



DRAFT

RESOLUTIONS AND CONSTITUTIONAL AMENDMENTS

46TH ANNUAL CONVENTION

SHERATON HOTEL

TORONTO

MAY 27 – MAY 30TH, 2009

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RESOLUTION #
SUBMITTED BY LOCAL 2280 CUPE ONTARIO HEALTH CARE COORDINATING COMMITTEE

CUPE Ontario will:

Continue to support the call for a 3.5 hour nursing care standard that is enforceable through regulation as an immediate first step for the LTC sector;

Ensure that appropriate enforceable staffing improvements are seen in all other classifications in the Long Term Care sector;

Call on all CUPE locals in every sector to join the HCWCC in their call for dignity and respect for seniors in Ontario, including a coordinated response to any provincial government initiative;

Work with the HCWCC to intensify the lobby efforts to achieve an enforceable care standard regulation.

Because:

- Seniors are not getting adequate levels of care in this province;
- For far too long seniors living in LTC and workers working in the sector have subsidized the inadequate funding through low wages and bad living and working conditions;
- The province has failed to properly regulate LTC homes to ensure that seniors are getting appropriate care and to ensure that public funds are properly spent;
- A regulation that is enforceable is the only way to hold governments and providers accountable in this sector.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 2280, CUPE ONTARIO HEALTH CARE COORDINATING COMMITTEE

CUPE Ontario will:

Call on the Provincial government and municipalities to proclaim a Long Term Care day;

Use this day to step up the fight for dignity, respect and enforceable standards for seniors and workers in LTC, including but not limited to:

- a. Highlighting the unbearable workloads and under-staffing issues as well as the inadequate living conditions for seniors;
- b. Call on the government to enact enforceable regulations;
- c. Hold a day of action in communities across the Province as a way to advocate for the needs of seniors and workers in this sector.

Because:

- We must continue to do everything we can to raise the quality of life for people living and working in this sector;
- If we fail to do so the shortage of workers willing to be employed in the sector will be exacerbated.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #**SUBMITTED BY CUPE ONTARIO HEALTH CARE COORDINATING COMMITTEE**

CUPE Ontario will:

Continue to call on CUPE National to provide staff resources to Ontario in a way that is proportionate to the number of members in our Province.

Because:

- CUPE members in Ontario have been serviced by a staffing complement that is below the National staffing ratio average for too many years;
- Membership in Ontario continues to grow and our current staff are over worked;
- Adequate staffing resources are necessary to meet the growing needs and demands of our members.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #**SUBMITTED BY CUPE ONTARIO AMBULANCE COMMITTEE**

CUPE Ontario will:

Campaign to stop the erosion of emergency medical services through the diversion of paramedical resources to firefighting services.

Because:

- Without consultation, the provincial government passed a regulation that allows fire trucks to respond to cardiac arrest 911 calls;
- Firefighters are quietly campaigning to take over emergency medical calls, taking work from paramedics;
- Firefighters are not qualified or able to handle many aspects of pre-hospital cardiac care;

- Firefighters have neither the experience, nor the training, nor the expertise to deal with emergency medical 911 calls;
- This would undermine the tremendous development in skills, education, and expertise that has been achieved by paramedics and emergency medical services over the last 40 years;
- This dual response system will duplicate resources and divert even more very costly fire trucks to emergency medical calls;
- Public resources should focus on building a unified, high quality and timely emergency medical system that utilizes fully qualified, highly experienced paramedics;
- Firefighters should focus on their own vital area of expertise and build solidarity rather than competition with paramedics.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY CUPE ONTARIO AMBULANCE COMMITTEE

WHEREAS the Minister of Health and Long Term Care has asked the Health Professions Regulatory Advisory Council (HPRAC) to consider further regulating paramedics and emergency medical attendants through the Regulated Health Professions Act (RHPA); and

WHEREAS paramedics and emergency medical attendants are already regulated, managed, and supervised by a variety of bodies (the Ministry of Health and Long Term Care, Base Hospitals, Base Hospital Physicians, and EMS employers); and

WHEREAS RHPA regulation will add yet another way to discipline and dismiss paramedics and emergency medical attendants; and

WHEREAS RHPA regulation does not provide for union protection for employees facing discipline and dismissal; and

WHEREAS RHPA regulation will increase costs for paramedics by instituting new costs for mandatory regulatory college fees, insurance premiums and malpractice lawsuits; and

WHEREAS RHPA regulation will further reduce, confuse, and confound the proper accountability of employers for high quality EMS.

THEREFORE BE IT RESOLVED that CUPE Ontario support a campaign to stop any move to further regulate paramedics under the Regulated Health Professions Act, and;

BE IT FINALLY RESOLVED that we approach every CUPE paramedic requesting that they indicate in writing to HPRAC their opposition to college regulation.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY ONTARIO COUNCIL OF HOSPITAL UNIONS

CUPE Ontario will:

CUPE Ontario will vigorously campaign with OCHU and with the Ontario Health Coalition to force the Ontario Liberal government to protect local hospital services.

Because:

- The Ontario Liberal government is deliberately funding hospitals at rates lower than the rate of inflation;
- Hospital deficits imposed by the Liberal government are leading to the elimination of thousands of hospitals jobs, cuts to local hospital services, and the elimination of hospital programs;
- Hospital funding problems are leading LHINs to centralize and regionalize hospital clinical and support services, removing jobs and services from local communities.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY CUPE ONTARIO MUNICIPAL EMPLOYEES COORDINATING COMMITTEE

CUPE Ontario will:

Within one year of this resolution's adoption convene a provincial library conference regarding the future of libraries, the information community and its workers, as well as their role in CUPE Ontario;

The agenda for such a conference will be established by the Library Workers' Committee;

The meeting will be held by the representative activists with the assistance of appropriate staff.

Because:

- CUPE represents over 4000 public library workers in Ontario's public libraries;
- CUPE library workers face similar issues and problems across Ontario;
- The existing jurisdictional committee and subcommittee lack the resources sufficient to give an appropriate and adequate forum for Ontario's library workers to meet and discuss issues of this scope;
- A provincial conference would help to achieve this goal;

- A strengthened sector is in the interests of CUPE Ontario as a whole.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY CUPE ONTARIO SCHOOL BOARD CO-ORDINATING COMMITTEE

CUPE Ontario will:

Advocate for long term disability plans which provide for benefit coverage and full wages for the duration of the long term leave; and

Undertake a review of the current long term disability plans throughout the province to allow Ontario School Board Co-ordinating Committee to investigate the development of a provincial template.

Because:

- Members who are off work due to illness or injury suffer financial hardships at a time when they are most vulnerable;
- Members are returning to work prematurely which often affects their waiting periods;
- We need to insure that members off work due to illness or injury are not forced back to work due to the inadequacy of their long term disability insurance;
- The summary of current plans is required in order to analyze existing plans and work towards the most beneficial plan; and
- All school board workers are entitled to equal benefits and this information would allow for the creation of a provincial template with common benefits for all members.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY CUPE ONTARIO SCHOOL BOARD CO-ORDINATING COMMITTEE

CUPE Ontario will:

Provide support by allocating funds and resources to enact a task force to look at standardizing job descriptions for all maintenance and trades workers in the school board sector;

Lobby the Government to establish provincial wage rates to the industry standards identified in the private sector.

Because:

- Maintenance and trades workers are currently being required to work outside their trade performing tasks that may result in personal injury;
- A standardized job description would mandate payment for the trade the member is qualified to perform;
- Maintenance and trades workers in the school board sector are currently receiving less than standard wages due to funding inequities;
- It is imperative to retain maintenance and trades workers in our school board sector;
- Maintenance and trades workers are leaving the school board sector to access higher wages in the private sector;
- Maintenance and trades workers employed by the school board have a commitment to the schools whereas contractors coming in to perform work have less of a commitment;
- Maintenance and trades workers take pride in their work;
- Contractors have no accountability to the school boards.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #**SUBMITTED BY CUPE ONTARIO UNIVERSITY WORKERS COORDINATING COMMITTEE****CUPE Ontario will:**

In conjunction with the Workers With Disabilities Committee and the Injured Worker Committee, do a provincial accessibility audit before the next convention of all facilities including but not limited regional offices, hotels, conference centres and institutions that CUPE Ontario uses or would potentially use for CUPE Ontario functions;

Use the information from this audit as the first criteria for any CUPE Ontario event;

Supply this list to all Ontario locals and encourage them to use this list as their first criteria for booking local events and to provide the tools and resources to locals to audit their own union offices, union halls and other locations where the local does the work of the union or holds events;

Call on CUPE National to follow their lead in ensuring that all members have access to our union events and that all national events are held in accessible accommodations.

Because:

- To do any less is unacceptable.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #

SUBMITTED BY LOCAL 3908, CUPE ONTARIO UNIVERSITY WORKERS COORDINATING COMMITTEE

CUPE Ontario will:

Support OUWCC's coordinated bargaining by providing resources through the Planning and Priorities Process for committee member book offs and committee driven campaigns including campus tours and special focused sectoral coordinated bargaining strategy sessions;

Call on CUPE National to assign financial resources, a full-time researcher, a full-time Organizer and a full-time Communications Rep to the sector for coordinated bargaining and wall-to-wall organizing.

Because:

- CUPE Ontario supports the principals of coordinated bargaining;
- Coordinated bargaining is a complex process that requires sustained time, energy and commitment;
- CUPE Ontario supports member involvement;
- The OUWCC still does not have a full time coordinator;
- Other sectors have had the support of five (5) National Reps at provincial bargaining tables.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #

SUBMITTED BY LOCAL 1281, 3908, 3913, CUPE ONTARIO UNIVERSITY WORKERS COORDINATING COMMITTEE

CUPE Ontario will:

Support and supply resources to the OUWCC for a campaign to address chronic underfunding and privatization in the university sector;

Support and supply resources to university locals to establish alliances with other organizations in the campus community including, but not limited to, the Canadian Federation of Students, students unions, faculty associations and staff associations.

Because:

- Chronic underfunding contributes to the privatization of universities by allowing administrations to acquire funding through private corporations;
- Chronic underfunding allows the university administrations to increase tuition fees, creating an unjust and inequitable barrier to education;
- The expertise and energy of campus allies and university locals can be harnessed, with proper support, to create effective awareness campaigns and actions to address the issue of underfunding.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 3908, CUPE ONTARIO UNIVERSITY WORKERS COORDINATING COMMITTEE

CUPE Ontario will:

Support and resource OUWCC to create and deliver a training program specifically designed for Campus Reps.

Because:

- Campus Reps are the key to building OUWCC's fightback against chronic underfunding, privatization, and casualization on our campuses;
- Campus Reps are essential to the promotion of coordinated bargaining;
- Campus Reps provide an important link between the OUWCC, locals, and campus communities;
- Campus Reps are crucial to building campus coalitions;
- CUPE Ontario and the OUWCC believe strongly in the principles of social movement unionism, and Campus Reps are important to realizing these principles;
- And Campus Reps can provide important leadership on campuses.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY CUPE ONTARIO SOCIAL SERVICES COORDINATING COMMITTEE

CUPE Ontario will:

In working with CUPE National, support and advocate for the necessary resources for legal representation and for local leadership representation at the upcoming Coroner's Inquest. In effect representing all its members in the social service sector;

With the cooperation of CUPE National, support the need for research, development and presentation of recommendations for positive systemic change(s) to prevent further such tragedies in the future.

Because:

- Ontario and CUPE National have a clear commitment to supporting its members across all sectors;
- an underfunded social service system with strained resources can and does result in tragic consequences such as the death of a child;
- the incarceration of another with severe mental health issues and this has resulted in the tragic loss and grief for these families and resulted in the extreme traumatization for those Child Protection Workers directly involved and the greater systemic effect across all social service sectors;
- the upcoming Coroner's Inquest has been called to investigate and recommend systemic changes;
- CUPE has requested and been granted standing in the process to provide support for its members and offer recommendations in order to effect positive change across all CAS's.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY CUPE ONTARIO SOCIAL SERVICES COORDINATING COMMITTEE

CUPE Ontario will:

Provide the resources necessary to build a community social services public awareness campaign that will;

Put pressure on all three levels of government to recognize and adequately fund the sector in order to address the long standing funding challenges of this sector;

Show respect for the quality of services and supports provided by the workers in this sector;

Provide a funding framework that addresses the needs of Community Social Service Agencies and the staff responsible for the delivery of vital community social services;

Facilitate the development of a coordinated bargaining strategy for community social service agencies.

Because:

- The recession means more Ontario families and individuals are dependent on Community Social Service Agencies for services such as housing, meal programs, job training, programs for children, youth, families and seniors.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY CUPE ONTARIO SOCIAL SERVICES COORDINATING COMMITTEE

CUPE Ontario will:

In collaboration with the Social Service Workers Coordinating Committee, campaign to ensure adequate funding is available to Children's Aid Societies to ensure that there are adequate services to meet the needs of the community.

Because:

- The downturn in the economy has created an increase in child protection investigations;
- Inadequate funding will create a reduction in services to the vulnerable children and families in our communities;
- Child protection workers are already facing excessive workloads;
- Layoffs and service cuts are occurring across the province.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 2204, CUPE ONTARIO SOCIAL SERVICES COORDINATING COMMITTEE

CUPE Ontario will:

Continue to support through financial and staff resources the CUPE Ontario Child Care Council,

Strengthen the nine Regional Child Care Representatives and child care activists in every municipality in Ontario to protect CUPE member jobs, wages and benefits and high quality child care

Because:

- The success of on-going provincial child care campaigns depend on community grassroots involvement of CUPE child care members;
- The provincial McGuinty government refuses to address systemic underfunding in the sector or take steps to stop the growth of large corporate child care chains that threaten our jobs and public and non-profit child care in Ontario.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY CUPE ONTARIO SOCIAL SERVICES COORDINATING COMMITTEE

CUPE Ontario will:

Continue to support its coalition partner, the Ontario Coalition for Better Child Care;

Work closely with the OCBCC and other trade unions in Ontario that represent child care workers to devise organizing and bargaining strategies in the sector;

Continue to work closely with CUPE National and the Social Service Workers Coordinating Committee Child Care Group on the child care organizing and bargaining campaign to increase unionization and promote coordination and centralized bargaining structures in Ontario.

