



RESOLUTIONS and CONSTITUTIONAL AMENDMENTS

**Toronto Sheraton Centre
May 29-June 1, 2013**

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HCWCC	Health Care Workers Coordinating Committee
OMECC	Ontario Municipal Employees Coordinating Committee
OSBCC	Ontario School Board Coordinating Committee
OUWCC	Ontario University Workers Coordinating Committee
SSWCC	Social Service Workers Coordinating Committee
OCHU	Ontario Council of Hospital Unions
CACO	CUPE Ambulance Committee of Ontario

RESOLUTIONS

Resolution No. 1 **Submitted by Local 5555 and the OSBCC**

CUPE Ontario will:

Take forward the following resolution to the National Executive Board (NEB) or CUPE National Convention:

That CUPE National set aside funds to pay for centralized bargaining and that there be clarity in how the funds can be accessed and a process for timely approval of such submissions.

Because:

- CUPE National has as one of its strategic initiatives the goal of moving to centralized bargaining models.
- Moving to such models has cost implications that are not found when bargaining at local tables.

Resolution No. 2 **Submitted by the Executive Board**

CUPE Ontario will:

Consistent with the National Executive Board Resolution of March 2013, re-affirm our union's opposition to all concessions.

Re-commit to no concessions in collective bargaining, including any form of two-tier agreements.

Work through all sector committees, and with all part of CUPE National, to fully implement the National Policy to Defend Free Collective Bargaining and Fight Concessions.

Commit the full weight of our union's resources, including advocating for more assistance from CUPE National, to mount a more comprehensive member-driven defense of collective agreements, and to strengthen the solidarity between all locals and CUPE Councils far in advance, to assist any CUPE local facing demands for concessions in bargaining.

Because:

- Free collective bargaining has been directly attacked over the last year in Ontario .
- Our members are seeing ever increasing demands for concessions to their hard won collective agreement provisions.
- By recommitting to No-Concessions Bargaining, we send a clear message to all that CUPE will fight concessions and that we will bring to bear all resources necessary to defend our collective agreements, the rights of our members, and public services.

Resolution No. 3
Submitted by HCWCC

CUPE Ontario will:

Work with all parts of CUPE to develop a transparent, membership-driven, multi-year plan to explore, develop and implement centralized bargaining structures in the long-term care sector that will include, but not be limited to:

- A special one-day meeting of long-term care homes to discuss centralized bargaining structures, how to improve upon existing coordinated bargaining and set bargaining priorities for the sector.
- Develop a communication strategy so that all locals understand the goals and benefits of centralized bargaining and to promote the priorities for bargaining.
- Find ways to offer special assistance to locals bargaining first collective agreements.
- A province-wide public campaign strategy to support the goals identified as part of centralized and coordinated bargaining.

Because:

- We face unprecedented attacks to our bargaining rights and the gains we have been able to make through collective bargaining and mobilization.
- We need to develop and strengthen our bargaining power through collective, democratic structures and we are stronger together.

Resolution No. 4
Submitted by OCHU

CUPE Ontario will:

Support CUPE National's policy of no concession bargaining.

Work actively to change the provincial austerity programme which is freezing funding for our services and impacting collective bargaining.

Convene a meeting of public sector union leaders to discuss moving bargaining back to gains and away from concessions.

Organize an Ontario CUPE Bargaining Conference to develop a strategic plan with buy-in from all sectors to ensure that local unions and sectors are not placed into a box by government and employers which they cannot get out of.

Move all necessary resources to support any local union(s) whose bargaining threatens to become concessionary.

Because:

- CUPE has a long and proud history of resisting concessions.
- For the first time in years, employers and governments are winning concessions from workers in the public sector.
- The working class did not cause the financial crisis. In fact our productivity has never been greater, and we should not pay for it with concessions.
- Concessions in one sector will breed concessions across other sectors.
- Workers do not need unions to go backwards.

Resolution No. 5
Submitted by OCHU

CUPE Ontario will:

Continue to work closely to support the work of the Ontario Council of Hospital Unions and the Healthcare Workers Coordinating Committee to:

- Oppose any and all attacks on free collective bargaining and fair and independent interest arbitration.
- Support the membership mobilization necessary to defend access to an independent arbitration system.

Because:

- Healthcare workers do not have the right to strike. That right was removed and replaced with access to an independent arbitration system.
- Health care interest arbitration outcomes have actually been slightly less generous than freely negotiated agreements in the public or private sector.
- The Association of Municipalities is lobbying aggressively to fundamentally bias the arbitration system in favour of employers.
- Both the Liberals and the PC's have announced plans to introduce legislation to change interest arbitration in this session.
- The Ontario Council of Hospital Unions/CUPE and CUPE Ontario's Health Care Workers Coordinating Committee have mounted a vigorous pushback including lobbying of all MPPs, a provincial demonstration, advertising etc.

Resolution No. 6
Submitted by Local 1281

CUPE Ontario will:

Establish and provide adequate resources and support to implement an Activist Training program for the members of CUPE Ontario with a targeted approach to train equity-seekers and persons from equity groups from affiliated locals.

Offer an annual activist training program, outside of the regular schools, with training topics that should include: public speaking, developing and executing effective campaigns, effective communication and social media, electoral lobbying, organizing the unorganized within the union, and how to build equitable and inclusive workplaces.

Select activists for the training program to ensure balanced and equitable representation from the relevant equity-seekers and give due consideration to northern members.

Because:

- The overwhelming majority of CUPE's membership belongs to equity-seeking groups and these members need 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 in the workplace and in the community.
- The development of activists is essential to building the union's overall capacity.
- There is a need to mobilize the membership of the union internally to better fight the threat of "Right to Work" ideology and legislative changes that undermine the right to organize.

Resolution No. 7
Submitted by Locals 1979, 2204, 4600 and Ottawa CUPE District Council

CUPE Ontario will:

Work with CUPE National and members from CUPE provincial and national committees and local CUPE leadership to develop training programs and tools to support local leaders to engage members in the fight against the right-wing attack on workers' rights, on public programs and services, on our communities and on democracy.

Make leadership training and book-off priorities over the coming year to ensure we are able to build the knowledge and capacity of the local leadership to engage the full diversity of our membership to take on this fight.

Because:

- The neo-liberal (austerity agenda) assault on workers' rights is the biggest attack our unions have had to face.
- Under this austerity agenda vital public programs and services that support equality and quality of life are being gutted.
- We must mount a campaign that requires the leadership of our locals, District Councils and Divisions to inform, engage and mobilize every CUPE member to engage and take on this fight to protect hard won gains and to advance a worker agenda.

Resolution No. 8
Submitted by Local 2204 and SSWCC

CUPE Ontario will:

Support the 2013 Social Services Integrated Campaign to:

- Identify leaders in the sector that can be developed as activists to lead the sector in its campaigns.
- Work with activists to increase the engagement of locals and members in the political action activities of the sector.
- Educate and mobilize members who are experiencing a lack of confidence to bargain fair collective agreements due to fear of layoffs and job loss.
- Deepen the political education of the membership to make the links between the government's austerity budget, the impact on jobs and services, and the role of all members and locals in ensuring our ability to effectively engage the broader public in building alternatives to austerity.
- Encourage and support locals to continue to develop positive relationships with coalition partners, developing meaningful labour-community networks to collectively defend social services and good jobs.

Because:

- Notwithstanding a high level of activity to develop campaigns and campaign materials for the social services sector and to intervene in key public policy issues, the Social Services sector continues to face key challenges in developing the capacity for members across the province to participate and lead in CUPE campaigns to defend social services.

Resolution No. 9
Submitted by the Human Rights Committee

CUPE Ontario will:

Provide support and resources to:

- Develop an orientation “tool kit” for young and new members including educational materials about CUPE and the labour movement as a whole.
- Implement an outreach strategy to ensure the distribution of the orientation “tool kit” to all locals.

Work with the CUPE Ontario Young Workers Committee throughout the development and outreach phase.

Because:

- 2013 has been identified as the Year of the Young Worker by the delegates at the 2011 CUPE National convention.
- This will build on the work of the CUPE Ontario Young Workers Committee and their work in the development of strategies to ensure young and new workers understand the critical role CUPE and the labour movement, as a whole, must play in ensuring a fair and just society.

Resolution No. 10
Submitted by the Racial Justice Committee

CUPE Ontario will:

Promote and provide secure and adequate funding and tools to the Young Workers Committee to develop an outreach program that is in place to engage young people from equity seeking groups and communities. The program will include important topics, but not limited to, such as:

- Education re: collective bargaining for the future, mobilization outreach, organizing, etc.
- Engagement and enhancement in the labour movement.

An example would be to have committee members visit elementary students in grade 8 and high school students to educate them about the labour movement.

Because:

- Young people are our future.
- Young people will benefit from knowing the history of the “movement”.

- Young people will be inspired to get involved.
- Young people will be better equipped for the fight to carry on in the labour movement.
- Young people have the ability and creativity to use social media (ie: Twitter, Facebook, create a YouTube video etc.).

