



RESOLUTIONS

**Toronto Sheraton Centre
May 25-28, 2011**

RESOLUTIONS

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HCWCC	Health Care Workers Coordinating Committee
OSBCC	Ontario School Boards Coordinating Committee
SSWCC	Social Service Workers Coordinating Committee
OMECC	Ontario Municipal Workers Coordinating Committee
OUWCC	University Workers Coordinating Committee
OCHU	Ontario Council of Hospital Unions

Resolution No. 1
Submitted by HCWCC

CUPE Ontario will:

Support a Residents and Long Term Care (LTC) day in all CUPE LTC facilities.

Use this day to give back to the residents living in LTC and support all workers in LTC, including, but not limited to, highlighting the unbearable workloads and under-staffing issues as well as the inadequate living conditions for residents of LTC.

Continue public and member education and mobilization.

Hold a series of news conferences across Ontario.

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.

Resolution No. 2
Submitted by HCWCC

CUPE Ontario will:

Increase pressure on the government to achieve 3.5 working hours of hands on care for the residents living in Long Term Care (LTC) facilities.

Campaign to include, but not limited to:

- a) An intensive coordinated lobby of all MPPs
- b) Educating the public through radio and community newspaper awareness ads.
- c) A province wide day of action at Queen's Park with labour and community groups.

Because:

- Residents living in LTC facilities are not receiving the dignity they require and deserve.
- We must achieve a standard to enable front line staff to provide the dignity, respect and time residents in LTC facilities deserve.

- The government has promised on numerous occasions to implement a care standard, they have not.
- The residents we care for, the residents we laugh and cry with, the residents we consider part of our family, cannot wait any longer.

Resolution No. 3
Submitted by OCHU

CUPE Ontario will:

Establish minimum care standards in Long Term Care (LTC).

Work with OCHU, CUPE locals, and the Ontario Health Coalition to establish a required minimum average 3.5 hours of nursing and personal care for residents of LTC facilities.

Because:

- The quality of care for some of the most vulnerable members of our community depends on the success of this campaign.
- In some of our facilities residents are receiving less than 1.5 hours of nursing and personal care a day.
- LTC workers are being burnt out by unreasonable demands to care for too many residents with too few resources.
- This demand has proven effective in the past in uniting labour and the community.
- For-profit LTC providers oppose this proposal and have been successful in stopping the government from supporting this demand.
- There is increasing popular support for minimum standards in LTC as the population ages.

Resolution No. 4
Submitted by HCWCC

CUPE Ontario will:

Work with the HCWCC, OCHU, CUPE locals, and the Ontario Health Coalition to permanently suspend competitive bidding for home care services and replace it with a public, not-for-profit system.

Because:

- Competitive bidding has already been suspended for six years (with two

brief attempts to bring it back).

- The provincial government has pushed back the re-introduction to competitive bidding once again.
- Competitive bidding has led to a massive privatization of home care and the erosion of long-established not-for-profit providers.
- Competitive bidding has led to the erosion of unionization, union bargaining power, and working conditions in the sector.
- This sector has been expanding for some years and will continue to expand in the years ahead.
- Competitive bidding has ruined the continuity of care for patients.
- Competitive bidding has led to tremendous staff turnover in home care.
- We must protect the vulnerable patients in our community and build a viable and vibrant home care system.

Resolution No. 5
Submitted by OCHU

CUPE Ontario will:

Work with OCHU, CUPE locals, and the Ontario Health Coalition to permanently suspend competitive bidding for home care services and replace it with a public, not-for-profit system

Because:

- Competitive bidding has already been suspended for six years (with two brief attempts to bring it back).
- The provincial government has pushed back the re-introduction of competitive bidding once again.
- Competitive bidding has led to a massive privatization of home care and the erosion of long-established not-for-profit providers.
- Competitive bidding has led to the erosion of unionization, union bargaining power, and working conditions in the sector.
- This sector has been expanding for some years and will continue to expand in the years ahead.
- Competitive bidding has ruined the continuity of care for patients because of the 57% a year staff turnover in home care.
- We must protect the vulnerable patients in our community and build a viable and vibrant home care system.

Resolution No. 6
Submitted by OCHU

CUPE Ontario will:

Defend hospital services in all communities.

Work with OCHU, CUPE hospital locals, and the Ontario Health Coalition to stop service cuts, bed closures, and job cuts at Ontario hospitals.

Because:

- Over 600 beds were cut in 2010 and 19,000 beds have been cut since 1990, leading to the lowest number of hospital beds in Ontario for generations.
- Hospitals and emergency rooms have been closed.
- The cutbacks have led to the cancellation of thousands of surgeries.
- Emergency rooms are backlogged and EMS services are reduced as paramedics are forced to wait in ERs to discharge their patients.
- Ontario already has the most efficient hospital system in Canada, with the fewest beds and staff to population and the shortest lengths of stay.
- The real cost drivers for health care services are not public hospitals, but doctor fees for for-profit delivery of care, drugs and medical technology.

Resolution No. 7
Submitted by OCHU

CUPE Ontario will:

Work with OCHU, CUPE hospital locals, and the Ontario Health Coalition to stop the introduction of price based funding for Ontario hospitals.

Because:

- Market based funding (sometimes known as ‘performance based funding’, ‘patient based funding’, or ‘fee for service funding’) will lead to the privatization of surgeries and diagnostic services.
- This model was a disaster when it was introduced in Britain, dramatically increasing administrative costs.
- Global hospital funding allows local hospitals to plan services to meet local community needs, whereas price based funding increases central control by Toronto.

- Even in Saskatchewan, the birthplace of public healthcare, surgeries and diagnostic tests are being privatized.

Resolution No. 8
Submitted by Local 4400

CUPE Ontario will:

Launch a major campaign to press the provincial government to expand the Early Learning Initiative (implementing the full day, including before and after school care as well as holidays, including summer).

Press the government to provide funding so that the full day learning is delivered by the school boards, as was outlined in the original report (not third party providers).

Ensure that the province provides sufficient funding to the remaining non-profit childcare centres so that they are able to continue providing their much needed service.

Because:

- Our children - and staff – deserve the best.

Resolution No. 9
Submitted by Local 4400 and OSBCC

CUPE Ontario will:

Lobby CUPE National and bring a resolution to the National Convention to train staff and/or provide resources to locals to defend members not only with the employer but in front of the college as well.

Because:

- Early Childhood Educators (ECE) who work in the Early Learning Program in school boards must be registered to a professional college in order to maintain their credentials and employment .
- Should an accusation be made against an ECE, they will be subject to an investigation and / or discipline not only by the Employer but also by the college.

Resolution No. 10
Submitted by Local 4400

CUPE Ontario will:

Lobby CUPE National, and bring a resolution to the CUPE National Convention, to lobby the federal government to restore funding for language training and settlement services.

Because:

- The federal government, under Stephen Harper, has reduced funding to settlement agencies, particularly in the province of Ontario.

Resolution No. 11
Submitted by OSBCC

CUPE Ontario will:

Lobby CUPE National, and bring a resolution to the CUPE National Convention, to lobby the federal government to restore funding for language training and settlement services.

Because:

- the federal government under Stephen Harper, has reduced funding to settlement agencies particularly in the province of Ontario.
- And many of our members work in these agencies providing critical support to newcomers to Canada.

Resolution No. 12
Submitted by Local 2191 and SSWCC

CUPE Ontario will:

Urge CUPE National to lobby the federal government to restore funding for language training and settlement services.

Because

- the federal government under Stephen Harper, has reduced funding to settlement agencies particularly in the province of Ontario,
- And many of our members work in these agencies providing critical support to newcomers to Canada.

Resolution No. 13
Submitted by Local 4400

CUPE Ontario will:

Endorse and support campaigns to protect and maintain elementary, middle and secondary schools and their surrounding grounds in all parts of the province.

