



RESOLUTIONS and CONSTITUTIONAL AMENDMENTS

**Caesars Windsor
May 23-26, 2012**

RESOLUTIONS

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RESOLUTIONS

Resolution No. 1 **Submitted by Local 1979**

CUPE Ontario will:

Work with the Ontario Federation of Labour (OFL), other unions and our community allies to create labour-community coalitions to fight back against austerity and to push for expanded public services, tax reform and greater public ownership.

Propose to CUPE National to pressure the Canadian Labour Congress (CLC) to work with our community allies to organize rallies, demonstrations and industrial action in opposition to the Harper agenda of cutbacks for working people and giveaways to the rich and powerful, including a large CLC protest on Parliament Hill, the first since 1993.

Because:

- The Ontario and Federal governments are attacking the rights and living standards of working people while bestowing ever increasing advantages to their wealthy and powerful friends.
- Only the combined power of the working class can force these right-wing governments to cease their attacks on working people.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 2 **Submitted by Local 4400**

CUPE Ontario will:

Campaign for more fairness in taxes, beginning with (but not limited to) increasing the tax rates on corporations and wealthy individuals.

With community partners, develop a fair tax working group that looks at the comprehensive revenue picture for the province of Ontario (including, but not limited to grants, loop holes and incentives).

Press the New Democratic Party (NDP) to support concrete steps to raise revenues by stopping tax cuts and by introducing legislation to increase revenues through a fairer personal and corporate taxation system.

Create educational materials that will help our members understand the political nature of taxation and allow them to knowledgeably fight for a fairer tax system.

Because:

- Taxes are the cost of a civil – and civilized – society. Tax cuts hurt working people, defund public services (leading to cuts or contracting out) and shift the burden from the collective (society) to the individual (fees for service).

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 3
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

Commit the resources necessary to mount a comprehensive defense of public services and CUPE jobs. Tactics would include political strikes, local mass campaigns targeting vulnerable Liberal MPPs, direct lobbying of all MPPs, development of an alternative plan for a balanced budget and town hall meetings.

Recommit to no concessions in collective bargaining and increase support for locals striking against concessions.

Support and resource each sector to ensure progressive research to produce fact sheets, lobby guides, talking points, and handouts on the impact of the budget on our communities and the services we provide.

Promote and build an up-to-date CUPE membership contact list for immediate and sustained contact with our membership.

Because:

- An austerity agenda means cuts to and privatization of basic public services; rolling-back of job protections and pay equity; and wage and benefit cutbacks through the downloading costs of the crisis onto those that did not cause it.
- Austerity policies will severely undermine public services regular Ontarians rely on and will undermine Ontario's economic future.
- Ontarians deserve an economic plan that focuses on job creation, fair taxation and quality public services that builds a better future.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 4
Submitted by Local 3907 and Racial Justice Committee

CUPE Ontario will:

Establish and provide adequate resources and support to implement an Activist Self-Development Training program for members of CUPE Ontario's Human Rights Committees as well as equity-seekers from affiliated locals.

Include topics such as public speaking, developing and executing effective campaigns, and communication and collaboration engagement procedures with community activist groups, competency in using new and old communication media, effective political lobbying, organizing the unorganized with the union, knowing and understanding the structures of the union, and parliamentary procedures, clear language writing and developing strong writing skills.

Offer activist training program two times per year.

Ensure balanced and equitable representation of the relevant equity-seekers.

Report to the annual convention on the progress and measurable outcomes of the program.

Because:

- The overwhelming majority of CUPE's membership belongs to equity-seeking groups. Therefore, these members need the resources and access to training opportunities that will provide them with the necessary tools to actively and effectively challenge unfair labour practices and systemic oppression.
- The development of equity-seekers for activist and leadership roles is essential in ensuring that these members are at the forefront of the struggle in the labour movement and community.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 5
Submitted by Local 4600 and OUWCC

CUPE Ontario will:

Request that CUPE National establish a workshop series on direct action from a pro-activist standpoint, which will include training that explains what direct action is, the legal framework of direct action, and the ways to engage in direct action.

Because:

- CUPE National, CUPE Ontario and the Canadian Labour Congress have all included direct action in their Action Plans at their most recent annual conventions.
- We need to educate members on the various methods and means available to resist austerity measures and the governmental austerity agenda.
- Given the intensity of austerity measures, we need to engage in radical methods of resistance to protect the services and people that we value and appreciate.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 6**Submitted by SSWCC and Workers with Disabilities Committee**

CUPE Ontario will:

Ensure that Division officers elected to the CUPE National Executive Board (NEB) will lobby the NEB to mandate the Union Development department to annually review and, if necessary, update at least one Equality workshop each year.

Ensure that provincial and national Equality committee members are consulted and given the opportunity to provide advice and feedback to Union Development throughout the workshop review process.

Because:

- It is essential that Equality workshops contain information and materials that are up to date, relevant and important to CUPE equity-seeking members/allies.
- CUPE National and provincial Equality committee members have been selected/elected to represent their communities and ought to be consulted on trainings that deal with or highlight their struggles.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 7**Submitted by SSWCC**

CUPE Ontario will:

Request CUPE National Union Development and the CUPE National Health and Safety branch to develop a training module for locals on how to respond to attacks on our members by internet-based organizations such as Courtwatch that videotape members carrying out their work duties and post members

personal home addresses and contact information on the internet which create unsafe working conditions for our members.

Request CUPE National to develop materials that provide support and education to locals as to the limits and restrictions of organizations such as Courtwatch and what is within the rights of Courtwatch or individual citizens, and to know what their rights are in respect to employers' obligations to protect workers.