Resolution No. 11
Submitted by the Executive Board

CUPE Ontario will:

Undertake membership mobilization with the goal of engaging every member in every workplace across Ontario, to build an activist base and mobilize membership.

Launch a province-wide initiative to train and organize local unions, to carry out one-on-one membership education about the immediate threats facing workers, and get each member to sign a pledge to work collectively through their union to defend public services, collective bargaining and union rights.

Work with locals to prioritize the collection and updating of member and retiree contact information and promote and continue to build an up-to-date CUPE Ontario membership contact list for the sustained contact and mobilization of our membership.

Continue the public education campaign with multimedia components to help raise the profile of the value of public services and rights in our communities.

Because:

- On October 18, 2012, one thousand one hundred (1,100) CUPE Ontario leaders passed a resolution pledging to engage in the defense of free collective bargaining.
- There is a growing consensus through the entire Canadian labour movement that to succeed in defending union rights, we must re-engage with our members to explain the severity of the challenges we face and to enlist them in the fight to defend our collective rights.

Resolution No. 12
Submitted by Local 1281

CUPE Ontario will:

Serve a resolution and 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 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 a diversity of resistance methods to protect good jobs, public services and to defend working people and the poor from bearing the brunt of this constructed financial crisis.

Resolution No. 13
Submitted by Local 1582

CUPE Ontario will:

Build on the initiatives into e-learning options for CUPE training begun by CUPE National.

Provide access to CUPE training resources online following workshop delivery.

Invest in technology tools that can be used by CUPE trainers in the delivery of workshops.

Develop an online portal for CUPE training that presents options for training delivery, face-to-face, blended, fully distance.

Because:

- Ontario-based CUPE members will benefit from blended and fully distance options for training and development.
- E-learning opportunities can increase access to learning by bridging time and distance.
- E-learning can help to support equity between smaller and larger locals by removing geographic barriers and reducing travel costs, so that members from all regions can participate in union education.
- It will make resources easier to share with others as trained members attempt to share resources and knowledge gained.
- Learning will meet a broader range of learning styles and be more effective and in step with training expectations in a digital knowledge economy.
- People now expect options in how to access training, and online training environments exist and can be used to meet the demands and needs of busy CUPE members seeking training.

Resolution No. 14
Submitted by Local 5555 and OSBCC

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.

Resolution No. 15
Submitted by Local 5555 and OSBCC

CUPE Ontario will:

Through the OSBCC, and with support from CUPE National, provide funding for a campaign to standardize protocols and best practices across the province to deal with workplace violence specifically as it pertains to Educational Assistants. It is understood that Educational Assistant representatives from all areas in the province will be chosen to work on this campaign. It is requested that the committee be supported by the CUPE National Health and Safety representative and other staff as needed.

Because:

- Violence against Educational Assistants continues to grow and needs to be specifically addressed as an issue.

Resolution No. 16
Submitted by the Injured Workers Advocacy Committee

CUPE Ontario will:

Lobby the government for legislative changes to the Workplace Safety and Insurance Act to expand the entitlement criteria for mental stress and not limiting entitlement to Traumatic Mental stress.

Because:

- Workers are exposed to a wide variety of mental stress in the course of their employment that isn't always sudden and traumatic.
- Workers are often the victims of ongoing violence, harassment and discrimination on the job.
- Workers deserve to have their workplace mental stress covered by the WSIB and receive appropriate benefits.

Resolution No. 17**Submitted by Local 1281, CUPE Toronto District Council and Women's Committee**

CUPE Ontario will:

Provide resources to develop a detailed Women's Action Plan based on the recommendations of the 2007 National Women's Taskforce report from an Ontario perspective.

The 2013 Women's Action Plan will analyze the status of the Task Force recommendations to include the contributions from women at the March 2013 Women's Conference regarding the following questions:

- What should we do to reach and educate more women in our locals and in our communities?
- What should we do to nurture and sustain women's activism?
- What should we do to have an impact on political decisions that affect women?
- What should we do to make the collective bargaining process and our collective agreements responsive to women's issues?
- What should we do to ensure full and equal participation of women with disabilities, Aboriginal, racialized, and or GLBTI?
- What should we do to revitalize women's committees, or start them up?

Because:

- The Task Force Report was a comprehensive review of the barriers experienced by CUPE women.
- CUPE Ontario must continue to commit resources to address equity within the union and lead by example in Ontario.

Resolution No. 18**Submitted by the Racial Justice Committee**

Support the Racial Justice Committee's recommendation to organize a "Women's Leadership Summit" to commence in the year 2014.

Organizing will include, but not limited to:

- Commitment to providing resources and adequate funding to locals to provide a bursary or scholarship for delegates from equity seeking groups to attend.

Because:

- This will demonstrate and encourage sisters to support and or become leaders
- More than 50 % of the workforce is represented by women.
- Wage disparity continues.
- Family care and adequate child care continues to plummet.
- Educating to build awareness and historical pivotal points is important.

Resolution No. 19**Submitted by Local 1281 and International Solidarity Committee**

CUPE Ontario will:

Sign on to the Canadian Peace Alliance campaign, Peace and Prosperity Not War and Austerity by formally adding the union's name to the declaration.

Make a financial donation to the Canadian Peace Alliance to fund this campaign.

Order campaign materials and distribute these materials in a mailing to all affiliates and provide a letter encouraging locals to sign the declaration and make a donation.

Because:

- The union needs to combat the rhetoric around austerity and expose where and how funding is distributed.
- Under the Conservatives, military spending has reached its highest levels since World War II and even under so called austerity budgets, the Harper government wants to spend more on military.
- While Harper spends billions on weapons, which provide few jobs in Canada, his government continues to wage an assault on pensions, wages, collective bargaining and unions.
- Spending billions on weapons will not create security.
- Real security is only possible when the people of the world can meet their basic needs.
- Our tax dollars should be redirected to increase and protect jobs and pensions, increase the living wage, preserve public services like health care, education, and housing.

Resolution No. 20**Submitted by Locals 2204, 4600, and Ottawa CUPE District Council**

CUPE Ontario will:

Support the “Hundred for Hassan” campaign by signing on to a statement in support of Dr. Hassan Diab, and contributing \$2,000 dollars to cover the cost of one month of his electronic/GPS monitoring.

Send an appeal to support the “Hundred for Hassan” campaign to all Ontario CUPE locals.

Because:

- Diab has been ordered extradited by Justice Minister Rob Nicholson based on evidence so weak that a Canadian judge declared that it would not stand in a fair trial.
- Diab is a member of CUPE Local 4600 - representing teaching assistants and contract instructors at Carleton University – and who has now been unemployed since the unfair termination of his contract in 2009 due to these allegations.
- The Canadian government has forced Dr. Diab to pay \$2,000 per month for the cost of his own surveillance – a GPS devise he is required to wear, or be imprisoned.

Resolution No. 21**Submitted by the International Solidarity Committee**

CUPE Ontario will:

Issue a statement on its website in recognition of the progressive work undertaken by Hugo Chavez to fight privatization and address the needs of the poor.

Continue to support progressive initiatives in defense of workers’ rights and the right of self-determination of nations, particularly those building alternatives to resist neo-liberalism.

Because:

- While we are confronting the austerity agenda and privatizations, President Chavez was opening hospitals, schools and rebuilding a social network for the workers and the people of Venezuela.
- As unions we need to learn from international experiences to defend workers’ rights, resist austerity, fight privatization and address the social needs of the poor.
- On March 5, 2013, President Hugo Rafael Chavez Frias died after two years’ battle with cancer.

- Chavez not only refused the Washington consensus, but he built the Bolivarian Alternatives for the Americas (ALBA), an economic and political plan to oppose trade agreements and the neo-liberalism push by the USA and Canadian political elites and corporations.
- President Chavez, in alliance with the progressive forces in Venezuela, proved to the Americas that there are alternatives to the austerity agenda and thus they taught us an important lesson, “Si Se Puede” – “Yes, It Can Be Done”.

Resolution No. 22

Submitted by the International Solidarity Committee

CUPE Ontario will:

Work with CUPE National and other labour organizations in condemning and fighting back against the relentless increase in brutal attacks on labour activists and trade union rights around the world.

Support progressive initiatives in defense of workers’ rights and for the formation of independent labour organizations, the right to strike, and against repression of labour activists worldwide.

Because:

- In August 2012, South African police launched an offensive against thousands of striking workers from the Marikina Platinum Mine and began shooting workers. More than thirty-five (35) workers were killed and hundreds were wounded, arrested and prosecuted.
- In February 2013, Turkish police arrested 151 trade union activists, mostly members of KESK, the Confederation of Public Employees, and its affiliated unions.
- Warrants of arrest were issued for four activists of Kilusang Mayo Uno, an independent labour centre in the Philippines. They were engaged in legal and just trade-union activities.
- PKC, a Finnish auto-parts supplier, sacked more than 100 union supporters, including the entire union committee in December 2012, for campaigning for the election of an independent trade union at their plants in Ciudad Acuña, Mexico.
- Attacks on workers’ and trade union rights have brutally and alarmingly increased all over the world.