Because:

- Low unionization rates makes it difficult to protect and advance decent wages, benefits and working conditions in the sector;
- Fragmentation in funding and delivery of child care services makes it difficult to find systemic approaches to address chronic funding shortfalls, low wages, benefits and poor working conditions;
- Privatization of municipal child care programs means the elimination of wage and benefit benchmarks in the sector.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY CUPE ONTARIO SOCIAL SERVICE WORKERS COORDINATING COMMITTEE

CUPE Ontario will:

Recognize and value the participation of members who work in their CUPE Organized workplace part-time and depend on other sources of employment to meet their financial responsibilities by compensating for ALL lost wages incurred while doing CUPE business. Further CUPE Ontario will encourage affiliated locals to do the same and support a resolution to the National Convention to follow suit.

Because:

- Many members are working more than one job in order to achieve a full-time income;
- Most of the members working part-time jobs are women and members of equity seeking groups who are not able to participate in the activities of their Union due to the financial hardship of loss of pay;
- To cover only wages lost by members from their CUPE Workplace(s) is discriminatory when their actual lost wages are more.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 2316, 2328

WHEREAS CUPE Ontario and CUPE National have a clear commitment to supporting its members across all sectors, and

WHEREAS an underfunded social service system with strained resources can and does result in tragic consequences such as the death of a child and the incarceration of another with severe mental health issues, and

WHEREAS this has resulted in the tragic loss and grief for these families and resulted in the extreme traumatization for those Child Protection Workers directly involved and the greater systemic effect across all social service sectors, and

WHEREAS the upcoming Coroner's Inquest called to investigate and recommend systemic changes; and

WHEREAS CUPE has requested and been granted standing in the process to provide support for its members and offer recommendations in order to effect positive change across all CAS's.

THEREFORE BE IT RESOLVED that CUPE Ontario, working with CUPE National, support and advocate for the necessary resources for legal representation and for local leadership representation at the Inquest in effect representing all its members in the social service sector; and

BE IT FINALLY RESOLVED that CUPE Ontario with the cooperation of CUPE National support the need for research, development and presentation of recommendations for positive systemic change(s) to prevent further such tragedies in the future.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 3943

CUPE Ontario will:

Support and assist the Social Service Workers Coordinating Committee (SSWCC) with a coordinated lobbying effort to have all levels of government provide proper funding for public non-profit social service programs;

Support and assist the SWCC with a comprehensive campaign to raise the profile of social service workers both within CUPE and within our communities;

Lobby CUPE National to support and resource both of the above mentioned actions.

Because:

- The federal and provincial governments continue to fund tax breaks for the wealthy, corporations and businesses while underfunding and cutting social services programs;
- Our work is increasingly being contracted out in a concerted effort to de-unionize services and drive down wages and benefits;
- The services and supports provided by social service workers helps build strong communities and provides an increasingly needed strong social safety net for people and communities devastated by these hard economic times.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 2204

CUPE Ontario will:

Continue to support its coalition partner, the Ontario Coalition for Better Child Care;

Work closely with other trade unions in Ontario that represent child care workers to devise organizing and bargaining strategies to increase union density in the sector;

Continue to support the work of the Social Service Workers Coordinating Committee Child Care Working Group and the CUPE Ontario Child Care Council on future organizing and bargaining campaigns to increase unionization;

Continue to support and promote coordination and centralized bargaining structures in Ontario.

Because:

- Low unionization rates makes it difficult to protect and advance decent wages, benefits and working conditions in the sector;
- Privatization of municipal child care programs means the elimination of wage and benefit benchmarks in the sector;
- Fragmentation in funding and delivery of child care services makes it difficult to find systemic approaches to address chronic funding shortfalls, low wages, benefits and poor working conditions.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 4400

CUPE Ontario will:

Lobby CUPE National get the CLC to meet the new challenges of the recession/depression by restoring and reforming the E.I. system by:

having the system be equally applied to all Canadians;
lowering the qualifying hours to 360 per year;
increasing the cap on earnings (maximum weekly benefit);
increase the number of weeks for benefits to 2 years;
increase the percentage of wage replacement from 55% to 75% (as it was in the 1970s);

Encourage all CUPE Ontario Locals to be involved in the ongoing CLC campaign for E.I.

Because:

- Billions of dollars have been stolen from working people by changing the E.I. system from an insurance plan to a sneak payroll tax on working people;
- We are in the worst recession/depression in decades;
- Working people – union and not yet union – need substantial income to weather the crisis made the the same class that gutted the E.I. system in the first place.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 1281, 3907, 4308

CUPE Ontario will:

Work in solidarity with anti-poverty organizations and community groups to develop an educational/action campaign, including development of educational material, about the effects of the economic crisis and the necessity of reversing the social cutbacks of the past thirty years, for workers and people living in poverty, recognizing communities already marginalized by systemic racism, sexism, xenophobia, ableism and homophobia;

Lobby the appropriate levels of government to immediately:

- a. raise minimum wage, social assistance rates and employment insurance to levels that provide a dignified, livable wage for all;
- b. implement stimulation spending on public transit and other public service infrastructure projects.

Issue a public statement calling on the City of Toronto to declare an immediate moratorium on evictions, sales of public housing units, and replace all shelter beds lost due to closures over the past two years.

Because:

- Solidarity is needed between unions, allies and community more than ever as we face this economic crisis;
- Social assistance rates are still over 40% lower than before the Harris cuts over a decade ago causing severe hardship for many in our communities;
- There are over 70,000 people currently waiting for public housing in Toronto.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 3908,
CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO HUMAN RIGHTS COMMITTEE,
CUPE ONTARIO PINK TRIANGLE COMMITTEE, CUPE ONTARIO RACIAL JUSTICE
COMMITTEE, CUPE ONTARIO WORKERS WITH DISABILITIES COMMITTEE, CUPE ONTARIO
WOMENS COMMITTEE, CUPE ONTARIO YOUNG WORKERS COMMITTEE

CUPE Ontario will:

Lobby the provincial government to ensure that primary, secondary and post-secondary education is properly funded and adequately resourced;

Include progressive community and neighbourhood groups as well as the Canadian Federation of Students in this initiative.

Because:

- The current Liberal government and "Education Premier" McGuinty has publicly committed to making education a top priority, while at the same time not addressing the chronic and widespread under funding at all levels of education;
- There is a need for more full-time permanent positions in the sector in order to protect and promote the quality of education;
- There is a need to ensure that community based programs, neighbourhood schools and post secondary education are properly funded, maintained and expanded;
- Crumbling infrastructure needs to be repaired and improved as more people move through the education system;
- And free public education is a right, and not a privilege.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #**SUBMITTED BY LOCALS 4400, CUPE ONTARIO RACIAL JUSTICE COMMITTEE****CUPE Ontario will:**

Encourage Locals to negotiate workplace education programs in basic literacy and upgrading with their employers

Encourage Locals to apply for literacy and upgrading funding through the Province for workplace education programs

Offer workshops at the CUPE schools to help members obtain the skills and knowledge that they need to negotiate and to participate in a joint workplace education program with their employer.

Because:

- Budget cuts and restructuring have placed our members in vulnerable positions where skills upgrading has become essential to their employment
- Members for whom English is a second language are disadvantaged in gaining and maintaining decent employment
- A recent international survey tell us that 4 in 10 Canadians, that is 9 million people don't have the literacy and numeracy skills they need for today's world
- Basic literacy, numeracy and language training is important to our membership in order to allow them to participate in their workplace, community and in their Union.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 3907, CUPE ONTARIO EXECUTIVE BOARD

CUPE Ontario will:

Submit a resolution to the National Convention calling on the creation of a National Education committee consisting of representatives from each Province and Service division.

Lobby for a critical role for the National Education Committee in the design and development of courses and workshops.

Because:

- Union education is the foundation for building union involvement and activism;
- Education is critical to developing a working class and equity consciousness within CUPE membership for the fight to secure social and economic justice;
- It is necessary for members to be a part of the design, development and delivery of National Education programs so that they can acquire the critical knowledge, skills to engage members and build political pressure on the ground.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY CUPE ONTARIO EXECUTIVE BOARD

CUPE Ontario will:

Provide support for the development of a stewards training series to be piloted in Ontario to provide education and training to prepare stewards for their multiply roles;

Call on CUPE National for dedicated resources to support local stewards in taking the series;

Offer the Stewarding series at CUPE Ontario schools and encourage councils to do the same;

Promote the stewarding series through mail outs, online and through other ways;
The stewards training serious must include an integrated analysis of equality issues and the political and class context.

Because:

- Stewards play such a critical role in our workplaces and in our union stewards must have the skills and knowledge to effectively represent members and to advance our political agenda.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 1521

WHEREAS the responsibility of chairing meetings takes training and experience; and

WHEREAS the Ontario Division has numerous committees; and

WHEREAS the Occupational Committees have annual conferences that can number upwards of three hundred delegates; and

WHEREAS the Division and a number of its committees hold special forums with a significant number of delegates present; and

WHEREAS the role of the Chair is vital to ensuring that the proceedings unfold in an organized and respectfully manner.

THEREFORE BE IT RESOLVED that the Division ensure that all Chairs of all committees are given the opportunity to be trained in the effective chairing of meetings.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCALS 4400, CUPE ONTARIO RACIAL JUSTICE COMMITTEE

CUPE Ontario will:

Continue to integrate Clear Language into the work of the Union by creating Clear Language articles for the "Our Space" on important and complex issues such as the economy and public sector finances.

Because:

- Communication with our members is extremely important for supplying information and for mobilizing purposes;
- All CUPE members benefit from relevant information that is clear and easier to read.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 1521

WHEREAS financial literacy is not taught in the school curriculum; and

WHEREAS this financial literacy shortfall has a life-long impact; and

WHEREAS financial literacy is extremely helpful in trade union activities such as bargaining.

THEREFORE BE IT RESOLVED that the Ontario Division work with the CUPE Union Development Department to create a course/materials to act as a primer regarding economic and financial matters;

BE IT FURTHER RESOLVED that this information be designed so as to highlight the differing budgetary language, terminology and processes utilized by the government ministries that fund the services provided by CUPE members.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 4400, CUPE ONTARIO RACIAL JUSTICE COMMITTEE

CUPE Ontario will:

Lobby the Ontario provincial government to be included as an equal partner in the planning and allocating of Labour Market Agreement (LMA) funds for workplace literacy programs.

Because:

- The federal government has transferred responsibility for labour market training to the provinces and territories;
- The funding for training comes through the LMAs which are being negotiated behind closed doors;
- The labour movement believes that employed and unemployed workers have the right to learn;
- Labour demands a pan-Canadian strategy and system of adult education and training, which ensures quality programming and equitable access across the country.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY SUDBURY AND DISTRICT CUPE COUNCIL

CUPE Ontario will:

Provide assistance through the Bev Smale Scholarship Funds to all CUPE Locals in the Province of Ontario whether or not they are affiliated to the Ontario Division;

Because:

- The Sudbury and District CUPE Council believes that education should be available to all CUPE members;
- Because Bev Smale believed in providing education to the smaller locals that could not afford to travel or affiliate to CUPE Ontario;
- Because education is an important issue for all members.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #**SUBMITTED BY LOCALS 3902, 3907, 4308, 4400, CUPE TORONTO DISTRICT COUNCIL****CUPE Ontario will:**

Submit a resolution to CUPE National Convention to demand that they:

Develop a week-long education program for youth, ages 9 to 14 including:

- Canadian Labour history
- Importance of unionization
- Union's role in gaining equality for all
- Unions and the social justice movement
- CUPE's structure and governance

Implement this program at the 2011 CUPE National Convention for the delegates and staff wishing to bring their children/dependants to the convention;

Provide the "Youth Council" delegates guest status so that they can visit the convention floor during the proceedings;

Allow time on the agenda for the "Youth Council" to present a report that they have developed through this education program for the convention delegates.

Because:

- It is important for youth to have a positive view of unions and their parents'/guardians' activism;
- Age appropriate activities should be provided in order to support and encourage delegates and staff to bring their children/dependants of this age to conventions;
- This unprecedented way of involving our youth will go on to pave the way for up and coming leaders while breaking down barriers for members' involvement.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #**SUBMITTED BY LOCAL 3908****CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO HUMAN RIGHTS COMMITTEE,
CUPE ONTARIO PINK TRIANGLE COMMITTEE, CUPE ONTARIO RACIAL JUSTICE
COMMITTEE, CUPE ONTARIO WORKERS WITH DISABILITIES COMMITTEE, CUPE ONTARIO
WOMENS COMMITTEE, CUPE ONTARIO YOUNG WORKERS COMMITTEE**

CUPE Ontario will:

Lobby the provincial government to provide apprenticeship, job training and internship opportunities for Young Workers and those who are just entering the labour force.

Because:

- There are currently fewer job opportunities for Young Workers and those with less or no experience in the labour market;
- Apprenticeship, job training and internship positions give opportunities for Young Workers and those first entering the labour market to find full time and secure employment;
- And expanding public services will lead to economic recovery.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #**SUBMITTED BY CUPE ONTARIO SCHOOL BOARD CO-ORDINATING COMMITTEE**

CUPE Ontario will:

Negotiate with the government, together with the Ontario School Board Co-ordinating Committee, to create opportunities for apprenticeships to help with the training of our own members, with full pay and benefits while attending training for those trades.