CUPE Ontario will lobby the provincial government to address the impact of this citizen group on Children's Aid Societies (CAS) workers' health and well being.

Because:

- Members in child welfare are increasingly under attack by groups such as Courtwatch that are following members to meetings with families who are involved with CAS and posting information and video content on the internet.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 8

Submitted by SSWCC and Workers with Disabilities Committee

CUPE Ontario will:

Develop internal policies and procedures on the use of social media (Facebook, Twitter, etc) as a form of member communication, outreach and education.

Ensure that accessibility for persons with disabilities is also a consideration in social media outlets utilized by CUPE Ontario officers, staff and committees.

Develop the social media policy and procedure within 6 months.

Because:

- The use of social media is increasing.
- The use of social media may be an effective way for Equality committees to communicate, educate and mobilize members in Ontario.
- Social media can reach a broader audience than traditional methods of communication, including communities outside of CUPE Ontario.
- Social media is one of the best ways to engage young workers in their union.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 9
Submitted by Local 4400

CUPE Ontario will:

Launch a major lobbying and communications campaign to have Workers' Safety and Insurance Board (WSIB) coverage extended to all workers at child care centres and all non-profit agencies from which they are currently excluded.

Because:

- All workers need the protection of WSIB and no one should have to bargain for it as part of their compensation package.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 10
Submitted by OUWCC

CUPE Ontario will:

Provide the resources and any supports necessary to ensure that education workers have the skills and tools necessary to participate in a Section 21 Committee to develop Health and Safety regulations for the Education sector.

Because:

- The industrial regulations that our workplaces fall under do not adequately protect us.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 11
Submitted by Local 4400, HCWCC, OMECC, OSBCC and SSWCC

CUPE Ontario will:

Establish the CUPE Ontario Health and Safety Advocate Award to recognize a member who has made a significant contribution in Health and Safety.

The award shall be presented at CUPE Ontario's Annual Conventions.

The award shall be presented to a member in good standing of a CUPE Ontario affiliated Local.

The Award Selection Committee shall be comprised of 3 members from the CUPE Ontario Health and Safety Committee and staff assigned to that committee.

CUPE staff and members of CUPE Ontario's Health and Safety Committee who sit on the Award Selection Committee are not eligible for the award.

Because:

- CUPE members make valuable contributions each and every day to Health and Safety. Members should be recognized for their outstanding achievements in advocacy, improving working conditions, training, and leadership.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 12

Submitted by Local 4400, HCWCC, OMECC, OSBCC and SSWCC

CUPE Ontario will:

Contact locals through regular mailings to donate to a Health and Safety Monument to pay tribute to CUPE members in Ontario who have lost their lives at work.

Administer a fund of the donations collected.

Bring forward a resolution to CUPE National Convention in 2013 to establish a monument at the new Ontario Regional Office in Markham and the Ontario Health and Safety Committee will be the steering committee to work with the design team of the monument.

Because:

- The creation of a monument will remind all staff, members and public of the importance of Health and Safety legislation and safe working conditions for all.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 13

Submitted by OSBCC

CUPE Ontario will:

Work with CUPE National to lobby the Federal government to restore funding for language training and settlement services.

Because:

- Ontario is the only province targetted by the Federal government, under Stephen Harper, for funding cuts to Language Instruction for Newcomers to Canada (LINC) programs and settlement agencies.
- Ontario welcomed more immigrants in 2011 than the rest of Canada combined, excluding Quebec.
- Many of our members, who deliver critical support to newcomers are experiencing layoffs as a result of these cuts.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 14
Submitted by Local 4600 and OUWCC

CUPE Ontario will:

As a collective of workers that are pro-choice and anti-oppressive, demand that all post secondary education institutions fully disclose their relationships with international organizations and/or groups that conduct international operations on their campuses. In particular, this resolution focuses on international organizations that have attacked academics, staff, and students who are pro-choice, anti-homophobic, anti-imperialist, and anti-oppressive.

Because:

- University campuses in Ontario have been organizing sites for short-term experience abroad programs whose organizers and local partners promote anti-choice, homophobic, and colonialist beliefs, and act on those beliefs. These partners and organizers also have access to university budgets and for-credit programs.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 15
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

Develop educational material and communications strategy regarding the impact of economic cost cutting measures on women, persons with disabilities, and Lesbian Gay Bisexual Trans Intersex Queer (LGBTIQ), racialized, Aboriginal and young people.

Develop an outreach strategy to distribute the educational material, and to engage our members in a discussion regarding this impact.

Work with allies and coalition partners in communicating our message to the public, as well as holding the provincial government accountable for the adverse impacts of cost cutting measures on equality seeking communities.

Ensure the development of the plan and outreach strategy includes members from equality seeking groups, including the involvement of the CUPE Ontario Human Rights Committee.

Because:

- The impact on the economy of government cost cutting agendas, which ignore real options for economic enhancement (such as tax reform/increases, investing in our infrastructures to increase jobs) hurts the well-being of all workers.
- History shows us that in difficult economic times the challenges for those from equality seeking groups grow exponentially.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 16

Submitted by Local 4600, CUPE Toronto District Council and Pink Triangle Committee

CUPE Ontario will:

Secure campaign funding and support for a CUPE Ontario campaign to raise awareness and concrete support for racialized workers within the Lesbian Gay Bisexual Trans Queer (LGBTQ) community.

