause of the Palestinian people in the development of actions for practical support and solidarity, such as donations, boycotts, demonstrations.
2. Not limit its political activities to lobbying, verbal measures, and statements, but will take measures on the ground to pressure Canada, Israel, and all those complicit.
3. Call for negotiations for implementation of UN resolution 242 and related resolutions, and the creation of a Palestinian state.
4. Bring resolutions to Canadian Labour Congress convention in 2026 that call for divestment, sanctions on Israel, and a two-way arms embargo.

BECAUSE:

- The struggle for full liberation from occupation and apartheid continues;
- International solidarity is the most powerful weapon that workers have to fight for peace; war is bad for workers everywhere;
- We must expose the extent of the war crimes and genocide committed against the Palestinian people.

Convention decision _____

Resolution No. 125**Submitted by the Hospital Employees' Union (B.C.)**

CUPE WILL:

1. Launch an education campaign to inform locals about the systemic barriers and exploitation faced by migrant workers, including the impacts of restrictive immigration policies;
2. Actively organize and support migrant workers as part of its broader unionizing strategy to improve their working conditions and ensure they are protected under collective agreements;
3. Develop a comprehensive bargaining toolkit with contract language, strategies, and resources to strengthen protections for migrant workers and address their unique vulnerabilities in the workplace;
4. Advocate for the federal government to grant all migrant workers permanent residency upon arrival, ensuring equal rights, job security, and access to public services;
5. Collaborate with community organizations, advocacy groups, and labour allies to push for stronger labour protections, enforcement mechanisms, and policies that eliminate the systemic precarity faced by migrant workers.

BECAUSE:

- Migrant workers play a vital role in Canada's economy but often face exploitative working conditions, precarious employment, and limited access to workplace rights;
- Employer-specific work permits and temporary immigration status make migrant workers disproportionately vulnerable to abuse, wage theft, unsafe working conditions, and job insecurity;
- Lack of access to permanent residency and full labour rights prevents migrant workers from advocating for themselves without fear of retaliation, deportation, or blacklisting;
- Unions have a responsibility to protect and represent all workers, including the most precarious and vulnerable, to build worker solidarity and strengthen collective bargaining power.

Convention decision _____

K-12

Resolution No. 126

Submitted by Local 2268 (Sask.)

CUPE WILL:

1. Create a national campaign focused the funding deficiencies on K-12 education throughout Canada; and
2. Collaborate with CUPE at the provincial level and K-12 education locals to promote the campaign and fight back against funding cuts.

BECAUSE:

- Every year, provincial governments cut funding K-12 education results in school divisions forced to eliminate positions held by CUPE members through lay offs or attrition; and
- Due to funding cuts resulting in larger classroom sizing and complexities families are being forced to access privatized supports tutoring services to supplement their children's education; and
- These cuts not only negatively impact the most vulnerable students, but they also take resources and supports away from mainstream students; and
- A solid education is the foundation strong societies and economies are built upon.

Convention decision _____

Resolution No. 127**Submitted by Local 2268 (Sask.)**

CUPE WILL:

1. Collaborate with CUPE National Library and National Literacy committees to develop a lobbying campaign to address the decline in literacy rates in K-12 education across Canada; and
2. Lobby the federal government to create a national literacy program to be implemented in K-12 education, with emphasis on the importance of school-based libraries and trained library workers.

BECAUSE:

- Literacy provides the foundation for learning, communication, and critical thinking, impacting academic achievement, personal development, and is imperative to student success; and
- K-12 school-based libraries, which foster literacy in our students, are understaffed or not staffed at all, and in some school division in Canada they are being eradicated; and
- For many students, school-based libraries are the first brick in the foundation of literacy.

Convention decision _____**LIBRARIES**

Resolution No. 128**Submitted by Local 2268 (Sask.)**

CUPE WILL:

1. Develop a toolkit and education courses specific to violence education workers are facing; and
2. Develop a library sector lobbying toolkit to support local unions interested in lobbying to protect and promote libraries, quality library services and jobs.

BECAUSE:

- Decision-makers have a limited understanding of library issues, library work, and the role of library services; and
- Libraries are under attack due to funding cuts and closures resulting in the loss of services and library workers' jobs; and
- Library cuts and closures negatively impact library workers, as well as the people who access the resources, expertise, and spaces they provide; and
- A well-planned lobbying strategy will raise awareness about library issues, help influence political decisions, and shape library policies and budgets; and
- A lobbying toolkit will provide locals with the tools and resources needed to learn how to effectively lobby public library boards, school board trustees, and boards of governors in support of the work members do and the library services they provide.

Convention decision _____

Resolution No. 129**Submitted by Local 23 (B.C.)**

CUPE WILL:

1. Create a national database to record violence in CUPE library workplaces; and
2. Ensure the database allows self-reporting by CUPE members and protects their privacy; and
3. Use the database to create and maintain a record of trends in violence experienced by CUPE members in libraries nationwide.

BECAUSE:

- CUPE members are experiencing a rise in violence in libraries across Canada. (reference a, b, c, d).
- CUPE members are dealing with short staffing and increased work expectations, which is eroding worksite safety. A national violence in libraries database will help members bargain for better working conditions by showing data that supports their experiences in their workplace so they can demand action from the employer.
- The opioid epidemic across Canada has led to an increase in random violence that frontline staff face and while the epidemic has been ongoing for years there has not been a proportionate response from employers to address these added risks to members' workplaces. Data will help locals and CUPE National to work together to advocate for work safety improvements in libraries nationwide.

Convention decision _____

Resolution No. 130**Submitted by CUPE British Columbia**

CUPE WILL:

Create a bargaining guide for the library sector covering such topics as violence in the workplace, public incidents, third-party sexual harassment, artificial intelligence and automation, and including advice on bargaining with other unions at the same site and in the sector.

BECAUSE:

- A national bargaining guide for the library sector would help establish best practices and basic standards for all types of workers, in all types of libraries;
- The information contained in the guide will help locals diagnose and correct gaps in their rights, working conditions, benefits and wages;
- A sector bargaining guide would include draft language drawn from strong and tested collective agreements; and
- A national guide would ensure all library workers are working collectively and in solidarity on common issues facing library workers across the country.

Convention decision _____

Resolution No. 131

Submitted by CUPE Newfoundland and Labrador, and Locals 1113, 1340, 1500, 1983, 2000, 2881, 3939, 4041, 4134, 5514 (Que.); 500 (Man.); and 2268 (Sask.)

CUPE WILL:

Organize and host a virtual town hall on patron-perpetrated sexual harassment (PPSH) in libraries to support library workers who regularly face this issue, to provide them with the information and tools needed to protect and promote their health and safety.

BECAUSE:

- PPSH is a serious, silent, unseen issue impacting library workers, which disproportionately impacts women workers.
- Research published by academics at the University of Alberta in 2025 shows that 93% of library workers who were surveyed in the study have been sexually harassed by a patron at work.
- 41% of respondents also indicated they were dissatisfied or very dissatisfied with how the incidents they had experienced involving PPSH were handled.
- There are no standard procedures or common understanding between library systems on best practices for helping members impacted by PPSH.
- Incidents involving PPSH compromise workers' physical and psychological health and well-being.
- There is significant stigma, shame, and fear of minimization and judgment that prevent reporting PPSH, leaving members feeling unsafe at work.
- A townhall will strengthen members' knowledge of the issue and provide tools to help address the problem.

Convention decision _____

Resolution No. 132

Submitted by Local 4948 (Ont.)

CUPE WILL:

1. Acknowledge that library workers across Canada – predominantly women and gender-diverse individuals – regularly experience sexual harassment from the public, coworkers, and management.
2. Support the creation of a national forum or webinar to discuss and address sexual harassment facing library workers-bringing together union members, library professionals, advocates, and experts-including strategies for building solidarity, raising awareness, and advancing protections through collective action.

BECAUSE:

- Library workers are disproportionately vulnerable to sexual harassment, whether from patrons (PPSH) or from colleagues;
- Research from the University of Alberta shows that institutional responses frequently fail, with disbelief and inaction from management and peers compounding the harm and perpetuating;
- Many workers lack access to the language and frameworks needed to understand harassment as gender-based violence, limiting their ability to name, report, and seek redress-ultimately hindering both individual and institutional accountability;
- Incidents are often dismissed, doubted, or minimized, leaving workers unsupported while perpetrators are shielded.
- PPSH is a serious and unseen issue impacting library workers, which disproportionately impacts women workers.
- There are no standard procedures or common understanding between library systems on best practices for helping members impacted by PPSH;
- Incidents involving PPSH compromise workers' physical and psychological health and well-being.

Convention decision _____

Resolution No. 133

Submitted by CUPE Newfoundland and Labrador, and Locals 4948 (Ont.); and 500 (Man.)

CUPE WILL:

Develop a library sector lobbying toolkit to support local unions interested in lobbying to protect and promote libraries, quality library services and jobs.

BECAUSE:

- Decision-makers have a limited understanding of library issues, library work, and the role of library services;
- Libraries are under attack due to funding cuts and closures resulting in the loss of services and library workers' jobs;
- Library cuts and closures negatively impact library workers, as well as the people who access the resources, expertise, and spaces they provide;
- A well-planned lobbying strategy will raise awareness about library issues, help influence political decisions, and shape library policies and budgets; and
- A lobbying toolkit will provide locals with the tools and resources needed to learn how to effectively lobby public library boards, school board trustees, and boards of governors in support of the work members do and the library services they provide.

Convention decision _____

Resolution No. 134

Submitted by Locals 1113, 1340, 1500, 1983, 2000, 2881, 3939, 4041, 4134, and 5514 (Que.)

CUPE WILL:

Develop a lobbying kit to help locals promote and protect libraries, as well as the quality of the jobs and services they provide.

BECAUSE:

- The issues of libraries, the work they do and the usefulness of their services are not well understood by decision-makers;
- Library closures and cuts to their funding have cost us services and jobs;
- These cuts and closures affect library staff along with the persons using these resources, this expertise and these spaces;
- A good lobbying strategy will increase awareness of these issues, influence political decisions and orient the policies and budgets of libraries;
- A lobbying kit will provide locals with the tools and resources needed to learn how to effectively defend the work of members and library services with boards of directors and school boards.

Convention decision: _____

LITERACY

Resolution No. 135

Submitted by Locals 1289 (N.L.), 4400 (Ont.), and 500 (Man.)

CUPE WILL:

1. Consult with the Literacy and Essential Skills Committee to provide CUPE members access to literacy tools and training that have been developed or updated within the last 5 years.
2. Develop new literacy resources in consultation with the committee.

BECAUSE:

- Literacy is a basic human right.
- Literacy is the foundation for all learning.
- Literacy impacts the life and work of all CUPE members.
- Literacy improves self-esteem and confidence.
- Literacy can lead to greater opportunities in the workplace and community.

Convention decision _____

MEMBER EDUCATION

Resolution No. 136

Submitted by CUPE British Columbia

CUPE WILL:

Develop training for members participating in picket-lines, counter-protests, and other forms of activism at which they are likely to encounter aggressive behaviour from promoters and practitioners of hate and extremism.

BECAUSE:

- Growing extremism and hate, particularly against marginalized communities, has resulted in hostile and potentially dangerous situations for those who attend rallies defending progressive values;
- If members and activists are fearful to attend public gatherings challenging hate and extremism, it undermines the important fight-back against these regressive movements;
- It is critical to provide members the tools to stay safe at protests, rallies, and picket lines, and protect themselves from tactics such as doxing (the publication of an individual's personal details) that can occur after an event occurs; and
- Keeping members and supporters safe and protected when they stand up for themselves, their communities, and their values is a core principle of our movement.

Convention decision _____

Resolution No. 137

Submitted by CUPE Vancouver Island District Council (B.C.) and Locals 951 (B.C.)

CUPE WILL:

1. Develop and implement an Indigenous Education series of workshops that will be offered to all members, with the goal of increasing understanding of Indigenous cultures, histories, and current issues, as well as promoting the principles of reconciliation and respect for Indigenous rights and sovereignty;
2. Ensure that these workshops are developed in collaboration with Indigenous communities, educators, and Knowledge Keepers to ensure accuracy, cultural sensitivity, and relevance to CUPE members;
3. Offer this Indigenous Education series in a variety of formats (e.g. in-person, online, and hybrid) to ensure equitable access for all members across the country;
4. Allocate the necessary resources to support the development, promotion, and delivery of the Indigenous Education series;
5. Ensure that ongoing evaluations be conducted to assess the effectiveness and relevance to the needs of our members, of the Indigenous Education series.

BECAUSE:

- CUPE recognizes the importance of Indigenous knowledge, culture, and history in the ongoing journey towards reconciliation with Indigenous Peoples;
- CUPE is committed to fostering understanding, respect, and solidarity with Indigenous communities, as well as ensuring that our members are informed and engaged in the process of reconciliation.
- There is a need for accessible and meaningful educational opportunities for CUPE members to learn about Indigenous issues, rights, and traditions in a respectful and informed manner; and
- It is important that CUPE support this request, to promote the importance of Indigenous knowledge, culture, and history as part of their ongoing journey towards reconciliation.