Because:

- Schools are the hubs and hearts of the community.
- Space in schools can be used for hosting seniors, their organizations and provide programs and services for this fast growing segment of the population.
- Adult education, even more important as Canada proceeds through the restructuring of the economy, can be delivered in every community (retraining, upgrading, etc).
- Space can be used for child care centres, parenting centres and other programs.
- Recreation programs and social services can be delivered in all communities.
- Green space can be available to the entire community.
- Solar power and geothermal power generating projects can be created as public – public partnerships.
- These buildings, equipment and lands belong to the people of Ontario and should not be sold off to developers, private interests or closed down to save money.

Resolution No. 14
Submitted by Local 4400 and OSBCC

CUPE Ontario will:

Lobby the Ministry of Education to follow through on the following recommendations:

- Bill 157 which speaks to the Safe Schools Programs and the ongoing need to make our schools safer; and to hire more staff to keep our schools safe,
- As per the “Julian Faulkner” report, where recommendations were made to hire additional safe school supervisors.

Because:

- It is widely recognized that having a consistent adult presence in the hallways of secondary schools reduces the incidents of violence and creates a safer learning environment for youth.

Resolution No. 15
Submitted by Local 4400

CUPE Ontario will:

Press the provincial government to make good on its promise to review the provincial funding formula so that it meets the real, identified needs of learners of all ages.

Because:

- Boards are being put under provincial government supervision and communities are losing their democratically elected trustees because they cannot and will not make the kinds of cuts required because of inadequate funding.
- The current funding formula is not now and never has been adequate to meet the needs of urban, suburban or rural school districts (each of which has its own particular challenges)
- Schools, building and land are being sold to generate funding needed for operations, maintenance, repairs and new building.
- Boards are being directed into monetizing and commercializing education because they are not adequately funded.

Resolution No. 16
Submitted by OSBCC

CUPE Ontario will:

Lobby CUPE National, and bring a resolution to the CUPE National convention, to provide full funding for the OSBCC at the next Provincial Discussion Table Negotiations in 2012.

Because:

- The OSBCC represents 50,000 members in the Province of Ontario in the school board sector and because by the CUPE Constitution, CUPE National is the bargaining Agent for all its members and seeing as the

members already pay for that service through per capita taxes, then a duly elected committee of the members should be fully funded.

Resolution No. 17
Submitted by OSBCC

CUPE Ontario will:

Lobby CUPE National, and bring a resolution to the National convention, to train staff and/or provide resources to locals to defend members not only with the employer but in front of the college as well.

Because:

- Professionals, such as speech pathologists, psychologists and any other classification which are now employed or may be employed in the future who work in schools must be registered to a professional college in order to maintain their credentials and employment.
- Should an accusation be made against one of these members, they will be subject to an investigation and/or discipline not only by the Employer but the college.

Resolution No. 18
Submitted by Trades Committee and OSBCC

CUPE Ontario will:

Lobby for a fully government funded apprenticeship program in the unionized public sector keeping in mind that equality must be a factor in pursuing changes in legislation to the Education Act to promote apprenticeships and also the reintroduction of shop classes in elementary and secondary schools with a standardized curriculum, not only in K to 12 schools but also in post secondary institutions.

Because:

- The public sector workforce is aging and in dire need of a new influx of unionized trades workers.

Resolution No. 19
Submitted by OSBCC

CUPE Ontario will:

Finance a public awareness campaign that promotes the benefits of having school libraries open full time and staffed with qualified library support workers.

Because:

- When libraries are fully accessible to students during the school day, student literacy is improved and students have greater access to technology which contributes to their success.

Resolution No. 20
Submitted by Locals 2204, 2191, 2316, Ottawa CUPE District Council and SSWCC

CUPE Ontario will:

Work with its coalition partners and the SSWCC to undertake a campaign to make child care a priority in the 2011 provincial elections.

Work with coalition partners to undertake a campaign to pressure the province to rescind amendments to the Education Act to allow third party providers to deliver the extended Early Learning Program for 4 – 5 year olds and after school care for 6 – 12 year olds.

Ensure adequate financial and staff resources to fully engage members and CUPE District Councils across the province in these campaigns.

Because:

- Use the provincial election to draw attention to the need for increased funding to support child care centres and the child care workforce to transition to these changes and the new obligations imposed on child care workers by the Early Childhood Education (ECE) college.
- Amendment to the Education Act to allow third party providers to deliver services to children 4 – 12 year olds undermines early learning and care as a continuum of public education.
- Failure to garner increased provincial funding for these changes will see the closure of public and non-profit child care programs and will result in part-time split shifts.

Resolution No. 21
Submitted by Local 2316, SSWCC and Executive Board

CUPE Ontario will:

Campaign for a fully-funded and public Early Learning Program (ELP).

Demand the government stabilize 0 to 3.8 year child care by providing the funding necessary to transition to Early Learning.

Fight any legislation designed to allow third-party operators, in particular private operators, to permanently provide year-round, before and after school care as part of the ELP.

Stand with community allies to combat closures of public and non-profit child care centres and fight to expand properly-funded, accessible, high-quality public child care.

Because:

- ELP, if fully implemented and funded as originally outlined, provides children with the early years of education they deserve.
- The ELP implementation always required stability funding for 0 to 3.8 years child care in order to transition centres after the withdrawal of 4 and 5 year olds.
- The Liberal government's reversal, allowing third-party operators to provide year-round, before and after school care under ELP, could allow for-profit providers into our schools, operating under the provincial curriculum and school boards' directions - effectively privatizing part of kindergarten.
- High quality, accessible, public and non-profit child care is important for our children, our economy and our vision of a just and equitable society.

Resolution No. 22
Submitted by SSWCC

CUPE Ontario will:

Provide resources to support a broad social service sector integrated campaign to stem the impact of coming radical reforms in several sectors including child welfare, not-for-profit community agencies, municipal and community-based

child care, and social assistance/welfare on service quality, service accessibility and not-for-profit delivery and on the workers' working conditions.

Because:

- Government policy and supports for social services is drastically shifting. Restructuring, re-engineering and new delivery and funding models, including new social entrepreneurship and social venture capital options, will push services into hybrid-semi public-private partnership models.
- Instead of moving closer to a model of public services and entitlements, social services have been eroded over the years into a weak patchwork of programs. Today the ground is inching closer to private sector models for funding and service delivery through the:
 - Expansion of direct funding models
 - Devolution and spin off of services from existing stable and comparatively well funded providers such as in child welfare agencies to underfunded and stretched community agencies
 - Push for "shared service" or regional delivery models
 - Municipal government considering a shift to for-profit delivery of existing child care programs while for-profit delivery expands in community based child care

Resolution No. 23
Submitted by Locals 2191, 2316 and SSWCC

CUPE Ontario will:

Work with the SSWCC to engage in a discussion to represent workers who deliver the Ontario Works program with the Social Assistance Review Commissioners.

Because:

- The Ontario government is launching the first major review of the province's social assistance programs in 20 years.
- The review will begin in January 2011 and finish in June 2012.
- New technology is being introduced to Ontario Works in 2011 and has the capacity to transform how services are delivered.

Resolution No. 24
Submitted by Locals 2191, 2316 and SSWCC

CUPE Ontario will:

As issues are identified through the Developmental Services Provincial Discussion Table (DSPDT), provide support for the initiative by educating our members on the importance of achieving benchmarks that will, in time, enable standards to be raised across the sector.

Because:

- Significant disparities in compensation, benefit plans and working conditions exist in the sector between agencies. Members who are educated about the disparities are more likely to appreciate and support achieving benchmarks that will reduce and eventually eliminate the disparities that currently exist.

Resolution No. 25
Submitted by Locals 2191, 2316 and SSWCC

CUPE Ontario will:

Work with the SSWCC to provide public education on the impact of the Liberals' social services policies by mobilizing our members across Ontario to actively rally for adequate funding.