Resolution No. 23

Submitted by the Aboriginal Council

CUPE Ontario will:

Lobby CUPE National to urge the Federal government not to appeal the January 8, 2013 Federal Court decision, which recognized Métis and Non-Status Indians as “Indians” under Federal jurisdiction as defined in the Canadian Constitution.

Because:

- Self determination begins with self identification.
- There are more than four hundred thousand (400,000) Métis and five hundred and fifty thousand (550,000) Non-Status Indians in Canada whose rights must not be based on a narrow legal definition within the Indian Act.
- In a 1972 memorandum, the Federal government itself acknowledged that “The Métis and Non-Status Indian people, lacking even the protection of the Department of Indian Affairs and Northern Development, are far more exposed to discrimination and other social disabilities”.

Resolution No. 24
Submitted by the Aboriginal Council

CUPE Ontario will:

Lobby CUPE National Union Development to incorporate Aboriginal awareness and recognition of traditional territories at all CUPE sanctioned events, meetings, training, conferences and conventions.

Further ask CUPE National Union Development to develop material to assist Locals wishing to incorporate this into their meetings and events, similar to what has been done for members with disabilities.

Ensure that the Learning about First Peoples workshop is delivered at least once per year at CUPE Ontario schools, by targeted outreach and financial support as needed.

Because:

- Canada’s future potential depends on Aboriginal people as they represent the youngest and fastest growing segment of the Canadian population.
- Aboriginal awareness, and recognition through Union Development, provides an accessible introduction to Aboriginal worldviews for CUPE members and leadership.
- CUPE education and policy development are incomplete without Aboriginal worldviews.

Resolution No. 25
Submitted by the Aboriginal Council

CUPE Ontario will:

Strongly oppose Bill C-45, which contains amendments to the Navigable Waters Protection Act and the Fisheries Act and Bill C-38, which will mean significant changes to Canada’s environmental legislation protecting fisheries, lands and resources.

Because:

- The unilateral changes to the Fisheries Act and the Navigable Waters Protection Act disregard Aboriginal's inherent right to fish and threatens the integrity of First Nations resources.
- First Nations must be consulted before the government makes sweeping changes that will impact First Nations lands and resources.
- The amendments to the Navigable Waters Protection Act will remove Federal oversight from most of the lakes and rivers in Canada.
- Fisheries not captured within the definition of "Aboriginal", "commercial" or "recreational" fisheries will not be protected under the Fisheries Act.

Resolution No. 26**Submitted by the Aboriginal Council and Women's Committee**

CUPE Ontario will:

Support the Idle No More (INM) movement in opposing Bill C-45, the federal omnibus budget bill, along with the federal government's unchecked environmental destruction.

Energetically promote INM with CUPE locals and District Councils by means of significant and visible participation in local INM actions:

- via in-kind and financial assistance to local INM events as required.
- by rapidly promoting local INM actions through social media, word of mouth and a prominent cupe.on.ca homepage link.

Because:

- Idle No More has emerged as the most important movement in Canada right now and is the last best hope to protect water and land for all Canadians.
- The government failed to consult with First Nations on Bill C-45, and changed forty-four (44) federal laws. One of those laws, the Navigable Waters Act, has been changed to remove 99% of Canada's lakes and rivers from previously existing environmental protections.
- Every major environmental victory in Canada in the last 30 years was a result of First Nations asserting aboriginal rights and title - defending inherent aboriginal rights is key to stopping corporate powers and their control over government decisions that affect the environment.
- Resource extraction cannot be done at the expense of human kind.

Resolution No. 27
Submitted by the Executive Board

CUPE Ontario will:

Re-affirm our support for Aboriginal and First Peoples' demands for fairness, justice and respect, including the grass-roots mobilization that the Idle No More Movement represents.

Work through our Aboriginal Council to share with all our members the absolute and clear parallels between our defense of union and workers' rights, and the attacks currently being waged against us, with the defense of Aboriginal and First Nations rights and the attacks being waged against Aboriginal and First Nations peoples in Canada.

Support, publicize, attend and otherwise provide assistance to Idle No More events that take place in Ontario.

Because:

- The direct attack against trade unions' right to do political mobilization represented by Bill C-377 was mirrored in a direct attack by the Harper government against Aboriginal and First Peoples in Section 22 of the Omnibus Federal Budget Bill.
- Many CUPE members, locals and councils have already been involved in supporting, attending and promoting Idle No More events that have happened in communities across Ontario.
- Our members can be inspired by the grass-roots resistance and fight for justice that Idle No More represents.

Resolution No. 28
Submitted by the Racial Justice Committee

CUPE Ontario will:

Support the Racial Justice Committee's recommendation that locals are encouraged to ensure one delegate that attends CUPE convention and conferences represent a young worker from an equity seeking group.

Because:

- Young workers from equity seeking groups are under-represented in the selection process of delegates.
- This will expand young worker awareness and experience.
- They will gain knowledge in the ongoing labour movement.

Resolution No. 29
Submitted by CUPE Toronto District Council

CUPE Ontario will:

Ensure a significant and visible union presence at World Pride 2014 in Toronto in collaboration with other Ontario unions and with the Ontario Federation of Labour.

Support the sponsorship of a minimum of one international delegate to the World Pride Human Rights Conference of June 2014.

Collaborate with other unions during Ontario's "flagship" Pride festival in Toronto during June 2013 through active participation in marches, the street fair and the Pride parade.

Encourage and facilitate similar participation of our affiliated locals and councils at the Pride celebrations in 13 other Ontario centres during 2013.

Because:

- CUPE's outreach and promotional opportunities of these annual human rights festivals is priceless for our supporters, our members, the communities we serve and the estimated 20,000 LGBTQ members in workplaces across the province.
- With the vulnerability of established human and trade union rights brought on by the current political context, we need to accelerate our outreach and collaboration with other sectors of the global movement for justice.
- World Pride is expected to draw a minimum of 2 million Ontario voters to Toronto.

Resolution No. 30
Submitted by CUPE Toronto District Council

CUPE Ontario will:

Actively support efforts to have Canada withdraw from NATO.

Work with other unions and organizations to educate people in Canada about the need for Canada to withdraw from NATO.

Submit a resolution to CUPE National to do the same.

Because:

- The end of the Cold War has not produced the long-promised "peace dividend" and, instead the past two decades have witnessed huge increases in military spending and arms production around the world, including in Canada.
- NATO is the largest military organization in the world, and has been the main

vehicle for military aggression against sovereign countries around the world.

- The main victims of war and aggression are working people who are killed, maimed, displaced and impoverished/
- Membership in NATO obliges Canada to increase its military spending, participate in acts of war and aggression, and endorse NATO's first-strike nuclear weapons program.
- Canada is compelled, through NATO's Parliamentary Assembly, to enact legislation that places NATO's political, economic and military priorities ahead of those of working people in Canada.
- The twin policies of austerity and militarism are not in the interests of working people in Canada or anywhere.

Resolution No. 31
Submitted by OSBCC

CUPE Ontario will:

Petition the government to mandate recognition of the Canadian Language Benchmarks (CLB) by all institutions and agencies in the province (for example, universities, colleges, technical training centres and school boards).

Because:

- The CLB is the nationally recognized standard for measuring language level. Using this standard would allow newcomers to transfer more readily into institutes of higher learning.

Resolution No. 32
Submitted by OSBCC

CUPE Ontario will:

With CUPE National, petition the Federal government to reinstate health care for refugee claimants.

Because:

- The Harper government withdrew the provision of health services to refugee claimants in the last budget and as a result, those who fled for their lives and sought safe haven in Canada are now being denied vital health services.

Resolution No. 33
Submitted by OUWCC

CUPE Ontario will:

Commit to making part-time and casualized workers in the post-secondary education sector, such as food service workers, part-time librarians, and sessionals, a priority.

Devote resources, staff and money to assist in bargaining and other matters for part-time and casualized workers.

Work to coordinate cross-sectoral support to submit a resolution that directs the National union to strike a standing committee supported by the necessary resources, and staff and to coordinate and assist CUPE locals to better meet the needs of part-time and casualized workers.

Because:

- Part-time and casualized workers are the most vulnerable, the fastest growing, and are predominantly members of equity seeking groups.

Resolution No. 34
Submitted by OUWCC

CUPE Ontario will:

Devote resources, staff and money to pressure the provincial government to extend health coverage to international students.

Because:

- In 1994 the Ontario government disqualified international students from the Ontario Health Insurance Program (OHIP), which has placed an undue burden on our international student membership.
- International students with dependents are forced to pay nearly \$2,000 for basic health care coverage in addition to their private health care premiums.

Resolution No. 35
Submitted by SSWCC

CUPE Ontario will:

Continue to support the Raise the Rates campaign working with the Ontario Coalition Against Poverty.

Continue to reach out to CUPE locals and other labour organizations to support the Raise the Rates campaign for endorsements, participation and financial donations to the Ontario Coalition Against Poverty and the provincial partners engaged in the campaign.