Because:

- The more members trained in the trades, the less the work will be contracted out;
- Members requiring training are obliged to take leaves of absence without pay, resulting in financial hardships to their family situations; and

- Members taking leaves of absence are usually required to reimburse their employers full cost of their benefits which makes the opportunity for training cost prohibitive.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY CUPE LOCAL 3913, CUPE ONTARIO UNIVERSITY WORKERS
COORDINATING COMMITTEE

CUPE Ontario will:

Lobby CUPE National to change the CUPE Job Evaluation system so that it recognizes experience equally to education, and properly values Trade Certification in the job evaluation process.

Because:

- The system currently prioritizes education over experience;
- The current system only gives education credit for time spent in class and does not accurately account for time spent training during apprenticeship programs;
- Experience gained in apprenticeship programs and on the job is essential and should be valued as highly as classroom experience;
- Currently a person with a one-year diploma will get ranked higher than an individual who has completed a five-year apprenticeship;
- Apprenticeship programs are, by their very nature, education;
- The current system does not properly value or measure continuing on-the-job training.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #**SUBMITTED BY LOCAL 1521, 3908****CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO HUMAN RIGHTS COMMITTEE,
CUPE ONTARIO PINK TRIANGLE COMMITTEE, CUPE ONTARIO RACIAL JUSTICE
COMMITTEE, CUPE ONTARIO WORKERS WITH DISABILITIES COMMITTEE, CUPE ONTARIO
WOMENS COMMITTEE, CUPE ONTARIO YOUNG WORKERS COMMITTEE**

CUPE Ontario will:

Lobby and work with CUPE National and Young Workers Committees to establish a Young Workers Internship Program which extends into all areas of the union (i.e. communications, organizing, research, legal, etc.) within (1) one year of this convention;

Broadly promote the Internship Program in all sections of the union;

Lobby and work with CUPE National in order to adequately resource this internship program.

Because:

- We need to train young workers as trade unionists;
- Without meaningful training, experience, and support, the institutional memory of our organization will be lost;
- CUPE National Executive Board has agreed to create this program, but we need to encourage them to make it a priority;
- Young workers are suffering higher rates of unemployment during this economic crisis than any other age group.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #**SUBMITTED BY LOCAL 5555,****CUPE ONTARIO HEALTH AND SAFETY COMMITTEE**

CUPE Ontario will:

Support and allocate resources to the Ontario Division Health and Safety Committee to allow the committee members to begin and maintain a health and safety activists group; Support and allocate such resources for training of such groups needed throughout the province;

Support and allocate such resources when needed to allow health and safety activists to present at preliminary hearings on health and safety issues; and

Look into staffing issues, so the workload will be addressed to help maintain a healthy environment for our National Health and Safety Representatives.

Because

- The Prime Minister's initiative "Open for Business" and the McGuinty government committed to eliminate workplace injuries;
- Of the Ministry of Labour's new initiative "Safe Works Ontario";
- Of the WSIB's "Road to Zero" campaign;
- Health and Safety in Ontario is under a constant attack and for the workers in Ontario especially CUPE workers need for representation, is at a level never seen before;
- The demand for resources to aid the National Reps. Has never been this high and falls short, resulting in overwork for our rep;
- There are more hearings through the province, i.e. the attack on the school board sector's H. & S. committee (Single-sited vs. Multi-sited), municipal sector (drinking water), and violence throughout the province;
- The need for a clear definition for sec. 43 right to refuse, and the enforcement of sec. 50 reprisals.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #

SUBMITTED BY LOCAL 4400, CUPE ONTARIO INJURED WORKERS COMPENSATION COMMITTEE, CUPE ONTARIO SCHOOL BOARD CO-ORDINATING COMMITTEE

CUPE Ontario will:

Create an Injured Worker Advocate award to be presented at the CUPE Ontario Convention annually;

Distribute a call for nominations and nomination package with all Convention calls sent to locals;

All nominations will be forwarded to the CUPE Ontario Injured Workers and Advocacy Committee for review and selection of the successful candidate.

Because:

- IW advocates are the unsung heroes of our union and deserve recognition;
- IW Advocates play an important and vital role in our locals and in the lives of injured workers.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 4000

CUPE Ontario will:

With the support of this convention, petition the Ontario Government; the Ontario ministry of Labour, and the Workplace Safety and Insurance Board, to establish a fully funded an operational, Occupational Health Clinic for Ontario Workers in Eastern Ontario;

Seek the assistance of the Ontario Federation of Labour and CUPE National, in achieving this goal for the workers of Eastern Ontario;

Report on a regular basis to the affiliated Locals in Eastern Ontario, on its' efforts to achieve the goal of establishing an OHCOW Clinic in Eastern Ontario. That the executive bring forward at its next meeting an action plan that involves all of its affiliates and the CUPE labour council.

Because

- Disabled workers in Eastern Ontario who require an independent assessment of their condition in order to gain WSIB benefits are now assessed by the OHCOW staff from the Toronto clinic;
- The number of workers in Eastern Ontario requiring this service is growing;
- The caseload handled by the OHCOW Toronto is bursting at the seams by reason of overload. By creating this new clinic it would allow for a more efficient delivery of service for all;
- The effect for Eastern Ontario workers requiring the service, results in lengthy delays in being assessed.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 3943

CUPE Ontario will:

Immediately initiate and conduct an educational program for all CUPE locals on the benefits of retaining WSIB coverage;

Encourage all members in the non-profit sector to retain WSIB coverage for their employees and to opt back into WSIB coverage for those employers who have opted out;

Request that CUPE National provide bargaining language complete with a rationale for locals to use in bargaining to retain WSIB coverage;

Provide legal assistance and pay for all legal costs if a CUPE member decides to sue her employer for a work related injury or occupational disease where the employer has opted out of WSIB coverage.

Because:

- Employers in the not-for-profit and charitable organizations sector are not required by legislation to provide WSIB coverage for their employees;
- Employers in the above listed sectors are actively considering opting out of WSIB to save money;
- The outcome of such decision would negatively impact our members ability to apply for a receive disability benefits due to a workplace injury or occupational disease.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 2191, 4400
CUPE ONTARIO INJURED WORKERS COMPENSATION COMMITTEE, CUPE ONTARIO
SCHOOL BOARD CO-ORDINATING COMMITTEE, CUPE ONTARIO SOCIAL SERVICE
WORKERS COORDINATING COMMITTEE

CUPE Ontario will:

Immediately initiate and conduct an educational program for all CUPE locals on the benefits of retaining WSIB coverage;

Encourage all employers in the non-profit sector to retain WSIB coverage for their employees and to opt back into WSIB for those employers who have opted out;

Request that CUPE National develop bargaining language complete with a rationale for locals to use in bargaining to retain WSIB coverage.

Because:

- Employers in the not-for-profit and charitable organizations sector are not required by legislation to provide WSIB coverage for their employees;
- Employers in the above listed sectors are actively considering opting out of WSIB to save money;
- The outcome of such a decision would negatively impact our members ability to apply for and receive disability benefits due to a workplace injury or occupational disease.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 4400, CUPE ONTARIO INJURED WORKERS COMPENSATION
COMMITTEE, ONTARIO SCHOOL BOARD COORDINATING COMMITTEE

CUPE Ontario will:

Actively support a Provincial campaign to achieve compulsory Workplace Safety and Insurance Board (WSIB) coverage for all workers.

Because:

- Currently only about 65% of all workers in Ontario are covered by WSIB;
- The Ontario WSIB is the most underfunded Workers Compensation system in Canada;
- If all workers and employers were covered the WSIB system would be financially sound thus supporting improved benefit levels and more services to help injured workers and prevent workplace injury, illness and fatalities;
- The current unfunded liabilities of the WSIB, directly impact the level of benefits injured workers receive and an adequately funded system can improve services and supports;
- A WSIB commissioned report indicates that the financial shortfalls can be resolved if the Workplace Safety and Insurance Act were amended to include coverage for all industry sectors and workers.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 1750

In 1997 the Conservative government privatized the delivery of Vocational Rehabilitation Services;

As a result the public delivery of return to work (RTW) services for injured workers was outsourced to private for profit companies referred to as Labour Market Re-entry (LMR) providers;

The outsourcing of rehabilitation services resulted in dramatic negative impact to both workers and employers in Ontario as follows:

- The effectiveness of rehabilitation services deteriorated.
- Costs to help people return to safe and sustainable work increased.
- Increased claim duration and claims costs for the WSIB and employers.
- Reduced compensation benefits

A study funded by Local 1750 and completed by economist Hugh Mackenzie & Associates concluded "that the only way to effectively treat the increasing claims chronicity is to return the responsibility for RTW plans and activities to direct WSIB staff control using a triage system of case management that immediately identifies and services the seriously injured with the compassion they deserve";

Unions do not support privatization of public services.

THEREFORE BE IT RESOLVED that CUPE Ontario will support CUPE 1750's campaign to end the private LMR contracts and restore public delivery of vocational rehabilitation services within the WSIB.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #**SUBMITTED BY CUPE ONTARIO SCHOOL BOARD CO-ORDINATING COMMITTEE**

CUPE Ontario will:

Support and allocate resources to the Ontario Division Health and Safety Committee to allow the committee members to begin and maintain a health and safety activists group;

Support and allocate such resources for training of such groups needed throughout the province;

Support and allocate such resources when needed to allow health and safety activists to present at preliminary hearings on health and safety issues; and

Reconsider staffing issues, so the workload will be addressed to help maintain a healthy environment for our National Health and Safety Representatives.

Because

- The Prime Minister's initiative "Open for Business" and the McGuinty government committed to eliminate workplace injuries;
- Of the Ministry of Labour's new initiative "Safe Works Ontario";
- Of the WSIB's "Road to Zero" campaign;
- Health and safety in Ontario is under a constant attack;
- The workers in Ontario, especially CUPE workers, need for representation is at a level never seen before;
- The demand for resources to aid the National Reps has never been this high and falls short, resulting in overwork for our Reps;

- There are more hearings through the province, i.e. the attack on the school board sector's Health and Safety Committee (multi-sited versus single-sited, municipal sector, drinking water, and violence throughout the province;
- The need for a clear definition of the Ontario Health and Safety Act (Section 43 - Right to Refuse) and the enforcement of Section 50 - Prohibition of Reprisal).

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 1750

The Ontario Workplace Safety and Insurance Board (WSIB) is the most underfunded Workers Compensation system in Canada!

About 35 per cent of the workforce is not covered under the *Workplace Safety & Insurance Act (WSIA)*.

As a result there are two (2) major problems for Ontarians:

1. The unfunded liabilities directly impact the level of benefits for lost wages and health care can be paid and the services the system can afford to provide including help with return to work;
2. Thousands of workers are not covered under the WSIA and do not have access to the no-fault insurance system making them the most vulnerable.

According to a report commissioned by the WSIB both major problems can be resolved if the WSIA is amended to provide coverage for all industry sectors and workers.

Whereby all workers and employers are covered the system would be financially sound thus supporting improved benefit levels and more services to help injured workers and prevent workplace injury, illness and fatalities.

The WSIB's five year strategy is branded as the "Road to Zero" injuries, fatalities, and Illness. However the WSIA only covers approximately 65% of Ontario workplaces. Don't the other 35% of Ontario's workers deserve a safe workplace?

THEREFORE BE IT RESOLVED that CUPE Ontario actively support a Provincial campaign to achieve compulsory WSIB coverage for all workplaces.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #**SUBMITTED BY LOCAL 4400****CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO HUMAN RIGHTS COMMITTEE, CUPE ONTARIO PINK TRIANGLE COMMITTEE, CUPE ONTARIO RACIAL JUSTICE COMMITTEE, CUPE ONTARIO WORKERS WITH DISABILITIES COMMITTEE, CUPE ONTARIO WOMENS COMMITTEE, CUPE ONTARIO YOUNG WORKERS COMMITTEE**

CUPE Ontario will:

Invite the National Aboriginal Coordinator to make a presentation on the representative workforce and partnership agreements to the CUPE Ontario Executive Board;

Develop a strategy, in consultation with the Aboriginal Council, to pursue partnership agreements with the provincial government.

Because:

- Aboriginal members are under-represented in areas that concern their well-being;
- CUPE has a role to play in promoting Partnership Agreements that include a Representative Workforce Strategy for Aboriginal people;
- The cost of under-utilizing our workforce must be borne by everyone. There will be enormous savings if we can take every opportunity to ensure that Aboriginal people have access to jobs and economic activity.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #**SUBMITTED BY LOCALS 1281, 2280**

CUPE Ontario will:

Develop a campaign, in conjunction with the women's committee, to raise awareness about the history and context of the December 6 1989 Montreal massacre and the ongoing problem of violence against women;

Ensure that this campaign highlights the ongoing issue of violence against women and the differential impact of violence on women from marginalized communities;

Develop materials including a memorial poster, fact sheets and/or buttons and stickers, be created as part of the campaign to end violence against women;

Encourage locals to hold events to reflect on the various forms of violence against women that exist in our society.

Because:

- On December 6, 1989 14 women were singled out for their gender and murdered at l'École Polytechnique;
- Violence against women remains a pervasive social problem affecting women from all communities and backgrounds but impacts women differently based on their race or Aboriginal ancestry, country of origin, status, religion, class, age, ability, and sexual orientation;
- The violence on our campuses, in our workplaces, homes and communities has a devastating impact on all us and there is a need to challenge and change the individual and systemic forms of violence against women.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #**SUBMITTED BY LOCAL 1281, 3907, 4308****CUPE Ontario will:**

Support the call for 'No Olympics on Stolen Native Land' in the lead up to the Winter Olympics taking place on unceded indigenous territory in February 2010;

Encourage its members to hold forums and educationals about the destruction wrought by the Olympics;

Demand an immediate reduction of the Olympic Game's budget;

Work with community based and indigenous organizations locally to build resistance to the ongoing displacement and devastation of indigenous and migrant communities and attacks on the environment.