Because:

Implementation of an adequate funding regime for social services would result in:

- The elimination of program closures and reductions.
- The development of funding formulas that respond to need rather than history and that are responsive and sustainable.
- The development of funding formulas that respond to the specific needs of northern communities.
- Adequate funding of transformation costs in sectors such as developmental services, child welfare, children's mental health and child care.
- Elimination of current agency deficits, such as those seen in the child welfare and children's mental health sectors.

- Appropriate funding of staffing levels to ensure accessible services and manageable workloads.
- Requiring employers to be more transparent and accountable with respect to spending of transfer payment funding.

Resolution No. 26
Submitted by Locals 2191 and 2316

CUPE Ontario will:

In cooperation with the SSWCC in advance of the Ontario Provincial Election, working with the Ontario Action Network for Child and Youth Mental Health, to push for sustainable government funding and the commitment to work collaboratively with service providers and other partners to increase direct services, in a seamless system to children, youth and families.

Because:

- Three school bus loads of Ontario children and youth will kill themselves this year. That's two to three young people per week. They are among the 25,000 children and youth identified every year in Ontario to be in need of mental health services and supports. But of these, only 15,000 will get the help they need. Families face a confusing, underfunded and uncoordinated patchwork of services that can't even begin to help 40 percent of the children and youth who are screened. Ontario governments have chronically undervalued child and youth mental health by failing to create a responsive, seamless and integrated system and by failing to match funding with demand.

Resolution No. 27
Submitted by SSWCC

CUPE Ontario will:

In cooperation with the SSWCC support an escalating action plan, including an action strategy in advance of the Ontario Provincial Election and beyond, working with the Ontario Action Network for Child and Youth Mental Health to push for sustainable government funding and the commitment to work collaboratively with service providers and other partners to increase access to direct service, in a seamless system to children, youth and families.

Because:

- Three school bus loads of Ontario children and youth will kill themselves this year. That's two to three young people per week. They are among the 25,000 children and youth identified every year in Ontario to be in need of mental health services and supports. But of these, only 15,000 will get the help they need. Families face a confusing, underfunded and uncoordinated patchwork of services that can't even begin to help 40 percent of the children and youth who are screened. Ontario governments have chronically undervalued child and youth mental health by failing to create a responsive, seamless and integrated system and by failing to match funding with demand.

Resolution No. 28
Submitted by Locals 2191, 2316 and SSWCC

CUPE Ontario will:

In cooperation with the SSWCC, mount a campaign to educate the public and our members on the importance of building and sustaining a strong, vibrant and properly funded not-for-profit, community agency system in the developmental services sector.

Because:

- The not-for-profit community agency system delivers the vast majority of supports and services for individuals and their families. Individuals and families heavily rely on the agency system to deliver the supports and services they need. The quality of those supports and services can only be maintained and improved through sufficient funding for agencies and proper remuneration for workers. Consistency and continuity of care can only be achieved when workers remain in the sector and new ones are attracted to it.
- The government's drift in policy away from maintaining and improving the agency system towards individualized funding comes at the expense of the community agency system, individuals and families supported by it and workers.

Resolution No. 29

Submitted by Local 3393, 4308, 4772, Toronto District CUPE Council and OCHU

CUPE Ontario will:

Continue endorsing and financially supporting the Ontario Coalition Against Poverty's "Raise the Rates" campaign in 2011/2012.

Establish an *anti-poverty action group* composed of CUPE and community activists to implement a province-wide education and mobilization campaign to support the above.

Continue educating/mobilizing members and the public to pressure the province to increase social assistance rates to pre-Harris cut levels of the mid-1990s and fully restore the Special Diet.

Because:

- Neo-liberal austerity measures threaten our jobs, wages, working conditions, and health and will result in cuts to all social services including Ontario Works (OW) and Ontario Disability Support Program (ODSP) entitlements.
- 840,000 people in Ontario subsist on social assistance rates that are 55% below what they should be in real terms taking into account the impact of the Harris cuts of the mid-1990s.
- Dalton McGuinty in the 2010 Budget threatened to cut \$200 million from social assistance by eliminating the Special Diet, which provides social assistance recipients up to \$250/month with a medically verified need for healthy food.
- Under more restrictive criteria that came into effect on April 1, 2011, thousands of OW and ODSP recipients will be excluded from receiving the Special Diet.

Resolution No. 30

Submitted by Local 2191 and SSWCC

CUPE Ontario will:

Lobby CUPE National to train staff and/or provide resources to locals to defend members not only with their employer but when disciplined by their respective professional college.

Bring forward and support this resolution to the 2011 CUPE National Convention from the Ontario Division.

Because:

- The provincial government is turning to professional colleges to abdicate their responsibilities to ensure systemic support for quality services (i.e. funding) thereby shifting the responsibility for quality of service on the individual worker.
- Because workers are being forced to join these colleges in order to maintain their credentials and employment and can face discipline by the respective professional college which in turn could result actions up to and including discharge by their employer.
- Workers turn to their union when they require representation for action against them as a result of their employment.
- Other unions support their members when they are disciplined by their professional college.

Resolution No. 31
Submitted by OUWCC

CUPE Ontario will:

Lobby CUPE National to commit resources to host a National conference as soon as possible to discuss the precarious nature of the working lives of sessional faculty within the post-secondary sector.

Lobby CUPE National to commit resources to mount a national media strategy and campaign focusing on issues associated with sessional workers and their precarious employment.

Lobby CUPE National to commit legal resources to investigate and assess the scope clauses of sessional faculty collective agreements to help guide the development of bargaining strategies and proposals.

Because:

- sessional faculty continues to confront a range of issues relating to precarious employment and continue to face systemic forms of discrimination within the post-secondary sector.
- In recent years, several post-secondary institutions have embarked on an attack on sessional jobs, leaving many sessional members out of work and facing significant financial hardship.

- The post-secondary sector is currently bargaining in a difficult financial climate, thereby making it difficult to secure gains for sessional members (e.g. wages, workload, benefits, job security, pension plans, etc.).

Resolution No. 32
Submitted by OUWCC

WHEREAS post secondary funding is a federal as well as a provincial issue as evidenced in recent federal budgets; and

WHEREAS issues such as research funding, privatization, infrastructure, workload, and health and safety are endemic at all Canadian post-secondary institutions; and

WHEREAS post secondary workers have much in common with each other whether they are academic, trade or professional workers.

THEREFORE BE IT RESOLVED that CUPE National sponsor a Post Secondary Workers Conference to be held in 2012.

Resolution No. 33
Submitted by OUWCC

WHEREAS CUPE is a member-driven “grassroots” organization; and

WHEREAS university workers represent diverse worker groups with many immediate concerns; and

WHEREAS university workers need a method of dissipating and sharing information in an inclusive and up-to-date manner; and

WHEREAS one of the most effective methods of dissipating and sharing information is via the World Wide Web.

THEREFORE BE IT RESOLVED that CUPE Ontario give the Ontario University Workers Coordinating Committee (OUWCC) direct access to posting to the sectoral webpage linked to CUPE Ontario’s website.

BE IT FURTHER RESOLVED that this is extended to all sectoral committees in CUPE Ontario.

Resolution No. 34

Submitted by Locals 2191, 2316, Injured Workers Committee, HCWCC, OUWCC and SSWCC

CUPE Ontario will:

Encourage all sectors within CUPE Ontario to table Return to Work (RTW) language during collective bargaining.

Provide sample or ideal RTW language to locals

Work with sector committees to ensure injured worker issues are a priority at local bargaining tables.

Because:

- Many locals have no language in their collective agreements to return injured workers to active employment.
- Unions have a legal obligation to ensure members are being accommodated under the Human Rights Code.
- Collective Agreement language will ensure a process is in place to return injured workers to the workforce and ensure the union's involvement in that process.