Because:

- The Raise the Rates campaign has gained significant momentum and has created a voice for social assistance reform across the province.
- With the final recommendations of the Social Assistance Review Commission released and many of the recommendations problematic for Ontario Works and Ontario Disability Support Program recipients and CUPE members that deliver the program, we must continue to support the Raise the Rates campaign to respond.
- Working in coalition with anti-poverty groups is a demonstration of solidarity to demand all Ontarians deserve publicly funded, publicly delivered programs and supports that provide dignity and adequacy.

Resolution No. 36
Submitted by Local 2204, SSWCC and OUWCC

CUPE Ontario will:

Track the loss of bargaining unit jobs in CUPE local workplaces and identify the employers who take on our work.

Activate an organizing campaign in those workplaces that take on the work of our bargaining units.

Bring forward a resolution to the CUPE National Convention in 2013 to establish a protocol for an organizing campaign across Canada including increased resources.

Because:

- The “contracting out” of our bargaining unit work is a reduction in services that has a negative impact on the community
- There is a well-documented link between declining unionization and growing inequality

Resolution No. 37
Submitted by the Racial Justice Committee

CUPE Ontario will:

Support the Racial Justice Committee’s recommendation to support migrant workers with their fight to unionize and educate their members by providing a safe place to do so, adequate funding and necessary resources.

Migrant workers will also have the ability and opportunity to bring awareness to the public about their struggles as migrant workers.

Because:

- Migrant workers are treated unfairly.
- Migrant workers are subject to unsafe working conditions due to lack of regulatory practices by employers.
- Migrant workers need to be aware of their rights, as does the public.

Resolution No. 38
Submitted by OUWCC

CUPE Ontario will:

Make organizing post-doctoral fellows, and other academic workers at Ontario universities and teaching hospitals a priority.

Devote resources, staff and money to help affiliated locals organize post-doctoral fellows and other academic workers.

Coordinate and build cross-sectoral support for a resolution that directs the National union to strike a standing committee supported by the necessary resources and staff and to coordinate and assist CUPE locals in organizing post-doctoral fellows and other academic workers at universities and hospitals across the country and, where CUPE locals are not present to organize new bargaining units, to represent post-doctoral fellows and academic workers.

Because:

- The terms of the 1994 merger agreement with the Canadian Union of Education Workers stipulated that CUPE shall “acknowledge a full, long-term commitment organizing in the post-secondary education sector in all regions of Canada”.
- Post-doctoral fellows working in Ontario universities and hospitals are academic workers who are largely unorganized and lacking in all but the minimum in workplace protections and eighteen of the twenty two academic locals organized since the merger are affiliated to other national or international unions.
- These locals together account for more than 20,000 newly organized academic-sector workers, including post-doctoral fellows.

Resolution No. 39
Submitted by Local 5555 and OSBCC

CUPE Ontario will:

Seek financial support from CUPE National to provide a consultant with actuarial experience and/or legal expertise to assist the OSBCC who is looking at the feasibility of a Provincial Benefits Plan or Benefits Trust.

Because:

- The Memorandum of Understanding leaves the door open for continuing discussions on either a Provincial Benefits Plan or a Benefits Trust.
- We need to exercise due diligence in order to be fully prepared before entering into such discussions.

Resolution No. 40
Submitted by the Executive Board

CUPE Ontario will:

Publically campaign to defend defined benefit pension plans as the best way to ensure workers' retirement income security.

Defend against any attempt to convert our defined benefit pension plans to target benefit or defined contribution plans.

Take all necessary steps, including legal action if necessary, to prevent legislative interference in the governance of our pension plans and negotiated and bargained pension arrangements.

Fight for workers' control over their pensions and their pension assets, including any pooled pension arrangements.

Continue our campaign to ensure retirement income security for all Ontarians, advocating for an increase to the Canada Pension Plan, Old Age Security and the Guaranteed Income Supplement.

Because:

- The provincial government's study of Broader Public Sector pension plans recommended the pooling of assets in smaller pension plans, particularly impacting CUPE Ontario members in the university sector.
- The Hudak Conservatives want to increase the retirement age and convert public sector defined benefit pension plans to less reliable, defined contribution plans, especially for new workers, disproportionately impacting racialized, women and younger workers.
- The Harper Conservatives continue to push for Pooled Registered Pension Plans that profit the financial services industry.

Resolution No. 41**Submitted by Locals 66, 831, 966, 1483, 1628, 1776, 2544 and Peel CUPE District Council**

WHEREAS in today's more challenging economic times, CUPE members will need to stand up to protect their public services, including taking strike action.

WHEREAS the current strike pay is insufficient and the strike pay has not been adjusted for many years.

WHEREAS CUPE members need to be able to support their families while on strike and also deserve dignity and respect while striking to protect their wages, benefits, job security and defend their public services.

THEREFORE BE IT RESOLVED that CUPE Ontario lobby CUPE National, including submitting a resolution at the 2013 National Convention, to increase the weekly strike pay to three hundred dollars per week (\$300.00), including adding an index formula.

Resolution No. 42**Submitted by HCWCC**

CUPE Ontario will:

Lobby CUPE National to increase strike pay to three hundred dollars (\$300.00) a week for a striking member.

Have CUPE Ontario members on the National Executive Board support this resolution during all table discussions.

Submit a like resolution to CUPE National for the 2013 Convention.

Seek installation of this resolution shortly (within six (6) months) after the 2013 CUPE National Convention; should the resolution pass.

Because:

- The current strike pay is insufficient for a striking member.
- The current strike pay amount has not been adjusted in many years.
- CUPE National has enough reserve for this, as well, safeguards are in place to protect these reserves.
- Every CUPE member deserves dignity and respect during times of strike.
- Every CUPE member will help protect the strike fund to ensure for this resolution.

Resolution No. 43**Submitted by Local 1281, CUPE Toronto District Council, Women's Committee**

CUPE Ontario will:

Educate locals and members on the Equality Statement, and the responsibility CUPE locals and members have for ensuring it is respected at union functions.

Encourage all locals to formally adopt the Code of Conduct.

Educate locals and members on the responsibilities entailed in respecting the Code of Conduct at local union functions.

Because:

- The CUPE Equality Statement is very clear on the expectations of CUPE members but the words need to be lifted from the page and put into practice.
- The CUPE National Women's Task Force recommendation to implement a Code of Conduct that would deal with behaviour at union meetings that is confrontational, intimidating, unwelcome, bullying and/or harassing was passed at a National Convention. This Code of Conduct was adopted by the Division, but most locals have not adopted it.
- Equality-seeking groups have reported continued negative behaviour from their union brothers and sisters with no recourse for action available to them.
- In order to build our union we must be working together to ensure the diversity of our membership is reflected in our structures, our policies, programs and action plans.

Resolution No. 44**Submitted by Locals 1979, 2204 and Ottawa CUPE District Council**

CUPE Ontario will:

Continue to actively promote and support the National multi-union, Re-think Child Care campaign in Ontario.

Provide financial support for campaign activities, including book-off of child care members to assist in working with the National Child Care Working Group to carry-out the campaign in Ontario.

Because:

- The Canadian Labour Congress (CLC) passed a resolution to engage in a well-funded, sustained campaign for federal funding and a legislative framework for a pan-Canadian public and non-profit early childhood education and care system at its 2011 Convention.
- A multi-union working group was formed in the spring of 2012 and developed a three year strategic plan with the goals to engage and mobilize union members

at the local and regional levels to educate members on the importance of public funding and public and not-for-profit delivery, and to shift public attitudes about child care in the lead-up to the 2015 federal election.

- Expansion in the public and non-profit sector has slowed to the lowest level in a decade while corporate for-profit operations continue to rise – 28% of centres Canada-wide operate in the for-profit sector, up from 20% in 2004.

Resolution No. 45**Submitted by Local 2204 and SSWCC**

CUPE Ontario will:

Submit a Resolution to CUPE National Convention 2013 to immediately create a National Social Services Working Group to coordinate and respond to the attack on the sector across the country.

Because:

- Successive years of political choices in Canada to slash tax revenue and to cut and/or privatize public services has resulted in widening gaps in inequality and has devastating impacts on the social services sector.
- The services that CUPE members provide help to mitigate inequality and provide the supports people need to build safe, healthy and caring communities. Cuts to funding have reduced services and the quality of services, expanded waitlists and forced layoffs.
- The increasing precarious nature of work, including more part-time work arrangements and fewer full-time job opportunities, coupled with layoffs and layered with the Harper government's cuts to Employment Insurance has meant greater income and employment insecurity for all workers.
- There is an increasing demand for social services in Canada and yet those same services are being dismantled, restructured and/or eliminated. The threat of privatization looms large in the sector.

Resolution No. 46**Submitted by Local 7575**

CUPE Ontario will:

Arrange for an annual set day to be claimed as Educational Support Staff Day for recognition each year.

Bring forward a resolution at CUPE National Convention 2013 to establish the same practice across the country.