Because:

- Racialized workers continue to be marginalized both in the LGBTQ community, at workplaces across the province and more generally across our society.
- The lack of support creates barriers for the access to resources for these members of CUPE and puts their own health and wellbeing at risk.
- All workers deserve the support they require in order to live full, inclusive lives in the communities with which they have chosen to identify.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 17
Submitted by Local 3907 and Racial Justice Committee

CUPE Ontario will:

Secure funding and support a campaign to raise awareness and support for racialized members who identify with the Lesbian Gay Bisexual Trans Queer (LGBTQ) community.

Undertake initiatives to support racialized LGBTQ members being elected or appointed into the representational structures and leadership of the Division.

Take steps to ensure that racialized LGBTQ members are among the members who are recommended to CUPE National for membership on national committees and working groups.

Because:

- These individuals deserve the support they need to be active members of all communities with which they choose to identify.
- Racial minorities continue to be the most marginalized individuals, both in and outside of the LGBTQ community.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 18
Submitted by Pink Triangle Committee

CUPE Ontario will:

Undertake initiatives to facilitate and encourage racialized Lesbian Gay Bisexual Trans Queer (LGBTQ) members to take a greater role in the structures and leadership of the Division.

Take steps to ensure that racialized LGBTQ members are among the members who are recommended to CUPE National for membership on national committees and working groups.

Because:

- These individuals deserve the support they need to be active members of all communities with which they choose to identify.
- Racial minorities continue to be the most marginalized individuals, both in and outside of the LGBTQ community.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 19
Submitted by CUPE Toronto District Council and Pink Triangle
Committee

CUPE Ontario will:

Support Trans and Intersex members of CUPE by:

- Briefing CUPE leaders, locals and members on the barriers faced by trans and intersex people in our workplaces.
- Coordinating with TransPride.ca, TransLobbyGroup.ca, QueerOntario.org and the Ontario Federation of Labour (OFL) to press the provincial and federal governments to provide legal protection through Ontario's "Toby's Law" and Canada's Bill C-297.

Because:

- Although we may think that we have done all that is needed with respect to human rights for sexual minorities, we are in fact pretty far behind other jurisdictions such as Europe, Australia and even some American states.
- Trans and intersex people require "gender identity and expression" to be added into the Canadian Human Rights Act, the Criminal Code and Ontario law if we are to extend the legal protections that have long been provided to women, workers with disabilities, racialized, Aboriginal, lesbian, gay and bisexual people.
- The ability to gain and maintain employment is a concrete barrier that Ontario's intersex and trans workers face when it comes to living their gender identity.
- Ontario's intersex and trans workers face the daily threat of discrimination stemming from lack of knowledge, fear or hatred.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 20
Submitted by Aboriginal Council

CUPE Ontario will:

Lobby the Canadian government to withdraw Bill S-11.

Demand that the Federal government work with First Nations to develop legislation that includes the right of First Nations to build, own and operate their own water systems, explicit funding commitments, clear liabilities and responsibilities for governments and informed consent on any decisions affecting water systems in First Nation communities.

Because:

- Bill S-11 could open the door to water privatization in First Nations communities
- Bill S-11 will impose standards on First Nations governments that cannot be met due to the lack of adequate infrastructure funding provided to them by Indian and Northern Affairs Canada.
- First Nations were not consulted in the development of Bill S-11 and the legislation does not require consultation in developing regulations on safe drinking water for First Nations communities.
- Bill S-11 is a framework that can be used by the Federal government to download its responsibilities to First Nations onto provinces.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 21
Submitted by Local 4400 and International Solidarity Committee

CUPE Ontario will:

Condemn the persecution of labour activists in Iran by the Iranian government and support the right of Iranian workers to freely establish independent workers' organizations.

Work with independent labour organizations in Iran to strengthen worker-to-worker solidarity, as part of the world-wide struggle against the capitalist and neoliberal agenda.

Take a clear stand against economic sanctions and any attempts by the U.S. and its allies, including Canada, to pursue military interventions against Iran.

Because:

- The government's anti-worker and repressive policies have consistently been violently imposed on workers in Iran.
- Iranian workers have no right to organize or strike and often face persecution, arrests and imprisonment.
- Economic sanctions and military intervention against Iran will be disastrous and unacceptable under any pretext and its main victims are surely the working and ordinary people of Iran.
- The US and its allies' drive to wage war against Iran has been a pretext for increased attacks on workers' and human rights by both sides of the current dispute.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 22
Submitted by Local 3908

CUPE Ontario will:

Assume a leadership role in addressing the challenges of organizing Canada's most insecure workers by:

- Allocating significant resources to research best practices in organizing campaigns and representation of contract workers.
- Dedicating significant resources to identifying the issues that affect those members working contract to contract, and providing support to them.
- Committing significant resources to the design and implementation of a long term strategy to organize and advocate for precariously-employed contract workers.
- Making the concerns of the many contract workers among the CUPE membership visible in all communications and events internal to CUPE.

Because:

- Contract workers, a second class category of employees to whom an employer does not grant "permanent" status, tend to be paid about 14% percent less each hour than their permanent counterparts, often of the same employer, while managing with less job security and little to no benefits or pensions.
- We know that the erosion of permanent, full-time work in the Canadian labour market and other advanced capitalist economies disproportionately affects recent immigrants and women workers.
- Unionism is about protecting vulnerable workers through solidarity.
- Canadian union membership as a proportion of the workforce has been steadily declining for more than two decades.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 23
Submitted by OUWCC

CUPE Ontario will:

Create and resource a provincial organizing committee and that this committees' mandate will include a mapping of all unorganized workers within the public sector and focus on reaching out to young workers.

Because:

- One of the goals of our strategic direction plan is the wall to wall organizing of the public sector.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 24
Submitted by HCWCC

CUPE Ontario will:

Continue to resource a campaign to advocate for a 3.5 hour minimum standard of care for residents of Long Term Care (LTC) facilities.