Resolution No. 35

Submitted by Toronto District CUPE Council and Pink Triangle Committee

CUPE Ontario will:

Distribute (on line and in hard copy) detailed information on how to bargain lesbian, gay, bi, transgendered, 2-spirited, queer identified (LGBT2Q) rights into our collective agreements.

Because:

- bargaining equality for all members is an acutely important union issue.
- clear model language and explanatory information is essential if locals and our bargaining teams are to understand and successfully bargain for the particular needs of each of our LGBT2Q members.

Resolution No. 36**Submitted by Local 2628, Health & Safety Committee and SSWCC**

CUPE Ontario will:

Work with CUPE National and the Provincial Health and Safety Committee in developing common bargaining language for all CUPE locals on "Violence in the Workplace".

Because:

- 85% of workplaces are non-compliant with Bill 168 Violent/Harassment. There is a need for both parties to educate our members.
- Workplace violence is a much broader social problem that needs to be at the forefront of social activism within CUPE.
- Workplace violence is not only limited to incidents that occur within a workplace, but also includes domestic violence and a need for it to be recognized in all training.

Resolution No. 37**Submitted by Trades Committee and OSBCC**

CUPE Ontario will:

In light of the recommendations from the Annual Trades Conference and all school board trades workers from CUPE in the province of Ontario, lobby the provincial government through a central bargaining table for the following:

- a) Standardized wages, allowances and job descriptions with no red circling for the highest paid workers.
- b) Job protection for Journeyperson Trainers of Apprentices within the public sector in regards to seniority.

Lobby for market value adjustments and the promotion of all trades publicly for the work they do and that all skilled work is performed by unionized licensed trades.

Because:

- Maintenance and trades workers in the public sector have been for far too long undervalued for the work they do in our public facilities and are constantly under attack from employers with regards to de-skilling, multi-skilling and contracting-out of their services.

Resolution No. 38
Submitted by Executive Board

CUPE Ontario will:

Continue to advocate a public economic policy of investment in public services and job creation, not cuts, as the best way to grow the economy, protect communities and deal with the provincial deficit.

Call for cancelling Ontario's planned \$2.5 billion in new, annual corporate tax cuts.

Push the provincial government to assist Ontarians living in poverty by raising social assistance rates to, at least, the 1995 "Pre-Harris-Cuts" levels.

Campaign for doubling of the Canada Pension Plan (CPP) to protect all Ontarians, organized and unorganized, for their retirement years and to ensure that seniors do not fall into poverty.

Call on the province to discontinue its public sector income restraint program, and to make it easier for workers to unionize by restoring Ontario's traditional "Card Check" certification.

Because:

- The multiplier effect of strategic public investments makes it the most effective economic growth strategy.
- "Full economic recovery" includes those living in poverty, recognizes Ontario's aging population and is supported by enabling workers to unionize which empowers them to achieve better wages thereby benefiting their families, communities and the Ontario economy.

Resolution No. 39
Submitted by Locals 2191, 2936, 3902, 3907, Racial Justice Committee

CUPE Ontario will:

Submit a resolution to the 2011 National Convention that will read as follows:

CUPE National will:

Commit resources to the immediate review of all CUPE courses and educationals so as to ensure that they promote working class perspectives and anti-oppression ideas and practices.

Utilize the findings of the above review to integrate knowledge of anti-oppression, intersecting layers of oppression, equity, human rights and working-class perspectives throughout all relevant CUPE courses and educationals.

Undertake this review process not later than April 1, 2012 and present a report and implementation plan to the 2013 National Convention.

Because:

- The principles of the union are based on equity and the promotion of a working class outlook on labour and society.
- It is through education that we will continue to strengthen our understanding and practice of equality and working-class politics.
- These principles need to be thoroughly integrated into “bread and butter” courses such as bargaining, labour law and occupational health and safety.
- The current crisis in capitalism has made it clear that the working-class must be conscious of its interest and act as a class for itself.
- Equity and anti-oppression education will strengthen class solidarity.

Resolution No. 40
Submitted by Locals 2191, 2316 and SSWCC

CUPE Ontario will:

Through a variety of materials, including the studies done by Yona Lunskey and Donna Baines, develop an educational program for our members on violence and the limited right to refuse unsafe work. Further, a data base be created and maintained of workplace violence work refusals, subsequent Ministry orders as well as other Ministry orders, for local unions, committees and health and safety representatives to access.

Because:

- The incidents of workplace violence and compensation claims due to violence are increasing in developmental services. Workers need to understand the scope of the problem, and their legal rights and limits in refusing unsafe work and to devise strategies to lessen the incidents of workplace violence and resulting injuries.

Resolution No. 41

Submitted by Locals 2191, 2316, Injured Workers Advocacy Committee, HCWCC, OUWCC and SSWCC

CUPE Ontario will:

Lobby the Workers Safety and Insurance Board (WSIB) to advocate for ergonomic services to be restored.

Work with the Injured Workers Advocacy Committee and Local 1750 in launching a campaign to restore ergonomic services to the WSIB.

Because:

- Ergonomic assessments and evaluations are an integral component of prevention and the Return to Work process.
- The capacity to provide these services exists within the WSIB.

Resolution No. 42

Submitted by Locals 2191, 2316, Injured Workers Advocacy Committee, HCWCC, OUWCC, SSWCC

CUPE Ontario will:

In conjunction with the Injured Workers Advocacy Committee, lobby Occupational Health Clinics for Ontario Workers (OHCOW) to provide services and supports for psycho-traumatic claims.

Because:

- Many injured workers have sustained psycho-traumatic injuries in the course of their employment.
- Psycho-traumatic claims are often denied and/or difficult to obtain compensation through the WSIB.
- Injured workers and their advocates require the necessary research, opinions, consultations and support to ensure psycho-traumatic injuries are recognized and covered by the WSIB.
- OHCOW provides valuable services to injured workers and their advocates but does not currently assist with psycho-traumatic claims.

Resolution No. 43

Submitted by Injured Workers Advocacy Committee, HCWCC, OUWCC and SSWCC

CUPE Ontario will:

Support injured worker advocates in forming an “Advocacy Network” in their respective regions of the province.

Work with CUPE District Councils across Ontario to encourage them to support and/or fund “in kind” the work of the “Injured Worker Advocacy Network”.

Develop and maintain a list serve for the Advocacy Networks across Ontario to link with each other and share information.

Because:

- Locals must take an active role in supporting injured workers in the workplace and the WSIB system.
- Injured worker advocates who are more experienced can assist and mentor new or less experienced advocates.
- Building capacity within locals to share information in turn will benefit injured workers in Ontario.

Resolution No. 44

Submitted by Local 2628, Health & Safety Committee and SSWCC

CUPE Ontario will:

Working with the Provincial Health and Safety Committee, lobby CUPE National to recognize the need for the Workers Health and Safety Centres (WHSC) and Occupational Health Clinics for Ontario Workers (OHCOW) to be maintained as independent organizations run by worker representatives.

Because:

- Ontario government’s Bill 160 could eliminate the independence of the WHSC and OHCOW and place it under the direction of Queen’s Park.
- The Bill introduced the first reading on March 3, 2011, appears to give the Minister sole discretion to de-fund, direct or dissolve the board of the WHSC/OHCOW for any reason and without appeal.
- For over 30 years, the WHSC has been supported as an independent organization run by worker representatives.

- OHCOW has been a valuable source to workers in Ontario in aiding them with WSIB claims.

Resolution No. 45
Submitted by Local 1750

WHEREAS the Ontario Workplace Safety and Insurance Board (WSIB) has a two tiered system for employers in Ontario.

WHEREAS the two tier system consists of Schedule I and Schedule II employers. Schedule 1 employers pay annual premiums into an insurance fund to share collective liability for workplace injuries.

WHEREAS Schedule 2 employers are compulsorily covered through a system of individual liability. These employers must individually pay the total costs of benefits for their injured employees. Examples of a Schedule 2 employer include crown agencies, airlines, municipalities, school boards and federal government.