Because:

- There is currently no preset day to call Educational Support Staff Day, yet there is a teacher day, administrative day, secretary day.

- It is important to get the connection to the public that educational support staff are not teachers and deserve to be recognized as working within the school. Clearly the actions of the Liberal government imposing Bill 115 did not help the public recognize that more than teachers work in their schools.

Resolution No. 47
Submitted by Local 7575

CUPE Ontario will:

Arrange and ensure that all hotels and accommodations that are booked for educational workshops, conferences and conventions will accept certified cheques or bankers drafts as appropriate tender for payment of rooms, or

Arrange hotel payment through WE Travel or another payment source like Pay Pal, to ensure that payment is made in a safe, secure and accountable manner.

Bring forward a resolution at CUPE National Convention 2013 to establish the same practice.

Because:

- In a day and age when identity theft and fraudulent use of credit cards is on the rise, locals need to ensure that their credit card information is safe.
- Faxing a copy of the front and back of the credit card allows anyone that has access to the fax machine at the hotel to have access to all information on the credit card, including signatures and the 3 digit security code.
- Not all locals have credit cards issued to Presidents or officers of their local.
- In Locals that do have credit cards for officers, not always is that officer at the said educational, conference or convention.

Resolution No. 48
Submitted by the 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. 49
Submitted by the Executive Board

CUPE Ontario will:

Vigorously defend the financial security of our union against any attempt by any government to legislate it away.

Continue to carry out a massive membership and public education campaign to expose the disastrous consequences of Conservative Tim Hudak's proposals to attack collective agreement union security clauses, and to control how unions spend their dues.

Work closely with other unions and labour bodies to gear up for, and carry out, workplace actions and work stoppages as necessary to force back this unprecedented attack on unions that puts at risk the very existence of unions and, therefore, the existence of all worker rights.

Because:

- PC Conservative leader Tim Hudak and Federal Conservative MPs are proposing to attack union dues check-off clauses in collective agreements, and to limit union-funded political action.
- This unprecedented attack will only accelerate the race to the bottom by making it next to impossible for unions to represent and advance the interests of working people.
- Similar laws in the United States have meant a drop in unionization rates to 5 per cent, significantly lower wages and working conditions for union and non union workers, and higher rates of workplace injuries.

Resolution No. 50
Submitted by CACO

WHEREAS Emergency Medical Workers are an important part of Canada's public service sector, and as such, are represented by CUPE in both Health Care and Municipal locals in multiple provinces.

WHEREAS the economic crisis results in increased attacks on public services and public service workers and their collective agreements.

WHEREAS it would serve to unite Emergency Medical Service Workers in coordinating and presenting common objectives on a national level.

THEREFORE BE IT RESOLVED that CUPE Ontario will submit a resolution supporting the creation of a National Emergency Service Workers Committee at the CUPE National Convention in 2013.

Resolution No. 51
Submitted by the Racial Justice Committee

CUPE Ontario will:

Support and bring forward the Racial Justice Committee's recommendation to the 2013 CUPE National Convention which is that CUPE National organize, promote and provide adequate funding and resources for bi-annual equality conferences in each region in consultation with the Rainbow Committee and the region's Equality Committee and or representatives. The planning and implementation of the regional Equality conferences shall commence in 2014. The annual Equality conferences will be a one day conference attached to an existing conference / convention in each region. Structure details will be determined by each region.

Because:

- The conference help raise awareness of precarious work conditions and employment equity practices.
- Equity seeking groups continue to face discriminatory acts.
- The ability to be equipped to develop action plans to deal with unfair work practices, marginalization, etc would be available.
- It encourages and motivates to create change for all.

Resolution No. 52
Submitted by the Racial Justice Committee

CUPE Ontario will:

Endorse a resolution that CUPE National will provide the resources, tools and budget to organize the 1st Annual National Equality conference in the upcoming year 2014. This conference will emphasize the importance of collective bargaining with an equality lens for all articles of the collective agreement.

Because :

- Equity issues are on the rise and need to be dealt with.
- It would emphasize the importance of employment equity.
- It would address gender wage gaps that continue to be a barrier.

Resolution No. 53
Submitted by the Racial Justice Committee

CUPE Ontario will:

Support the Racial Justice Committee with their recommendation to have all Equality Committee alternates at the provincial level fully participate as a committee member which includes and is not limited to:

- Decision making
- Voting
- Attend all meetings
- And any other committee involvement

Bring forward this resolution in its entirety to the National Convention of 2014 in order to include all National Equality Committees alternates.

Because:

- It would provide and support inclusiveness.
- It would ensure all delegates are equipped and knowledgeable of the committee work and action plans at all times.
- It would ensure delegates are prepared to take on committee work.

Resolution No. 54
Submitted by the Racial Justice Committee

CUPE Ontario will:

Support the Racial Justice Committee's recommendation to include all the equality committees in all planning of CUPE Ontario conferences and events.

Bring forward this resolution to the 2013 CUPE National Convention.

Because:

- A perspective would be gained from all, including the equity seeking groups
- It would promote inclusiveness and diversity
- It would be a positive example to all CUPE locals

Resolution No. 55
Submitted by Locals 66, 831, 966, 1483, 1628, 1776, 2544, and Peel CUPE District Council

WHEREAS the Region of Peel is the fastest growing community in Ontario, thus putting more demands on our National Staff Representatives

WHEREAS the current staffing in Peel Region has not increased in the past many years and the current staff are struggling with their workloads due to growth in size of local memberships.

THEREFORE BE IT RESOLVED that CUPE Ontario lobby CUPE National including submitting a resolution at the 2013 National Convention to increase the National Staff Representatives in Peel Region by adding an additional two staff reps.

Resolution No. 56
Submitted by Local 5555 and OSBCC

CUPE Ontario will:

Lobby CUPE National to provide at least five (5) WSIB National Staff representatives in the province of Ontario.

Submit a resolution to the 2013 CUPE National Convention requesting the above increase to the current staff compliment.

Because:

- The current number of WSIB Staff representatives is insufficient to meet the needs of Locals in Ontario.
- There have been significant changes to WSIB legislation and policy since February 2013.

Resolution No. 57
Submitted by Injured Workers Advocacy Committee

CUPE Ontario will:

Lobby CUPE National to provide replacement WSIB staffing to cover vacation and/or other authorized leaves of the WSIB National staff representatives in the province of Ontario.

Ensure that the work of the WSIB National Staff assignments are being completed and continued in their absence.

Because:

- Injured workers deserve to have their WSIB claim appeals processed in a timely manner without interruption.

Resolution No. 58
Submitted by OMECC

CUPE Ontario will:

Immediately advocate for a full-time Staff Coordinator for the Municipal sector.

Because:

- The Municipal sector is the largest sector in Ontario.
- The hard bargaining we are seeing across the province in the Municipal sector, including but not limited to, Toronto 2009 and 2012, Windsor 2009 and 2012 and the Region of Peel 2012.
- CUPE's Equality Statement calls for equal treatment of members at all levels.
- The fights against austerity, the right to free collective bargaining and regressive changes to interest arbitration are an equal threat to the Municipal sector.

Resolution No. 59
Submitted by OSBCC

CUPE Ontario will:

Lobby CUPE National to provide at least five (5) Health & Safety National Staff representatives in the province of Ontario.
Submit a resolution to the 2013 CUPE National Convention requesting the above increase to the current staff complement.

Because:

- The current number of Health & Safety Staff representatives is insufficient to meet the needs of locals in Ontario.

Resolution No. 60
Submitted by Locals 66, 831, 966, 1483, 1628, 1776, 2544 and Peel CUPE District Council

WHEREAS governments all across the globe are introducing austerity budgets to cut deficits, thus causing public services to be cut rather than preserving public services.

WHEREAS trade union activists will need to challenge governments at all levels on their austerity agendas.

WHEREAS taking on such challenges requires political action campaigns to be developed, not only to take on our governments but also to educate not only our members but the people in the communities we live in.

WHEREAS Peel Region is such a diverse community with so many issues and needs which will require a campaign to be developed to meet the needs of such a community.

WHEREAS political action campaigns are costly for local unions and District Councils to develop, thus require adequate funding.

THEREFORE BE IT RESOLVED that CUPE Ontario lobby National, including submitting a resolution at the 2013 National Convention, to provide the adequate funding to local unions and their district councils to support their political action campaigns.

Resolution No. 61
Submitted by Local 1281 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 “Right to Work” plans proposed/implemented around the world and most recently by the Progressive Conservatives in their White Paper titled “Flexible Labour Markets”.

Develop clear language materials and teach-in modules, in collaboration with Union Development, to be distributed and implemented by activists within every local affiliate.

Provide resources to organize and ensure an internal workplace campaign is launched in every local to raise awareness about the threats on the right to organize.

Work with CUPE National and allies to intensify opposition to any legislative aspect that seeks to undermine the rights of unions, the Rand formula or to claw back on membership rights.