Convention decision _____

Resolution No. 138

Submitted by CUPE British Columbia

CUPE WILL:

Develop an Indigenous education series of workshops with the goal of increasing understanding of Indigenous cultures, histories, and current issues, as well as promoting the principles of reconciliation and respect for Indigenous rights and sovereignty, and ensure that workshops are offered to members in a variety of formats.

BECAUSE:

- CUPE's commitment to reconciliation includes recognizing the importance of Indigenous knowledge, culture, and history, and a commitment to fostering understanding, respect, and solidarity with Indigenous communities;
- There is a need for accessible and meaningful educational opportunities about Indigenous issues, rights, and traditions in a respectful and informed manner to ensure members are informed and engaged in the process of reconciliation;
- It is critical that Indigenous educators, leaders, and knowledge keepers are actively involved in content development to ensure that the process and outcome are both respectful of the principles of reconciliation; and
- Regular and thorough evaluation is required to ensure learning is meeting members' needs, and evolving as work on reconciliation progresses.

Convention decision _____

Resolution No. 139**Submitted by Locals 1281 and 2316 (Ont.)**

CUPE WILL:

1. Design, with urgency, a new Climate-Change/Climate Resiliency in the Workplace course, including topics on extreme weather in the workplace, climate impacts on pensions, just-transition.
2. Collaborate with each division's climate committee and the National committee in the development and review of this workshop.
3. Offer and vigorously promote the course in all divisions.

BECAUSE:

- The transformative power of education underpins other principles, making their successful adoption more likely to acculturate a deeper awareness of human rights and climate justice than is presently found.
- Achieving climate justice and Just Transition will necessitate radical lifestyle, behaviour, and education changes.
- CUPE's Climate Change course has the power to equip future generations with the skills and knowledge they will need to thrive and survive.

Convention decision _____

Resolution No. 140**Submitted by Locals 1289 (N.L.) and 500 (Man.)**

CUPE WILL:

1. Develop a 3-hour Clear Language Leadership Learning Module.
2. Integrate the perspectives of people involved in CUPE's anti-racism strategy.
3. Review existing clear language material under the anti-racism lens.

BECAUSE:

- Eliminating barriers for our members to access services is an essential core value of our union.
- Exclusion is not equity, and awareness is the key to combating racism.
- Clear Language helps our members understand their rights.
- Using clear language promotes inclusion and solidarity, and helps combat misinformation, disinformation, and malformation.
- Recognizing the diversity of our membership and knowledge of Clear Language is critical to accessing the power of our union.

Convention decision _____

Resolution No. 141**Submitted by Local 4400 (Ont.)**

CUPE WILL:

1. Develop a 3-hour Clear Language Steward Learning Module.
2. Include the Anti-Racism Strategy “Team”.

BECAUSE:

- Eliminating barriers for our members to access services is an essential core value of our union.
- Exclusion is not equity, and awareness is the key to combating racism.
- Clear language is the mechanism that builds awareness to help us identify and fight back racism and bigotry.
- Clear Language helps our members understand their rights and will assist them in all aspects.
- Recognizing the diversity of our membership and knowledge of Clear Language is critical to accessing the power of our union.

Convention decision _____

Resolution No. 142**Submitted by Local 4948 (Ont.)**

CUPE WILL:

1. Develop a guide to assist locals in generating dialogue with employers about compassionate and nuanced responses to the drug toxicity crisis. Including:
 - Sector-specific research on health and safety issues for people who use drugs and the members who support them;
 - Language that does not conflate drug poisonings with violence;
 - Non-punitive, humane responses to drug poisonings in policy and procedure;
2. Provide member education on a harm reduction approach to public sector work.
3. Continue to advocate for compassionate and multi-pronged response to the drug toxicity crisis in Canada.

BECAUSE:

- According to the Government of Canada, there have been 52,544 drug poisoning deaths country-wide;
- According to experts, prohibition and punishment do not deter drug use. They create stigma, illicit and unregulated drug markets, extreme poverty and homelessness, and the spread of preventable illness and death.
- Recent policies like Alberta's forced treatment act, BC's decriminalization rollback, and Ontario's supervised consumption site closures further criminalize people who use drugs in Canada;
- Places like libraries, parks, and public bathrooms have become unsafe consumption sites;
- Untrained and ill-equipped members are responding to drug poisonings on the job.

Convention decision _____

Resolution No. 143

Submitted by CUPE Vancouver Island District Council (B.C.) and Local 951 (B.C.)

CUPE WILL:

Create new climate emergency education courses for CUPE members.

BECAUSE:

- Pre-existing courses have been archived, and it is more important than ever to provide up-to-date education and tools for locals to manage the crisis today and work towards a more sustainable workplace and country;
- CUPE has done some powerful work on climate action previously but has lacked the education components to get it out to locals; and
- By updating our education to meet the needs of today's workers, it will provide the knowledge and impetus to move to action and change.

Convention decision _____

Resolution No. 144

Submitted by CUPE Vancouver Island District Council (B.C.) and Local 951 (B.C.)

CUPE WILL:

Incorporate membership engagement and organizing training, specifically how to master one-on-one organizing conversations, into the Steward Learning Series and Local Executive Training.

BECAUSE:

- CUPE Education already has modules that provide this training, including specifically the one-on-one conversation model;
- This training would be extremely valuable to local activists and executive members in doing internal organizing work in existing locals;
- Internal membership development, engagement, and organizing is a key strategy in resisting regressive attacks on the labour movement, and defending workers' organizing rights; and
- Better organized and engaged members lead to better capacity to fight and win, both at the bargaining table and beyond.

Convention decision _____

Resolution No. 145

Submitted by Local 9117 (Ont.)

CUPE WILL:

Provide training in French for all courses currently available in English and no longer require a minimum number of French-speaking participants to administer the training.

BECAUSE:

- Not all of the courses offered by CUPE National are available in French.
- CUPE should offer the resources provided in English equally in both languages.

Convention decision _____

Resolution No. 146**Submitted by Local 3902 (Ont.)**

CUPE WILL:

Fund, resource, and offer Locals a free Leadership Development Program designed to be implemented at the Local level, by members of the Union.

BECAUSE:

- There needs to be an accessible and reasonable plan for Locals of all sizes to train members who are interested in getting involved in their Local and their Union.
- One of the biggest challenges in building up our Union is passing on the skills and knowledge to co-workers who want to advance our working conditions and become part of Local's leadership.
- By having a plan that Locals can implement, we can include workers that haven't traditionally be a part of the Canadian labour movement.
- The only way to build worker power and win contracts is to bring in more workers into the house of labour.

Convention decision _____

Resolution No. 147**Submitted by Local 30 (Alta.)**

CUPE WILL:

Update its education programs to reflect emerging issues, members' needs and best practices in union education.

BECAUSE:

- Members rely on CUPE education to build skills, knowledge, and confidence in their workplaces and communities, and;
- The nature of work, technology, and social justice issues continue to evolve and demands up to date training, and;
- Feedback from members and facilitators has identified the need for refreshed content and expanded offerings, and;
- Inclusive; accessible, and current education is essential to a strong, informed, and united membership.

Convention decision _____

Resolution No. 148

Submitted by CUPE Vancouver Island District Council (B.C.) and Local 951 (B.C.)

CUPE WILL:

Provide more pension/retirement education and reinstate a retirement planning workshop for members.

BECAUSE:

- Pension literacy is necessary to know why we fight to keep our pensions and why they are something worth going on strike for;
- Pensions are a financial resource for the working class upon retirement;
- New workers need to understand the importance of a worker's pension;
- Members need to know how to plan for retirement;
- Many collective agreements provide compensation for wage loss to attend this form of training; and
- This training was highly regarded and continues to be highly requested.

Convention decision _____

Resolution No. 149

Submitted by CUPE British Columbia

CUPE WILL:

Develop expanded Union Education course content on pension literacy for activists.

BECAUSE:

- Pensions are among the most valuable benefits provided by employers, and can provide financial security to workers for decades following the end of their active work life;
- Pension literacy for activists is critical for ensuring that pension rights and benefits are protected, expanded, and properly managed, and increasing complexity requires that education be provided to ensure those in advocacy and decision-making roles have a full understanding; and
- Expanding pension benefits to workplaces at which none currently exists requires activists to have a solid understanding of pension structures, benefits, and options.

Convention decision _____

MEMBER ENGAGEMENT

Resolution No. 150

Submitted by CUPE Manitoba

CUPE WILL:

Create an actionable member engagement toolkit for locals and regions highlighting the principles of member engagement, the engagement ladder theory, addressing potential barriers, union myths and benefits of unions, printable standardized documents to include areas for exploring goal setting, barriers, budgeting, and specific actions for engagement.

BECAUSE:

- A clear strategy can help increase member engagement at the local level.
- A concerted effort could help share the principles and theory of engagement with local leaders and activists.
- Local engagement initiatives are essential to building regional and national strength, promoting solidarity not only within our union, but also the surrounding communities.
- An engaged membership of union-educated activists is key to maintaining and increasing union density by improving our public image and increasing community support.
- This proposed toolkit will promote engagement through education and provide easy-to-follow structured documents to assist local leaders in planning engagement events or strategies.

Convention decision _____

Resolution No. 151

Submitted by Local 1734 (Ont.)

CUPE WILL:

Request membership list from all locals in order to connect with members with ongoing campaigns that have been voted on by the National Convention and in return CUPE will provide locals with reports and updated information on their membership list.

BECAUSE:

- Being able to communicate with members directly and efficiently provides members with vital information promptly;
- Providing locals with updated information regarding membership lists allows locals to keep up-to-date membership lists and communicate efficiently with their members.

Convention decision _____

NATIONAL CONFERENCES & MEETINGS

Resolution No. 152

Submitted by the Hospital Employees' Union (B.C.)

CUPE WILL:

Organize a national conference for CUPE members working in private, for-profit nursing homes to support information sharing, networking, and the development of a Pan- Canadian strategy for political action, campaigns and bargaining in this sector;

- Hold this conference before the 2027 CUPE National convention; and
- Support the work of the conference by producing a background research report on the for-profit nursing home sector with information on the companies involved in the sector including their business models, the number of collective agreements and CUPE members covered, and an analysis of collective agreement provisions.

BECAUSE:

- CUPE, including HEU, represent tens of thousands of members working in private for- profit and not-for-profit nursing homes.
- The largest and most profitable nursing home chains operate in more than one province.
- CUPE members would benefit from sharing knowledge and strategies across provinces where CUPE and HEU bargain multiple collective agreements with the same companies.

Convention decision _____

NATIONAL STAFFING

Resolution No. 153

Submitted by Locals 1559, 1989, and 4705 (Ont.)

CUPE WILL:

Fund and establish a Municipal Sector Mobilizer position in Ontario to support the growing needs of over 90,000 municipal workers and help carry out CUPE Ontario's 2026 Municipal Election Campaign Plan.

This position will:

- Support an extensive campaign plan around the 2026 Municipal elections - Support local municipal executives in building strong, effective union structures in line with CUPE's Constitution and policies.
- Assist locals in preparing for Municipal Elections by helping build member engagement plans, election readiness structures, and tracking participation.
- Coordinate training for local leaders, mobilization committees, assigned National Representatives.
- Lead member education efforts around council mapping, political power-building, impacts of governance changes like strong mayor powers.
- Guide regional and jurisdictional coalition work and responses to municipal restructuring - Promote equity, anti-oppression, and leadership development for members from equity-deserving groups.

BECAUSE:

- Municipal workers in Ontario are facing major political challenges, including strong mayor powers, regional restructuring, forced public health mergers, and rising far-right influence in councils and school boards.
- These threats increase pressure on CUPE staff and demand stronger, more coordinated efforts across the province.
- This position is essential to defending public services, protecting worker rights, and building political power at the local level in 2026 and beyond.

Convention decision _____

Resolution No. 154**Submitted by CUPE Alberta**

CUPE WILL:

Advocate and lobby to CUPE National for funding and budgeting for the assignment of a full-time Health and Safety Staff Representative exclusively dedicated to supporting the province of Alberta.

BECAUSE:

- Alberta currently does not have a dedicated CUPE National Health and Safety Staff Representative, which limits the capacity to address the specific health and safety needs of CUPE members in the province; and
- Alberta has unique workplace health and safety regulations and challenges that require specialized expertise and consistent support; and
- A full-time staff representative would ensure that CUPE locals in Alberta have access to timely, knowledgeable assistance and resources to tackle health and safety concerns; and
- Strengthening health and safety advocacy directly contributes to safer workplaces, reduced injuries, and better outcomes for all CUPE members.

Convention decision _____

Resolution No. 155**Submitted by Local 4705 (Ont.)**

CUPE WILL:

Advocate for the retention of Northern Ontario Staff Specialists (WSIB, Health & Safety and others) on behalf of all Northern Ontario to remain in Northern Ontario.