Because:

- The Olympic Games have historically attacked workers, the environment, indigenous communities, the urban poor, migrants, people of color and others;
- The Olympic Games in Vancouver are a massive burden on public funds at all levels, and given the current state of the economy entirely unacceptable;
- The Olympics games are opposed by the indigenous communities whose lands are being taken away for 'development', by the poor and low-waged residents of Vancouver that are facing massive cuts to services and the nearly 5000 temporary workers that will lose jobs when the bubble bursts;

- Opposition to the Olympics signifies a refusal to accept the ongoing discrimination against the Indigenous people of Canada.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 2204

CUPE Ontario will:

Undertake member education on their legal obligations set out in Pay Equity legislation for all bargaining units in the broader public sector to establish pay equity maintenance committees;

Call on CUPE National to provide training and support to CUPE National Servicing Reps on this legal obligation and to support Locals in Ontario to meet the legal requirement to establish pay equity maintenance committees;

Engage CUPE members in the Ontario Pay Equity Coalition campaign – aimed at pushing the province to resume funding for pay equity in the broader public sector.

Because:

- CUPE women members continue to earn on average 29% less than men doing comparable work;
- Pay equity maintenance is a legal obligation for CUPE Locals and therefore must be made a priority for our Union;
- Pay equity maintenance must be understood as a basic requirement of National Servicing Reps similar to collective bargaining and grievance handling.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 2998

CUPE Ontario will:

Support a resolution to The 2009 CUPE National Convention that CUPE undertake to meet its legal obligations as set out in Pay Equity legislation and bring all CUPE bargaining units into compliance with the legislation;

Call on CUPE National to provide all the resources necessary to achieve the goal of Pay Equity for members working in female dominated workplaces including increasing the

number of Pay Equity Specialists on staff on staff in each Province to the level necessary to achieve this goal.

Because:

- CUPE members working in female dominated workplaces continue to earn on average 29% less than men doing comparable work;
- Pay equity maintenance is a legal obligation for CUPE Locals and therefore must be made a priority for our Union;
- Pay Equity and Pay Equity maintenance must be understood as a basic requirement of CUPE National that is as much of a priority as collective bargaining.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 4400,
CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO HUMAN RIGHTS COMMITTEE,
CUPE ONTARIO PINK TRIANGLE COMMITTEE, CUPE ONTARIO RACIAL JUSTICE
COMMITTEE, CUPE ONTARIO WORKERS WITH DISABILITIES COMMITTEE, CUPE ONTARIO
WOMENS COMMITTEE, CUPE ONTARIO YOUNG WORKERS COMMITTEE

CUPE Ontario will:

Encourage Locals and District Councils to form Aboriginal Councils;

Offer the necessary support for these Aboriginal Councils to succeed;

Encourage Locals and District Councils to adopt the model terms of reference on *CUPE National Website – Equality Branch* for their Aboriginal Councils.

Because:

- Unions have traditionally played a leading role in influencing social change and advancing equality issues;
- There is under-representation of Aboriginal involvement in Locals and District Councils;
- The Ontario Aboriginal Council needs a network to draw upon.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #**SUBMITTED BY LOCAL 3902, 3907, 3908, 4308, 4400, CUPE TORONTO DISTRICT COUNCIL**

CUPE Ontario will:

Submit a resolution to CUPE National Convention to demand that they:

Organize a National Employment Equity/Representative Workforce Conference to be held in 2010 to bring together members to set goals, develop strategies and develop an ongoing network that will advance employment equity throughout the union;

Update the Bargaining Equality binder and develop other employment equity resources for this conference;

Provide resources and supports to allow diverse members and members from smaller locals to attend the conference.

Because:

- Our union needs to develop strategies to ensure that CUPE workplaces reflect the Demographics of the community, particularly in urban centres where racialized workers live;
- Representative Workforce Agreements in Saskatchewan have dramatically increased the workforce participation rate of First Peoples as well as the retention rate and we must build on this success in other urban centres;
- Aboriginal workers, racialized workers, workers with a disability, lesbian, gay, bi-sexual, trans-gendered workers experience marginalization in the workplace and a strategy is needed to develop their representation and ensure their rights;
- CUPE must continue to be on the forefront of winning and enshrining equality rights for all.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #**SUBMITTED BY LOCAL 4400****CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO HUMAN RIGHTS COMMITTEE, CUPE ONTARIO PINK TRIANGLE COMMITTEE, CUPE ONTARIO RACIAL JUSTICE COMMITTEE, CUPE ONTARIO WORKERS WITH DISABILITIES COMMITTEE, CUPE ONTARIO WOMENS COMMITTEE, CUPE ONTARIO YOUNG WORKERS COMMITTEE**

CUPE Ontario will:

Call for an end to the war in Afghanistan and continue to work with partners in the Canadian Peace Alliance to educate Canadians about the war.

Because:

- The Government of Canada has committed the Canadian Forces to continue to fight in Afghanistan until 2009 with a possible extension until 2011, against the wishes of the majority of Canadians;
- The Government of Canada is using the war in Afghanistan to justify huge increases in military spending to a total of \$18 billion by 2010;
- That \$18 billion would best be used funding health care, education, job creation and social services in Canada;
- The actions of the US-led NATO occupation is increasing the violence in Afghanistan with more than 100 Canadian soldiers and thousands of Afghan civilians killed;
- The call for a negotiated settlement as proposed by Federal NDP Leader Jack Layton and Afghan President Hamid Karzai has the ability to end the violence in Afghanistan;
- The labour movement has always been at the centre for any struggle for peace and justice.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #

SUBMITTED BY CUPE ONTARIO INTERNATIONAL SOLIDARITY COMMITTEE

CUPE Ontario will:

Educate its members on the anti-neoliberal agenda of the Evo Morales' "Movement Towards Socialism" (MAS) government in Bolivia;

Work with CUPE National and CLC to lobby Canadian civil society and government to reject attempts by Bolivia's right-wing opposition, and US allies, to destabilize the MAS government;

Work with Toronto Bolivia Solidarity and allies to promote links between CUPE National affiliates and Bolivia's trade union and social movements, supporting campaigns that promote human rights, equity, public services and sovereignty over energy and natural resources.

Because:

- Evo Morales, Bolivia's first Indigenous president, was democratically-elected in 2005, ratified in a 2007 recall referendum and enjoys widespread popular support;

- Since 2005, a campaign by the Bolivia's racist oligarchy, and the U.S., has attempted to destabilize the Morales government, through a failed September 2008 "civic coup", paramilitary violence and the promotion of an illegal secessionist movement in the resource-rich Eastern provinces;
- In January 2009, the Bolivian people ratified a new Constitution that officially recognizes the rights of the Indigenous majority and Afro-Bolivian minority, enshrines public access to education, healthcare, energy and natural resources and affirms the country's international role as a peaceful nation.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #

SUBMITTED BY CUPE ONTARIO INTERNATIONAL SOLIDARITY COMMITTEE

WHEREAS Colombia continues to be considered by the International Labour Organization as the most dangerous country in the world for unionized workers, resulting in over three thousands trade unionists murdered in the last 25 years; and

WHEREAS the Harper's government signed a "Free Trade Agreement" with Colombia ignoring the Colombian government gross violations of Human Rights in that country, including, kidnapping and killing labour leaders as well as displacing indigenous communities; and

WHEREAS The Democrats in the United States of America refused to pass a trade deal with Colombia due to its Human Rights violations against social movements, Aboriginal and women organizations, organized labour such as health care workers, agricultural workers, municipal and food workers, which has been recognized by President Obama.

THEREFORE BE IT RESOLVED that CUPE Ontario and CUPE National will strengthen our solidarity with the Colombian trade unions, aboriginal, women and social movements to oppose the Canada-Colombian Free Trade agreement; and

BE IT FURTHER RESOLVED that CUPE Ontario and CUPE National will call on the Federal Government to demand from the Colombian government to stop the Human Rights violations and comply with its legal under the ILO; and

FINALLY BE IT RESOLVED that CUPE Ontario will in conjunction with CUPE National, the OFL, the CLC to demand from the Federal Government to reverse the Colombian Free Trade Agreement.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #**SUBMITTED BY LOCAL 1281, 2280, 3907, 3908, 4308, CUPE ONTARIO RACIAL JUSTICE COMMITTEE, CUPE ONTARIO WOMEN'S COMMITTEE**

CUPE Ontario will:

Undertake a public education campaign in collaboration with community partners and other unions on the rape of women in the Democratic Republic of the Congo (DRC);

Use its own resources to leverage an educational-cum-speaking and fundraising tour of the province before May 2010 by relevant a Congolese stakeholder(s);

Lobby unions in Ontario and CUPE National to contribute resources to women's advocacy organizations to lobby and educate political authorities as well as to credible NGOs that are doing on-the-ground rehabilitative, skills development and/or income-generation initiatives with women who have experienced sexual violence as a result of the conflict;

Initiate the organizing effort for a visit to the DRC by a delegation of labour and women's organizations, faith groups, political leaders and other stakeholders.

Because:

- Over 250,000 women have been raped in the Congo in the last decade as a weapon of war;
- The root cause of the conflict in the DRC stems from the valuable mineral coltan which is used in products such as laptop computers, pagers, mobile phones, game consoles like Sony Playstation, surgical implants, gas turbines, jet engines, ballistic missiles and nuclear reactors.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #**SUBMITTED BY LOCAL 1281**

CUPE Ontario will:

Provide resources and support for an educational campaign on the conflict in Darfur/Sudan in our locals and District Councils and the wider community;

Investigate and research oil, mineral extraction, power and defense industries' investment links between Ontario universities, municipalities, other relevant employers and the OMERS and other pension funds with the aim of undertaking a targeted divestment campaign against firms that contributes to the conflict;

Work with unions and other stakeholders to pressure the Government of Canada to appoint a Special Envoy on Darfur as well as provide expert help and equipment in areas including communications, logistics and command that are critical to the success of the United Nations African Union Mission in Darfur (UNAUMID).

Because:

- These actions will help facilitate peace in Sudan;
- The suspension of the warrant would give the peace process a chance.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #**SUBMITTED BY LOCAL 3907, CUPE ONTARIO RACIAL JUSTICE COMMITTEE****CUPE Ontario will:**

Send a letter of request to United Nations' Secretary General Ban Ki-Moon and the heads of government of the member-states of the Security Council and implore them to use their good offices to push for a one-year freeze on the International Criminal Court's arrest warrant against Sudan's President Omar al-Bashir for war crimes and crimes against humanity;

Provide resources for an educational campaign on the conflict in Darfur/Sudan in our locals and District Councils and the wider community;

Investigate and research oil, mineral extraction, power and defense industries' investment links between Ontario universities, municipalities, other relevant employers and the OMERS and other pension funds with the aim of undertaking a targeted divestment campaign against firms that contributes to the conflict;

Work with unions and other stakeholders to pressure the Government of Canada to appoint a Special Envoy on Darfur as well as provide expert help and equipment in areas including communications, logistics and command that are critical to the success of the United Nations African Union Mission in Darfur (UNAUMID).

Because:

- These actions will help facilitate peace in Sudan.
- The suspension of the warrant would give the peace process a chance.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY LOCALS 2280, 3907, 4308

CUPE Ontario will:

Fully participate in organizing to resist the G8 Leaders summit in Huntsville, Ontario taking place from 25-27 June, 2010;

Encourage all union locals to educate on, network about and resist the Group of 8 and its anti-people, anti-environment policies alongside local struggles for justice and self-determination;

Make funding available for G8 specific campaign organizing, and encourage members to initiate research and organizing drives in between locals;

Support grassroots and community organizations that fight against the manifestations of G8 policies every day.

Because:

- The Group of 8 leaders meet to coordinate attacks on workers, poor people, people of color and the environment;
- In an economic downturn, there will be greater exploitation of under-developed countries and cut-backs to aid spearheaded by the Group of 8 and that will weaken worker's struggles everywhere;
- It is more important than ever to build grassroots, democratic alternatives to the policies and structures imposed by the G8;
- CUPE is a critical voice within the CLC and has historically opposed the G8, IMF and World Bank meetings and is strategically placed to build strong labor-community alliances in times of greater attacks against workers' movements.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 1281

CUPE Ontario will:

Participate in organizing to resist the G8 Leaders summit in Huntsville, Ontario taking place from 25-27 June, 2010;

Encourage all union locals to educate on, network about and resist the Group of 8 and its anti-people, anti-environment policies alongside local struggles for justice and self-determination;

Make funding available for G8 specific campaign organizing, and encourage members to

initiate research and organizing drives in between locals;

Support grassroots and community organizations that fight against the manifestations of G8 policies every day.

Because:

- The Group of 8 leaders meet to coordinate attacks on workers, poor people, people of color and the environment;
- In an economic downturn, there will be greater exploitation of under-developed countries and cut-backs to aid spearheaded by the Group of 8 and that will weaken worker's struggles everywhere;
- It is more important than ever to build grassroots, democratic alternatives to the policies and structures imposed by the G8;
- CUPE is a critical voice within the CLC and has historically opposed the G8, IMF and World Bank meetings and is strategically placed to build strong labor-community alliances in times of greater attacks against workers' movements.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #

SUBMITTED BY LOCAL 4400

CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO HUMAN RIGHTS COMMITTEE, CUPE ONTARIO PINK TRIANGLE COMMITTEE, CUPE ONTARIO RACIAL JUSTICE COMMITTEE, CUPE ONTARIO WORKERS WITH DISABILITIES COMMITTEE, CUPE ONTARIO WOMENS COMMITTEE, CUPE ONTARIO YOUNG WORKERS COMMITTEE

WHEREAS the people of Haiti are suffering a deep economic and social crisis, combined with persistent human rights abuses; and

WHEREAS under pressure from foreign governments and lending institutions, the Haitian government has embarked on a program of privatization of public enterprises; and

WHEREAS foreign governments, including Canada, bear a heavy responsibility for the crisis in Haiti due to their participation in the removal of Haiti's sovereign government in 2004.