Because:

- “Right to Work” measures being implemented around the world undermine workers’ rights, create instability for unions and weaken our capacity to take on social justice issues within the community.
- It is essential that CUPE members have a clear understanding of how these neoliberal/right wing measures impact our union, our rights as workers, our communities and limit our overall capacity to make a more equitable world possible.

Resolution No. 62
Submitted by OCHU

CUPE Ontario will:

Make the defeat of any political party (such as the Progressive Conservatives) that supports Right to Work laws its top political priority in the period before the next election.

In close consultation with local unions, develop a comprehensive mass mobilizing strategy that will make it impossible to implement Right to Work laws should such a party be elected.

Include in this strategy all needed actions up to and including (if necessary) the coordinated withdrawal of our services.

Because:

- Right to Work laws radically threaten union funding, dramatically weaken union bargaining power and allow employers to run roughshod over working people unopposed.
- The Progressive Conservatives are committed to implementing a Right to Work law in Ontario.
- Political parties bent on such a policy will be stopped by election results or mass mobilizing that affects the economic interests of corporations and employers.
- In the remaining pre-election period, the electoral defeat of the Progressive Conservatives trumps any other political goal of the union.
- If the PCs are elected despite our best efforts, waiting to develop a mass mobilizing strategy until after the election will be too late.

Resolution No. 63
Submitted by Local 2204 and SSWCC

CUPE Ontario will:

Work with the Canadian Labour Congress, the Ontario Federation of Labour and District and CUPE Councils to develop a campaign to combat the Tory “Rand Formula Elimination”.

Educate: Develop Leadership Training (Train the Trainers) so locals can ensure a consistent labour message from all unions.

Provide campaign and support materials.

Motivate: Partner with individual locals, boards and stakeholders to develop ads and media productions for use in distributing to commercials, PSA, social media, letters, etc.

Mobilize: City wide meetings, solidarity conference and an Action Plan.

Resolution No. 64
Submitted by OUWCC

CUPE Ontario will:

Work with the Canadian Labour Congress, the Ontario Federation of Labour and District and CUPE Councils to develop a campaign to combat the Tory Rand formula elimination.

Educate by developing leadership training (train the trainers) so locals can ensure a consistent labour message from all Unions.

Ensure resources to provide campaign and support materials.

Motivate by partnering with locals, boards, and stakeholders to develop ads and media productions for use in distributing to commercials, psa, social media, letters etc. Mobilize our communities with city wide meetings, solidarity conferences and an Action Plan.

Resolution No. 65
Submitted by Local 5555 and OSBCC

CUPE Ontario will:

With the OSBCC, work on a campaign to highlight the valuable work provided by all support staff classifications in the school board system.

Because:

- It was clear with the media and Bill 115 that the public was unaware of the work done by support staff. Such a campaign would include the development of specific materials pertaining to broad classifications including, but not limited to, custodians, educational assistants, library workers, office clerical, instructors, maintenance, early childhood educators and IT. It is important to do this work before the next round of bargaining in 2014.

Resolution No. 66
Submitted by the Executive Board

CUPE Ontario will:

Continue to work collaboratively with the Ontario Council of Hospital Unions/CUPE to wage a multi-level campaign to stop the Ontario government from imposing unwarranted and highly damaging changes to the province's interest arbitration laws.

This campaign will combine member education and mobilization, media outreach, coordination with labour movement allies and intensive MPP lobbying to maximize pressure on the government to abandon its wrongheaded and politically driven plan.

Because:

- The government's own data on arbitration outcomes proves unquestionably that Ontario's interest arbitration system is not broken and, in fact, works well to ensure that in sectors where there is no legal right to strike or lockout, both employers and employees have access to a proven and trusted system of neutral, binding third party interest arbitration to resolve disputes not settled at the bargaining table.

Resolution No. 67
Submitted by HCWCC and OCHU

CUPE Ontario will:

Work with CUPE National, the HCWCC and OCHU 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.

Resolution No. 68
Submitted by HCWCC

CUPE Ontario will:

Commit the resources necessary to mount a comprehensive campaign to lobby the government to address the escalating violence in long term care homes that will demand:

- Appropriate resources for training that recognizes the complex medical, mental, emotional and social needs of patients.
- Legislation and enforcement of a minimum staffing level.
- Provide documentation to track violence in long term care.

Because:

- Patients with mental conditions that make them violent used to reside in psychiatric hospitals.
- The government is now placing these patients in long term care facilities without the resources, supports and funding to meet their needs.
- Long-term care facilities are becoming increasingly violent and dangerous workplaces where workers experience violence regularly.
- Facilities need increased staffing, better training, and resources to stop violence against both staff and residents.

Resolution No. 69
Submitted by HCWCC

CUPE Ontario will:

Work with the HCWCC to revitalize and resource a comprehensive member, community and labour Standards of Care Campaign to ensure that a minimum of 3.5 hours of hands-on care per resident in long term care per day is provided.

Because:

- Residents living in long term care facilities are not receiving the level of dignified care they require and deserve.
- We must achieve a standard to enable front line staff to maintain the dignity that residents in long term care facilities deserve.
- Front line staff in the sector are overworked, working short-staffed, are 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 long term care facilities.
- The Liberal government promised on several occasions to implement a care standard and has failed to do so.
- The residents we care for and front line workers can't wait any longer.

Resolution No. 70
Submitted by OCHU

CUPE Ontario will:

Support the Ontario Council of Hospital Unions in its campaign to:

- Promote public hospital services and oppose cuts to hospital beds and services in every community.
- Promote more and better access to hospital beds and services.
- Promote public hospitals as hubs for community health care, hubs which provide a range of services including acute care, complex continuing care, rehabilitation, outpatient care, day surgeries, and primary care.

Because:

- Tens of thousands of hospital beds and many hospital services have been cut; many more are threatened.
- These cuts have led to [a] the privatization of health care services, and [b] hospital bed occupancy being among the highest in the developed world.
- High bed occupancy and overcrowding is connected with [a] the spread of hospital acquired infections and superbugs, [b] cancelled surgeries, [c] overflowing emergency rooms and long emergency room waits, [d] the inability of patients outside of a hospital to access long term care facilities; [e] delays in ambulance responses to 911 calls as ambulances are forced to wait to offload patients to overflowing hospitals.
- These cuts are also often designed to move work to unorganized, lower paid private businesses and organizations which provide only limited publicly funded care.

Resolution No. 71
Submitted by OCHU

CUPE Ontario will:

Work with CUPE National, the HCWCC, OCHU/CUPE and the Ontario Health Coalition (OHC) to build a broad-based campaign for a strong federal role in health care and a new Health Accord that includes:

- Stable and sufficient federal funding, including – at minimum – the 6 per cent (6%) escalator.
- Enforcement of the *Canada Health Act* and closing of gaps in monitoring and reporting.
- A national continuing care program, covering long-term care facilities, home and community care.
- A national strategy to reduce healthcare associated infections.

- A national pharmacare program.
- New and expanded community health centres.

Train and support members to lobby and mobilize for actions.

Because:

- The Health Accord expires in 2014.
- Harper Conservatives' cuts to federal health funding will mean \$36 billion less over ten (10) years.
- The federal government is ignoring *Canada Health Act* violations and encouraging health care privatization.
- Federal Conservatives want to get out of funding and regulating health care altogether;
- Medicare should include seniors' care, pharmacare and primary health care.
- Canada has the second highest rate of health care associated infections among high-income countries, and we have no national strategy.

Resolution No. 72
Submitted by SSWCC

CUPE Ontario will:

Continue to support the childcare portion of the Social Services Integrated Campaign and lobby the government for wage grants to be in a separate line of the new funding formula for childcare.

Because:

- Childcare is in crisis and child care employees in Ontario depend on these grants as regular income. The result of the provincial new funding formula for childcare may cause municipalities to under budget grants for hard working childcare workers.

CONSTITUTIONAL AMENDMENTS

Constitutional Amendment No. 1 **Submitted by OMECC**

CUPE Ontario will:

Amend Articles 4(h) and 4(i) of the Constitution as follows:

4(h) Resolutions and Amendments

All resolutions to be considered at a Convention must be submitted by a local union or district council, or by the Executive Board of the Division, or committee thereof, so that they are in the office of the Secretary-Treasurer no later than **forty-eight (48) days** prior to the Convention...

4(i) Resolutions dealing with matters that have arisen less than **forty-eight (48) days** prior to the Convention can only be dealt with on majority consent of the delegates of the Convention and after two (2) hours of providing the resolution to the delegates. Constitutional amendments submitted later than **forty-eight (48) days** prior to the Convention...

Constitutional Amendment No. 2 **Submitted by Workers with Disabilities Committee, Young Workers Committee** **and CUPE Toronto District Council**

CUPE Ontario will:

Amend the Constitution as follows:

5(a) 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, **and one (1) Diversity Vice-President Workers With Disabilities chosen by the Workers With Disabilities Caucus at convention**, six (6) 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, **Workers with Disabilities**, or Retirees representatives shall be from Northern Ontario as defined in Article 7.2 of the National Constitution.