WHEREAS the Brock Smith “Coverage Review” of October 2002 followed by the memorandum to the WSIB Board of Directors in November 2003 recommended to eliminate the Schedule II category of employers who operate on a self insured basis in favour of a common plan with one shared accident fund.

WHEREAS having one Insurance/accident fund will enable the compensation system to better spread financial risk, generate a more stable fund that can support benefit improvements for injured workers and create a level playing field for employers.

THEREFORE BE IT RESOLVED that CUPE Ontario will actively support a Provincial campaign to eliminate the Schedule II classification in favour of one system of collective liability.

Resolution No. 46
Submitted by Local 1750

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

WHEREAS about 30 per cent of the workforce is not covered under the Workplace Safety & Insurance Act (WSIA); and

WHEREAS as a result 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; and

WHEREAS according to a report commissioned by the WSIB, the problem can be resolved if the WSIA is amended to provide coverage for all industry sectors and workers; and

WHEREAS all workers and employers who are covered under the system would be better funded and able to extend more services to help injured workers and prevent workplace injury, illness and fatalities; and

WHEREAS the WSIB's five year strategy is branded as the "Road to Zero" injuries, fatalities, and illness. However the WSIA only covers approximately 70% of Ontario workplaces. However coverage should be expanded because 100% of Ontario's workers deserve a safe workplace.

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

Resolution No. 47
Submitted by Local 1750

WHEREAS on average in the Province of Ontario, two people die each week from a workplace incident, another five succumb to occupational disease, and a further 1,600 worker injuries cause lost time from work

WHEREAS on Christmas Eve December 24, 2009 four migrant workers fell 13 stories to their death when the scaffolding they were working on collapsed. The tragic accident gave rise to the Tony Dean Expert Panel Recommendations

WHEREAS the recommendation to remove Prevention from the WSIB and transfer it to the MOL solves nothing. WSIB would continue to fund Prevention and the 6 Safe Workplace Associations (SWA's) through employer assessments. The only difference is the WSIB would have no control over how the employer stakeholder funds are used; and

WHEREAS given the complexity of Prevention, the Government should follow established best practice models such as WorkSafe BC which has Prevention, Enforcement and Compensation working together under one Act.

THEREFORE BE IT RESOLVED that CUPE Ontario will launch a campaign to protect Ontario's workers by forcefully lobbying the Provincial Government to ensure all three components of Prevention, Enforcement and Compensation are working in tandem in one unified entity that is at an arm's length from the Provincial Government.

Resolution No. 48
Submitted by Aboriginal Council

CUPE Ontario will:

Call upon all members of Parliament to support Motion 571 (Shannen's Dream) in the House of Commons declaring that all First Nations children have an equal right to high quality culturally-relevant education.

Call upon the federal government to consult and work in meaningful collaboration with First Nations leaders to establish equitable norms and formulas for determining class size and for the funding of educational resources.

Support all measures to ensure the implementation of policies to make the First Nations education system, at a minimum, of equal quality to provincial school systems.

Because:

- First Nations children and youth across Canada get inequitable education just because they are First Nations and living on a reserve.
- A First Nations child's education is funded \$2000 - \$3000 less than another child in a nearby provincial school.
- According to the federal government, as of 2010, 48 new schools are needed in First Nations communities nationally, and an additional 29 schools are in need of expansion and major renovations.
- Health concerns in First Nations schools include overcrowding, extreme mould, high carbon dioxide levels, sewage fumes in schools, frozen pipes, unheated portables, students suffering from cold and frost bite, and schools being abandoned despite a lack of alternative infrastructure.

Resolution No. 49
Submitted by Aboriginal Council

CUPE Ontario will:

Provide financial support and resources to the Council of Canadians Great Lakes Campaign to oppose the shipment of radioactive waste through the Great Lakes.

Urge the Ontario government to do all in its power to stop these shipments and hold public forums to ensure adequate public consultation.

Educate CUPE members and the broader community about the intent and impact of shipping radioactive materials through the Great Lakes corridor.

Because:

- The Great Lakes holds nearly 20% of the world's freshwater and provides drinking water to 40 million people in surrounding areas.
- The Great Lakes are part of the global commons and contamination of the water will affect not only present but future generations.
- If allowed, this shipment will set a dangerous precedent for radioactive waste shipments on the Great Lakes and will pave the way for the transport of more than 100 million pounds of highly radioactive waste currently stored on site at the Bruce, Pickering and Darlington nuclear power plants.

Resolution No. 50
Submitted by Toronto District CUPE Council, Pink Triangle Committee

CUPE Ontario will:

In the event that Bill C-389 has not been passed into law by October 2011, press CUPE National to support legal human rights challenges which support our transgendered members with the objective of securing the right to gender identity and gender expression, both within the Canadian Human Rights Act and the Criminal Code.

Because:

- The Laforest Report recommended that by 2000 "gender identity" be added to the Canadian Human Rights Act but subsequently it was not added.
- A bill on gender identity and expression, C-389, was passed by Parliament and went before the Senate in February 2011.

- Decades after the decriminalization of sexual orientation, our transgendered CUPE members still have no grounds for complaint under the Canadian Human Rights Act or Criminal Code.
- Human rights are union rights and essential for every worker in Ontario.

Resolution No. 51**Submitted by Toronto District CUPE Council, Pink Triangle Committee**

CUPE Ontario will:

Support campaigns and efforts by advocacy groups such as Pride Uganda, EGALE and similar organizations which facilitate refugee claims of lesbian, gay, bi, transgendered, 2-spirited, queer identified (LGBT2Q) people facing persecution in their home countries.

Because:

- LGBT2Q people in many countries face state authorised, state enabled or state tolerated violence against LGBT2Q workers and citizens.
- LGBT2Q people in many countries live in fear of discrimination, prosecution, torture and even death for no other reason than for their sexual orientation or gender identity.
- LGBT2Q people making refugee claims based on “risk to life or cruel and unusual treatment or punishment” face unreasonable barriers to entering Canada.

Resolution No. 52**Submitted by Toronto District CUPE Council, Pink Triangle Committee**

CUPE Ontario will:

Support lesbian, gay, bi, transgendered, 2-spirited, queer identified (LGBT2Q) members by assisting all locals with their participation in and promotion of Pride events in communities across the province.

Encourage a special focus on supporting smaller and more marginalized communities.

Advocate for the inclusion of all ethno-racial communities in Pride events.

Produce and distribute promotional give-aways for Pride events with the general theme of “Pride in our Work”.

Because:

- LGBT2Q workers face homophobic and transphobic harassment, violence, ridicule and inclusion in the workplace based on their sexual orientation and gender identity.
- LGBT2Q communities need to know that unions can make a difference and our union benefits from increased positive labour visibility.
- Ontario's rural regions and smaller cities such as Thunder Bay and its first ever Pride event in 2011, have much to gain.
- LGBT2Q workers represent all ethno-racial communities.
- All workers have a right to work and live harassment-free.

Resolution No. 53

Submitted by Toronto District CUPE Council, Pink Triangle Committee

CUPE Ontario will:

Support EGALE Canada's campaign against school-based bullying and harassment.

Before April 2012, distribute literature combating homophobia, transphobia, bullying and harassment and distribute copies together with pink arm bands to all our members.

Collaborate with other unions and communities to mark April 13th (the "International Day of Pink") and May 17th (the International Day Against Homophobia and Transphobia).

Because:

- Bullying and harassment is a very serious problem affecting our LGBT2Q members in most Ontario workplaces.
- Bullying and harassment is a grave problem for LGBT2Q students in Ontario's public education system.

Resolution No. 54

Submitted by Toronto District CUPE Council, Pink Triangle Committee

CUPE Ontario will:

Support EGALE Canada through membership and in-kind resources.

Encourage locals and district councils to promote EGALE's work by becoming members and directly supporting campaigns of this critically important organization.

Promote EGALE's campaigns for equality with LGBT2Q workers and their families.