THEREFORE BE IT RESOLVED that CUPE Ontario will call for withdrawal of the foreign police and military presence from Haiti; and

BE IT FURTHER RESOLVED that CUPE Ontario will support the release of political prisoners and the wrongly detained; and

BE IT FURTHER RESOLVED that CUPE Ontario will press the Canadian government for substantial and meaningful assistance to social and economic development in Haiti; and

BE IT FINALLY RESOLVED that CUPE Ontario will support trade unions and other organizations concerned with human and social rights in Haiti, and encourage education programs in Canada towards this goal, including visits by delegations to and from both countries.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY EASTERN GREAT LAKES DISTRICT CUPE COUNCIL

CUPE Ontario will;

Continue to support the Global Justice Committee and the education of all members through the recognition and support of World Malaria Day7 on April 25th;

Lobby CUPE National and all levels of government t5o also recognize World Malaria Day;

Support in whatever means possible the non-profit, volunteer group – BUY-A-Net Prevention Group.

Because:

- CUPE Ontario has shown its concern regarding the health and welfare of all children within our global community;
- CUPE Ontario promotes the healthy living of all families;
- Malaria is the leading cause of poverty in Africa and the population most affected is children;
- Malaria is spread through the bite of an infected mosquito and a child dies every 30 seconds from Malaria in Africa;
- Malaria is a highly preventable and 100% treatable disease;
- The World Health Organization recognizes the use of long lasting insecticide treated bed nets as the most efficient and cost effective way in which to prevent malaria.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 1281, 2191, 3907, 3908, 4308, CUPE ONTARIO INTERNATIONAL SOLIDARITY COMMITTEE,

CUPE Ontario will:

Advocate for an immediate moratorium on deportations and a comprehensive regularization program for current and former temporary migrant workers, their families, and all non-status people;

Mobilize allies to pressure employers and workplaces to deliver safe, accessible services to all residents, irrespective of immigration status;

Pressure the Ontario government to ensure that all workers, irrespective of immigration status, have job security; income equity and protection; and housing and accessible services;

Support politically and financially the ongoing work of community organizations that organize temporary workers and non-status people including support for the Annual May Day of Action.

Because:

- No human being is illegal;
- Since the start of the crisis we've seen bailouts of financial institutions, but increased attacks on migrant workers, and cut backs to social services. The economic crisis is being used as an excuse to target poor and low waged people and workers without status;
- Temporary migrant and non-status workers are denied basic human rights, making them easily exploitable and this state of affairs undermines the gains made by the entire labour movement.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 4400,
CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO HUMAN RIGHTS COMMITTEE,
CUPE ONTARIO PINK TRIANGLE COMMITTEE, CUPE ONTARIO RACIAL JUSTICE
COMMITTEE, CUPE ONTARIO WORKERS WITH DISABILITIES COMMITTEE, CUPE ONTARIO
WOMENS COMMITTEE, CUPE ONTARIO YOUNG WORKERS COMMITTEE

CUPE Ontario will:

Advocate for an immediate moratorium on deportations and a comprehensive regularization program for current and former temporary migrant workers, their families, and all non-status people;

Advocate for the full inclusion of non-status and temporary workers under Canada's social safety net;

Advocate for the establishment of an appeals process for workers facing repatriation;

Support the ongoing work of activist and community organizations that organize temporary workers and non-status people.

Because:

- No human being is illegal;
- These workers face unsafe working conditions and have no recourse when their wages are withheld;
- Denying these basic human rights undermines the gains made by the labour movement in improving the lives of all workers;
- Canadian immigration laws serve the needs of capital by regulating migration and providing cheap labour rather than upholding the dignity of migrant workers, who are at the frontlines of the fight against neo-liberalism.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #

SUBMITTED BY CUPE ONTARIO INTERNATIONAL SOLIDARITY COMMITTEE

CUPE Ontario will:

Investigate the usage of our CUPE Ontario pensions (OMERS) funds by Gold Corp Mining corporation in Latin America;

Provide resources for educational campaign on the negative impacts of mining in countries such as Mexico, Guatemala, Honduras, and Colombia to fully understand how mining affects those communities, in particular the indigenous communities;

Investigate mining extraction and promote a divestment campaign with the OMERS member and the local municipalities in order to stop the mining transnational corporations from using our funds to displace indigenous communities in the Americas.

Because:

- These actions will help to fully understanding the investment schemes promoted by the mining corporations and the Canadian government;

- It will help to promote solidarity with our sister organizations in the Americas and strengthen our international solidarity links;
- It will contribute to stop the environmental contamination, water contaminations and promote ethical investments and corporate social responsibility mechanism, which have to be in forced by independent bodies.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 4600
CUPE ONTARIO INTERNATIONAL SOLIDARITY COMMITTEE

CUPE Ontario will:

Contribute to international pressure on the Philippine Government to end extra-judicial killings, enforced disappearances and political prosecution of human rights and trade union activists in the Philippines;

Call on the Philippine Government to support the request of the International Labour Organization Committee on Applications of Standards for a high level mission investigating the human rights violations;

Call on the Canadian Government to investigate how their relations with the Philippines, contribute to the repression of workers.

Recommend CUPE locals contribute support for targeted labour activists in the Philippines;

Investigate actions to be taken to pressure the Philippine Government.

Because:

- Almost 1000 human rights and trade union activists have been the victim of extra-judicial killings since 2001;
- Over 200 human rights and trade union activists have been the victim of enforced disappearances and political prosecution;
- The government of Philippines, has been deemed responsible for these crimes by organizations, including the United Nations and Amnesty International;
- In response to ILO Case No. 2528 the ILO Committee on Applications of Standards requested a high level ILO mission to investigate the extra-judicial killings and enforced disappearances.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 1281

CUPE Ontario will:

Assist in exerting international pressure on the Philippine Government to end extra-judicial killings, enforced disappearances and political prosecution of human rights and trade union activists in the Philippines;

Call on the Philippine Government to support the request of the International Labour Organization Committee on Applications of Standards for a high level mission investigating the human rights violations;

Call on the Canadian Government to investigate how their relations with the Philippines, contribute to the repression of workers;

Recommend CUPE locals contribute support for targeted labour activists in the Philippines;

Investigate actions to be taken to pressure the Philippine Government.

Because:

- Almost 1000 human rights and trade union activists have been the victim of extra-judicial killings since 2001;
- Over 200 human rights and trade union activists have been the victim of enforced disappearances and political prosecution;
- The government of Philippines, has been deemed responsible for these crimes by organizations, including the United Nations and Amnesty International;
- These crimes are being committed with impunity; no one has been brought to justice;
- In response to ILO Case No. 2528 the ILO Committee on Applications of Standards requested a high level ILO mission to investigate the extra-judicial killings and enforced disappearances.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 3902, 3913

CUPE Ontario will:

Call on the Canadian Government to use its diplomatic influence to end the targeting of civilians, reinstate non-governmental organizations (NGOs – including the International Committee of the Red Cross) and international media access in Sri Lanka;

Call on the Canadian Government to pressure the Sri Lankan Government to remove the

embargo on food and medical supplies to the civilian population;

Call on both the Liberation Tigers of Tamil Eelam and the Sri Lankan government to cease hostilities within the country and resume peace negotiations;

Recommend locals contribute to humanitarian aid for civilians affected by the conflict;

Investigate further actions for pressuring both sides to end the conflict and reinstate NGO and media access in Sri Lanka.

Because:

- Over 1200 civilians were killed in a two-week period in January, with continuing civilian casualties occurring weekly;
- Over 300000 civilians have become internally displaced by the conflict in Sri Lanka;
- The Sri Lankan Government has reduced food and medical aid to affected areas;
- Mutually declared safe zones have been the targets of indiscriminate attacks against the civilian population;
- Military strikes have continued against hospitals and schools;
- Civilians (including children) have been forcibly recruited into military organizations by both sides in the conflict;
- Improved media access and NGO access will improve the living conditions of all civilians in the affect areas and across Sri Lanka.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #

SUBMITTED BY LOCAL 1,

CUPE ONTARIO INTERNATIONAL SOLIDARITY COMMITTEE

CUPE Ontario will:

Urge all parties engaged in the armed conflict for an immediate ceasefire;
Call the Sri Lankan Government to allow International NGOs to continue humanitarian work in affected areas and to ensure the presence of International Monitoring Mission and International Media in the conflict zones;

Call the Canadian Government for a meaningful facilitation to end the armed conflict and seek a negotiated political solution;

Build links with trade unions and civil society organizations, which stands-up for the rights of the Tamil people and also combating privatization of public services and corporatization of agricultural sector.

Because:

- Since 'independence', successive Sri Lankan governments' failure to address the legitimate grievances of the Tamil people and violent suppression of non-violent movements paved way for radical Tamil youths' armed resistance movements;
- The prolonged armed conflict resulted in killing of over 75,000 civilians, wide-spread human rights violation by all parties and produced over half a million internally displaced persons. Also forced another half a million to leave the country in which quarter a million Tamils choose Canada as their homes;
- The privatization of public services and corporatization of agricultural sector brought unprecedented hardships to the working class and marginalized people.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #**SUBMITTED BY LOCAL 1281****CUPE Ontario will:**

Call on the Canadian Government to use its diplomatic influence to end the targeting of Tamils, reinstate non-governmental organizations (including the International Committee of the Red Cross) and international media access in Sri Lanka;

Call upon the Sri Lankan government to remove the embargo on food and medical supplies;

Call on both the Sri Lankan government and the Liberation Tigers of Tamil Eelam to cease hostilities within the country and resume peace negotiations;

Recommend locals contribute to humanitarian aid and organize other efforts to end the sufferings of the Internally Displaced People in Sri Lanka.

Because:

- Over 1200 civilians were killed in two-weeks during January with continuing civilian casualties occurring weekly;
- Over 300,000 civilians have become internally displaced by the conflict in Sri Lanka;
- The government of Sri Lanka has continued to deny access for NGOs (including the ICRC) and international media organizations and has unilaterally abandoned the internationally mediated ceasefire agreement and engaged in an intense war on the Tamils;
- Media and NGO access will improve the living conditions of all civilians in the affected areas and across Sri Lanka.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 1281, CUPE ONTARIO EXECUTIVE BOARD

CUPE Ontario will:

Mount a campaign in concert with aboriginal community leaders, to bring public attention to the atrocities suffered by aboriginal communities in Ontario in relation to the lack of clean, safe drinking water;

The campaign will call on all levels of government to use infrastructure investment programs to finally solve the completely unacceptable realities associated with the basic human right of access to water;

The campaign will call for investment to be done through public services creating jobs for aboriginal workers into the future as part of the economic stimulus needed in Ontario.

Because:

- Aboriginal people in Ontario have suffered the indignity of a lack of safe, clean drinking water for generations while governments at every level continue to ignore this human rights crisis;
- CUPE Ontario gained public support in 20 cities across Ontario, working with the Council of Canadians, on the issue of banning bottled water;
- Over 35 Aboriginal Communities have no choice but to drink bottled water since their drinking water supply is contaminated;
- The success of the bottled water campaign has laid the foundation to launch a campaign on Aboriginal Peoples right to clean, safe, drinking water.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 4400
CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO HUMAN RIGHTS COMMITTEE,
CUPE ONTARIO PINK TRIANGLE COMMITTEE, CUPE ONTARIO RACIAL JUSTICE
COMMITTEE, CUPE ONTARIO WORKERS WITH DISABILITIES COMMITTEE, CUPE ONTARIO
WOMENS COMMITTEE, CUPE ONTARIO YOUNG WORKERS COMMITTEE

CUPE Ontario will:

Mount a campaign, as part of its efforts with the Council of Canadians to ban bottled water, and in concert with aboriginal community leaders, to bring public attention to the atrocities suffered by aboriginal communities in Ontario in relation to the lack of clean, safe drinking water;

The campaign will call on all levels of government to use infrastructure investment programs to finally solve the completely unacceptable realities associated with the basic human rights of access to water;

The campaign will call for investment to be done through public services creating jobs for aboriginal workers into the future as part of the economic stimulus needed in Ontario.

Because:

- Aboriginal people in Ontario have suffered the indignity of a lack of safe, clean drinking water for generations while governments at every level continue to ignore this human rights crisis;
- CUPE Ontario gained public support in 20 cities across Ontario, working with the Council of Canadians, on the issue of banning bottled water, laying the foundation to launch a campaign on Aboriginal Peoples' right to clean, safe drinking water.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 1521

WHEREAS The Ontario Division is undertaking a very important campaign entitled "Unbottle It"; and

WHEREAS this campaign highlights coalition work at its best, with the Division working hand in hand with the Council of Canadians; and

WHEREAS this campaign is designed with the understanding that the speaking tour is simply the beginning of the process; and

WHEREAS this type of campaign must be seen as having influenced, to some degree, the Federation of Canadian Municipalities to pass a resolution at their March 2009 meeting to phase out the sale of bottled water in municipal facilities; and

WHEREAS the bottled water industry represents the commodification of water at a time when potable water is rapidly becoming unavailable to a third of all humans.

THEREFORE BE IT RESOLVED that the Ontario Division redouble its efforts to reach out to all its members to support the continuance of this campaign; and

BE IT FURTHER RESOLVED that the Division request financial support from National to expand the reach of this activity.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 4400,
CUPE ONTARIO INJURED WORKERS COMPENSATION COMMITTEE, CUPE ONTARIO
SCHOOL BOARD CO-ORDINATING COMMITTEE

CUPE Ontario will:

Support the provincial campaign initiative of CUPE Local 1750 to end the private Labour Market Re-entry contracts and restore public delivery of vocational rehabilitation services;

Educate CUPE locals in Ontario on the benefits of returning vocational rehabilitation services to the WSIB eliminating the current profit driven privatized system.