Work with the Health Care Workers Coordinating Committee to identify and implement a more intense campaign strategy for the 3.5 hour minimum standard of care campaign.

Because:

- The residents we care for, the residents we laugh and cry with, the residents we consider part of our family, have waited far too long for Ontario's Liberal government to fulfill their promise of a minimum standard of care.
- Residents living in LTC facilities are not receiving the level of dignified care 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.
- Front line staff in the sector are overworked, working short, injured and physically assaulted on the job, we must achieve a standard to improve the quality of their working lives, simultaneously improving the quality of life for all residents in LTC facilities.
- The residents we care for and front line workers can't wait any longer.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 25
Submitted by Locals 4308, 4400, HCWCC and Pink Triangle Committee

CUPE Ontario will:

Work with CUPE National and the CUPE Ontario Health Care Workers Coordinating Committee (HCWCC) to adequately resource a campaign to advocate for a public, not-for-profit home care system based on national standards, consistent with the principles of the Canada Health Act.

Ensure the campaign raises the profile and importance of home care and builds recognition and respect for home care workers as health care professionals requiring guaranteed hours of work, safe working conditions and decent pay and benefits.

Work with CUPE locals representing home care workers to develop a strategic organizing campaign for non-unionized home care workers to improve bargaining power.

Because:

- Home care is expanding across the province and privatization and underfunding has created precarious, unsafe, exploitative working conditions and uneven and inadequate levels of care provision.
- Home care workers are the foundation of the system as health care professionals providing 70% of the care in the sector without the recognition and respect they deserve.
- In Ontario the majority of home care workers are not unionized.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 26
Submitted by OMECC

CUPE Ontario will:

Take all appropriate means both to support this campaign and to encourage Ontario Locals and District Councils to support this campaign.

Because:

- OMECC has committed itself to a long-term, multi-year campaign, “Mobilizing Together Towards 2014”, to enhance the capacity of local unions in the municipal sector to:
 - lobby politicians
 - hold our politicians accountable
 - build coalitions to protect services
 - identify, support and promote progressive municipal candidates for election in 2014.
- Such a campaign is especially necessary at a time when public services and public workers are under increasingly negative and aggressive privatization campaigns from private interests and media and governments at all levels.

Resolution No. 27
Submitted by SSWCC

CUPE Ontario will:

Lobby government and allies for sustainable funding and program delivery in Child and Youth Mental Health Services.

Because:

- Child and youth mental health programs have been struggling for decades with chronic underfunding. Years of flat lined budgets has resulted in the sector losing 30% of its capacity to deliver quality public services in a timely and consistent manner. This loss of capacity means that many children and youth wait months, sometimes years, for mental health services and supports.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 28
Submitted by SSWCC

CUPE Ontario will:

Continue to support the childcare portion of the Social Services Integrated Campaign and lobby the government and work with child care allies to demand:

- An immediate commitment of \$287 million emergency funding.
- An immediate halt to licensing new for-profit child care operations.
- Indexation of child care transfer funds from the provincial government to municipalities.
- A commitment to begin a process to develop a full modern Early Childhood Education and Care (ECEC) policy framework to be completed within the next two years.

Because:

- Child care in Ontario is in crisis - the result of provincial underfunding for programs and the lack of a cohesive policy framework.
- Mired in the provincial policy void, the fallout of a haphazard introduction of full-day kindergarten and service chaos, community-based and municipal centres throughout the province are facing closures at an unprecedented rate. All the while for-profit child care has increased from 17 per cent in 2004 to 25 per cent in 2010.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 29
Submitted by Locals 1979 and 2204

CUPE Ontario will:

Allocate sufficient campaign funds and staff resources for the SOS Child Care Campaign including production of materials, social media strategy, meetings

with government, member mobilization and work with coalition partners to demand provincial action on:

- o Immediate provincial funding of \$287 million to stabilize child care.
- o Immediate halt to licensing for-profit child care operators.
- o Actively fight any closures and/or cuts to municipal and school board delivery.
- o Long-term comprehensive child care policy that includes base funding and public and not-for-profit child care system.

Because:

- Child care in Ontario is in crisis. Chronic underfunding and roll-out of full day kindergarten is seeing centre closures, threats of privatization of public child care centres, rising parent fees, long waiting lists and stagnating wages.
- Into this crisis, large for-profit corporate/chain child care operations are gaining a foothold in Ontario.
- CUPE Ontario and CUPE National have always advocated and supported the development of a public and non-profit child care system for Ontario and Canada.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 30
Submitted by Local 4600 and OUWCC

CUPE Ontario will:

Develop and circulate a document explaining and addressing the issue and problems of differentiation in the university sector. Also, it will lobby the McGuinty government to oppose differentiation in any forms for post secondary education (PSE) in Ontario.

Because:

- Trying 'outcome quality indicators to funding' for PSE will destroy the variety and vibrancy of the university community.
- It will make PSE even more inaccessible for potential students.
- Pedagogy should not be framed in terms of austerity or austerity measures and when it is, it must be rejected.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 31
Submitted by OMECC

CUPE Ontario will:

In conjunction with the jurisdictional committees and local unions, develop an effective, immediate and ongoing response which will incorporate all appropriate means to reverse the austerity agenda and associated legislation or regulations.

Take all appropriate means, including promoting suitable legislative initiatives, public and workplace actions.

Work with and lobby CUPE National for permanent ongoing additional resources to campaign against this agenda, including Research and Communications.

Seek to coordinate these actions with other provincial and National Union bodies.