Because:

- EGALE Canada is a national organization committed to advocating equality and justice for LGBT2Q people and their families across Canada and internationally.
- CUPE Ontario will maximize our union's efforts and advances by closely collaborating with EGALE.
- EGALE Canada advocates on behalf of many LGBT2Q issues including workplace bullying and harassment.
- EGALE Canada is an excellent resource for LGBT2Q activists.
- Homophobia and transphobia continue to impact our schools, our workplaces and our society at large.

Resolution No. 55

Submitted by Locals 2191, 2204, Ottawa CUPE District Council and SSWCC

CUPE Ontario will:

Work with CUPE National to determine outstanding pay equity and proxy pay equity obligations in Ontario.

Obtain a legal opinion to establish the legal obligation of employers in the broader public sector to maintain wage parity between the proxy sector and their comparators.

Launch a charter challenge against the provincial government for being in violation of its own legislation in approving operating licenses to commercial child care operators that are not meeting obligations set out in the Act to pay their employees at the pay equity rate.

Because:

- The principle of equal pay for work of equal value has yet to be realized in Ontario.
- There continues to be doubt about the obligation of both employers and unions to ensure that the gap between the proxy sector and their

comparators does not widen.

- Enforcing proxy pay equity obligations on the growing commercial child care sector will slow its growth and ensure the principle that underpins this legislation continues to be enforced across the child care sector.

Resolution No. 56
Submitted by Local 4600

WHEREAS Hassan Diab, a CUPE 4600 brother, was unjustly removed from teaching an introductory Sociology course after the Carleton University administration faced pressure from outside lobby groups, including B’nai Brith and the Canadian Jewish Congress; and

WHEREAS Diab is accused of being behind the 1980 bombing of a Paris synagogue, even though Ontario Supreme Court Justice Robert Maranger has found the handwriting evidence against Diab to be “problematic”, “confusing” and unscientific; and

WHEREAS three handwriting experts have testified that the handwriting report of the French expert is effectively baseless, unscientific, “flawed” and “absurd”.

WHEREAS it is consistent with CUPE’s equality statement to oppose institutionalized Islamophobia and the presumed criminality of Muslims in Canada.

BE IT RESOLVED that CUPE Ontario support our former CUPE 4600 brother Hassan Diab in the form of a letter of support.

BE IT FURTHER RESOLVED that CUPE Ontario support the legal defence fund of our CUPE brother Hassan Diab in the form of a monetary contribution totaling \$500 and that they request that their donation is matched by CUPE National.

Resolution No. 57
Submitted by OUWCC

WHEREAS Hassan Diab is a former CUPE 4600 brother who was unjustly removed from teaching an introductory Sociology course after the Carleton University administration faced pressure from outside lobby groups, including B’nai Brith and the Canadian Jewish Congress; and

WHEREAS Diab is accused of being behind the 1980 bombing of a Paris synagogue even though Ontario Supreme Court Justice Robert Maranger has found the handwriting evidence against Diab to be “problematic,” “confusing” and unscientific; and

WHEREAS Diab and his counsel have provided ample evidence to counter the accusations against him, and have put evidence before the court showing how French investigators have consistently tailored unsourced intelligence to make it fit their case; and

WHEREAS three handwriting experts - Brian Lindblom, John Osborn and Robert Radley - have testified that the handwriting report of the French expert is effectively baseless, unscientific, “flawed” and “absurd”; and

WHEREAS it is consistent with CUPE's equality statement to oppose institutionalized Islamophobia and the presumed criminality of Muslims in Canada.

THEREFORE BE IT RESOLVED that CUPE Ontario support the legal defence fund of our CUPE brother Hassan Diab in the form of a monetary contribution totaling \$500.

Resolution No. 58
Submitted by Ottawa CUPE District Council

WHEREAS it is consistent with CUPE's equality statement to oppose institutionalized Islamophobia and the presumed criminality of Muslims in Canada.

BE IT RESOLVED that CUPE Ontario support our former CUPE 4600 brother Hassan Diab in the form of a letter of support; and

BE IT FURTHER RESOLVED that CUPE Ontario support the legal defence fund of our CUPE brother Hassan Diab in the form of a monetary contribution totaling \$500 and that they request that their donation is matched by CUPE National.

Resolution No. 59
Submitted by Toronto District CUPE 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.

Resolution No. 60
Submitted by Local 2936

CUPE Ontario will:

Send four (4) sisters to the United Nations each year to report on the deplorable conditions women face in Canada concerning wages, pensions, equality, job security, economic justice and poverty. There should be an Aboriginal woman, a black woman, a woman with a disability and a white woman to represent the diversity in CUPE and Canada collectively. CUPE National and CUPE Ontario will fully fund the entire trip to the UN.

Because:

- Women in Canada continually face discrimination and are under-represented in their jobs, have very little job security, and are still being paid less than their male counterpart for the same job.
- Women are under-represented in economic justice, which causes them to live below poverty more than their male counterpart.
- It will ensure that the Government of Canada does not misrepresent and minimize the impact that poverty, economic justice, job security, pensions, wages and equality have on the women in CUPE and in Canada.

Resolution No. 61
Submitted by International Solidarity Committee

CUPE Ontario will:

Work with Mining Injustice Solidarity Network (MISN) and other allies to continue member and public education and mobilization on the detrimental impacts of Canadian and multinational mining companies in Latin America,

Philippines, Democratic Republic of Congo and Indigenous communities within Canada.

Make central to education, discussions on legal, ethical and political strategies for holding mining companies accountable for abuses, including boycott and divestment.

Work with CUPE National to research the investment portfolios of universities, municipalities and other relevant CUPE employers to see whether they have invested pension funds money (OMERS, MSPP and CPP) in mining companies involved or complicit in labour, human and environmental rights violations.

Because:

- Canadian mining companies account for a world-leading 40% of global exploration expenditures.
- The Canadian Pension Plan holds equity worth about \$2.5 billion in publicly-traded Canadian mining companies.
- Canada does not have laws to ensure that the activities of Canadian mining companies, particularly in the global south, conform to human rights standards, including the rights of workers and Indigenous peoples.
- In 2005 CUPE endorsed a targeted divestment campaign of energy, resource, and defence industry companies complicit in funding the war in Darfur, Sudan.

Resolution No. 62

Submitted by Locals 3393, 4772 and International Solidarity Committee

CUPE Ontario will:

Work with CUPE National and the Canadian Labour Congress (CLC) to lobby the Canadian government to cease free trade negotiations with Honduras and withdraw international aid provided to that country's illegitimate regime.

Educate our members on how major and growing Canadian corporate investment in Honduras' mining and *maquila* textile industries leads to widespread labour, human and environmental rights violations.

Work with the Latin American and Caribbean Solidarity Network and other allies to endorse and provide financial support to public education and solidarity initiatives in coordination with the *Frente Nacional de Resistencia Popular (FNRP)*.

Because:

- The current illegitimate regime in Honduras emerged as a result of a June 2009 *coup d'état* that disrupted its democratic transition of power and constitutional order, leading to widespread violations of human rights and freedoms.
- The Canadian government diplomatically supported this coup and the regime implanted by sham elections in November 2009. Furthermore, it is aggressively promoting corporate mining and textile investments by negotiating a Free Trade Agreement with Honduras.
- The FNRP is a broad-based popular and union movement that emerged in opposition to the 2009 coup in order to demand social and economic justice and self-determination for the Honduran people.

Resolution No. 63

Submitted by Locals 3393, 4772 and International Solidarity Committee

CUPE Ontario will:

Join our Egyptian and Tunisian sisters/brothers in welcoming the fall of dictators Hosni Mubarak and Ben Ali.

Work with CUPE National, Canadian Labour Congress (CLC) and international labour organizations to support the mobilizations to achieve socio-economic justice and democratic rights in the Middle East and North Africa.