Because:

- In 1997 the Conservative government privatized the delivery of Vocational Rehabilitation Services. As a result the public delivery of return to work (RTW) services for injured workers was outsourced to private for profit companies referred to as Labour Market Re-entry (LMR) providers;
- The outsourcing of rehabilitation services resulted in negative impacts to both workers and employers as follows:
- The effectiveness of rehabilitation services deteriorated;
- Costs to help people return to safe and sustainable work increased;
- Increased claim duration and claims costs for the WSIB and employers;
- Reduced compensation benefits;
- A study funded by Local 1750 and completed by economist Hugh Mackenzie & Associates concluded "that the only way to effectively treat the increasing claims chronicity is to return the responsibility for RTW plans and activities to direct WSIB staff control using a triage system of case management that immediately identifies and services the seriously injured with the compassion they deserve";
- CUPE does not support the privatization of public services.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #**SUBMITTED BY LOCALS 1281, 1521, 2280, 3902, 3907, 3908, 4308, 4400, CUPE
TORONTO DISTRICT COUNCIL**

CUPE Ontario will:

In conjunction with other labour and social justice organizations, develop and implement a campaign that will mobilize casual workers and locals in opposition to the casualization of CUPE workplaces across all sectors in the province of Ontario.

Because:

- Part-time, relief, casual and temporary workers are increasing in workplaces across all sectors of CUPE and in the current economic climate might continue to do so in even larger numbers;
- These precarious workers function in a work environment with low pay and without benefits, pensions or job security;
- Aboriginal workers, women, young workers, racialized workers and workers with a disability make up a large proportion of casual workers.

Committee Recommendation:☐ **Concurrence**☐ **Non Concurrence****Convention Decision:**☐ **Carried**☐ **Defeated**☐ **Referred**

RESOLUTION #**SUBMITTED BY LOCAL 1281, 2280, 3902, 3907, 3908, 4308, 4400, CUPE TORONTO
DISTRICT COUNCIL**

CUPE Ontario will:

Urgently prepare to oppose any move to privatize public sector services currently delivered by CUPE workers;

The Division will build local by local support for a campaign pledge to actively participate in coordinated, province-wide actions against each and every transfer of not-for profit services to for-profit agencies initiated by employers or government;
The campaign will include escalating workplace actions at the very first sign of such a transfer;

Organize (together with district councils) regional meetings across the province to educate local activists regarding the campaign;

Work through the trained activists to win as many local unions as possible to support the campaign;

Develop action plans in each region of the province to implement local action at the first significant instance of workplace privatization;

Provide model media releases, model posters, staff support and model literature for local unions and district councils;

Build buy-in from non-affiliated CUPE locals and other unions for the campaign;

Engage in solidarity action in support of other unions facing privatization;

Report to all locals and district councils on the progress of this campaign by November 2009 and again in May 2010.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY ONTARIO COUNCIL OF HOSPITAL UNIONS

CUPE Ontario will:

Intensify its campaign against for-profit P3 hospitals.

Because:

- CUPE has long predicted that P3 hospitals would increase costs that would lead to cuts in services, as has occurred in Britain;
- The P3 hospital in Brampton was continually downsized as the project proceeded and another hospital in Brampton was closed when the P3 started up;
- As the for-profit P3 hospital in Sault Ste. Marie proceeds, a satellite hospital facility in Richards Landing, Matthews Memorial Hospital, is now being threatened with closure;
- The risk and cost of the private financing that is used by these projects has dramatically increased as the financial and banking crisis has developed.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY ONTARIO COUNCIL OF HOSPITAL UNIONS

CUPE Ontario will:

CUPE Ontario will find every opportunity to expose and defeat competitive bidding in home care.

Because:

- Competitive bidding in home care has led to a massive increase in privatization of home care services, eliminating many not-for-profit providers like the VON that have been active in local communities for decades;
- Competitive bidding has undermined unionization in the sector and led to low wages, few benefits and pension rights;
- The government plans to move more and more work from other health care sectors to the home care sector;
- Home care working conditions threatens the ability of workers in other health care sectors to achieve fair and reasonable collective agreements;
- Constant turnover in contracts and staff in the home care sector has broken the continuity of care for patients, seriously jeopardizing care;
- Competitive bidding has been so disastrous that the Ontario Liberal government has been forced to suspend the bidding process twice;
- The liberal government has recently reinstated competitive bidding for the second time and will soon begin the bidding process again in earnest soon.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #**SUBMITTED BY LOCALS 1521, 2204****CUPE Ontario will:**

Act immediately with coalition partners to stop the privatization of child care and to support public investment in public and community-based services;

Campaign against provincial and local government funding of new for-profit or corporate child care centres or any P3's;

Lobby municipal councils, school boards, and other institutions to speak out against new for-profit or corporate child care centres.

Because:

- International trade restrictions will prevent parents and governments from acting to develop a national child care program based on the needs of children, families and local communities in Ontario;
- Corporate chains have purchased existing child care centres and are approaching provincial governments to build P-3's;

- Research demonstrates that public /non-profit early learning and child care services deliver the best supports to children, families and the workforce.

Committee Recommendation: ☐ **Concurrence** ☐ **Non Concurrence**

Convention Decision: ☐ **Carried** ☐ **Defeated** ☐ **Referred**

RESOLUTION #

SUBMITTED BY CUPE ONTARIO SOCIAL SERVICES COORDINATING COMMITTEE

CUPE Ontario will:

Act immediately with coalition partners to stop the privatization of child care and to support public investment in public and community-based services;

Campaign against provincial and local government funding of new for-profit or corporate child care centre's or any P3's;

Lobby municipal councils, school boards, and other institutions to speak out against new for-profit or corporate child care centres.

Because:

- Corporate chains have purchased existing child care centres and are approaching provincial governments to build P-3's;
- Continued for-profit expansion will trigger international trade restrictions which will restrict parents and governments from maintaining control of our development of a high quality national child care program based on the needs of children, families and local communities in Ontario;
- Research demonstrates that public /non-profit early learning and child care services deliver the best supports to children, families and the workforce.

Committee Recommendation: ☐ **Concurrence** ☐ **Non Concurrence**

Convention Decision: ☐ **Carried** ☐ **Defeated** ☐ **Referred**

RESOLUTION #

SUBMITTED BY LOCALS 1281, 3908,

CUPE ONTARIO UNIVERSITY WORKERS COORDINATING COMMITTEE

CUPE Ontario will:

Through the Planning and Priorities Process, and in conjunction with OUWCC and the University locals that have spearheaded this campaign, find funding options for a Nation-wide legal challenge to UHIP and similar discriminatory health insurance plans;

Access funds and support from CUPE National's anti-privatization budget to assist with the challenge.

Because:

- UHIP and other similar plans violate the statutes of the Canada Health Act by allowing discriminatory practices and user fees for health care for international student workers;
- CUPE National included the fight back against healthcare privatization and the exploitation and discrimination of international students in its 2007 Action Plan;
- Universities in Ontario have at last recognized the extraordinary burden carried by international students who pay UHIP premiums for themselves and their families.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 3913

CUPE Ontario will:

Through the P and P process find funding options for a Nation-wide legal challenge to UHIP and similar discriminatory health insurance plans;

Access funds and support from CUPE National's anti-privatization budget to assist with the challenge.

Because:

- UHIP and other similar plans violate the statutes of the Canada Health Act by allowing discriminatory practices and user fees for health care for international student workers;
- CUPE National included the fight back against healthcare privatization and the exploitation and discrimination of international students in its 2007 Action Plan;
- Universities in Ontario have at last recognized the extraordinary burden carried by international students who pay UHIP premiums for themselves and their families.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 1521

WHEREAS the Division sends out Personal Appeals regularly as a part of its mailings to locals; and

WHEREAS the number of appeals has increased significantly over the last few years; and

WHEREAS locals may find themselves struggling to make donations to each and every one of the appeals they review; and

WHEREAS there is no established format or protocol to be followed when submitting these appeals to the Division.

THEREFORE BE IT RESOLVED that the Ontario Division establish a protocol for the submission of Personal Appeals.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY CUPE ONTARIO EXECUTIVE BOARD

CUPE Ontario will:

Create a sub-committee of its Provincial Executive Board with the express purpose to review and make recommendations to modernize the CUPE Ontario Constitution;

The sub-committee will make a report of its recommendations to the Provincial Executive Board that takes place in December of 2009;

Use all events and council meeting to consult with members between May and December;

All proposed amendments to the CUPE Ontario Constitution that are passed by the Provincial Executive Board will be submitted for consideration by the membership at the 2010 CUPE Ontario Convention.

Because:

- CUPE Ontario was founded in 1963 and since that time our Constitution has undergone many amendments;
- We have evolved in many ways since this time and have developed many practices that are not currently reflected in the current Constitution;
- It is important that our Constitution be reviewed to ensure it accurately reflects the realities for our membership in the 2010 and beyond.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY CUPE ONTARIO EXECUTIVE BOARD

CUPE Ontario will:

Work through it's sectoral and occupation based committees to continue to further the coordination of collective bargaining in Ontario;

Implement the recommendations of the Bargaining Conference held in March 2009;

Lobby CUPE National to achieve funding for each coordinated bargaining plan in Ontario;

Lobby CUPE National to ensure Full Time Coordination, Research, and Communications support is available to all sectors and further to ensure that associate coordinators are assigned in sectors with significant sub-sectors;

Work through the Priority and Planning Committee to develop a staffing plan in Ontario that fully supports the coordination of bargaining.

Because:

- Real gains have been made for workers in sectors and occupational groups like school boards and associations for community living as a result of focused attention and resources for the coordination of bargaining;
- Efforts at increased coordination are underway in universities, municipalities, paramedics, long term care, and child care;
- The Strategic Directions of CUPE National mandate us to work cooperatively to increase the coordination and centralization of collective bargaining.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 1281, CUPE ONTARIO EXECUTIVE BOARD

CUPE Ontario will:

Submit a Constitutional Amendment to the National Convention to make affiliation to Provincial Divisions mandatory.

Because:

- It has been the policy of CUPE Ontario since 2003 that we support mandatory affiliation of all locals in all provinces;

- During these difficult economic times, it is more critical than ever to ensure that all local unions are actively involved in the entire union, not least of all their provincial divisions, that are their political voice;
- Respecting local autonomy on collective bargaining and other types of local decision making cannot be allowed to continue to separate local unions from their political arm based on decisions that often do not reflect the collective best interests of the membership, but instead are often based on misinformation, a lack of information, rumours or individual opinions.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 1521

WHEREAS in most workplaces both temporary and permanent job opportunities are posted so that workers who are interested can make application; and

WHEREAS in unionized workplaces a number of qualifying factors including seniority form part of the job posting; and

WHEREAS the Ontario Division regularly has both temporary and/or permanent job opportunities available; and

WHEREAS CUPE National posts job opportunities on its website.

THEREFORE BE IT RESOLVED that Ontario Division Post all job opportunities with the Division on its website; and

BE IT FURTHER RESOLVED that the Ontario Division establish a fair and equitable method to screen applicants.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 2280

CUPE Ontario will:

Engage in immediate discussion with CUPE National about access to LUIS (Local Union Information System);

Call on the CUPE National Executive Board and or submit a resolution to National convention calling for a policy that requires full coordination of membership contacts between the Regional Office and Ontario Division.

Because:

- Access to members is critical for building support around political fight back in our communities and pursuing an affiliation campaign;
- The leadership meeting held December of 2007 in Toronto called on CUPE Ontario to achieve access to these lists for organizing ourselves around political campaigns and affiliation more effectively.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #**SUBMITTED BY LOCAL 3902, 3907, 4400, CUPE TORONTO DISTRICT COUNCIL****CUPE Ontario will:**

Deal with member to member harassment and discrimination in an effective and proactive manner;

Initiate an education awareness campaign to end harassment and discrimination in the workplace and remind employers of their obligation;

Develop and provide special training for Locals to deal with this issue within their Locals;

Provide leadership through our CUPE Diversity Vice-Presidents and equality committees so that Local Officers and Stewards can develop strategies to deal with this issue;

Establish an independent Ombuds position to enable a designated ombuds to be present at all conferences, schools, conventions and to assist locals with training and developing effective alternative to deal with this issue.

Because:

- CUPE members are forced to work in poisoned work environments where harassment and discrimination are practiced on an ongoing basis;
- CUPE members often turn on each other and treat each other in discriminatory and harassing practice this is anti-worker and irrevocably damages our collective solidarity;
- The common response among CUPE members is to use the Trial procedure as outlined within B.VI of the CUPE Constitution to deal with these issues but this procedure is inadequate, punitive and ineffective to deal with these matters.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY CUPE ONTARIO SOCIAL SERVICES COORDINATING COMMITTEE

CUPE Ontario will:

To work with CUPE National in conjunction with the Social Service Workers Coordinating Committee to develop a comprehensive organizing strategy and prioritize targeted organizing the broader social services sector within Ontario.

Because:

- Organizing unorganized workers is a foundation to improving the lives and well-being of workers and their families;
- These workers who are currently unorganized are generally working in a sector that has been traditionally difficult to organize, or small employers such as child care workers or community agencies;
- The National Strategic Directions Document prioritizes organizing the unorganized worker for our union;
- Statistically it is proven that unionized workers who are assured healthier workplaces with better benefits, etc., in turn provide better quality of service to the community.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 2280

CUPE Ontario will:

Work with CUPE National and the HCWCC to determine the status of the defunct Ontario Homes Bargaining Council;

Develop a campaign targeted at restoring the faith and trust in the OHBC model among locals in the sector;

Reaffirm its commitment to greater coordination in the sector and provide education and communication resources where necessary;

Hire additional political staff within CUPE Ontario to support these efforts

Call on CUPE National to dedicate FT resource positions for coordination and communications;

Call on CUPE National to provide specific sector training to staff representatives;
Engage CUPE National in a discussion about assigning representatives to only one sector.