BECAUSE:

- Northern Ontario members need to be able to access their support without having to wait for staff to travel to Northern Ontario.
- Northern Ontario is unique and requires Northern Ontario staff specialists to focus on Northern Ontario.
- Northern Ontario members do not want, need or deserve to feel like 2nd class.

Convention decision _____

Resolution No. 156**Submitted by Locals 4705 and 9117 (Ont.)**

CUPE WILL:

1. Hire more permanent National Servicing Representative (NSR) for Northern Ontario, especially in the rural areas.
2. Look at the assignment and consider the distance they must travel to service their locals.

BECAUSE:

- They are required to travel a variety of distances to service their locals, under a variety of unpredictable winter weather/road conditions; and
- The number of assignments coupled with the distances needed to travel to service their locals is upsetting the work/family balance which can lead to failed marriages, health issues, depression, and stress.

Convention decision _____

Resolution No. 157

Submitted by CUPE Nova Scotia, CUPE Prince Edward Island, and Local 1418 (N.B.)

CUPE WILL:

Create new National staff positions responsible for outreach, engagement and helping to maintain cultural continuity.

These positions will include:

- An Indigenous National Organizer
- An Indigenous Servicing Representative assigned to any Indigenous identifying workplaces to support and build their first Collective Agreement.

These individuals should have lived experiences, knowledge of Elder/Knowledge Holders protocol and be supplied with a budget to be used for all cultural protocols.

BECAUSE:

- We want the next 7 generations to see themselves in CUPE.
- Indigenous peoples have been historically and systemically marginalized through colonization, displacement, and systemic exclusion from institutional decision-making, services, and supports.
- The Truth and Reconciliation Commission of Canada's Calls to Action, along with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), urge institutions to actively support Indigenous self-determination, equity, and inclusion.
- Meaningful reconcili-ACTION requires more than symbolic gestures—it requires ongoing, tangible commitments to Indigenous representation, engagement, and advocacy within CUPE.
- Other Union affiliations are currently already doing this work.

Convention decision _____

ORGANIZING

Resolution No. 158

Submitted by CUPE Prince Edward Island

CUPE WILL:

1. Strengthen and expand our organizing efforts in early learning and child care sector across the country;
2. Develop campaign materials that promote CUPE as the union for child care workers;
3. Promote research that shows the union advantage for child care workers;
4. Expand opportunities for member organizers, reflecting the full diversity of CUPE's membership, to take on leadership roles in organizing campaigns.

BECAUSE:

- Unionization rates for early learning and child care workers remain low, particularly in rural and single-site centres.
- Child care workers face precarity, low wages and little to no pension and benefits, and exploitation by child care operators.
- An estimated 165,000 child care workers across Canada are not represented by a union.
- The Canada-Wide Early Learning and Child Care (CWELCC) plan, also known as the \$10-a-day plan, is creating thousands of new jobs in early learning and child care.
- CUPE is raising the floor for child care workers through campaigns for higher wages, better benefits, pensions and job security.
- Unionization is one solution to the recruitment and retention crisis in child care.
- Ontario has made significant strides in unionizing the sector with dedicated resources.

Convention decision _____

Resolution No. 159

Submitted by Local 1734 (Ont.)

CUPE WILL:

1. Be responsible for all costs associated with first collective agreement bargaining for new locals and/bargaining units. Assign the national staff representative organizer who worked with new members to organize their new local or bargaining unit to support the same group of workers through to the ratification of their first collective agreement. Hire more organizers on a permanent basis, above what is budgeted for this year.
2. Start a paid training program for organizers beginning in 2026, similar to the National Representative Internship Program that currently exists only for prospective servicing staff representatives.

BECAUSE:

- It is wrong to place the financial burden of negotiating first collective agreement on a newly created local or a local that has accepted a new bargaining unit.
- Too often, newly organized CUPE locals suffer from insufficient staff support due to CUPE management's practice of assigning servicing staff representatives with no or insufficient organizing experience.
- The minimal resources invested in the nascent temporary servicing representative positions for first contracts is insufficient for an organizing union like CUPE.

Convention decision _____

Resolution No. 160

Submitted by Local 1734 (Ont.)

CUPE WILL:

Establish an Organizing team within each province, with the priority to assist locals and their executives to reach maximum participation within their locals.

BECAUSE:

- True union power is built through member engagement. Supporting locals with education, one-on-one organizing, and mobilization efforts strengthens solidarity and ensures long-term capacity across the union.

Convention decision _____

PENSIONS & RETIREMENT

Resolution No. 161

Submitted by Local 728 (B.C.)

CUPE WILL:

Work in coalition with other labour organizations, seniors' advocacy groups and community partners across Canada to ensure the Canada Pension Plan Death Benefit is indexed to inflation and accessible to all who qualify.

BECAUSE:

- CUPE has always fought for working people in life. We need to extend our fight for dignity in Death.
- Cost of living should not mean that we die trying to pay for our families only to spend savings on death.
- Dignity of those workers that contributed to the country should not be swept away with financial burdens after death.
- Benefit indexing to inflation would relieve families of unnecessary suffering at their most vulnerable times.

Convention decision _____

Resolution No. 162**Submitted by CUPE British Columbia**

CUPE WILL:

Serve a resolution to the 2026 Canadian Labour Congress convention seeking the CLC to undertake research and develop a position paper calling for the expansion of the Canada Pension Plan (CPP) to provide increased pension benefits, and better options for those who are new to Canada and may have limited years to contribute.

BECAUSE:

- The CPP is based on a formula in which working people contribute, and the fund pays out with interest earned upon retirement; however, with inflation, the benefit paid does not match the total costs of everyday living;
- The cost of food, housing, and other necessities of life have increased to a point where those receiving only government pension, CPP, and Old Age Pension, are living close to bankruptcy;
- Those new to Canada do not have access to the same pension benefits under the CPP model given a reduced time in which they can pay into the fund, and no alternate option exists to support this diverse community in their retirement years;
- Every Canadian should be entitled to basic retirement security, and this is what CPP should deliver;
- For those not able to afford life post-retirement, many of whom must choose between food, shelter, or healthcare as they cannot afford all three, the inequities and low value of the CPP as the country's main provider of retirement income is a substantial injustice; and
- CPP and other like programs affect all workers, and advocacy should be coordinated through the Canadian Labour Congress to ensure the labour movement speaks with one united voice.

Convention decision _____

Resolution No. 163**Submitted by the CUPE Newfoundland and Labrador, CUPE Prince Edward Island, CUPE Manitoba, the Hospital Employee's Union (B.C.); and Local 3034 (N.L.)**

CUPE WILL:

Lobby the government for Canada Pension Plan Investment Board (CPPIB) transparency in reporting their investments.

BECAUSE:

- We want to ensure that their investments are invested in an ethical manner that does not violate human rights.
- Investments should be done with the best interests of our members who contribute to the Canadian Pension Plan (CPP) and their beneficiaries.

Convention decision _____

Resolution No. 164**Submitted by Local 728 (B.C.)**

CUPE WILL:

Lobby the federal government to increase the Canada Pension Plan Death Benefit to reflect the current cost of living and funeral expenses.

BECAUSE:

- The current death benefit is a single payment of \$2500 where it has not grown in decades or reflect the cost-of-living increases.
- Funeral and Burial costs have increased significantly placing heavy financial burdens on grieving families, particularly low- or moderate-income families.
- The average cost of a funeral now is \$7000; families that cannot afford to put food on their table are not able to even say goodbye to their loved ones without giving up more of what they don't have already to survive.
- Workers and their families deserve dignity in death as they do life this allowing adequate support at times of loss.
- Marginalized and Racialized are faced with additional economic and systemic barriers that make end of life expenses more difficult.

Convention decision _____

Resolution No. 165**Submitted by the Ontario Council of Hospital Unions (Ont.)**

CUPE WILL:

1. Ask all pension plans on which CUPE is represented to drop any restrictions on part-time enrolment.
2. Conduct a campaign across CUPE's local unions to enrol part-time employees in their respective pension plan.

BECAUSE:

- Many pension plans effectively exclude part-time employees from joining by imposing thresholds of hours worked.
- This results in part-time employees having no pension and having to work until they die or retire into poverty.
- Most part-time employees are women, and many are also racialized and these restrictions are discriminatory.

Convention decision _____

Resolution No. 166**Submitted by Locals 4705 and 9117 (Ont.)**

CUPE WILL:

1. Urge all Locals to promote the CUPE Retirees Network to their retired (and soon-to-be-retired) members.
2. Develop and print digital promotional materials on the Network for wide distribution on all platforms.
3. Support and fund a vigorous campaign to grow provincial Retirees Networks, to increase their numbers, and then secure their recognition.

BECAUSE:

- Many retirees and their respective Locals are unaware of the Retirees Network or how to access the Network.
- Retired members give and receive strength, knowledge, energy, and solidarity.
- Retirees should be able to continue to participate in CUPE beyond retirement.

Convention decision _____

Resolution No. 167**Submitted by CUPE Newfoundland and Labrador, CUPE Prince Edward Island, the Hospital Employees' Union (B.C.), and Local 3034 (N.L.)**

CUPE WILL:

Work with the divisions looking at the status of the pension demographics within the CUPE.

BECAUSE:

- We want to better understand the scope of the locals who do not have a pension plan and how we can best support them on securing a pension so they can retire with dignity.
- A secure pension plan is a right for all members.

Convention decision _____

Resolution No. 168

Submitted by CUPE Newfoundland and Labrador, CUPE Prince Edward Island, the Hospital Employees' Union (B.C.), and Local 3034 (N.L.)

CUPE WILL:

Develop tools and resources to help locals and divisions bring pension awareness to new workers.

BECAUSE:

- This information will be pertinent to members entering the workforce at multiple stages in their career.
- Our members are using various forms of social media and want to ensure we are reaching them with relevant pension information.

Convention decision _____

Resolution No. 169

Submitted by Local 4250 (Que.)

CUPE WILL:

Produce a guide for members acting as pension trustees to provide guidance to pension boards on:

- How to invest pension funds in a way that doesn't harm the environment and contributes to a just transition to a low-carbon economy.
- How to advocate for an expansion of the unfunded pillars of Canada's public pension system (Old Age Security and the Guaranteed Income Supplement).

BECAUSE:

- Pension law is evolving to increasingly permit or require trustees to consider environmental issues as part of their investment decision-making.
- As this is an evolving technical legal area, CUPE pension trustees would benefit from guidance from a union perspective.

Convention decision _____

PERSONS WITH DISABILITIES

Resolution No. 170

Submitted by CUPE Newfoundland and Labrador, CUPE Manitoba, CUPE Saskatchewan, CUPE Vancouver Island District Council (B.C.); and Locals 1418 (N.B.), 2316 (Ont.), 3060 (Man.), and 951 (B.C.)

CUPE WILL:

Develop and resource a campaign to raise awareness of the diversity of identities, abilities, and challenges faced by persons with disabilities. This campaign will include swag (baggage tags, buttons), a fact sheet highlighting travel realities, and videos.

BECAUSE:

- Every member has the right to equity in their Union.
- Every member is whole as they are.
- Persons with disabilities are not always easily identifiable.
- No one should be excluded from participation.
- Empathy is built from similar experiences.

Convention decision _____

Resolution No. 171

Submitted by the Hospital Employees' Union (B.C.)

CUPE WILL:

1. Develop and resource a campaign to raise awareness of the diversity of identities, abilities, and challenges faced by persons with disabilities. This campaign will include swag (baggage tags, buttons), fact sheet highlighting travel realities, videos.
2. Develop a training program that informs and permits members to experience first-hand the challenges faced by persons with disabilities through activities that mimic the realities of daily life for persons living with disabilities.

BECAUSE:

- Every member has the right to equity in their Union, and
- Every member is whole as they are, and
- Persons with disabilities are not always easily identifiable, and
- No one should be excluded from participation, and
- Empathy is built from similar experiences.

Convention decision _____

POLITICAL ACTION

Resolution No. 172

Submitted by the National Executive Board

CUPE WILL:

1. Advance the goals of the Montreal Declaration affirmed by CUPE members present at the Building Strong Locals Conference in March 2025;
2. Advocate for a Canadian economy that puts workers and our communities first, including pressuring governments to invest in Canadian manufacturing that results in greater economic self-reliance;
3. Promote public ownership of key industries to protect Canada's sovereignty from American and international interests;
4. Resist deregulation that will drive down labour and environmental standards taking place under the guise of eliminating inter-provincial trade barriers;
5. Use our influence wherever possible to push for union-made Canadian products for procurement and for infrastructure investment; and
6. Launch a campaign to protect the Canadian model of strong public services and inoculate Canadians against calls for privatization.