Because:

- The austerity agenda being pushed by all levels of government will severely harm our members, their services and our communities.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 32
Submitted by Local 4400, CUPE Toronto District Council and Pink Triangle Committee

CUPE Ontario will:

Promote the building of a “common front” of working class and any provincial or regional, secular or faith-based group, organization, agency, or association that will advance our joint objective of an equitable society.

Help unite the unemployed, underemployed, unions, community partners, and communities affected by austerity budgets and especially those people marginalized on the basis of class, race, gender, ability, sexual orientation and age.

Help assemble united, sustained and escalating actions designed to effect fundamental change through proactive “people before profits” -type policies and giving priority to:

- the 1% affordable housing solution.
- full employment with a living wage for all.
- a universal, indexed CPP/OAS retirement program.

- a 10-year industrial and green manufacturing strategy.
- a plan for public ownership of Ontario's natural resources and energy
- universal publicly funded education from early childhood education through to completion of 3 years of post secondary or apprenticeship training.
- a fully funded public health, dental and pharma care system

Because:

- The working class is being forced to pay for an economic crisis we didn't create.
- A just world for all will only be built through a unified struggle against global capitalism.
- United in common cause we'll not be defeated.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 33
Submitted by Women's Committee

CUPE Ontario will:

Fund a campaign to highlight child care as a social justice issue that has a direct impact on a woman's ability to retire with dignity. The campaign will include research and education and will include a communication strategy that involves mobilizing members in communities across Ontario and will be developed in cooperation with the CUPE Ontario Women's Committee.

Because:

- The availability of quality, affordable and public child care has a direct impact on a women's ability to ensure sufficient retirement benefits.
- A significant number of women do not have pension plans as a result of gaps in their employment due to family care responsibilities.
- Women are more likely to have precarious employment limiting their access to pension plans.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 34
Submitted by Local 4308, 4400 and Pink Triangle Committee

CUPE Ontario will:

Continue endorsing and financially supporting the Ontario Coalition Against Poverty's 'Raise the Rates' campaign in 2012/2013.

Continue to support and provide resources for the 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.

Continue to develop and support local community-labour Raise the Rates Committees.

Because:

- Neoliberal 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 because of the Harris cuts of the mid-1990s.
- With the support of CUPE Ontario, the Raise the Rates Campaign has grown as an important community-labour fightback against austerity in Ontario.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 35
Submitted by Pink Triangle Committee

CUPE Ontario will:

Secure funding for, and work with District Councils and area locals to support a campaign for a significant CUPE Ontario presence in twelve (12) Ontario Pride events during 2012. Specifically, CUPE Ontario will focus on connecting with CUPE workers in smaller communities around the province in addition to the provincial "flagship events" of Pride Toronto.

Because:

- Members in our smaller communities deserve to know CUPE stands in solidarity with them.
- CUPE Ontario must take concrete steps to reach out to those outside of its Greater Toronto Area (GTA) base.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 36
Submitted by Pink Triangle Committee

CUPE Ontario will:

Engage affiliates, the three tiers of the House of Labour and the New Democratic Party of Ontario in a collaborative effort with the Ontario English Catholic Teachers Association to advance the universal application of the Ministry of Education's directive regarding Gay Straight Alliances (GSAs)

Rally affiliates to lobby for legislation that enshrines GSAs universally.

Provide support for local Lesbian Gay Bisexual Trans Queer Intersex (LGBTQI) activists seeking to facilitate GSAs or Positive Space Groups for students in all school boards by linking affiliated space and resources to these groups.

Because:

- LGBTQI youth attempt suicide at rates 4 to 7 times higher than their non-LGBTQI peers.
- GSAs have been found highly correlated with decreased depression and lifetime suicide attempts
- All people have the right to association.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 37
Submitted by Aboriginal Council

CUPE Ontario will:

Monitor the impact of the omnibus crime Bill C-10 on vulnerable communities, in particular Aboriginal people, people with mental health issues and youth, work with coalition partners to hold the federal government accountable through lobbying and report back to the members on their efforts at the next CUPE Ontario Convention.

Because:

- The Federal government rushed Bill C-10 through parliament without a thorough review.
- The Federal government is ignoring what could really reduce crime such as addressing child poverty, providing adequate services to people with mental health issues, diverting young offenders from the adult justice system and helping offenders reintegrate into society.
- Bill C-10 will expand the justifications for pre-sentence detention, resulting in a higher proportion of Aboriginal youth being incarcerated.

- Bill C-10 will stigmatize young Canadians and shift the focus away from rehabilitation by allowing the publication of their names.
- Bill C-10 removes the ability of judges to use discretion by imposing mandatory minimum sentencing and eliminating conditional sentences for minor and property offences.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 38
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 have built on previous plans. This method of prolonged focus on issues is producing real, measurable gains over time.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 39
Submitted by SSWCC

CUPE Ontario will:

Promote the importance of ongoing caseworker support and interaction through provincial social assistance programs and employment programs.

Because:

- Government consultants recommend that instead of interacting with caseworkers face-to-face, Ontario Works (OW) recipients could fill out their income and other reports online, or at a Service Ontario kiosk.

Service Ontario is also flagged as a potential site for the issuing of social assistance cheques.

- The concept of automated services for social assistance will result in a lack of integrated supports that connect people to multiple services they might need such as supporting individuals and families with access to services like child care, affordable housing, transit, enhanced health benefits, and employment coaching.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 40
Submitted by SSWCC

CUPE Ontario will:

Denounce the introduction of Social Impact Bonds (SIBs) in the broader social services sector.