Because:

- The National strategic directions document calls for greater coordination within our sectors;
- There is a great deal of trust that needs to be rebuilt in the sector before advancing to any coordinated/centralized model;
- Greater coordination will enhance LTC locals' ability to achieve gains in bargaining.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 3943

CUPE Ontario will:

Lobby CUPE National in conjunction the Social Service Workers Coordinating Committee and social service locals to prioritize a comprehensive organizing campaign targeting the broader social services sector within Ontario.

Because:

- Social Services is currently the most under-organized of all CUPE Sectors in the province;
- Organizing unorganized workers is the foundation to improving the lives and well-being of workers and their families;
- These workers who are currently unorganized are generally working in a sector that has been traditionally difficult to organize, or comprised of small employers such as child care or community agencies;
- The National Strategic Directions Documents assigns a high priority to organizing new CUPE bargaining units;
- Statistics show that unionized workers provide a better quality of service to their communities due to enjoying better working than their unorganized counterparts.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY CUPE ONTARIO SCHOOL BOARD CO-ORDINATING COMMITTEE

CUPE Ontario will:

Together with the CUPE Organizing Department, support the Ontario School Board

Co-ordinating Committee in organizing all Early Childhood Educators working in school boards across the province.

Because:

- Too many workers in this field remain unorganized;
- Unionized child care workers are more likely to have decent wages, benefits, pensions and working conditions;
- Organizing these members is keeping in line with the "Wall to Wall Plan" which has been undertaken by CUPE;
- Many workers in this field are attacked at the bargaining table and solidarity with other school board workers would give them more strength throughout the negotiating process.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 1521

WHEREAS the Ontario Division undertakes many campaigns on behalf of all CUPE members in Ontario; and

WHEREAS it is important that these activities are financially supported by the Division; and

WHEREAS the Division has numerous committees funded through the Division budget; and

WHEREAS the Division budget is determined at Convention;

WHEREAS presently the delegates do not receive the Secretary-Treasurer's Report until Convention; and

WHEREAS CUPE has the technology to communicate electronically with its members.

THEREFORE BE IT RESOLVED that the Secretary-Treasurer's Report be made available in electronic format to all locals at least 7 days in advance of the Convention; and

BE IT FURTHER RESOLVED that this process be undertaken to encourage greater transparency as a result of a healthier more informed budget debate.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 1656

WHEREAS it is the practice of the Resolution and Constitution Committee to present the order in which the submissions are to be heard; and

WHEREAS after a committee stands down to convene at a later point in time, the list of submissions are often in a different order or resolutions listed for discussion have been omitted completely; and

WHEREAS this makes it difficult for delegates to prepare for debate or when to go to their microphone of choice.

THEREFORE BE IT RESOLVED that both the Resolution and Constitution Committees present the order in which they will present the resolution. Such lists will be presented in groups of ten (10) and this order will not be changed unless agreed to by the floor with simple majority.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 3902

Convention will:

Instruct the CUPE Ontario Executive Board to not schedule the Ontario Division Convention on a major religious holiday.

Because:

- Our convention should be as accessible to all members as possible;
- We need to improve our practice: this year's Ontario Division Convention and the 2007 Ontario Division Convention both fell on a major Jewish holiday and the 2005 National Convention fell on major Jewish and Muslim holidays.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY CUPE ONTARIO EXECUTIVE BOARD

CUPE Ontario will:

Adopt the Action Plan as presented and amended at this convention;

Report regularly to the members on the Action Plan and the status of various pieces of the plan;

Make our Action Plan an ongoing process that builds on the work of previous years and on the strengths and successes of the past.

Because:

- CUPE Ontario has been building its capacity to plan and measure outcomes on behalf of the membership;
- A strong and comprehensive Action Plan allows for clear direction for our activities over the next year;
- We have had Action Planning Processes over the last number of years that has built on previous plans. This method of prolonged focus on issues is producing real measurable gains over time.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #

SUBMITTED BY LOCAL 4400,

CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO HUMAN RIGHTS COMMITTEE, CUPE ONTARIO PINK TRIANGLE COMMITTEE, CUPE ONTARIO RACIAL JUSTICE COMMITTEE, CUPE ONTARIO WORKERS WITH DISABILITIES COMMITTEE, CUPE ONTARIO WOMENS COMMITTEE, CUPE ONTARIO YOUNG WORKERS COMMITTEE

CUPE Ontario will:

- Provide members with detailed information about Convention Committees and the selection process for serving on these Committees in the Convention Call;

Affiliated Locals will be required to submit names to the office of the Secretary-Treasurer no later than seventy-five (75) days prior to the Convention.

Because:

- The current selection process for Convention Committees happens before many Locals have elected their delegation to Convention;
- The proposed extended deadline to submit names would coincide with the deadline for resolutions and Constitutional Amendments;
- The selection process needs to be clear, transparent and as inclusive as possible.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

RESOLUTION #
SUBMITTED BY LOCAL 3902, 4400, CUPE TORONTO DISTRICT COUNCIL

CUPE Ontario will:

CUPE Ontario will give convention priority to resolutions and constitutional amendments by allocating at least 75% of the convention schedule to resolutions and constitutional amendments during the first and second full days of each convention.

Because:

- Delegates submit resolutions and constitutional amendments in order to determine the direction and actions of the Union and its elected officers;
- Debate and voting on these issues is a key part of our union's democratic process;
- Resolutions and constitutional amendments are intended to shape CUPE Ontario's annual Action Plan, and therefore, they should make up the largest portion of time spent at convention.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

CONSTITUTIONAL AMENDMENT #
SUBMITTED BY CUPE ONTARIO EXECUTIVE BOARD

CUPE Ontario will:

Article 9 (a) shall be removed and replaced with the following:

(a) Revenue

The revenue of CUPE Ontario shall be derived as follows:

- Effective July 1, 2009, all Local Unions shall pay a monthly per capita tax on behalf of all workers, including Rand Formula payees, of .04% of the Local Union's average regular monthly wages not later than the last day of the following month;
- Effective July 1, 2009, 2% of any per capita tax shall be allocated to the Defence Fund, to be administered by the Defence Fund Committee;
- Effective July 1, 2009, 7% of any per capita tax shall be allocated to the Provincial Occupational Groups Fund, to be administered by the Occupational Groups Funding Committee. The funds shall be divided among the Occupational Groups based on the total number of members in each sector as recorded by CUPE National in a fair and equitable fashion in order for each Occupational Group to fund its Coordinating Committee;
- From District Councils, or Councils of Unions, an annual affiliation fee of twenty-five dollars (\$25.00) shall be paid;

- (v) Each Local Union involved in a strike or lockout may seek a pro-rated reduction of per capita tax from the Executive Board based on the number of days off work as a result of a strike or lockout;
- (vi) Funding for the Provincial Retirees Group, or its successor, shall be solely from membership fees, government grants, and donations. Membership fees may be amended from time to time as required to ensure financial solvency at all times.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

CONSTITUTIONAL AMENDMENT #
SUBMITTED BY CUPE ONTARIO EXECUTIVE BOARD

CUPE Ontario will:

The Resolutions and Constitutions Committee will:

- Be mandated to review all resolutions submitted to the convention to ensure they are:
 - correctly worded and formatted;
 - not in violation of the Constitution including the Equality Statement;
 - not contrary to the existing policy of CUPE Ontario;

Recommend priority order for the debate of resolutions;

Be empowered to consult with whomever submitted any resolution prior to the convention should they be unclear about the intent or wording of the resolution;

Submit a written report at the beginning of convention that will provide advice for any resolutions that they have found to contradict the policy of CUPE Ontario or the constitution including the equity statement;

Resolutions found not to violate the constitution including the equality statement and not to contradict CUPE Ontario policy will be brought forward without any advice to the floor for debate;

Debate will be on the resolutions themselves with no recommendations of "Concurrence" or "Non-concurrence", and the Resolutions Committee will only provide advice as needed above.

Because:

- Recommendations of concurrence and non-concurrence are confusing and this allows for debate on resolutions directly, while provides a meaningful role for the Resolutions Committee.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

CONSTITUTIONAL AMENDMENT #
SUBMITTED BY LOCAL 3908

CUPE Ontario will:

Amend Article 5 (a) by adding after "pursuant to Article 4 of the National Constitution" the following:

A Diversity Vice-President Young Workers chosen by the Young Workers Caucus at Convention.

Because:

- the Executive Board of CUPE Ontario should seek to equitably represent the diverse composition of its membership;
- young workers are able to provide a unique and necessary perspective as new entrants in the labour force and the labour movement;
- young workers are the building blocks for the future of the labour movement;
- young workers are required for the successful implementation and continuation of trade union principles for the next generation of the working class;
- the challenges faced by young workers in the labour force differ greatly from those who have decades of experience;
- barriers for the participation of young workers in the union need to be broken down.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

CONSTITUTIONAL AMENDMENT #
SUBMITTED BY LOCAL 3902, 3907, 4400, CUPE TORONTO DISTRICT COUNCIL

CUPE Ontario will:

Amend the Obligation of Executive Board and Trustees under Article 6(k) of the Constitution to read:

I do most sincerely promise on my honour that I will truly and faithfully perform the duties of my office for the ensuing term, as prescribed in the Constitution and Laws of this Division.

As an officer, I will follow anti-racism and anti-oppression principles and attend an ARAO Training with the entire Executive Board which will be organized within the first month of my term. I will at all times, through both word and action, promote the harmony and preserve the dignity of its sessions.

Because:

- It is important that all Executive Board members, as leaders of CUPE, commit and follow ARAO principles in the work they do on behalf of the membership of CUPE;
- The current wording of the Obligation of Office is archaic and the new version is in clear language.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

CONSTITUTIONAL AMENDMENT #
SUBMITTED BY LOCAL 3908,
CUPE ONTARIO UNIVERSITY WORKERS COORDINATING COMMITTEE

CUPE Ontario Will:

Amend Article 8(a) to read:

*The Executive Board shall consist of a President, Secretary-Treasurer, First Vice-President, Second Vice-President, Third Vice-President, Fourth Vice-President, one Diversity Vice-President Aboriginal Workers, one Diversity Vice-President Racialized Workers, **five Executive Members, one Trade Representative** and one representative from each of the five Provincial Occupational Groups...*

This constitutional change will take place for the 2010 convention.

Because:

- Trades workers are in every jurisdiction;
- Trades workers have an annual conference and a trades committee;

- CUPE needs the expertise of tradespersons to effectively work with the issues of trades shortages, apprenticeship programs and the College of Trades;
- There is debate over the Quebec/Ontario TILMA and the trades voices are essential to this debate.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

CONSTITUTIONAL AMENDMENT #
SUBMITTED BY LOCAL 3913

CUPE Ontario will:

Amend Article 8(a) to read:

*The Executive Board shall consist of a President, Secretary-Treasurer, First Vice-President, Second Vice-President, Third Vice-President, Fourth Vice-President, one Diversity Vice-President Aboriginal Workers, one Diversity Vice-President Racialized Workers, **five Executive Members, one Trade Representative** and one representative from each of the five Provincial Occupational Groups.*

Because:

- Trades workers are in every jurisdiction;
- Trades workers have an annual conference and a trades committee;
- CUPE needs the expertise of tradespersons to effectively work with the issues of trades shortages, apprenticeship programs and the College of Trades.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

CONSTITUTIONAL AMENDMENT #
SUBMITTED BY LOCAL 4400

CUPE Ontario will:

Amend Article 8(f) "Human Rights Committee" to add the following:

"Aboriginal Council"

Because:

- The Constitution needs to be corrected to reflect the inclusion of a representative from the Aboriginal Council on the Human Rights Committee.

CUPE Ontario will:

Amend Article 8.3(a) to add after "one representative each from" the following:

"Aboriginal Council"

Because:

- The Constitution needs to be corrected to reflect the inclusion of a representative from the Aboriginal Council on the Human Rights Committee.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

CONSTITUTIONAL AMENDMENT #

SUBMITTED BY LOCAL 4400,

CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO HUMAN RIGHTS COMMITTEE,

CUPE ONTARIO PINK TRIANGLE COMMITTEE, CUPE ONTARIO RACIAL JUSTICE

COMMITTEE, CUPE ONTARIO WORKERS WITH DISABILITIES COMMITTEE, CUPE ONTARIO

WOMENS COMMITTEE, CUPE ONTARIO YOUNG WORKERS COMMITTEE

CUPE Ontario will:

Amend Article 8(f) "Human Rights Committee" to add the following:

"Aboriginal Council"

Because:

The Constitution needs to be corrected to reflect the inclusion of a representative from the Aboriginal Council on the Human Rights Committee.

CUPE Ontario will:

Amend Article 8.3(a) to add after "one representative each from" the following:

"Aboriginal Council"

Because:

The Constitution needs to be corrected to reflect the inclusion of a representative from the Aboriginal Council on the Human Rights Committee.

Amend Appendix "A" – Rules and Order of Business , #14 to add the following:

"There shall be no concurrence/non-concurrence recommendations included in reports to Convention delegates by any Convention Committee."

Because:

- Delegates come to Convention in order to debate and vote on the Resolutions and Constitutional Amendments submitted to Convention – not to debate and vote on a Committee’s assessment of them
- The practice of concurrence/non-concurrence is an unwritten “rule”
- The practice is neither democratic nor transparent.

Amend Article 4(j), second sentence to replace “Executive Board” with the following:

“Executive Committee”

Because:

- The current selection process for Convention Committees happens before many Locals have elected their delegation to Convention;
- A resolution is being submitted to extend the deadline to submit names to coincide with the deadline for resolutions and Constitutional Amendments, namely no later than seventy-five (75) days prior to Convention;
- The Executive Board does not meet within the 75 days prior to Convention and a meeting of the Executive Committee is easier to convene for this purpose;
- The Executive Committee includes the Diversity Vice-Presidents, ensuring an equality lens on the selection process.