BECAUSE:

- The Canadian government is responding to the Canada-US trade war by taking away rights from refugees and militarizing our border instead of protecting our communities from the corporate interests seeking to privatize our public services.
- Our governments are putting Canada up for sale by opening up even more foreign ownership of Canadian infrastructure critical to national security.
- The labour movement fought to build the social programs that make us proud to be Canadian – public health care, public education, public pensions, employment insurance, national pharmacare, child care, and so much more. Donald Trump and his supporters in Canada are putting all of those things under existential threat.
- We must defend our proud tradition of strong, well-funded, high-quality public services for people when they need it.

Convention decision _____

Resolution no. 173**Submitted by Locals 2565, 3624, 5044 and 5144 (Que.)**

CUPE WILL:

Actively support its telecommunications locals confronted by offshoring of jobs by establishing a multi-union awareness and lobbying campaign aimed at the federal and provincial governments, denouncing the loss of local jobs and demanding that good jobs be kept in our communities.

BECAUSE:

- TELUS and other telecommunications companies have offshored many jobs, which has cost Canada many good jobs;
- These job losses directly impact workers, their families, along with the local and regional economy;
- Job dislocation has made working conditions more precarious and has weakened the social and economic fabric of the affected communities;
- Job dislocation reduces income tax revenues collected by our governments and funding that goes toward public services;
- Telecommunications companies receive major subsidies and contracts from the public sector, which justifies keeping these jobs in Canada;
- Solidarity within CUPE and with other unions waging the same battle is a fundamental pillar of union action.

Convention decision: _____

Resolution No. 174**Submitted by Local 3902 (Ont.)**

CUPE WILL:

Resource, develop, and implement a plan at the Local level to endorse municipal, provincial, and federal electoral candidates that best represent the priorities of Local CUPE members.

BECAUSE:

- Locals need help in both communicating the reasons for endorsing candidates to their membership and developing said campaigns.
- Members need clear and trustworthy information on how different political parties support or threaten their interests and the labour movement in general.
- Involving members in political decision making is the way we can address the affordability crisis, the housing crisis, and austerity measures we face in each of our Locals' Bargaining processes.
- For there to exist a strong and committed labour party in Canada, the largest national union must communicate its political decision-making firmly and fairly.
- Mark Carney and his Liberal Government have proposed budget cuts that present one of the most significant threats to public institutions and the labour movement in recent Canadian history.
- We need to respond politically to the political threat south of the border, as the USA has systematically focused on crushing the power of workers and the unions that they built.

Convention decision _____

Resolution No. 175**Submitted by Locals 3903, 4705, 5526 (Ont.), and 204 (Man.)**

CUPE WILL:

1. Launch a campaign to end all restrictions on the right to strike, including but not limited to bans on:
 - Solidarity strikes.
 - Strikes by non-union workers.
 - Strikes for political demands.
 - Strikes by healthcare and other essential services workers.
 - “Hard pickets” and other production-halting tactics.
 - Strikes during the term of a collective agreement.
 - Striking over grievances.
 - Striking for union recognition.
2. And to remove government powers to:
 - Legislate or order strikers back to work.
 - Subject strike action to government authorization.
 - Adequately resource this campaign, including public education, on-the-ground organizing, and escalating mobilization of members.
 - Build a coalition of unions and allied organizations to pursue this campaign.

BECAUSE:

- Strike action is essential for workers to exercise power and pursue their economic and political interests.
- Restrictions on who may strike, when, how, and why violate our basic democratic rights and weaken us at the bargaining table.
- A credible plan to win is necessary for member mobilization and we should remove all tactical limits on such plans.
- Winning political victories depends on exercising as much power as needed, so we should oppose limitations on that power.

Convention decision _____

Resolution No. 176**Submitted by CUPE British Columbia**

CUPE WILL:

Develop a course dedicated to teaching political organizing with a curriculum that builds the knowledge and skills necessary to effectively engage in persuasive political conversations, undertake political campaigning, and effectively connect political action to workplace rights and progress in conversations with members.

BECAUSE:

- Having conversations with members about politics and political action is critical in stemming the trend of right-wing politics and organizers inducing union members to support regressive politicians;
- Our union is made far stronger when our work at the bargaining table is backed-up by strong political action in elections, and with politicians during their terms;
- Members will not have the confidence to engage in political action and organizing unless given the necessary skills and knowledge; and
- Given the importance of political action to the future of the labour movement, and the regressive attacks on working people by the far-right, creating more engaged and informed political activists in our union has never been more important.

Convention decision _____

Resolution No. 177**Submitted by CUPE Nova Scotia, CUPE Prince Edward Island; and Locals 4536 (N.S.) and 718 (B.C.)**

CUPE WILL:

Develop a course on political organizing for members, aimed at building the knowledge and skills necessary to engage effectively in political discussions and initiatives that support workers' rights and progressive change.

BECAUSE:

- As an organization, we need to build the skill set of members to feel comfortable discussing politics; and
- CUPE becomes stronger when our members are working together to build progressive change; and
- Educating our members on the internal political structures inherent within progressive political parties is essential; and
- Political organizing within our locals will help protect against the rise of right-wing conservatism, which negatively affects workers.

Convention decision _____

Resolution No. 178

Submitted by CUPE Metropolitan Vancouver District Council (B.C.)

CUPE WILL:

Lobby the federal government to support a just transition for all workers currently engaged in the manufacture, transport and export of weapons in Canada.

BECAUSE:

- The CUPE NATIONAL Strategic Directions for 2023-2025 states that we oppose trade and military aid with countries who violate labour and human rights; and
- In 2022 Canada exported military goods with the value of more than 2 billion dollars to destinations other than the U.S. Many of those goods breach Canada's obligations under the Arms Trade Treaty, with more than half of the reported transfers going to an authoritarian state as per the governments' own Export of Military Goods Report. The Arms Trade Treaty that was signed in 2019 is a ban on the export of arms that could be used to perpetuate war crimes, genocide; other grave violations of international law; and It is incumbent upon all trade unionists to ensure workers elsewhere are not subject to repressive regimes by our lack of action; and
- Workers engaged in these fields deserve our support in developing their own models regarding how to transition away from military uses to ones that are more equitable and sustainable.

Convention decision _____

Resolution No. 179

Submitted by the National Executive Board and CUPE British Columbia

CUPE WILL:

Call on the federal government to reverse the planned immigration cuts, and develop a new Canada to renew their permits, and promotes fairness and safety by ending harmful practices like family separation and closed work permits.

BECAUSE:

- In January 2024, the federal government introduced significant changes to the allocation and administration of international student visas.
- These changes have a ripple effect across the entire immigration system, and affect the ability of an entire range of workers, including caregivers and health care workers, whose ability to work safely and legally in Canada is now at risk;
- Migrant and newcomer workers, including those that arrive on student permits, often perform crucial roles in the public sector, particularly in health care systems, municipalities, social services, post-secondary education, childcare, and other care sectors;
- The loss of these workers will be devastating to the public sector and many public systems, particularly in towns and mid-sized cities that have a greater reliance on migrant and newcomer workers in these sectors; and
- This issue affects thousands of CUPE members across the country, and in one example alone, the work permits of at least 500 members of the Hospital Employees' Union (HEU) in British Columbia are set to expire because of the recent immigration changes.

Convention decision _____

Resolution No. 180**Submitted by Local 4400 (Ont.)**

CUPE WILL:

1. Work with CUPE Locals and Settlement Agencies to restore full federal funding for language training and other settlement services which assist in the successful transition of newcomers to Life in Canada.
2. Provide a kit for members to use when lobbying Local politicians re: the economic and social benefits on the Local community, the province and the country when the settlement needs of newcomers are adequately supported.
3. CUPE National will engage in direct discussions with the Minister of Immigration, Refugees and Citizenship regarding the reinstatement of funding for these services.

BECAUSE:

- The federal Liberal government under Justin Trudeau made significant cuts to funding for immigration services.
- CUPE Members delivering Language classes and other settlement services have already experienced Layoffs with more Layoffs anticipated with another round of cuts scheduled for August 31st, 2026.
- The cuts disproportionately affect immigrant women who previously had access to childcare for their pre-schoolers while attending language classes.

Convention decision _____

Resolution No. 181**Submitted by the Ontario Council of Hospital Unions (Ont.)**

CUPE WILL:

Campaign actively, including lobbying the federal government to amend the Canadian Criminal Code to make assaulting a health care worker a more serious offence.

BECAUSE:

- A recent poll conducted by the Ontario Council of Hospital Unions-CUPE showed that ____% of our members had been physically assaulted and ____% had been sexually assaulted on the job in a twelve-month period.
- CUPE represents hundreds of thousands of health care workers, many of whom are being assaulted.
- An amendment to the Canadian Criminal Code passed in the House of Commons in 2023 but died in the Senate at committee in 2025 when parliament was prorogued for the federal election.
- The Criminal Code provides this for transit workers.

Convention decision _____

Resolution No. 182**Submitted by the Ontario Council of Hospital Unions (Ont.)**

CUPE WILL:

Campaign actively, mobilizing its membership and lobbying the federal government to demand that Medicare be kept out of any discussions around a renewed free trade agreement between Canada, the United States and Mexico.

BECAUSE:

- Opening the Medicare system to negotiations will allow major US corporate interests to lobby for the dismantlement of the protections which currently exist around this cherished Canadian program.
- The Canadian health care system is seen as a major untapped market by American for-profit hospital chains, insurance and pharmaceutical companies.
- With major cuts to the US Medicare programme in the spring 2025 US budget bill, the Canadian system is even more vulnerable because it serves as an example of free, universal health care.

Convention decision _____

Resolution No. 183**Submitted by CUPE British Columbia**

CUPE WILL:

Call on the government of Canada to establish minimum standards for all 9-1-1 services based on those promoted by the National Emergency Number Association and National Fire Protection Association; and the standards for Next Generation 9-1-1.

BECAUSE:

- The standards for 9-1-1 services in Canada vary by province and by region, with large inconsistencies between services;
- A system of national standards would require provincial and local governments to properly invest in emergency communication systems, many of which are underfunded;
- Uniform standards and proper funding for 9-1-1 services saves lives—when seconds matter, delays in call taking and dispatch can mean the difference between life and death;
- Next Generation 9-1-1 constitutes a massive jump in emergency communication capacities, allowing the public to contact 9-1-1 by text message and to submit photos and video; and
- Inconsistencies in standards, capacities and implementation for Next Generation 9-1-1 will cause confusion and risk public safety.

Convention decision _____

Resolution No. 184**Submitted by CUPE British Columbia**

CUPE WILL:

Lobby the government of Canada to create a national framework for a guaranteed livable basic income for all people over the age of seventeen.

BECAUSE:

- Every person should have access to a liveable basic income;
- The provision of a livable basic income would help eliminate poverty, improve income inequality, reduce food and housing insecurity, and improve health outcomes for tens of thousands of people;
- A guaranteed livable basic income would help eliminate child poverty, make families more stable and resilient, and improve communities, while lessening reliance on health, social and other services that are accessed by those in economic crisis; and
- A guaranteed livable basic income would better enable those in abusive, financial-dependent relationships to seek independence; and
- Current legislation proposed in the Senate (Bills S-233 and S-206) would see Canada provide a guaranteed liveable basic income, and CUPE should be showing its support for these legislative initiatives.

Convention decision _____

Resolution No. 185**Submitted by CUPE British Columbia**

CUPE WILL:

Take a leaderships role in rebuilding Canada's New Democrats, and organize substantial CUPE participation at the 2026 NDP convention.

BECAUSE:

- From its beginning as the Cooperative Commonwealth Federation (CCF), the labour movement has always been a foundational element of Canada's New Democratic Party (NDP);
- Without a strong NDP presence on the ballot and in parliament, working people are left without a viable progressive option on election day, and without a voice in government;
- The 2024 election of Donald Trump and subsequent trade dispute between Canada and the US had a profound effect on the 2025 federal election, and caused a collapse in NDP support due to fear of a Trump-style Conservative government and the spectre of vote-splitting promoted by the federal Liberals;
- Leadership is needed to rebuild NDP capacity and support, and as Canada's largest union, CUPE has a responsibility to play a major role in this work; and
- The 2026 NDP National Convention will select a new leader for the Party, and critical decision on which CUPE should have substantial input through delegate participation.

Convention decision _____

Resolution No. 186**Submitted by CUPE British Columbia**

CUPE WILL:

Develop an outreach and political organizing strategy that focuses on developing better relations with civic leaders, electing more progressive voices, and securing improved bargaining patterns in Canada's largest, pattern-setting cities.

BECAUSE:

- With a collective population of more than 11 million, just the top ten municipalities in Canada represent more than twenty-five percent of the total population of the country;
- Canada's largest cities have substantial political power and influence, directly engaging with senior government outside of the conventional representative structures of the Federation of Canadian Municipalities (FCM) and respective provincial municipal bodies;
- The Big City Mayors Caucus of the FCM constitutes a leading voice on local government issues;
- The independence of large cities from their respective representative groups (provincial municipal associations) makes outreach and engagement with big city leaders more challenging;
- Due to the prevalence of regional bargaining patterns, which are often set by the largest cities in each region, big cities have a substantial impact on municipal bargaining patterns, which can also influence bargaining in other and aligned sectors; and
- CUPE needs a more targeted strategy to outreach with big cities as a group, with tactics that recognize and overcome the challenges of building strong relationships with these critical local governments.