Educate members on the importance of supporting workers in the region in their struggle for the formation of independent labour organizations, the right to strike, and against neoliberal policies pushed by the International Monetary Fund and World Bank.

Oppose military interventions by governments and/or western forces/allies ultimately aimed at undermining the rights and self-determination of the peoples of the region.

Because:

- Working-class mobilizations, including protests, strikes, sit-ins, and demands for work and better wages, as well as democratic rights, played crucial roles in the fall of dictators Hosni Mubarak and Ben Ali in Egypt and Tunisia.

- Popular revolutions in Tunisia and Egypt have inspired ordinary people from Libya, Bahrain, Yemen, Algeria to Jordan, Iran and Iraq to stand up against economic and political injustice and repression.
- Popular movements for social and economic justice in the Middle East and North Africa need international solidarity and support to ensure that they will achieve their aspirations.

Resolution No. 64
Submitted by Local 1974

CUPE Ontario will:

Continue to support the campaign of CUPE 1974 against the contracting-out of food services at Kingston General Hospital.

Because:

- The bidding process for the food contract was not transparent.
- The environmental impact of shipping plated food from Mississauga to Kingston every day is unsustainable.

Resolution No. 65
Submitted by OCHU

CUPE Ontario will:

Continue to support the campaign of CUPE local 1974 against the contracting-out of food services at Kingston General Hospital.

Because:

- The bidding process for the food contract was not transparent.
- The environmental impact of shipping plated food from Mississauga to Kingston every day is unsustainable.
- The contracting-out means that local farmers and business have been abandoned by the third largest employer in Kingston.
- Good paying jobs will be replaced with poverty wages.
- 14,000 Kingstonians and Kingston City Council have denounced the decision by KGH.

Resolution No. 66
Submitted by Toronto District CUPE Council

CUPE Ontario will:

Urgently prepare to oppose the privatization of public sector services currently delivered by CUPE workers.

Assist locals, district councils, labour councils and community organization in coordinated actions against transfer of not-for profit services to for-profit agencies initiated by employers or government.

Include escalating workplace actions at the very first sign of any privatization of public services.

Report to all locals and district councils on the progress of this campaign by November 2011 and again in May 2012.

Because:

- Privatization threatens our communities and the members who work in them, through lower wages, more precarious employment, reduction of health and safety in the workplace and the community and the diversion of public funds to private profit.

Resolution No. 67
Submitted by Toronto District CUPE Council

CUPE Ontario will:

Educate and mobilize its members around the dangers of the Comprehensive Canada-EU Trade Agreement (CETA) as a frontal assault on the democratic and transparent delivery of municipal and provincial public services.

Work with CUPE locals, District Councils, the Council of Canadians, the Ontario Federation of Labour, the Trade Justice Network and other labour and social justice partners to organize an Ontario Day of Action against CETA in the lead-up to the provincial election in Ontario.

Because:

- CETA threatens to privatize and deregulate many of our public services, including municipal water, electrical utilities, healthcare, etc.
- CETA would make it much more difficult to introduce stricter rules to

protect the environment, it goes against the move to develop local economies and develop local green jobs, and threatens indigenous people's rights.

- CETA undermines the public interest by allowing corporations the right to sue our governments over policies and decisions that they feel prevent them from making profits.

Resolution No. 68
Submitted by OUWCC

CUPE Ontario will:

Support and supply resources to the OUWCC for a campaign to address chronic underfunding and privatization in the post secondary sector.

Support and supply resources to university locals to establish alliances with other organizations in the campus community including, but not limited to, Unions and Staff Associations, the Canadian Federation of Students, Student Unions and Faculty 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 and ancillary 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.

Resolution No. 69
Submitted by OCHU

CUPE Ontario will:

Work with OCHU, CUPE hospital locals, and the Ontario Health Coalition to oppose privatized P3 hospitals.

Because:

- The provincial government still plans to go ahead with the development of

many new privatized P3 hospitals.

- This method of construction has been proven time and again to be more expensive than public procurement.
- Hospitals built as P3s have 30% fewer staff and beds than hospitals which are publicly owned.
- The government's justification of privatized P3s on the basis of an alleged 'risk transfer' to the private sector is completely bogus.
- P3s will privatize CUPE work and divert much needed healthcare funding to giant banks, financiers, and other private corporations.
- The great expense of P3 hospitals in Britain (which pioneered P3s) are now seriously eroding the funding available for health care and leading to local tax increases.

Resolution No. 70
Submitted by Executive Board

CUPE Ontario will:

Forcefully oppose any effort to privatize public sector services currently delivered by CUPE workers.

Actively support locals and district councils, other unions, and the broader community to confront privatization threats in their communities.

Actively campaign against privatization and so-called Public-Private Partnerships (P3s) on a provincial basis by developing an anti-privatization campaign that will operate under the Building a Better Ontario Plan.

Build capacity within our locals across all regions of Ontario to develop trained campaigners equipped to confront privatization threats in their communities.

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

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

Regularly report to all the locals, councils and members on the process of campaigns.

Because:

- Privatization threatens our communities and the members who work in them, through lower wages, more precarious employment and the

diversion of public funds to private profit.

- Privatization of public services causes damage to our social fabric by turning it into a commodity to be bought and sold.
- Our capacity to confront the threat of privatization must be developed within our membership and throughout all regions of the province.

Resolution No. 71
Submitted by Executive Board

CUPE Ontario will:

Continue opposing internal and international free trade agreements currently being negotiated, with a special emphasis on the Comprehensive Canada-EU Trade Agreement (CETA).

Educate our members and the general public on CETA's threats to public services.

Ensure that members and our elected representatives realize how CETA will impede local job creation and how it weakens local decision making.

Continue to lobby local, provincial and federal politicians on the negative economic, environmental and social impact for our communities of the federal government signing onto CETA.

Ramp up our work with members, locals, district councils, community and coalition partners including the Trade Justice Network to organize publicly in opposition to this free trade agreement in the run-up to the provincial election in October 2011.

Because:

- CETA will jeopardize public services, particularly our public water systems and our health care system.
- CETA threatens our ability to influence decision-making at local levels.
- CETA weakens local governments' ability to use all available levers for local economic development.
- CUPE Ontario is committed to ensuring a better Ontario for all, which means protecting public services, preserving a healthy democracy and moving toward a more sustainable society.

Resolution No. 72
Submitted by 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 have built on previous plans. This method of prolonged focus on issues is producing real, measurable gains over time.

Resolution No. 73
Submitted by Local 4400

CUPE Ontario will:

Adopt a process to develop, discuss and approve the budget prior to and at the Ontario Convention.

The Ontario Convention requests that CUPE National develop and discuss the budget prior to the Convention and approve their budget at the National Convention.

Because:

- The process of building a budget concretizes political priorities.
- Control of the finances is an important part of democratic control.

Resolution No. 74
Submitted by Local 543

CUPE Ontario will:

Form a fully resourced Provincial Strike Committee with the following mandate:

- a) To review recent job actions and identify best practices for the purpose of developing new strategies to foster public support.
- b) To be an ongoing resource to assist locals in preventing missteps.
- c) To develop new strike avoidance strategies.
- d) To assist locals in the implementation of those new strategies.
- e) To assist locals in developing and implementing PR/Media campaign strategies.

Because:

- The new political and economic dynamic has minimized the efficacy of old strategies, thus diminishing our ability to advance our members' cause.
- Increasingly, public opinion is negative towards public servants and unions. Thus during a strike, employers and local media use rhetoric to heighten public angst to encourage outsourcing jobs.
- Politicians are capitalizing on the "individual" sentiment, that at the same time plays to the public's expectation that they can continue to have high value public services, yet not bear the realistic costs of delivering quality services.
- Increasingly our employers are sharing strategies and pooling resources to pattern bargain. This collaboration forms the template for picking off our locals one by one (Windsor is a good example of this).