CUPE Ontario will:

Amend Article 5 (a) by adding after “pursuant to Article 4 of the National Constitution” the following:

“A Diversity Vice-President Young Workers chosen by the Young Workers Caucus at Convention.”

Because:

- The Executive Board of CUPE Ontario should seek to equitably represent the diverse composition of its membership;
- Young workers are able to provide a unique and necessary perspective as new entrants in the labour force and the labour movement;
- Young workers are the building blocks for the future of the labour movement;
- Young workers are required for the successful implementation and continuation of trade union principles for the next generation of the working class;
- The challenges faced by young workers in the labour force differ greatly from those who have decades of experience;

- Barriers for the participation of young workers in the union need to be broken down.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

CONSTITUTIONAL AMENDMENT #
SUBMITTED BY LOCAL 229, 254, 1302, EASTERN GREAT LAKES DISTRICT CUPE COUNCIL

CUPE Ontario will:

Amend Article 2 – Objectives, by adding a new subsection 2 d) as follows:

Notwithstanding any provision in Article 2 a) through 2 c) above, the Division will not speak on behalf of CUPE members, or claim to speak on behalf of CUPE members on matters of war, insurrection, conflict, crisis, religion or politics where the issue arises or is occurring outside of Canada.

Because:

- The membership of CUPE locals affiliated with the Division are comprised of persons from virtually all ethnic, religious and political backgrounds and beliefs and it is therefore not possible to claim to speak on behalf of all members in relation to international matters;
- The membership of CUPE locals affiliated with the Division are comprised of persons from virtually all ethnic, religious and political backgrounds and beliefs and it is therefore not possible to claim to speak on behalf of all members in relation to international matters.
- Political and religious views are best expressed by individuals on their own behalf.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

CONSTITUTIONAL AMENDMENT #
SUBMITTED BY LOCAL 3902, 3907, 4400, CUPE TORONTO DISTRICT COUNCIL

CUPE Ontario will:

Amend the constitution by substituting the following language in Article 4:

Article 4 (d) 2 (a)
Representatives from district councils must hold membership in a local union affiliated to the district council.

Article 4 (e) 2
Representation from district councils must hold membership in a local union affiliated to the district council.

Because:

- CUPE Councils are mandated and constituted by the National Constitution, which is the highest decision-making body in CUPE;
- Under the National Constitution Article 4.2 (b) "The Council shall coordinate activities of Locals in its area and assist the National Executive Board, National Officers, and national staff in implementing National and ***Provincial policies and programs of the Canadian Union of Public Employees.***"
- District Councils are thus mandated by the National Constitution to implement provincial and national campaigns and are an essential component for the successful grassroots organizing and mobilizing of members across the province;
- The Ontario Division constitution as presently worded could prohibit the democratic representation of District Council delegations to the Convention.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

CONSTITUTIONAL AMENDMENT #
SUBMITTED BY LOCAL 3902, 4400, CUPE TORONTO DISTRICT COUNCIL

CUPE Ontario will:

Amend the Oath of Nomination under Article 6(f) of the Constitution to read:

In accepting nomination, I swear that if elected I will faithfully support the Constitution, principles and policies of the Division and of the Canadian Union of Public Employees.

Because:

- The current wording of the Oath of Nomination requests the nominee to declare their support for the current principles and institutions of the political form of government in Canada. As trade unionists, we struggle everyday to expose the undemocratic nature of the current forms of government, including the first-past-the-post election system and the corrupt and scandalous practices of parties and politicians that undermine basic democratic principles;
- Implicitly, the current statement is pledging support for the present economic system that is anti-worker, exploits our labour, and is the basis on which the rich and powerful maintain their power over the working class;
- Further, given government complicity in continued and systemic oppression of Aboriginal nations, it would be impossible for CUPE Aboriginal workers and anyone who supports their struggle to testify to this oath;

- An injury to one is an injury to all.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

CONSTITUTION AMENDMENT #
SUBMITTED BY LOCAL 3902, 3907, 4400, CUPE TORONTO DISTRICT COUNCIL

CUPE Ontario will:

Amend the Oath of Nomination under Article 6(f) of the Constitution to read:

In accepting my nomination, I swear that I am committed to following anti-racist, anti-oppression, working class and social unionism principles and further I swear that, if elected, I will faithfully support the Constitution, principles and policies of the Ontario Division and of the Canadian Union of Public Employees.

Because:

- The current wording of the Oath of Nomination requests the nominee to declare their support for the current principles and institutions of the political form of government in Canada. As trade unionists, we struggle everyday to expose the undemocratic nature of the current forms of government, including the first-past-the-post election system and the corrupt and scandalous practices of parties and politicians that undermine basic democratic principles;
- Implicitly, the current statement is pledging support for the present economic system that is anti-worker, exploits our labour, and is the basis on which the rich and powerful maintain their power over the working class;
- Further, given government complicity in continued and systemic oppression of Aboriginal nations, it would be impossible for CUPE Aboriginal workers and anyone who supports their struggle to testify to this oath;
- Pledging allegiance to anti-racism, anti-oppression, social trade unionism and working class principles is essential for any potential leader in CUPE Ontario;
- An injury to one is an injury to all.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

CONSTITUTIONAL AMENDMENT #
SUBMITTED BY LOCAL 3902, 3907, 4308, CUPE TORONTO DISTRICT COUNCIL

CUPE Ontario will:

Amend Article 7(c) of its Constitution to change the title of "**First Vice- President**" to "**Vice-President, Equity and Human Rights**" and furthermore the contents of Article 7(c) shall be deleted and be replaced with:

Vice-President, Equity and Human Rights

The Vice-President, Equity and Human Rights shall, in the absence of the President, preside and perform all duties pertaining to the office of the President and render such assistance as may be required. The Vice-President, Equity and Human Rights shall be empowered to apply equity and human rights lens to all activities of the Division, work closely with the Division's equality representatives and equality committees, advance international solidarity, co-chair the Human Rights Committee, be a member of the Education Committee, and work in close co-operation with the National Office's Equality Branch and its assigned equality representatives.

CUPE Ontario will:

Amend Article 7(d) of its Constitution to change the title of "**Second Vice-President**" to "**Vice President, Education, Bargaining and Political Action**" and furthermore the contents of Article 7(d) shall be deleted and be replaced with:

Vice-President, Education, Bargaining and Political Action

The Vice-President, Education, Bargaining and Political Action shall chair the Education Committee, work in close co-operation with the National Office's Union Development Department, facilitate member political and economic education, assist in the organizing of CUPE Schools, facilitate the mobilization of members for strikes, rallies and other political actions, as well as collaborate with the Provincial Occupational Groups to promote co-ordinated bargaining.

CUPE Ontario will:

Amend Article 7(e) of its Constitution to change the title of "**Third Vice-President**" to "**Vice-President, Organizing and Labour/Community Alliance**" and furthermore the contents of Article 7(e) shall be deleted and be replaced with:

Vice-President, Organizing and Labour/Community Alliance

The Vice-President, Organizing and Labour/Community Alliance shall work in close co-operation with the National Office's Organizing and Regional Services Department, work closely with the officers in advancing the organizing of unorganized sisters and brothers, promote and advance strong alliances between the Division and social movement organizations and community groups, and develop the Division's capacity to undertake organizing initiatives or campaigns.

CUPE Ontario will:

Amend article 7(f) of its Constitution to change the title of "**Fourth Vice-President**" to "**Vice-President, Research and Affiliate Relations**" and furthermore the contents of Article 7(f) shall be deleted and be replaced with:

Vice-President, Research and Affiliate Relations

The Vice-President, Research and Affiliate Relations shall work in close cooperation with the relevant officers, staff and departments, advise the Division on widely spreading research knowledge and skills within the rank-and-file, promote research projects that document in writing the Division's and constituent bodies' history, the way the unions functions and other critical knowledge, facilitate affiliation campaigns, and undertake initiatives to advance the needs and interests of affiliated locals.

CUPE Ontario will:

Amend or delete relevant articles in the Constitution to reflect the above changes to the title and responsibilities of the Vice-President offices. These new titles and responsibilities will take effect at the May 2010 convention.

Because:

- The office of Vice-President should come with specified duties and measures of accountability;
- These changes give real meaning to the following excerpt from CUPE Ontario's Constitution "The Constitution is designed to give proper balance to the administration of the Division. Duties should be shared by many, rather than the few."

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

CONSTITUTIONAL AMENDMENT #
SUBMITTED BY LOCAL 3907

CUPE Ontario will:

Amend Article 8 of its Constitution to include a new subsection on the creation and mandate of an Executive Board's Human Resources Committee that will be Article 8(i) and will read as follows:

The mandate of the Human Resources Committee of the Executive Board shall be to oversee the fair, transparent and effective execution of the human resources activities of the Division, in its capacity as an employer;

The Committee shall assist and advise the Executive Board on the formulation delivery, monitoring and review of the Division's human resources and organizational development strategy;

The Committee shall advise the Division on all matters relating to salary, grievances, conditions of service of staff and recognized employment equity practices as well as will assist the Executive Board and the officers in ensuring they conduct their employee relations fairly and effectively;

The Committee shall recommend to the Executive Board the framework for joint negotiation and consultation with the recognized staff union(s). The Committee shall also participate in, monitor and report on joint negotiations and consultations with the recognized staff bargaining agent(s).

The Committee shall assist and advise the Secretary-Treasurer in the recruitment, interviewing, selection, retention, training and development and exit interview of staff and will rigorously adhere to recognized employment equity practices.

The Committee shall be made up of the Division's President and Secretary-Treasurer, one of the Diversity Vice-Presidents, and two members of the Executive Board who shall be elected by that body.

Because:

- The Ontario Division strives to be a progressive employer. Therefore, the Division's employment practices needs a level of Board accountability and oversight that puts its activities beyond reproach in this area;
- Transparent and progressive human resources practices are goals that we demand of employers and we endeavour to be the model of what we are demanding;
- The proposed change offers a rational way of filling vacancies in the Vice-President office.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence
Convention Decision:	☐ Carried	☐ Defeated ☐ Referred

CONSTITUTIONAL AMENDMENT #
SUBMITTED LOCAL 3907, CUPE TORONTO DISTRICT COUNCIL (#9103)

CUPE Ontario will:

Amend Article 8(d) 4 of its Constitution to delete the current contents which read:

Should a permanent vacancy occur in the office of the Fourth Vice-President, the office shall be offered to the six (6) Executive Members in the order of votes received in the preceding election.

Article 8(d) 4 will now read:

In the case of a permanent vacancy in the office of the Vice-President, the office shall be offered to the unsuccessful candidates for this office in order of votes received at the preceding election, provided that they received at least 25 per cent (25%) of the total votes cast. If the vacancy cannot be filled in this manner, the office will be filled through an election of members of the Executive Board, and if there are no candidates from the Executive Board, it shall be filled by the Executive Board by appointment.

Because:

- We should strive to fill permanent vacancies in office of the Vice-President candidates who ran for these positions at our convention and presented electoral platforms for the examination of the delegates;
- The current practice of "bumping up" does not take into considering the existing knowledge and skills of the sisters and brothers who are "bumped" into the vacant offices;
- The proposed change offers a rational way of filling vacancies in the Vice-President office.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

CONSTITUTIONAL AMENDMENT #
SUBMITTED BY LOCAL 1281

CUPE Ontario will:

CUPE Ontario Constitution be amended to include

Prior to each Convention a resolutions and constitutional amendments Committee shall be formed and selected by the CUPE Ontario Executive Board.

These committees will:

Be mandated to review all resolutions submitted to the convention to ensure all resolutions and constitutional amendments shall be:

- correctly worded and formatted;
- not in violation of the Constitution including the Equality Statement;
- not contrary to the existing policy of CUPE Ontario.

Recommend priority order for the debate of resolutions;

Be empowered to consult with whomever submitted any resolution prior to the convention should they be unclear about the intent or wording of the resolution;

Submit a written report at the beginning of convention that will provide advice for any resolutions that they have found to contradict the policy of CUPE Ontario or the constitution including the equity statement;

Resolutions found not to violate the constitution including the equality statement and not to contradict CUPE Ontario policy will be brought forward without any advice to the floor for debate;

Debate will be on the resolutions themselves with no recommendations of "Concurrence" or "Non-concurrence", and the Resolutions Committee will only provide advice as needed above.

Because:

- Recommendations of concurrence and non-concurrence are confusing and this allows for debate on resolutions directly, while provides a meaningful role for the Resolutions Committee.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred

CONSTITUTIONAL AMENDMENT #
SUBMITTED BY LOCAL 1656

WHEREAS locals, councils, committees and the executive board are entitled to submit resolutions and constitutional amendments to the Division convention; and

WHEREAS the Resolution and Constitutional Committees meet prior to convention to review all resolution and amendments that are properly submitted to be presented at convention; and

WHEREAS these committees use their own interpretation of the resolution to determine whether a submission will be moved with concurrence or non-concurrence; and

WHEREAS this is done without necessarily having discussed the resolution or amendment with the originator and is based on the committee's assessment of the merit of the submission; and

WHEREAS every resolution and constitutional amendment should be seen as having equal merit to be discussed, whatever its nature; and

WHEREAS delegates should be seen as having the intellectual ability to speak for or against the submission and not the position of the committees.

THEREFORE BE IT RESOLVED that the process undertaken by the resolution and constitution committees of moving concurrence or non-concurrence of resolutions or amendments be abolished.

Committee Recommendation:	☐ Concurrence	☐ Non Concurrence	
Convention Decision:	☐ Carried	☐ Defeated	☐ Referred