Because:

- SIBs are a form of market-driven privatization that open up the provision of public services to new providers, or social enterprises. SIBs are “payment-by-results” schemes with payment contingent on agreed outcomes.
- Service providers’ focus is shifted away from the needs of clients to ensuring increased profits. Another criticism is that providers cherry pick the easiest to serve client population to ensure maximum results and profit, and therefore reducing universal access to programs and services.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 41
Submitted by OUWCC

CUPE Ontario will:

Commit resources to a campaign for food service workers that would free up researchers to put together a package that compares all contracted out food service worker collective agreement packages across sectors in Ontario, and commit to spending resources to map out food service workers in Ontario showing their location, unionized or not, and who has their contracts.

Because:

- Food service workers are important parts of our campus community.
- Food service workers’ voices are often lost on campus.

- Food service is one area on campus that is heavily contracted out and unorganized.
- Workers in contracted companies face a distinct set of challenges in both organizing and bargaining.
- Open dialogue between contracted out food service workers is essential to enable them to support each other.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 42
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

Launch a coordinated offensive against all attempts by governments and employers to privatize and commercialize services. This will include:

- a coordinated and militant defence of all collective agreement language that stands in the way of service cuts and privatization.
- effective member and community mobilization, including direct action and strikes when necessary, to stop privatization.
- significant public and membership education about the dangers of all forms of privatization.
- building the capacity of each sector of CUPE to resist privatization by providing them mobilization and campaign training as well as effective campaign tools and support.
- funding book-offs directly and on a cost-shared basis with locals so that community and bargaining campaigns against privatization are adequately resourced.

Because:

- Municipal and provincial governments are proposing a massive restructuring and downsizing of the public sector through privatization and commercialization.
- The federal government is accelerating privatization by forcing municipal public private partnerships through PPP Cdn Inc.
- Public services that are publicly owned and operated are higher quality, accessible, reduce the gap between rich and poor and are more likely to be unionized providing good stable jobs to communities.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 43
Submitted by Local 4600 and OUWCC

CUPE Ontario will:

Create a campaign that opposes private for-profit companies conducting international student recruitment or English as a second language teaching in publicly funded post-secondary education institutions.

Because:

- We oppose the contracting-out of union positions in any form.
- Publicly funded institutions are not spaces for generating private profit.
- We will not support the further corporatization of university campuses.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 44
Submitted by SSWCC

CUPE Ontario will:

Directly and through the Ontario Federation of Labour (OFL) lobby the Government of Ontario to cease funding individualized funding schemes regardless of which guise they come under and restore and increase funding to the not-for-profit, community based agency system in the developmental services sector and any other sector where the government is pursuing individualized funding.

Because:

- The pitfalls of individualized funding are plentiful. Individualized funding can lead to:
 - less accountability and transparency in the provision of services.
 - the erosion of the community based system.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 45
Submitted by Local 4400 and International Solidarity Committee

CUPE Ontario will:

Launch a member outreach and education campaign with the International Solidarity Committee highlighting the local and global impacts of austerity

measures, bilateral free trade agreements like the Canada-European Comprehensive Economic and Trade Agreement (CETA) and others, and the resistance being waged by workers and community allies such as the Occupy movement.

Develop clear language educational materials and teach-in modules to be distributed and implemented via CUPE Ontario locals and organize public forums in targeted Ontario communities starting in the Fall of 2012.

Work with CUPE National, Canadian Labour Congress and allies to intensify opposition to austerity measures and the implementation of CETA via lobbying and coordinated national mobilizations and actions.

Because:

- Deep austerity measures like those being implemented in Greece and throughout the global south undermine workers' rights, wages, pensions and the publicly-funded services and infrastructure that keep our communities healthy.
- Bilateral free trade agreements like CETA, and those between Canada and global south countries, protect corporate investor rights to the detriment of workers, communities and the environment.
- It's essential that CUPE members have a clear understanding of how these neoliberal measures impact our workplaces, communities and protections as found in our collective agreements.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 46
Submitted by OMECC

CUPE Ontario will:

Promote and encourage all CUPE locals to lobby their municipal politicians, and inform and educate them where appropriate, on the effects the Comprehensive Economic and Trade Agreement (CETA) will have on the Canadian, Ontario and local economies and the increased threat of privatization, including water and waste water.

In conjunction with CUPE National make available sample deputation letters and other resources as appropriate to facilitate this campaign.

Because:

- CETA will have a negative impact on municipal procurement.

- The Harper government has failed to provide any exemption for water and waste water under the proposed agreement and thereby leaving it vulnerable to privatization.
- CETA presents a risk to municipal jobs.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 47
Submitted by OMECC

CUPE Ontario will:

In conjunction with jurisdictional committees and local unions, actively encourage local unions on whatever basis is most appropriate to enter into solidarity pacts and to support other local unions facing issues of privatization, contracting out of services, proposed layoffs or any other threats in our communities to Public Service workers.

Work with local union leaderships to actively seek their memberships' support to enter into such pacts with other locals on whatever basis will prove most appropriate and effective.

Because:

- Union solidarity is a key element in ensuring the ability of local unions and their memberships to maintain and advance their political and economic interests.
- Local unions are regularly, and often intensely, exposed to attacks from corporate and political interests that run counter to the interests of our memberships and the public they serve.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 48
Submitted by Women's Committee

CUPE Ontario will:

Make an ongoing annual donation to the Workers Action Centre (WAC).

Circulate donation information twice a year through the affiliated local mail out from CUPE Ontario to encourage District Councils and locals to make monthly contributions as well.

Because:

- The Workers Action Centre is a worker-based organization committed to improving the lives and working conditions of people in low-wage and

unstable employment, they provide information and education to enable workers to organize for change.