Resolution No. 75
Submitted by Local 4000

CUPE Ontario will:

Implement electoral reform by changing its electoral process to eliminate cascading.

Hold one day of nominations followed by one day of elections for all positions.

Canvas all affiliates for input on electoral reform.

Make this effective at the next convention 2011.

Because:

- The electoral process is deemed to be a fair and just system and with cascading it is not.
- The current system allows you to run for all positions subsequently upon losing.
- Most electoral systems do not incorporate cascading.
- With the electoral reform we would be able to deal with the business of the convention without interruption due to sporadic elections.
- The newly elected would assume their positions allowing them to deal with the business as they would for the term.
- The current system allows the outcome of elections to be manipulated.
- It does not reflect the true voice of membership.
- It would ensure that candidates are running for the position that they are best suited for, not just any position.
- The electoral process for CUPE Ontario should be the same as the affiliates showing consistency within.

Resolution No. 76**Submitted by Toronto District CUPE Council**

CUPE Ontario will:

Conduct a survey of racialized members to determine the number of opportunities their members have to participate at the decision-making levels.

Encourage all locals to conduct a similar survey.

Encourage all locals to present their survey on achievements to ensure racialized members have been given equitable opportunities to be part of the decision making process at every level of the Local.

Because:

- The UN declared 2011 the Year of People of African descent. Racialized workers within CUPE Ontario still have no bench marks to assess the progress of members' participation in decision-making levels of the union.

Resolution No. 77
Submitted by Local 4400

CUPE Ontario will:

Strike a committee from Ways & Means to study cost-saving possibilities of purchasing AV equipment normally rented for Conferences, Schools and Conventions.

Use the initial savings (after obtaining the equipment) for purchasing a vehicle to transport the equipment and hiring a trained CUPE member to deliver the service as needed from time to time.

Consider eventually hiring a full time AV/Techie for providing the service.

Because:

- Hundreds of thousands of dollars are spent on rentals of equipment and paying for contracted out service over the years.
- CUPE Ontario may end up saving a good deal of money (and receive superior service) over the next decade.

Resolution No. 78
Submitted by Trades Committee and OSBCC

CUPE Ontario will:

Lobby CUPE National to assign two (2) more Health and Safety reps to the Province of Ontario to coincide with the four (4) National Injured Worker Reps. One of these new reps will be proficient in Maintenance and Trades related subjects.

Because:

- Having only one (1) National Health and Safety for the Province of Ontario representing 220,000 members is a huge workload which overburdens one (1) rep when the work should be shared amongst three (3).

Resolution No. 79
Submitted by Local 2628, Health & Safety Committee and SSWCC

CUPE Ontario will:

Lobby CUPE National for the creation of two additional Health and

Safety staff positions to be equal with the staff compliment assigned to WSIB.

Because:

- The current social climate, the ever changing Health and Safety culture and significant increased workload of the current assigned staff calls for more staff to assist our locals and members in Ontario.
- Bill 168, Bill 160 - the largest legislative change in Health and Safety in 30 years and Safe at Work Ontario participation, we require representation at all the tables at all times for CUPE to be stronger and a more active participant in decision making, policy development and safe workplaces for our members.

Resolution No. 80

Submitted by Locals 2191, 2936, 3902, 3907 and Racial Justice Committee

CUPE Ontario will:

Submit a constitutional amendment to the 2011 National Convention that will read as follows:

1. Amend Article 7.2 to read:

The National Executive Board shall be composed of the National President, the National Secretary-Treasurer, five (5) General Vice-Presidents, fourteen (14) Regional Vice-Presidents and two (2) Diversity Vice-Presidents, ~~elected by the Convention~~. The Regional Vice-Presidents shall be from the following regions:

Nova Scotia.....	1
Newfoundland and Labrador.....	1
New Brunswick.....	1
Prince Edward Island.....	1
Quebec.....	2
Ontario.....	2
Northern Ontario	1
Manitoba	1
Saskatchewan	1
Alberta	1
British Columbia	2

For the purposes of this Article, Northern Ontario shall be considered to be the area north of the French River.

Amend Article 11.2 to read:

All members of the National Executive Board shall be elected by a majority vote at a National Convention, **except for the Regional Vice-Presidents and Diversity Vice-Presidents who shall be elected in their respective caucuses. Further, one of the two Regional Vice-President seats reserved for Ontario shall be elected in a caucus of racialized members.**

Because:

- CUPE recognizes the need for a regional representation in Ontario by way of providing an affirmative action seat for Northern Ontario. It ought to take action with respect to the representation of racialized people who represent 22% of Ontario's population.
- The equitable participation of racialized members from Ontario in the national leadership ought to move beyond mere words and declarations and manifest itself through concrete measures or initiatives.
- There are structural barriers to the full participation of racialized members in the leadership of their union.
- Class solidarity within the working class is not possible when the face of the leadership doesn't reflect the racial diversity that we see across the province of Ontario.

Resolution No. 81
Submitted by Local 1979 and Toronto District CUPE Council

CUPE Ontario will:

Submit the following resolution to the CUPE National Convention:

CUPE National will:

Employ custodians and janitorial staff at National headquarters as regular employees with benefits, pensions and acceptable wages. When the work is contracted-in the existing workers shall be offered regular employment at CUPE.

Because:

- CUPE is a leader in the struggle against contracting out.
- All workers deserve respect and security and the current wages and

benefits of the cleaners employed at National headquarters are inferior to that received by many cleaners represented by CUPE.

- It is possible to contract in this work without, in any way, jeopardizing the current bargaining rights of SEIU Local 2, the union that represents custodians and janitorial staff at CUPE National headquarters.
- The CUPE National leadership knows that several other national unions have contracted-in their cleaning and maintenance work and are satisfied with the results.
- A resolution on this issue was recommended with concurrence by the resolutions committee at the 2009 convention but the quorum was lost right before this resolution was to hit the floor.

Resolution No. 82
Submitted by North Bay & District Council

CUPE Ontario will:

Actively lobby CUPE National to enable all Ontario delegates to remain whole during the National Convention for the Ontario Caucus election of:

- one General Ontario Vice President and
- two Regional Ontario Vice Presidents

Because:

- It is a democratic right of all Ontario delegates to participate in the selection of the above National Executive Board officers whom they represent.

Resolution No. 83
Submitted by Locals 2191, 2936, 3902, 3907 and Racial Justice Committee

CUPE Ontario will:

Submit a resolution that deals with the election of prospective CUPE candidates for the equity-seeking Vice-Presidents affirmative action seats at the Canadian Labour Congress (CLC) and will read as follows:

CUPE National will:

Accept any equality-seeking candidate in good standing who is elected in an election caucus at CUPE's last National Convention prior to the CLC's

convention at which the successful equity-seeking candidate is nominated for the relevant affirmative action seat.

Accept the second runner-up in the election for the CLC's Vice-President position representing an equality-seeking group as long as the person received at least 30 per cent of the vote in the relevant election caucus.

In the event that a candidate for the CLC's Vice-President position representing an equality-seeking group is no longer available as a candidate, an election caucus of the relevant equality-seekers shall be held at the CLC's Convention to elect a candidate, and this person shall be automatically accepted by the National Executive Board.

Because:

- The members of the equality-seeking National committees were not elected by their respective constituency groups so they are not legitimate representatives and are unaccountable to equality-seeking groups.

CONSTITUTIONAL AMENDMENTS

CONSTITUTIONAL AMENDMENT No. 1 **Submitted by CUPE Ontario Executive Board**

Amend Article 4 – 2 b) of the constitution as follows:

To be entitled to representation in convention, a local union shall have paid per capita tax on its total membership up to and including March 31st of each year in which the convention is held.

Payment is due by April 30th.

Locals must pay before being seated.

Any local who have not paid up their per-capita will be subject to the convention late fee for all delegates being seated.

CONSTITUTIONAL AMENDMENT No. 2
Submitted by Toronto District CUPE 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.