Convention decision _____

Resolution No. 187**Submitted by CUPE Prince Edward Island, CUPE British Columbia, the Hospital Employees' Union (B.C.), Metropolitan Vancouver District Council (B.C), and Local 5536 (B.C.)**

CUPE WILL:

1. Collaborate with allies including relevant drug policy coalitions and people with lived experience to lobby all levels of government to stop the toxic drug crisis by providing a safe supply of drugs to people who use drugs.
2. Advocate for the inclusion of Treatment Services as part of Universal Health care, under the 5 core principles of the Canada Health Act, of publicly administered, comprehensive, universal, portable, and accessible health care.

3. Continue to educate members and communities on what the toxic drug crisis is, and why providing a safe supply is an appropriate way to save lives.
4. Lobby all levels of government to provide more resources for public addiction treatment and increasing support services including public counseling services, and public replacement therapy including safe supply.

BECAUSE:

- The toxic drug crisis has become an epidemic in Canada.
- More than 5,626 people died because of toxic drug deaths in 2024, and nearly 51,000 people died because of toxic drug deaths, as reported between January 2016 and September 2024.
- No one chooses to die due to drug toxicity.
- Supporting and maintaining healthy and non-judgmental relationships with people who use drugs leads to more people seeking help and various recovery strategies.
- People who use drugs are loved and deserve to live.
- People need to be alive to access treatment options.
- Addiction treatment and mental health support need to be in place to overcome this social and medical concern.

Convention decision _____

Resolution no. 188

Submitted by Local 5454 (Que.)

CUPE WILL:

1. Demand that the Government of Quebec amend the Cannabis Regulation Act to require that the legal age be lowered to 18 and that the cap limiting THC content to 30% be eliminated for products sold by the SQDC.
2. Produce, share and promote information campaigns to achieve the preceding objective;
3. Encourage member locals and the general population to support this demand.

BECAUSE:

- Science has shown that the harm reduction is more beneficial from a public health standpoint than prohibition and stigmatization;
- The aforementioned Act sends youths who are over 18 but less than 21 back to the black market, restricting them to unregulated products of uneven quality, with no advice on how to reduce harm;
- The Act sends back to the black market those wishing to obtain cannabis products with more than 30% THC content;
- In addition to undermining public health safeguards, the Government of Quebec is depriving itself of several hundred million dollars each year.

Convention decision _____

Resolution No. 189**Submitted by Local 204 (Man.)**

CUPE WILL:

1. Fight against efforts of right wing and big business wishes to introduce USA style "Right to Work" legislations.
2. Lobby the government to provide legislation that provides protections to Canadians by keeping their right to unionize, right to bargain, right to strike and the right to collect union dues by rand formula.
3. Work with the CUPE Education and Research departments to develop education on what "Right to Work" actually is and how misleading that phrase is.

BECAUSE:

- Canada has always been a leader in trade union activities with progressive legislations in all levels of government;
- USA style "right to work" gets rid of the rand formula, which would see union activists standing out on street corners trying to collect dues as in days of the past;
- The "right to work" phrase sounds like every worker ideal, but it truly means that they have the right to work and if in a union environment you don't have to pay dues, but the union must protect you.
- Many of our own CUPE Members do not understand what the Right to Work is and many are in favour of what they are being told by the right wing businesses and associations.

Convention decision _____

Resolution No. 190**Submitted by Local 8125 (Can.)**

CUPE WILL:

1. Allocate resources to lobby the federal government in support of the "Unpaid Work Won't Fly" campaign, focusing on:
 - a. Advocating for policy changes that recognize and compensate unpaid work;
 - b. Raising awareness among members and the public about the campaign's goals;
 - c. Mobilizing CUPE members to participate in lobbying efforts and events related to the campaign.
2. Forward this resolution to the National Executive Board for action, with updates on lobbying efforts provided at the next CUPE Convention.

BECAUSE:

- By focusing on lobbying the government for the "Unpaid Work Won't Fly" campaign, CUPE National can amplify its impact and drive meaningful change regarding unpaid work. This effort is essential for ensuring fair treatment and compensation for all workers.
- Many CUPE members rely on travel by airplane to attend the CUPE National Convention;
- The "Unpaid Work Won't Fly" campaign is vital for raising awareness about the importance of unpaid work and advocating for fair compensation;
- It is imperative for CUPE National to prioritize lobbying the government to address the issues surrounding unpaid work.

Convention decision _____

Resolution No. 191

Submitted by Local 5050 (N.S.)

CUPE WILL:

Lobby the Government for a Federal Vision Care Program.

BECAUSE:

- Vision care is so important and the costs have risen greatly for exams and glasses.

Convention decision _____

Resolution No. 192

Submitted by Local 1978 (B.C.)

CUPE WILL:

1. Launch and fund a 'Tax the Wealthy' campaign to be led by the Labour Councils. The campaign must build alliances with civic, labour, ethnic, peace movement, and political groups; organize educational events, demonstrations, and protests. These efforts should emphasize building solidarity and on-the-ground mobilisation. The campaign must highlight how tax cuts for the wealthy and corporations harm public services and increase the cost of living, including basic goods.
2. Submit a resolution to the Canadian Labour Congress (CLC) convention in 2026 that calls on the CLC to demand a series of progressive tax reforms based on the ability to pay and put the burden on those most able to pay: corporations and the wealthy. The resolution should include this list of demands:

- a. No taxes on incomes less than \$50,000 per year.
- b. Create wealth and inheritance taxes on high-income individuals.
- c. Legislate price controls on food, fuel, and rent.
- d. Double the corporate tax rate, restore the capital tax, and modify the capital gains tax so that 100% of both realized and unrealized gains are taxed.
- e. End tax loopholes and offshore tax shelters.
- f. Collect unpaid and deferred corporate taxes and put corporate tax evaders in jail.

BECAUSE:

- Income inequality has had corrosive effects on workers' health, happiness, and community ties.
- Excess profits are the source of inflation.
- Excess profits are a consequence of increased exploitation.

Convention decision _____

Resolution No. 193

Submitted by Local 1978 (B.C.)

CUPE WILL:

1. Strongly call for a rejection of the Liberals' plan to increase military spending and demand increased transparency in government military spending.
2. Launch a campaign aimed at highlighting the extreme cost of military spending at the federal level. The campaign should illustrate how these expenditures will make big profits for the arms industry in Canada and the US and will be subsidized from cuts to healthcare, education, EI, CPP, and more public services. The campaign must build alliances with civic, labour, ethnic, peace, and political groups; organize educational events and demonstrations; and demand action from government officials.
3. Submit a resolution to the Canadian Labour Congress (CLC) convention in 2026 that calls on CLC to join CUPE in its demand for Canada's withdrawal from NATO. The resolution should also call on the CLC to hold a national peace conference that brings together the trade unions, public sector unions, community groups, major peace organizations, and activists.

BECAUSE:

- NATO wars on Yugoslavia, Iraq, Libya, Syria and elsewhere led to thousands of civilian deaths, and massive economic and environmental destruction. Its expansion into Eastern Europe, despite its 1991 agreement not to do so, has fanned the flames of war in Europe.
- Canada is increasing its military spending largely because of its relationship with the US and NATO. These funds should instead be used for peace and human needs.

Convention decision _____

Resolution No. 194**Submitted by Local 1978 (B.C.)**

CUPE WILL:

1. Press the federal government to enact non-contributory employment insurance, covering all the unemployed for the full duration of unemployment, at 80% of previous earnings.
2. Write a resolution calling for EI reform with the same demands for the Canadian Labour Congress convention in 2026.

BECAUSE:

- Fewer than 40% of contributors are eligible to collect EI when they need it, while employers have enjoyed significant contribution holidays.
- Inflation and sky-rocketing interest rates are leading to another recession and hundreds of thousands of new job losses.
- The EI fund was raided for 30 years to finance corporate tax cuts while workers' access was cut and benefits frozen.
- Thousands of unemployed joined the On to Ottawa Trek in 1935 to win unemployment insurance, so labour must rise and fight for the unemployed again today.

Convention decision _____

Resolution No. 195**Submitted by Local 1978 (B.C.)**

CUPE WILL:

1. Campaign for socialist policies in Canada that defend the interests of the working class and Indigenous peoples, protect the environment, and weaken corporate power.
2. Launch a public education campaign to expose how unfettered corporate power and capitalism fuel inequality; and develop resources to show how worker solidarity and socialist policies can address current challenges through collective action.
3. Strongly condemn any shift to the right by the federal government.
4. Reject the capitalist mantra of unending profits.

BECAUSE:

- Only socialism—rooted in democratic public ownership of the economy and the political empowerment of the working class—can provide a real solution to the complex challenges facing British Columbia, our country, and the world.
- As capitalism spirals into one crisis after another, far-right forces are fueling a surge of racism, fascist violence, police brutality, scapegoating of immigrants, misogyny, homophobia, and transphobia which are used to divide the working class and weaken collective action.

Convention decision _____

Resolution No. 196

Submitted by Local 79 (Ont.)

CUPE WILL:

Call on the federal government to tackle Canada's housing affordability crisis by improving access to social and affordable housing for all. It means a massive increase in funding beyond current levels and expanding the supply of non-market housing including a return to the cooperative housing that previously generated affordable housing development and included the participation of unions.

BECAUSE:

- Of an overreliance on the private sector and rampant speculation in the real estate market, governments have failed abysmally to deliver affordable housing in recent years.

Convention decision _____

Resolution No. 197

Submitted by the Hospital Employees' Union (B.C.)

CUPE WILL:

1. Lobby federal and provincial governments to increase the number of seats in postsecondary health care programs to ensure a sustainable pipeline of health care workers;
2. Advocate for targeted recruitment initiatives aimed at addressing health care shortages, particularly in rural, remote, and underserved urban communities;
3. Urge governments to implement stronger retention strategies to keep experienced staff within the public health care system, including improved wages, benefits, working conditions, and workload management;
4. Call on provincial governments to address health care staffing shortages by investing in the public system rather than relying on private nursing agencies, ensuring long-term stability and equity in health care delivery.

BECAUSE:

- Everyone deserves reliable access to emergency and urgent health care;
- The increasing use of private, for-profit nursing agencies across Canada is driving up health care costs, creating disparities in wages, and destabilizing public health care workplaces;
- For-profit staffing agencies undermine unionized health care jobs by employing non-unionized staff, weakening collective bargaining power and workplace stability;
- The recruitment and retention of health care professionals in both rural and urban areas remain a critical challenge that exacerbates staffing shortages;

Convention decision _____

Resolution No. 198

Submitted by CUPE Nova Scotia, CUPE Prince Edward Island; and Locals 4536 (N.S.) and 718 (B.C.)

CUPE WILL:

Develop communication tools and supports to assist CUPE Locals to actively participate in progressive, worker-focused political action.

BECAUSE:

- Political engagement is essential to protecting and advancing the gains CUPE members have achieved through collective bargaining and advocacy. Without active participation in the political process, these hard won rights and benefits are at risk of erosion.

Convention decision _____

Resolution No. 199

Submitted by CUPE Nova Scotia, CUPE Prince Edward Island, and Local 718 (B.C.)

CUPE WILL:

Engage with CUPE Locals to encourage CUPE members to actively participate in their local NDP Electoral District Association (EDA) to strengthen their collective political engagement and advocacy.

BECAUSE:

- By participating in EDAs, members have a direct voice in shaping policies that reflect the interests of workers and their communities; and
- Engagement fosters collaboration and networking with individuals and leaders who share values of fairness, equity, and workers' rights; and
- Active participation builds skills in organizing, campaigning, and leadership, creating opportunities for members to take on influential roles in the political sphere; and
- Being part of an EDA ensures members are aware of policy developments and decisions that directly affect their workplaces, families, and communities; and
- Active involvement enhances the NDP's capacity to represent and advocate for workers' rights, progressive policies, and strong public services.

Convention decision _____

POST-SECONDARY EDUCATION

Resolution No. 200

Submitted by the National Executive Board

CUPE WILL:

Lobby the government of Canada to increase funding for public universities, colleges and institutes, replacing revenues lost to declining international students with direct federal public funding for Canada's public post-secondary institutions.

BECAUSE:

- In January 2024, the federal government introduced significant changes to the allocation and administration of international student visas and related immigration programs, and in responses to these changes, the numbers of international students have declined substantially;
- As a result of decades of eroded public funding, colleges and universities have come to rely on international student revenues to cover shortfalls in government operating grants, and the recent decline in international student numbers have produced budget crises at institutions across the country;
- Institutions in every province are implementing program cuts, campus closures, and service reductions, with resulting layoffs of staff and faculty, and cost increases and lack of options for students;
- Past federal governments have directly funded post-secondary institutions, though more recent funding has come through provincial transfer payments that see funds diverted from post-secondary education to other provincial priorities;
- Given the ongoing tariffs and economic uncertainty brought by the US administration and other global conflicts, a strong post-secondary system is essential to retrain and re-skill workers whose jobs may be impacted, develop new industries, and fuel research and innovation; and
- The current cuts are damaging to those who work in colleges and universities, current and future students, and workers who need to retrain; and undermine the future prosperity of the nation and the ability for Canadians to maintain sovereignty over our economy.