- 5(c) The Executive Committee shall consist of the two (2) Executive Officers, the four (4) Vice-Presidents, the Diversity Vice-President Aboriginal Workers, the Diversity Vice-President Racialized Workers, the Diversity Vice-President LGBTQ workers, **and the Diversity Vice-President Workers with Disabilities**, elected to the Board.
- 6(a) Election of Executive Board, except for the Diversity Vice President Racialized Workers, the Diversity Vice-President Aboriginal Workers, the Diversity Vice-President LGBTQ workers, **and the Diversity Vice-President Workers with Disabilities**, and the representatives of the Provincial Retirees Group and Occupational Groups, shall be held biennially in the even-numbered years, on the morning of the day prior to the close of the Convention. The Diversity Vice-President Racialized Workers, the Diversity Vice-President Aboriginal Workers, the Diversity Vice-President LGBTQ Workers, **and the Diversity Vice-President Workers with Disabilities**, on the Executive Board shall be elected in their respective caucuses, biennially in the even-numbered years at Convention.
- 8(c) The Executive Committee shall consist of the President, Secretary-Treasurer and four (4) Vice-Presidents, the Diversity Vice-President Aboriginal Workers, the Diversity Vice-President Racialized Workers, the Diversity Vice-President LGBTQ workers, **and the Diversity Vice-President Workers with Disabilities** elected to the Board. The Executive Committee shall meet prior to each meeting of the Executive Board. It shall organize and co-ordinate such political campaigns and activities to promote the principles and objectives of CUPE Ontario members...
- 8(d) 7. Should a permanent vacancy in the office of the Executive Board for the Diversity Vice-President Racialized Workers, the Diversity Vice-President Aboriginal Workers, the Diversity Vice-President LGBTQ workers, **or the Diversity Vice-President Workers with Disabilities**, the alternate, as elected by the individual caucus during the caucus election for the Executive Board will assume the office. In the event that the alternate cannot take office or continue in this position, the office shall be offered to the candidate who receives 25% of the votes cast for the position of alternate in the respective caucus. If the vacancy cannot be filled in this manner, it shall be filled by appointment of the Executive Board in consultation with:
- a) the Racial Justice Committee for the Diversity Vice-President Racialized Workers;
 - b) the Human Rights Committee, in consultation with the Aboriginal Council, for the Diversity Vice-President Aboriginal Workers; or
 - c) the Pink Triangle Committee for the Diversity Vice-President LGBTQ workers.
 - d) the Workers with Disabilities Committee for the Diversity Vice-President Workers with Disabilities.**

8(e) 1. (chart)

Human Rights Committee

Diversity Vice-President Racialized Workers, Diversity Vice-President Aboriginal Workers, Diversity Vice-President LGBTQ workers, **and Diversity Vice-President Workers with Disabilities** to the Executive Board and one (1) member each from the Pink Triangle Committee, the Workers with Disabilities Committee, the Women's Committee, the Racial Justice Committee, the Aboriginal Council, the Young Workers Committee and the International Solidarity Committee

8(e) 3(a) There shall be a Human Rights Committee consisting of the Diversity Vice-President Racialized Workers, Diversity Vice-President Aboriginal Workers, Diversity Vice-President LGBTQ workers, **and the Diversity Vice-President Workers with Disabilities** to the Executive Board and one (1) representative each from the Pink Triangle Committee, the Workers with Disabilities Committee, the Women's Committee, the Racial Justice Committee, the Aboriginal Council, the Young Workers Committee and the International Solidarity Committee.

Because:

- Creating a Diversity Vice President seat for Workers with Disabilities Workers would allow CUPE Ontario to be in-line with affiliates, the Ontario Federation of Labour (OFL) and a number of social justice groups.
- This will allow CUPE Ontario to incorporate the diversity of its membership from each of the equity-seeking groups that it has previously identified and recognized, but hitherto gone unrepresented at the executive level.
- Workers with Disabilities historically have suffered—and continue to suffer—disproportionately high rates of unemployment and poverty compared to the general population.

Constitutional Amendment No. 3 **Submitted by Workers with Disabilities Committee, Young Workers Committee** **and CUPE Toronto District Council**

CUPE Ontario will:

Amend the Constitution as follows:

5(a) 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, **and one (1) Diversity Vice-President Young Workers chosen by the Young Workers Caucus at Convention**, six (6) 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, **Young Workers**, or Retirees representatives shall be from Northern Ontario as defined in Article 7.2 of the National Constitution.

- 5(c) The Executive Committee shall consist of the two (2) Executive Officers, the four (4) Vice-Presidents, the Diversity Vice-President Aboriginal Workers, the Diversity Vice-President Racialized Workers, the Diversity Vice-President LGBTQ workers, **and the Diversity Vice-President Young Workers**, elected to the Board.
- 6(a) Election of Executive Board, except for the Diversity Vice President Racialized Workers, the Diversity Vice-President Aboriginal Workers, the Diversity Vice-President LGBTQ workers, **and the Diversity Vice-President Young Workers**, and the representatives of the Provincial Retirees Group and Occupational Groups, shall be held biennially in the even-numbered years, on the morning of the day prior to the close of the Convention. The Diversity Vice-President Racialized Workers, the Diversity Vice-President Aboriginal Workers, the Diversity Vice-President LGBTQ Workers, **and the Diversity Vice-President Young Workers**, on the Executive Board shall be elected in their respective caucuses, biennially in the even-numbered years at Convention.
- 8(c) The Executive Committee shall consist of the President, Secretary-Treasurer and four (4) Vice-Presidents, the Diversity Vice-President Aboriginal Workers, the Diversity Vice-President Racialized Workers, the Diversity Vice-President LGBTQ workers, **the Diversity Vice-President Young Workers**, elected to the Board. The Executive Committee shall meet prior to each meeting of the Executive Board. It shall organize and co-ordinate such political campaigns and activities to promote the principles and objectives of CUPE Ontario members...
- 8(d) 7. Should a permanent vacancy in the office of the Executive Board for the Diversity Vice-President Racialized Workers, the Diversity Vice-President Aboriginal Workers, the Diversity Vice-President LGBTQ workers, **or the Diversity Vice-President Young Workers**, the alternate, as elected by the individual caucus during the caucus election for the Executive Board will assume the office. In the event that the alternate cannot take office or continue in this position, the office shall be offered to the candidate who receives 25% of the votes cast for the position of alternate in the respective caucus. If the vacancy cannot be filled in this manner, it shall be filled by appointment of the Executive Board in consultation with:
 - a) the Racial Justice Committee for the Diversity Vice-President Racialized Workers;
 - b) the Human Rights Committee, in consultation with the Aboriginal Council, for the Diversity Vice-President Aboriginal Workers; or
 - c) the Pink Triangle Committee for the Diversity Vice-President LGBTQ workers.

d) the Young Workers Committee for the Diversity Vice-President Young Workers.

8(e) 1. (chart)

Human Rights Committee

Diversity Vice-President Racialized Workers, Diversity Vice-President Aboriginal Workers, Diversity Vice-President LGBTQ workers, **and Diversity Vice-President Young Workers**, to the Executive Board and one (1) member each from the Pink Triangle Committee, the Workers with Disabilities Committee, the Women's Committee, the Racial Justice Committee, the Aboriginal Council, the Young Workers Committee and the International Solidarity Committee

8(e) 3(a) There shall be a Human Rights Committee consisting of the Diversity Vice-President Racialized Workers, Diversity Vice-President Aboriginal Workers, Diversity Vice-President LGBTQ workers, **and the Diversity Vice-President Young Workers**, to the Executive Board and one (1) representative each from the Pink Triangle Committee, the Workers with Disabilities Committee, the Women's Committee, the Racial Justice Committee, the Aboriginal Council, the Young Workers Committee and the International Solidarity Committee.

Because:

- Creating a Diversity Vice President seat for Young Workers would allow CUPE Ontario to be in-line with affiliates, the Ontario Federation of Labour (OFL) and a number of social justice groups.
- This will allow CUPE Ontario to incorporate the diversity of its membership from each of the equity-seeking groups that it has previously identified and recognized, but hitherto gone unrepresented at the executive level.
- In times of austerity, Young Workers are among the most vulnerable to cut backs and during bargaining.
- This will allow CUPE Ontario to work with and hear from the Young Worker on the executive board; which will provide hands on training, education, and communication skills that are key aspects in succession planning. Succession planning is key in this time of austerity, as CUPE Ontario needs to maintain and continue the work against it.