- The Workers Action Centre advocates for change and thus, under current legislation, cannot be a registered charity and therefore relies on donations to support the continued fight for better wages and working conditions.
- CUPE Ontario and CUPE National have already endorsed the Worker's Action Centre - Wage Theft Campaign.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 49**Submitted by Local 3907 and Racial Justice Committee**

CUPE Ontario will:

Promote, support and work with the Racial Justice Committee to organize an annual Conference for racialized workers:

- To hold discussions about cross sector Equity issues affecting racialized workers province-wide.
- To provide an opportunity to network with and mobilize, educate and organize racialized workers into action to develop, plan and participate in campaign initiatives that advance robust equity and working-class trade union agendas within the labour movement and our communities.

Because:

- Racialized workers continue to face discriminatory acts and unfair workplace practices which are often entrenched in policies, legislative rulings and institutional practices.
- They must be challenged to bring about change through collective activist efforts.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 50**Submitted by CUPE Toronto District Council**

CUPE Ontario will:

Become a member of the International Lesbian Gay Bisexual Trans and Intersex Association (ILGA) on behalf of the Pink Triangle Committee of CUPE Ontario.

Because:

- ILGA is the sole global membership-based association of Lesbian Gay Bisexual Trans Intersex (LGBTI) groups and organizations.
- The 900 member organizations of ILGA are working in common cause while faced with increasingly violent attacks on the human and civil rights of LGBTI communities worldwide.
- The entrenching of austerity economics and corporate-controlled governments has seen the rise in state-sponsored and gender-based violence in addition to the further criminalization of sexual orientation, gender identity and gender expression.
- The Pink Triangle Committee of CUPE Ontario has found its recent association with ILGA, its trade union caucus and its member associations extremely productive.
- An injury to one is an injury to all.

Convention Decision:

Carried ☐

Defeated ☐

Referred ☐

Resolution No. 51

Submitted by SSWCC and Workers with Disabilities Committee

CUPE Ontario will:

Ensure that persons responsible for planning Division conferences and conventions will receive training on conducting accessibility audits of event venues.

Ensure that the audit checklist created and updated by the Workers with Disabilities Committee (WWDC) is used when conducting all accessibility audits.

Provide in writing, a list of minimal standards of accessibility, to WE Travel/Division staff to ensure only venues that meet the minimal standards are utilized when negotiating contracts for Division events.

Consult with the WWDC on developing the minimal standards of accessibility. Keep records of all audits conducted.

Because:

- Previously adopted resolutions mandate the Division to conduct accessibility audits of every hotel/venue used.
- Persons responsible for planning events must know how to conduct accessibility audits.
- A standardized approach to conducting audits is essential.
- The Division must insist on a minimal level of accessibility.

Convention Decision:

Carried ☐

Defeated ☐

Referred ☐

Resolution No. 52
Submitted by Local 4600 and OUWCC

CUPE Ontario will:

Create a legal defence fund for rank and file members of the Ontario Division that engage in direct action. The fund will be established at fifteen thousand dollars (\$15,000) and will be provided a 0.2% increase each year but not to exceed twenty thousand dollars (\$20,000). Any member that engages in direct action and faces legal penalty or costs can apply to have up to 50% of these costs covered.

Because:

- The Canadian Labour Congress (CLC), CUPE National and CUPE Ontario have all endorsed direct action as a necessary method of engagement.
- As austerity measures intensify, the fight back also must intensify.
- The G20 in Toronto has demonstrated that arrests are not based on illegal conduct.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 53
Submitted by OUWCC

CUPE Ontario will:

Provide legal resources for rank and file members that engage in direct action endorsed by their local and who face legal penalty or fines.

Because:

- The Canadian Labour Congress (CLC), CUPE National and CUPE Ontario have all endorsed direct action as a necessary method of engagement.
- As austerity measures intensify, the fight back also must intensify.
- The G20 in Toronto has demonstrated that arrests are not based on illegal conduct.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 54
Submitted by Local 1842

WHEREAS Emergency medical workers are an important part of Ontario's public service sector and are represented by both the health care and municipal sectors.

WHEREAS National Emergency Medical Services (EMS) Week is held annually in May and helps to raise the public's awareness of EMS, acknowledging the workers of the Emergency Medical Services. This week brings together local communities and emergency medical workers to publicize safety and to honour the dedication of those who provide the day-to-day lifesaving Emergency Medical Services. Emergency medical workers, which include paramedics, communications officers and supply technicians, are part of a team dedicated to providing quality patient care.

WHEREAS Emergency medical workers have had difficulty in being accepted as an integral part of Ontario's emergency services system and are rarely recognized for their expertise in dealing with emergency medical situations. Emergency Medical workers are actively fighting to raise their profile within our communities.

THEREFORE BE IT RESOLVED that CUPE Ontario add EMS Week to their annual calendar of events and for it to be promoted each May on the CUPE Ontario website.

BE IT FURTHER RESOLVED that the CUPE Ontario Executive Board support this resolution and submit it for CUPE National Convention 2013.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 55
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

Build on recent work by taking the step of formal affiliation to the Ontario New Democratic Party.

Actively encourage and support our Locals and District Councils to do the same.

Because:

- CUPE Ontario has long been affiliated to the New Democratic Party of Canada (NDP), which holds no formal cost, but has been important to our political work.
- All parts of CUPE, working together, helped Jack Layton and the NDP achieve their historic electoral breakthrough on May 2, 2011, making the NDP the Official Opposition in the Parliament of Canada, and electing half a dozen CUPE members and staff as MPs.
- Delegates to the 2011 CUPE Ontario convention overwhelmingly agreed to support the New Democratic Party in the Ontario 2011 general election.