Convention decision _____

Resolution No. 201**Submitted by CUPE British Columbia**

CUPE WILL:

Develop a campaign toolkit for locals and divisions to demand that provincial governments recognize that research is work, student workers are employees, and that they have a constitutional right to form and join a union.

BECAUSE:

- The provision of a livable basic income would help eliminate poverty, improve income inequality, reduce food and housing insecurity, and improve health outcomes for tens of thousands of workers;
- Student workers often face abusive workplaces where a complete lack of employment standards, workplace protections, and worker rights;
- Due to lack of workplace protections, student workers are often exploited, harassed, misused, and/or injured;
- Universities as employers commonly and intentionally blur the lines between employment and academic work to make use of students as employees without providing fair wages, appropriate working conditions, and the basic workplace protections afforded to all workers;
- A recent example of this exists in British Columbia, where more than 3,200 graduate research assistants (GRAs) at the University of British Columbia signed union cards to join CUPE 2278 and were subsequently found not to be workers by the BC Labour Relations Board; and
- Workers have a constitutional right to form and join a union, and current labour laws and employer manipulation of student work is denying workers access to this entrenched legal right.

Convention decision _____

Resolution No. 202**Submitted by Local 1294 (Que.)**

CUPE WILL:

Lobby the Government of Canada to recognize academic research as a national priority, and to commit to clear and sustainable financial investments.

BECAUSE:

- Academic research is a vital source of innovation and a key driver of scientific discovery; it lies at the heart of technological, social, and economic breakthroughs.
- Investments in research directly contribute to Canada's productivity, international competitiveness, and a knowledge-based economic recovery.
- Federal funding for academic research is largely insufficient to cover the actual costs of research, which continue to rise due to the cost of living, inflation in scientific equipment, infrastructure, and the salaries required to maintain highly qualified expertise.
- Research support staff are essential to training the next generation of scientists.
- Research support staff — technicians, professionals, project managers, etc. — play a fundamental and often overlooked role in the design, implementation, and success of research projects, ensuring their continuity, quality, and institutional grounding.
- These research workers too often face precarious employment conditions, marked by fixed-term contracts, lack of institutional recognition, absence of career prospects, and direct dependence on unstable grant cycles.
- This precarity not only affects their professional well-being but also undermines the stability and effectiveness of research itself, leading to loss of expertise, project interruptions, and recruitment challenges in an already strained environment of skilled labour shortages.
- Adequate funding for academic research would help revalue the role of research support staff by guaranteeing dedicated resources for their hiring, stabilization, and full recognition within the scientific ecosystem.

Convention decision _____

Resolution No. 203**Submitted by Local 4600 (Ont.)**

CUPE WILL:

1. Develop resources and implement a campaign to call on higher education institutions in the broader sector to be transparent about upcoming cuts to jobs and programs, and be more forthcoming given FIPPA requests in revealing information on how funds are allocated between the operating budget and other budgets.
2. Call on higher education institutions in the broader sector to address the drop in quality of postsecondary education and potential impact to students in Ontario caused by the elimination of union positions.
3. Call on higher education institutions in the broader sector to protect good union jobs through job security and wage protection language.

BECAUSE:

- There is currently a financial crisis across postsecondary education institutions in Ontario, which has led to multiple institutions turning to cuts in jobs and programs.
- The Ontario PC have created this financial crisis, exacerbated by measures from the federal government, and mismanagement at the administrative level, and have made it clear that they do not intend to solve it.
- Education is a right which is currently under attack by these austerity measures. Students and workers across Ontario deserve quality postsecondary education, good union jobs, and stability.

Convention decision _____

Resolution No. 204**Submitted by CUPE Vancouver Island District Council (B.C.); and Locals 3912 (N.S.), 917, 951, 1858, and 4163 (B.C.)**

CUPE WILL:

1. Renew campaigning through lobbying and mobilization of all levels of government for comprehensive, public post-secondary funding. In particular, CUPE will pressure the federal government to legislate a national *Post-Secondary Education Act* with statutory, accountable federal funding for post-secondary education.
2. Develop resources for locals and chartered organizations to raise public awareness of the value of CUPE's Post-Secondary Education Workers, support efforts to fight post-secondary education cuts, and protect these members' jobs.

BECAUSE:

- Post-secondary across Canada is in crisis, exacerbated by federal policies impacting international students and by chronic underfunding by both federal and provincial governments;
- This crisis has led to ongoing job losses and increased precarity for academic, technical, trades, service and support staff CUPE members;
- Stable and fair models of public funding are required to provide the education and research that drives the Canadian economy, supports families, and resources the country's labour market, which are essential to supporting and retraining workers and communities impacted by the Trade War;
- Inadequate public funding of the system results in poor quality education, cuts to the services students need for their success, and higher tuition fees that make education and training harder to access for working class families and young people.

Convention decision _____

Resolution No. 205

Submitted by CUPE Newfoundland and Labrador, CUPE Prince Edward Island; and Locals 1615 (N.L.), and 3911 (Alta.)

CUPE WILL:

1. Renew campaigning through lobbying and mobilization of all levels of government for comprehensive, public post-secondary funding. In particular, CUPE will pressure the federal government to legislate a national Post-Secondary Education Act with statutory, accountable federal funding for post-secondary institutions; and
2. Develop resources for locals and chartered organizations to raise public awareness of the value of Post-Secondary Education Workers and CUPE members' roles, and to support efforts to fight post-secondary education cuts and protect members' jobs.

BECAUSE:

- Post-secondary across Canada is in crisis, exacerbated by federal policies impacting international students, chronic underfunding by both federal and provincial governments, and increasing threats of political interference from provincial governments; this crisis has led to imminent job losses for CUPE members, with thousands of workers across academic, technical, trades, service and support staff potentially facing job losses;
- Stable, predictable and fair models of public funding are required to provide the education and research that drives the Canadian economy, supports families, and resources the country's labour market-and that these purposes are essential to supporting and retraining workers and communities impacted by the Trade War;
- Inadequate public funding of the system results in poor quality education, disproportionate cuts to the services students need for their success, and the layoff of workers who provide those vital services;
- Funding shortfalls invariably result in higher tuition fees, making education and training harder to access for working class families and young people;
- Education is a right and should be accessible to all students regardless of their family's wealth-this principle can only be delivered by fully funded public education.

Convention decision _____

Resolution No. 206**Submitted by CUPE British Columbia**

CUPE WILL:

Lobby the government of Canada to increase funding for public universities, colleges, and institutes, replacing revenues lost to declining international students with direct federal public funding for Canada's public post-secondary institutions.

BECAUSE:

- In January 2024, the federal government introduced significant changes to the allocation and administration of international student visas and related immigration programs, and in response to these changes, the numbers of international students has declined substantially;
- As a result of decades of eroded public funding, colleges and universities have come to rely on international student revenues to cover shortfalls in government operating grants, and the recent decline in international student numbers have produced budget crises at institutions across the country;
- Institutions in every province are implementing program cuts, campus closures, and service reductions, with resulting layoffs of staff and faculty, and cost increases and lack of options for students;
- Past federal governments have directly funded post-secondary institutions, though more recent funding has come through provincial transfer payments that see funds diverted from post-secondary education to other provincial priorities;
- Given the ongoing tariffs and economic uncertainty brought by the US administration and other global conflicts, a strong post-secondary system is essential to retrain and re-skill workers whose jobs may be impacted, develop new industries, and fuel research and innovation; and
- The current cuts are damaging to those who work in colleges and universities, current and future students, and workers who to retrain; and undermine the future prosperity of the nation and the ability for Canadians to maintain sovereignty over our economy.

Convention decision _____

Resolution No. 207**Submitted by Local 2424 (Ont.)**

CUPE WILL:

Lobby all levels of government to fund or create policies to support post-secondary education.

BECAUSE:

- Post-secondary institutions are facing issues that are eroding the value of a Canadian post-secondary education through underfunding. This is causing increased staff workload and staffing cuts leading to staff burnout, high turnover, and degrading the quality of education for students. We call for action to ensure that Canada maintains its post-secondary status globally and to ensure that we remain a leader in education, research, and innovation and attracting the best in brightest students who will become contributors to our society.

The issues are created by:

- Lack of public funding causing reliance on international students.
- Decreasing international student enrollment through policy changes signaling that international students are not welcomed in Canada.
- Rollback on Equity, Diversity, and Inclusion initiatives.
- Rollback on Indigenous initiatives.
- Public underfunding creating an environment that encourages privatization of post-secondary education.

Convention decision _____

PROTECTING PUBLIC SERVICES AND OUR WORK

Resolution No. 208**Submitted by Local 1813 (Ont.)**

CUPE WILL:

1. Support the Ontario Social Services Sector Workers: Worth Fighting For campaign by providing ongoing assistance through existing infrastructure, staff coordination, and campaign expertise.
 - a) including aiding locals in delivering member training, structure tests, collective actions, strike readiness, and public engagement ensuring strong, majority participation across the sector.

BECAUSE:

- Social service workers have been left behind following the repeal of Bill 124, facing low wages, underfunding, and egregious working conditions that harm their health and families. The Worth Fighting For campaign is a coordinated effort across CUPE and OPSEU to fight for fair compensation and working conditions, and for a long-overdue investment in the vital social and care services we provide.
- This campaign is critical to building power in a historically underfunded and undervalued sector. National support will help maximize impact, foster member mobilization, and increase capacities for coordinated bargaining.
- This work aligns with CUPE's broader commitment to resist, reclaim, defend public services, and organize workers against systemic inequality, aligning with the strategic priority of building worker power through coordinated bargaining to the benefit of workers across all regions and sectors.

Let CUPE stand with these workers because social service workers are worth fighting for.

Convention decision _____

Resolution No. 209**Submitted by Local 30 (Alta.)**

CUPE WILL:

Take a more active role in generating a positive image of public employees in all forms of media

BECAUSE:

- Public employees are often undervalued or misrepresented in the media, contributing to public misunderstanding of their roles, compensation, and importance, and;
- Promoting the positive contributions of public employees builds public trust, strengthens solidarity, and supports efforts to secure fair wages, benefits, and working conditions, and;
- CUPE National has the capacity, resources, and reach to shape public narratives and promote the value of public service across Canada.

Convention decision _____

Resolution No. 210**Submitted by CUPE British Columbia**

CUPE WILL:

Develop a profile of the Union's presence in the non-profit sector, and undertake research both on the needs of non-profit workers, and the advocacy required to better support the sector.

BECAUSE:

- A substantial number of CUPE members work for non-profit societies, whose revenues are dependent on grants, donations, and social enterprises;
- During times of economic uncertainty, organizations that rely on voluntary funding from governments and donors suffer substantial losses, which translates into job losses for CUPE members;
- The non-profit sector—often not recognized as a sector within CUPE's structure—continues to expand, and overlaps with a number of recognized CUPE sectors like community social services, community health, post-secondary education, and emergency services;
- Advocating for non-profit workers is challenging without the necessary research to quantify and better understand the sector and its workforce.

Convention decision _____

SAFER UNION SPACES

Resolution No. 211

Submitted by CUPE Newfoundland and Labrador, the Hospital Employees' Union (B.C.), and Local 474 (Alta.)

CUPE WILL:

Promote, educate, and establish safe and respectful practices to create safe, inclusive and supportive environments in all CUPE spaces.

BECAUSE:

- The need for safe and respectful workplaces extends across all spaces where CUPE members interact;
- Our diverse membership brings together varied social, economic, and cultural perspectives that require mutual understanding and respect;
- CUPE must take a leadership role in fostering positive behaviors that strengthen our union and protect our members' mental health and wellbeing;
- Building a culture of respect requires ongoing education, clear expectations, and consistent implementation of supportive practices; and
- 2026 is CUPE's year of psychological health and safety.

Convention decision _____

Resolution No. 212

Submitted by Local 3550 (Alta.)

CUPE WILL:

1. Revise the CUPE trial procedure to include a safety & risk assessment and prioritizing complaints based on said assessment.
2. Include criteria assessing mental health and safety in the aforementioned safety & risk assessment.
3. Implement a health and safety program that includes thorough risk assessments, engaging members in developing safety protocols, and providing members with clear and ongoing safety training.

BECAUSE:

- Ensuring a safe workplace environment is foundational to the growth, health, and well-being of members and of the labour movement.

Convention decision _____

STRIKE FUND

Resolution No. 213

Submitted by Local 500 (Man.)