Constitutional Amendment No. 4
Submitted by Workers with Disabilities Committee, Young Workers Committee
and CUPE Toronto District Council

CUPE Ontario will:

Amend the Constitution as follows:

- 5(a) 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, **one (1) Diversity Vice-President Young Workers chosen by the Young Workers Caucus at Convention, and one (1) Diversity Vice-President Workers With Disabilities chosen by the Workers With Disabilities Caucus at convention**, six (6) 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, **Young Workers, Workers with Disabilities**, or Retirees representatives shall be from Northern Ontario as defined in Article 7.2 of the National Constitution.
- 5(c) The Executive Committee shall consist of the two (2) Executive Officers, the four (4) Vice-Presidents, the Diversity Vice-President Aboriginal Workers, the Diversity Vice-President Racialized Workers, the Diversity Vice-President LGBTQ workers, **the Diversity Vice-President Young Workers, and the Diversity Vice-President Workers with Disabilities**, elected to the Board.
- 6(a) Election of Executive Board, except for the Diversity Vice President Racialized Workers, the Diversity Vice-President Aboriginal Workers, the Diversity Vice-President LGBTQ workers, **the Diversity Vice-President Young Workers, and the Diversity Vice-President Workers with Disabilities**, and the representatives of the Provincial Retirees Group and Occupational Groups, shall be held biennially in the even-numbered years, on the morning of the day prior to the close of the Convention. The Diversity Vice-President Racialized Workers, the Diversity Vice-President Aboriginal Workers, the Diversity Vice-President LGBTQ Workers, **the Diversity Vice-President Young Workers, and the Diversity Vice-President Workers with Disabilities**, on the Executive Board shall be elected in their respective caucuses, biennially in the even-numbered years at Convention.
- 8(c) The Executive Committee shall consist of the President, Secretary-Treasurer and four (4) Vice-Presidents, the Diversity Vice-President Aboriginal Workers, the Diversity Vice-President Racialized Workers, the Diversity Vice-President LGBTQ workers, **the Diversity Vice-President Young Workers, and the Diversity Vice-President Workers with Disabilities** elected to the Board. The Executive Committee shall meet prior to each meeting of the Executive Board. It

shall organize and co-ordinate such political campaigns and activities to promote the principles and objectives of CUPE Ontario members...

- 8(d) 7. Should a permanent vacancy in the office of the Executive Board for the Diversity Vice-President Racialized Workers, the Diversity Vice-President Aboriginal Workers, the Diversity Vice-President LGBTQ workers, **the Diversity Vice-President Young Workers, or the Diversity Vice-President Workers with Disabilities**, the alternate, as elected by the individual caucus during the caucus election for the Executive Board will assume the office. In the event that the alternate cannot take office or continue in this position, the office shall be offered to the candidate who receives 25% of the votes cast for the position of alternate in the respective caucus. If the vacancy cannot be filled in this manner, it shall be filled by appointment of the Executive Board in consultation with:
- a) the Racial Justice Committee for the Diversity Vice-President Racialized Workers;
 - b) the Human Rights Committee, in consultation with the Aboriginal Council, for the Diversity Vice-President Aboriginal Workers; or
 - c) the Pink Triangle Committee for the Diversity Vice-President LGBTQ workers.
 - d) the Young Workers Committee for the Diversity Vice-President Young Workers.**
 - e) the Workers with Disabilities Committee for the Diversity Vice-President Workers with Disabilities.**

- 8(e) 1. (chart)

Human Rights Committee

Diversity Vice-President Racialized Workers, Diversity Vice-President Aboriginal Workers, Diversity Vice-President LGBTQ workers, **Diversity Vice-President Young Workers, and Diversity Vice-President Workers with Disabilities** to the Executive Board and one (1) member each from the Pink Triangle Committee, the Workers with Disabilities Committee, the Women's Committee, the Racial Justice Committee, the Aboriginal Council, the Young Workers Committee and the International Solidarity Committee

- 8(e) 3(a) There shall be a Human Rights Committee consisting of the Diversity Vice-President Racialized Workers, Diversity Vice-President Aboriginal Workers, Diversity Vice-President LGBTQ workers, **the Diversity Vice-President Young Workers, and the Diversity Vice-President Workers with Disabilities** to the Executive Board and one (1) representative each from the Pink Triangle Committee, the Workers with Disabilities Committee, the Women's Committee, the Racial Justice Committee, the Aboriginal Council, the Young Workers Committee and the International Solidarity Committee.

Because:

- Creating Diversity Vice President seats for Young Workers, and Workers with Disabilities workers would allow CUPE Ontario to be in-line with affiliates, the Ontario Federation of Labour (OFL) and a number of social justice groups.
- This will allow CUPE Ontario to incorporate the diversity of its membership from each of the equity-seeking groups that it has previously identified and recognized, but hitherto gone unrepresented at the executive level.
- Workers with disabilities historically have suffered—and continue to suffer—disproportionately high rates of unemployment and poverty compared to the general population.
- In times of austerity, Young Workers are among the most vulnerable to cut backs and during bargaining.
- This will allow CUPE Ontario to work with and hear from the Young Worker on the executive board; which will provide hands on training, education, and communication skills that are key aspects in succession planning. Succession planning is key in this time of austerity, as CUPE Ontario needs to maintain and continue the work against it.

Constitutional Amendment No. 5
Submitted by CUPE Toronto District Council

CUPE Ontario will:

Amend the Constitution as follows:

- 5(a) 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, **one (1) Diversity Vice-President Women chosen by the Women's Caucus at Convention**, six (6) 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, **Women's** or Retirees representatives shall be from Northern Ontario as defined in Article 7.2 of the National Constitution.
- 5(c) The Executive Committee shall consist of the two (2) Executive Officers, the four (4) Vice-Presidents, the Diversity Vice-President Aboriginal Workers, the Diversity Vice-President Racialized Workers, the Diversity Vice-President LGBTQ workers **and the Diversity Vice-President Women** elected to the Board.
- 6(a) Election of Executive Board, except for the Diversity Vice President Racialized Workers, the Diversity Vice-President Aboriginal Workers, the Diversity Vice-

President LGBTQ workers **and the Diversity Vice-President Women** and the representatives of the Provincial Retirees Group and Occupational Groups, shall be held biennially in the even-numbered years, on the morning of the day prior to the close of the Convention. The Diversity Vice-President Racialized Workers, the Diversity Vice-President Aboriginal Workers, the Diversity Vice-President LGBTQ Workers **and the Diversity Vice-President Women** on the Executive Board shall be elected in their respective caucuses, biennially in the even-numbered years at Convention.

8(c) The Executive Committee shall consist of the President, Secretary-Treasurer and four (4) Vice-Presidents, the Diversity Vice-President Aboriginal Workers, the Diversity Vice-President Racialized Workers, the Diversity Vice-President LGBTQ workers **and the Diversity Vice-President Women** elected to the Board. The Executive Committee shall meet prior to each meeting of the Executive Board. It shall organize and co-ordinate such political campaigns and activities to promote the principles and objectives of CUPE Ontario members...

8(d) 7. Should a permanent vacancy in the office of the Executive Board for the Diversity Vice-President Racialized Workers, the Diversity Vice-President Aboriginal Workers, the Diversity Vice-President LGBTQ workers **or the Diversity Vice-President Women**, the alternate, as elected by the individual caucus during the caucus election for the Executive Board will assume the office. In the event that the alternate cannot take office or continue in this position, the office shall be offered to the candidate who receives 25% of the votes cast for the position of alternate in the respective caucus. If the vacancy cannot be filled in this manner, it shall be filled by appointment of the Executive Board in consultation with:

- a) the Racial Justice Committee for the Diversity Vice-President Racialized Workers;
- b) the Human Rights Committee, in consultation with the Aboriginal Council, for the Diversity Vice-President Aboriginal Workers; or
- c) the Pink Triangle Committee for the Diversity Vice-President LGBTQ workers.

d) the Women's Committee for the Diversity Vice-President Women.

8(e) 1. (chart)

Human Rights Committee

Diversity Vice-President Racialized Workers, Diversity Vice-President Aboriginal Workers, Diversity Vice-President LGBTQ workers **and Diversity Vice-President Women** to the Executive Board and one (1) member each from the Pink Triangle Committee, the Workers with Disabilities Committee, the Women's Committee, the Racial Justice Committee, the Aboriginal Council, the Young Workers Committee and the International Solidarity Committee

- 8(e) 3(a) There shall be a Human Rights Committee consisting of the Diversity Vice-President Racialized Workers, Diversity Vice-President Aboriginal Workers, Diversity Vice-President LGBTQ workers **and the Diversity Vice-President Women** to the Executive Board and one (1) representative each from the Pink Triangle Committee, the Workers with Disabilities Committee, the Women's Committee, the Racial Justice Committee, the Aboriginal Council, the Young Workers Committee and the International Solidarity Committee.

Because:

- This will allow CUPE Ontario to greater represent and incorporate the diversity of its membership at the Executive Board.
- Creating Diversity Vice President seat for Women workers would allow CUPE Ontario to be in line with affiliates, the Ontario Federation of Labour (OFL) and a number of social justice groups.

Constitutional Amendment No. 6
Submitted by Human Rights Committee

CUPE Ontario will:

Amend the Constitution by adding a **new** sub-section (h) to Article 8 to read:

**“All CUPE Ontario committee members shall receive Anti-Racism Anti-
Oppression training, which shall be offered at least once each calendar year by
CUPE Ontario”.**

Because:

- It is important for members of committees to have the tools to represent members in all our diversity, and to understand how racism and oppression has an impact on our members, communities and society in general