- Our union continues to believe that workers need their own party in the legislature and that we must work continuously to engage our members and locals in political action to achieve our goals.
- Formal affiliation with the Ontario New Democratic Party (ONDP) for CUPE Ontario and CUPE Councils holds no formal cost for membership, but it builds on our work by ensuring the voice of CUPE Ontario members is heard.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Resolution No. 56

Submitted by OUWCC

CUPE Ontario will:

Ensure by all avenues available that CUPE National provides resources for post secondary education workers in CUPE to hold a National Conference in 2013.

Because:

Implementing campaigns to achieve dedicated transfer payments to post secondary education that would provide a fair funding formula for all workers needed in the system should be one of the main focuses of the conference.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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CONSTITUTIONAL AMENDMENTS

Constitutional Amendment No. 1

Submitted by OMECC

Amend Articles 4(h) and 4(i) as follows:

WHEREAS the deadline for Constitutional and General Resolutions is 75 days prior to the annual CUPE Ontario Convention and the annual OMECC conference is held after this deadline; and

WHEREAS OMECC delegates should have the opportunity of debating and voting on resolutions that go to the CUPE Ontario Convention prior to the deadline for submission.

THEREFORE BE IT RESOLVED that the deadline for General Resolutions and Constitutional Resolutions be submitted to the office of the Secretary-Treasurer no later than **fifty (50) days** prior to the Convention.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Constitutional Amendment No. 2
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

Amend Articles 4(m) and 4(q) as follows:

Executive board members and chairpersons of standing committees shall submit written reports of all of their actions during their term of office, at least thirty (30) days prior, where possible to “**at least 45 days prior, where possible**”, to the convention...

Because:

Extending the period to 45 days where possible from 30 days allows for more administrative time for translation, editing and printing.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Constitutional Amendment No. 3
Submitted by Pink Triangle Committee

CUPE Ontario will:

Amend Article 5(a) of the constitution as follows:

The Executive Board shall consist of a President, Secretary-Treasurer, First Vice-President, Second Vice President, Third Vice-President, Fourth Vice-President, one (1) Diversity Vice-President Aboriginal Workers chosen by the Aboriginal Workers Caucus at Convention, one (1) Diversity Vice-President Racialized Workers chosen by the Racialized Workers Caucus at Convention, one (1) Diversity Vice-President LGBTQ workers chosen by the Pink Triangle Caucus at Convention, five (5) executive members, and one (1) representative from each of the five (5) provincial occupational groups established pursuant to Article 4 of the National Constitution, and one from the Provincial Retirees Group with voice only. At least one (1) member of the Executive Board other than the Occupational groups, Racialized, Aboriginal, LGBTQ or Retirees representatives shall be from Northern Ontario as defined in Article 7.2 of the National Constitution.

Because:

- This will allow CUPE Ontario to greater represent the diversity of its membership on the Executive Board.
- Creating a position for a Diversity Vice President Lesbian Gay Bisexual Trans Queer (LGBTQ) workers would allow CUPE Ontario to be in-line with affiliates, the Ontario Federation of Labour (OFL) and a number of social justice groups.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Constitutional Amendment No. 4
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

Add New Article 8(h):

The Executive Board will maintain and abide by a policy and governance manual that will be distributed to the convention delegates annually. A copy will be sent to affiliated local unions not in attendance at the convention.

Because:

- The Executive Board has produced an extensive policy & governance manual and future executive boards should be directed to maintain such record.
- It is important for members to understand and also abide by CUPE Ontario policy.
- As the policy manual evolves members should be kept up to date of such changes.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Constitutional Amendment No. 5
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

Amend article 9(a) 3 as follows:

Effective April 1, 2012, **8%** of per capita tax shall be allocated to the 5 Jurisdictional Groups for the purpose of funding their Coordinating Committee work. The funds shall be divided among the Jurisdictional Groups based on the total number of members in each sector as report to CUPE Ontario in a fair and equitable fashion.

Because:

CUPE is building its base through strengthening our sectors and this amendment will provide a small increase to the Sector committee efforts.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Constitutional Amendment No. 6

Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

Amend article 9(c) 8 as follows:

Delete the entire section.

Because:

- The Defence Fund allocation is defined as (2%) of total per capita tax, not .01 cent per member.
- This is a housekeeping change consistent with per capita tax allocation as defined in other areas of the constitution.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Constitutional Amendment No. 7

Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

Standardize the language in the Constitution where it refers to Occupational and Jurisdictional groups and **replace with** the term '**Sector**'.

The following articles will be amended: Article 2(a) 4, Article 4(q), Article 5(a), Article 6(a), Article 8(a), Article 8(c), Article 8(d) 6, Article 8(e) 1, Article 8(e) 7 (b), Article 8(e) 8, Article 9(a) 3, Article 9(d).

Because:

- CUPE Ontario and our committees use the term Sector.
- Because the constitution in places refers to sectors as jurisdictional groups and in other areas Occupational groups.
- Because it is important to provide clear and consistent language.
- All section that refer to Occupational Groups and replace with Sectors.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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Constitutional Amendment No. 8
Submitted by Locals 146, 1339 and North Bay & District CUPE Council

The Rules and Order of Business governing Convention shall be:

4. Speeches shall be limited to **five (5)** minutes except in moving a motion when the delegates shall be allowed ten minutes.

Amend as follows:

4. Speeches shall be limited to **three (3)** minutes except in moving a motion when the delegates shall be allowed ten minutes.

Convention Decision:	Carried <input type="checkbox"/>	Defeated <input type="checkbox"/>	Referred <input type="checkbox"/>
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