CUPE WILL:

1. Develop and implement a geofence-based mobile application that will enable Locals to digitally track the presence and hours of members participating in picket lines.
2. Consult with CUPE Locals and members to ensure usability, accessibility, and transparency.
3. Ensure the data collected by this application be securely stored and used solely for the purpose of verifying participation in job action for the issuance of strike pay and for reporting to financial institutions as required for the distribution of strike pay cheques.

BECAUSE:

- Accurate tracking of picket line participation is essential for the timely and fair distribution of strike pay.
- Current methods of tracking picketer attendance may be inefficient, inaccurate, or difficult to manage at scale.
- Advances in geolocation technology can be used to streamline and automate attendance tracking while maintaining member privacy and data security.

Convention decision _____

Resolution No. 214

Submitted by CUPE Manitoba

CUPE WILL:

1. Evaluate and consider amending the Strike Pay requirements to take into account how legislated essential services agreements (ESAs) in some provinces will affect many workers' ability to participate in strike action.
2. Consider pro-rating daily hours working the picket line with strike pay for these workers who must attend to scheduled essential shifts.
3. Develop and launch a free, in-house platform for digital picket shift sign-in and revise and update CUPE's antiquated Strike Form system.

BECAUSE:

- Some Locals have too many sites to have pickets at all, so members might be required to attend picket lines not located at their worksite which makes travelling between their worksite and picket line difficult.
- With ESAs in place, many workers may be required to work partial hours on a daily basis which will not allow for them to attend a picket line in full 4-hour shifts.
- While some workers continue to work as part of mandated essential services, their pay may be less than daily strike pay.

Convention decision _____

Resolution No. 215

Submitted by Local 4400 (Ont.)

CUPE WILL:

Allow Locals to choose their own payment method of issuing of Strike Pay,

- a) including using own database,
- b) and to delete the requirement Form E be completed by every Member.

BECAUSE:

- Current requirements are too onerous on the Local depending on the size of the Local.

Convention decision _____

Resolution No. 216

Submitted by Local 1750 (Ont.)

CUPE WILL:

Give locals the option to use an effective electronic system (i.e., QR code) of National Strike Fund Forms E, F, and G in lieu of paper-based versions of these forms and ensure that all locals know of this option.

BECAUSE:

- This resolution was passed by the membership at the 2023 CUPE Ontario Convention; and
- Paper-based National Strike Fund forms are prone to loss or damage under any circumstances, and environmentally unsustainable; and
- The volume of paperwork they create places an unnecessary administrative burden on local unions;
- The reliance on paperwork involves multiple touch points by multiple people, increasing the potential for error further increasing the administrative burden to resolve the errors; and
- An integrated electronic system can support the coordination of effective strike pressure while maintaining improved accountability; and
- Many other CUPE locals have received approval from CUPE National for electronic strike pay administration; and
- The Ontario School Board Council of Unions strike would have been impossible without electronic forms; and
- The Ontario Compensation Employees Union (OCEU) lock out demonstrated the cumbersome nature of collecting signatures on paper forms. Managing 3600 members across 16 picket locations, with 60 picket captains collecting and submitting signatures, and 10 members working over 40 hours per week to get payments issued weekly demonstrated the challenges of not moving to an electronic system; and
- All locals should have access to the information they need to facilitate effective strike action.

Convention decision _____

Resolution No. 217

Submitted by Local 1750 (Ont.)

CUPE WILL:

Amend Article 6 – Strike Pay of the National Strike Fund Regulations as follows:

- 6.1 A member who is entitled to strike benefits under these Regulations shall receive strike pay beginning on the first day of the strike.
- 6.2 For each calendar week, maximum strike pay is ~~\$350~~ **\$400** for a minimum of 20 hours of picketing or completing other approved duties.
- Starting with the ~~6th~~ **5th** week of the strike, strike pay is increased to ~~\$375~~ **\$450** per week, for a minimum of 20 hours of picketing or completing other approved duties.
- Starting with the ~~12th~~ **9th** week of the strike, strike pay is increased to ~~\$400~~ **\$500** per week, for a minimum of 20 hours of picketing or completing other approved duties.
- ~~Starting with the 16th week of the strike, strike pay is increased to \$450 per week, for a minimum of 20 hours of picketing or completing other approved duties.~~
- The normal strike schedule is 5 days a week, 4 hours per day. However, when deemed appropriate by the Strike Benefits Committee, and when approved by the National Secretary-Treasurer's Office, the schedule and hours of picketing can be designed differently to reflect the workplace and/or accommodate a member or group of members.

Convention decision _____

Resolution No. 218**Submitted by Local 204 (Man.)**

CUPE WILL:

1. The NEB will consider amending the Strike Pay requirements to take into account how essential services agreements (ESA) will affect many workers ability to participate in strike action.
2. Consider pro-rating hours daily hours working the picket line with strike pay for these workers who must attend to scheduled essential shifts.

BECAUSE:

- The current requirements in Article 6 of the National Strike Fund Regulations state that workers must work 5 days per week at 4 hours per day to achieve 20 hours for strike pay;
- Some Locals have too many sites to have pickets at all, so members might be required to attend picket lines that are not located at their worksite which makes travelling between their worksite and picket line difficult;
- With ESAs in place, many workers may be required to work partial hours on a daily basis which will not allow for them to attend a picket line. (EG: 8:00 am – 5:00 pm and the worker is required to be on shift from 11:00 am to 3:00 pm. With the need to get ready for work and to travel to their worksite, they will not be able to work 4 solid hours on the picket line;
- While some workers continue to work as part of essential services, their pay often won't match what the strike pay would be with the reduced hours and their lower paid classifications.

Convention decision _____

Resolution No. 219**Submitted by CUPE Alberta**

CUPE WILL:

Review the strike fund guidelines to ensure access to strike averting campaign funds in advance of a possible strike/lockout where anti-union legislation restricts locals from taking strike votes before mediation/conciliation or where government interference delays or restricts the right to take timely strike votes.

BECAUSE:

- The current Strike Fund Regulations require a strike vote and mandate before locals can access strike-averting campaign funds; and
- Alberta and Newfoundland have restrictive legislation that prevents strike votes before or during mediation/conciliation. In Alberta, a Labour Board-supervised vote is also required; and
- Other jurisdictions allow strike votes during key turning points in negotiations, enabling earlier access to campaigns that help avoid strikes; and
- These legislative restrictions prevent locals from accessing much-needed support at the most strategic times; and
- Governments are increasingly interfering with the right to strike by delaying or restricting strike votes; and
- Community and member mobilization before a strike vote is often critical to resisting concessions and government interference.

Convention decision _____

Resolution No. 220

Submitted by Local 389 (B.C.)

CUPE WILL:

Strike a feasibility committee to provide a feasibility report on Strike Pay improvements, including but not limited to annual strike pay totals (5 years); % of annual budget for strike pay; and cost estimates for base rate/COLA/regional based improvement figures. The committee should consist of a diverse representation beyond the Executive Committee that will report back to the delegation at the following Convention because:

BECAUSE:

- Although Strike pay increased by 17% (2024), \$350 per week for 20 hours on the picket line equates to \$17.50 per hour which is below minimum wage standards in many regions of Canada;
- National Strike pay of \$1400.00 per month is below the average Canadians spend on housing costs alone per month.
- Our employers have access to our strike figures, which increases the likelihood of them placing pressure on our members to accept low offers or risk financial uncertainty by escalating job action; and
- In seeking ways to improve affordability for CUPE members, reviewing the feasibility of various improvements, including an equitable approach to Strike Pay will provide progressive options for tackling affordability issues that should not exist as a result of job action.

Convention decision _____

Resolution No. 221**Submitted by CUPE Prince Edward Island**

CUPE WILL:

Create a campaign to educate members and the public on the vital role having the legal right to strike plays in the process of free collective bargaining and how strikes have contributed to the advancement of the minimum standards for everyone in our society.

BECAUSE:

- Despite federal anti-scab legislation being brought in, we are still seeing the government undermine the collective bargaining process by legislating people back to work, forcing votes, or imposing binding arbitration.
- Some provinces have overly-restrictive Labour laws denying workers the right to legally strike (e.g., PEI) and we are seeing other provinces make moves to restrict the right to strike (e.g., Quebec). Our Charter-protected rights are under attack and we must defend them.
- CUPE locals have seen an increase in strike activity in the last few years and public awareness of the benefits of strikes for everyone can help bolster support for striking locals.
- Explicitly connecting having the right to strike to things people value or consider the baseline 'standard' (weekends, maternity and parental leave, sick time, health and safety standards, minimum wage) can help members and the public understand why protecting the right to strike is important for all of our society.

Convention decision _____

SUPPORTING CUPE LOCALS

Resolution No. 222**Submitted by Local 1615 (N.L.)**

CUPE WILL:

1. Consider and present for consultation to all Chartered Union Locals, as soon as possible, options for a CUPE Customer/Member Relationship Management System (CRM / MRM) database.
2. In considering such a system, consider options that have functionality that includes some or all, but not be limited to, member status and contact information, tracking of shop steward requests and cases, grievances and job evaluations.
3. Present along with this, different options for models on cost sharing, functionality, ownership parameters and information sharing terms between chartered union locals, CUPE National and Divisions.

BECAUSE:

- All union locals, to do their work, require identifying union members, tracking membership status, keeping up to date contact information and sharing with authorized entities.
- Member engagement requires member identification and information to reach them.
- Many CUPE union locals individually are attempting to find ways, procedures and systems for: identifying members and tracking their status; shop steward requests and cases; grievances; and job evaluations.

Convention decision _____

Resolution No. 223

Submitted by Local 718 (B.C.)

CUPE WILL:

Develop a database system for Locals to utilize for their membership lists, correspondence and grievances, and that the database system be provided at no cost to Locals.

BECAUSE:

- Locals need to track their membership lists, especially when engaging in political action.
- The majority of Locals are unable to afford a database system developed for their Local or subscribe to a database system.
- A standardized database system will allow Locals to maintain and track their membership information in a consistent manner, even with Executive Board and Staff turnover.

Convention decision _____

Resolution No. 224

Submitted by CUPE British Columbia

CUPE WILL:

Explore the provision of basic employer services to full-time officers on leaves from their base employers.

BECAUSE:

- Full-time officers, most often local presidents, who are on leave from their base employers often lack access to the broader array of employment services that are available to most members;
- The services full-time book-off members often lack includes a broad array of supports, from assistance filing workers' compensation forms to crisis counselling;
- When a crisis occurs at a local, there are no structures or services that support the full-time book-off member who is often a first line of response and issues management; and
- The lack of these supports and resources is a strain on those serving in full-time elected roles, undermining recruitment and retention for the critical positions in locals.

Convention decision _____

Resolution No. 225**Submitted by CUPE New Brunswick**

CUPE WILL:

1. Explore and develop a comprehensive CUPE National Benefits Plan that is available to all locals on a voluntary basis, opt-in basis, and designed to provide high-quality, cost-effective, and equitable health, dental, vision, life insurance, disability, and other wellness benefits; and
2. Allocate appropriate resources to conduct a feasibility study, consult with locals, members, and benefit experts, and prepare a detailed implementation proposal, including governance structure, funding models, and administrative supports; and
3. Report back to the next CUPE National Convention on progress made, with the goal of launching a benefits plan or a pilot phase within the next 2 years.

BECAUSE:

- Access to comprehensive, affordable, and equitable health and dental benefits is essential to the well-being and security of all CUPE members; and
- CUPE members currently access benefits through a fragmented system of employer-provided plans; many of which are inadequate, inconsistent, inaccessible to all members, or vulnerable to cuts during bargaining; and
- A CUPE administered national benefits plan would strengthen member solidarity, enhance bargaining power, and ensure all members, regardless of sector, location, or employment status, have access to high quality, portable benefits; and
- Such a plan would reflect CUPE's commitment to equity by addressing gaps in benefits coverage for part-time, casual, and precarious workers.

Convention decision _____

Resolution no. 226**Presented by Local 1244 (Que.)**

CUPE WILL:

Obtain licences for Motion Meetings or any other product in sufficient numbers to ensure that all locals, both large and small, can hold meetings and elections with electronic voting in accordance with a method recognized by CUPE.

BECAUSE:

- Zoom and Microsoft Teams are not recognized as an adequate option by CUPE for secret votes;
- Simply Voting does not always make it possible to abide by specific voting rules at a meeting or during elections;
- In an email dated March 7, 2024, CUPE encouraged us to use Motion Meetings;
- The costs associated with the use of that platform are high, and not all locals can take on that kind of an expense;
- To use that platform, you need to acquire a technical or support service.

Convention decision _____

Resolution no. 227

Presented by Local 1294 (Que.)

CUPE WILL:

Acquire Motion Meetings licenses, or licenses for any other product, in sufficient quantity to ensure that all locals (small and large) can hold meetings and elections with electronic voting through a platform recognized by CUPE, free of charge.

BECAUSE:

- Zoom and Microsoft Teams are not recognized by CUPE as providing an adequate option for secret ballots;
- In an email dated March 7, 2024, CUPE encouraged the use of Motion Meetings;
- The costs associated with this platform are high, and not all locals can afford such an expense;
- To use this platform, technical support or guidance must be available.

Convention decision _____

Resolution No. 228

Submitted by Local 3902 (Ont.)

CUPE WILL:

1. Update CUPE National's: "A Guide for Preparing Local Union Bylaws" to include:
 - a. Up-to-date policies and procedures of CUPE that are in accordance with the National Constitution;
 - b. Recommended practices relating to online or hybrid meetings;
 - c. Recommended practices relating to online voting; and
 - d. Any other existing best practices for CUPE Locals arising out of the last twelve years.
2. Publish and send out the updated "A Guide for Preparing Local Union Bylaws" to Local leaders by March 2026.

BECAUSE:

- The current “A Guide for Preparing Local Union Bylaws” was updated in 2013, twelve years ago.
- Since 2013, a lot has changed in the Canadian labour landscape including online and hybrid meetings and voting.
- Locals need up-to-date guidelines for their Bylaws so that they can best represent their members.
- There have been many memos, letters, and other recommendations of text to include in Local Bylaws that have not been collected in one place.

Convention decision _____

Resolution No. 229

Submitted by Local 204 (Man.)

CUPE WILL:

Work with CUPE National vendors to provide discounted fees and costs to CUPE Locals, Members and Affiliates when they purchase or subscribe to those services with the proviso that there is need to enter into a contract with the vendor upon supplying these discounts nor will there be any costs to CUPE National in order for the vendors to provide these services.

BECAUSE:

- The Canadian Union of Public Employees has over 750,000 members across Canada, many of whom are utilizing the same vendor products as CUPE National, such as accounting and administrative software.
- Many large and small, for profit and non-profit organizations such as post secondary schools, corporations, charities and others do provide these type of vendor agreements to their members, employees and students, making this a common practice for large vendors such as Microsoft, Adobe and Intuit (Quickbooks);
- Locals, affiliates and divisions are always looking for ways to cut costs. By receiving discounted prices on necessary products would be a great benefit to all levels of CUPE.
- Public wages have severely slowed in momentum of wage growth, Members are having difficulties purchasing necessary good such as food and prescriptions, discounted services could greatly help them in many different ways.
- As wages stagnate and public organizations reduce staff, our Locals, Affiliates and Divisions receive lower income but their servicing needs have increased. Lower costs in some services would help to meet those servicing needs.
- This would not cost CUPE National anything, nor would it have the National Union be under contract with any company, making this an absolutely no risk request to their vendors.

Convention decision _____

Resolution No. 230**Submitted by CUPE Manitoba**

CUPE WILL:

Work with CUPE's vendors to explore discounted fees and costs for CUPE Locals, Members and Affiliates so there is no need for individual organizational contracts with the vendors (eg. Microsoft 365-Teams, Action Network).

BECAUSE:

- CUPE has over 750,000 members across Canada, many of whom are utilizing the same vendor products as CUPE National, such as accounting, mobilization and administrative software.
- Some employers like universities have successfully arranged for discounted prices for their Members, Students, and Employees with vendors that are used within the organization (including vendors such as Microsoft, Adobe, Action Network and Intuit (QuickBooks)).
- Locals, affiliates and divisions are always looking for ways to increase efficiency.
- Amid the cost-of-living crisis, members have challenges buying essential goods such as food and prescriptions; discounted services could greatly help them.
- As wages stagnate and public organizations reduce staff, our Locals, Affiliates and Divisions receive lower revenue while servicing needs have increased. Lower costs in some services would help to meet those servicing needs.

Convention decision _____

Resolution No. 231**Submitted by CUPE British Columbia**

CUPE WILL:

Investigate a national program to support community outreach vehicles in all regions of the country.

BECAUSE:

- A number of provincial divisions operate outreach vehicles that support community and local events with brand assets, equipment, and supplies, along with a branded presence in the form of the vehicle itself;
- CUPE-branded community outreach vehicles have proven a positive investment, improving community engagement and local support, and multiplying the effectiveness of outreach;
- Smaller divisions have limited capacity to undertake this work independently due to the capital and operational costs, but operating as a National Union, CUPE's size and capacity should be sufficient to support these valuable engagement tools; and
- Undertaking a feasibility study to assess capacity, options and demand is a reasonable first step towards making this program a reality.

Convention decision _____

Resolution No. 232**Submitted by Local 476 (B.C.)**

CUPE WILL:

Create a framework, including a best practices approach, to assist locals considering dedicated book off days for their President.

BECAUSE:

- Many local Presidents are struggling under the weight of significant changes whether they be internal to the local, worker-to-worker dynamics or as a result of tactics and revolving doors within employer structures.
- Many locals have newer Executive members; shifts in member engagement, along with the retirement of many members. This, combined with National Representatives carrying larger portfolios, leaves the local vulnerable and Presidents picking up other's workloads in addition to their own.
- Members are increasingly seeking and demanding access to the President and not all locals have regular President or Executive book-off, making this access more than difficult. Dedicated office staff is not a common factor for smaller locals, so the weight is being carried by Presidents not only off the side of their desks but at the detriment of their own health and wellbeing.
- Having a framework that supports both locals and the National Representatives to assess the needs, benefits and costs. This could be considered for Bargaining to ensure that any individual plan falls within the Constitution and be reflected in local bylaws. Further, this would ensure there isn't a haphazard approach leaving the next President in limbo or worse, facing animosity from their membership.

Convention decision _____

Resolution No. 233**Submitted by CUPE Ontario**

CUPE WILL:

1. Provide immediate, one-time financial support of \$10,000 to newly certified Locals entering first contract negotiations, in addition to any existing assistance and loan programs;
2. Ensure this funding supports all costs related to first contract negotiations; and
3. Collect dues from newly certified Locals only after their first collective agreement has been ratified.

BECAUSE:

- Newly certified Locals are particularly vulnerable and need robust support to succeed.
- A strong first agreement establishes a solid foundation for future bargaining.
- Starting in debt puts new Locals at a long-term disadvantage.
- Financial assistance enables vital activities like book-offs, campaign organizing, and securing space.
- This approach encourages existing Locals to support new unit certifications.

Convention decision _____

Resolution No. 234

Submitted by Local 1559 (Ont.)

CUPE WILL:

Provide immediate financial support to newly certified Locals negotiating a first collective agreement on a one time basis in the sum of \$10,000 in addition to existing financial support and loans.

BECAUSE:

- This will remove barriers for new groups to negotiate a strong first collective agreement such as book-off/release time, campaign support and funds for space.
- This will encourage existing Locals to bring in new units.
- This will continue to encourage organizing the unorganized and expanding the scope clauses within the current collective agreement.
- This will give staff assigned to supporting first collective agreement negotiations the ability to assist representing the members.

Convention decision _____

WOMEN'S RIGHTS

Resolution No. 235

Submitted by CUPE Newfoundland and Labrador, CUPE Manitoba, CUPE Saskatchewan; and Locals 1418 (N.B.), 2316 (Ont.), and 3060 (Man.)

CUPE WILL:

Promote more equitable access, opportunities, and leadership roles to increase the representation of women and gender diverse people at all levels of union leadership by:

- a) Including language in the model by laws that state local executives will have gender parity, recognizing that gender parity includes women and gender diverse people.
- b) Developing model language for collective agreements on discrimination, human rights laws, and training on women and gender equity.
- c) Creating a factsheet and including a short presentation at conventions and conferences on how to access Union Education workshops, including how to improve access to workshops for equity-deserving groups and small locals.
- d) Encouraging locals to prioritize sending women, gender diverse members to CUPE education, training, and other opportunities to empower and raise awareness among all members.

BECAUSE:

- Gender inequity persists in workplaces across sectors, resulting in disparities in pay, leadership opportunities, representation, and safe working conditions; and
- Women and gender diverse people who are also Indigenous, Black, racialized, 2SLGBTQI+, disabled, and migrant workers face compounded discrimination and barriers to equity; and
- Promoting gender equity and leadership that reflects their membership strengthens the labour movement and contributes to a fairer, more inclusive society.

Convention decision _____

Resolution No. 236

Submitted by the Hospital Employees' Union (B.C.)

CUPE WILL:

1. Work to ensure more equitable access, opportunities and leadership roles to increase the representation of women at all levels of union leadership by:
 - Including language in model by laws that ensure reflection of the membership and gender parity for local executives
 - Developing sample equity language for women and gender rights for collective agreements and letters of understanding on discrimination, human rights codes/laws and training
 - Including a learning and education panel at national and division conventions by respective women & gender rights committees
2. Create a how-to factsheet on how to access union education courses and training opportunities with suggestions on how to improve access for equity deserving groups; and

3. Encourage locals to prioritize sending women, gender diverse and equity deserving members to CUPE education, training, outreach to empower and raise awareness among all union members;

BECAUSE:

- Smaller locals and locals in rural areas may not have the resources to host one off workshops.
- Information on how to access the various training and education opportunities may not make its way to all members.
- The average member may not get the opportunity to participate in CUPE education and training.

Convention decision _____

YOUNG WORKERS

Resolution No. 237

Submitted by CUPE Prince Edward Island, CUPE Saskatchewan; and Locals 2859 (N.S.), 3060 (Man.), and 8911 (B.C.)

CUPE WILL:

Implement a Young Workers Engagement and Mentorship Program in collaboration with the Young Workers National Committee to help Young Workers gain experience and guidance within the Union.

BECAUSE:

- The importance of preparing our future generations of union members to fight back against future threats and struggle is vital to shaping how our Union will create change in our society; and
- The mentor can guide the mentee in their career path, suggest opportunities, and open doors; and
- Mentoring allows the mentee to develop their professional network, build relationships with experts in their field, and benefit from their support; and
- The sharing of experiences between the mentor and mentee fosters innovation and knowledge transfer, thus contributing to the organization's development; and
- Mentoring allows the mentee to feel comfortable within the union and better understand its internal workings; and
- Mentoring helps strengthen the mentee's commitment to the union and motivates them to become more involved in union activities; and
- Mentoring helps strengthen social ties within the union and create an atmosphere of trust and collaboration.

Convention decision _____

Resolution No. 238

Submitted by CUPE Prince Edward Island, CUPE Saskatchewan, and Locals 2859 (N.S.); 3060 (Man.); and 8911 (B.C.)

CUPE WILL:

Plan a National Young Worker Political Engagement Conference in collaboration with the National Young Workers Committee and National Political Action Committee.

BECAUSE:

- We're entering into a time of authoritarian governments and rising fascism; and
- There is a rise of political and social conservatism, particularly in young men; and
- Provincial governments are already infringing on our charter protected rights and freedoms by limiting striking, attacking 2SLGBTQIA+ rights, Indigenous rights, etc.; and
- Young workers are moving into local leadership and are going to need to bargain stronger language to protect job loss in times of austerity and authoritarianism.

Convention decision _____

Resolution No. 239

Submitted by CUPE Prince Edward Island, CUPE Saskatchewan; and Locals 2859 (N.S.), 3060 (Man.), and 8911 (B.C.)

CUPE WILL:

1. Establish a National Task Force to enhance Young Worker Engagement, in close collaboration with the National Young Workers Committee, to develop a comprehensive national strategy aimed at significantly increasing young worker participation across all levels of the union.
2. This strategy will include the development of sponsorship and scholarship programs for local unions to facilitate the attendance of young workers at union events, workshops, and conferences, and to ensure **their equitable access to all relevant union education and training opportunities.**

BECAUSE:

- The active participation of young workers is crucial for the long-term sustainability, growth, and vibrancy of the union; and
- There is a recognized need to improve engagement and foster a sense of belonging among young workers within our union, ensuring their voices are heard and their contributions valued; and
- Young workers often face unique challenges, including financial barriers, work-life balance issues, and limited awareness of union benefits and opportunities, which can hinder their involvement in union activities; and
- Investing in the education and development of young workers is essential to prepare them for future leadership roles and to ensure a continuous pipeline of engaged and informed union activists; and
- A nationally coordinated effort, developed in partnership with existing young worker structures, is necessary to create a comprehensive and effective strategy that can be adapted and implemented across all locals.

Convention decision _____

Resolution no. 240

Submitted by Locals 1113, 1340, 1500, 2000, 1983, 2881, 2960, 3434, 3939, 4041, 4134, and 5514 (Que.)

CUPE WILL:

Increase the maximum age for participation in the CUPE Young Workers' Committee to 35.

BECAUSE:

- The low involvement of young people in union structures is an issue that must be resolved;
- Those entering work force and taking a unionized position tend to be older than before;
- The 30-35 segment can serve as a bridge between young activists and those at more established levels. This makes it easier to convey knowledge and continue activism;
- Those into the 30-35 segment often not only have more extensive work experience but can also relate to the concerns of their younger colleagues. They can thus enrich the committee's reflections and make for more credible and concrete demands;
- Most other provinces have opted for an age 35 limit.

Convention decision: _____