



**D R A F T**

# **RESOLUTIONS and CONSTITUTIONAL AMENDMENTS**

**CUPE ONTARIO  
51<sup>st</sup> Annual Convention  
Caesars Windsor  
May 28-31, 2014**

| <b>RESOLUTIONS</b> | <b>NO.</b> |
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| CACO   | CUPE Ambulance Committee of Ontario                |
| HCWCC  | Health Care Workers Coordinating Committee         |
| OMECC  | Ontario Municipal Employees Coordinating Committee |
| OSBCC  | Ontario School Board Coordinating Committee        |
| O UWCC | Ontario University Workers Coordinating Committee  |
| SSWCC  | Social Service Workers Coordinating Committee      |
| OCHU   | Ontario Council of Hospital Unions                 |

# RESOLUTIONS

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## **Resolution No. 1**

**Submitted by Locals 1334, 3906, Toronto CUPE District Council and OUWCC**

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CUPE Ontario will:

Pressure CUPE National to expand the CUPE Organizing Department in Ontario to increase its capacity and ability to organize precarious workers, young workers, and non-unionized workers. In particular, CUPE Ontario Division will pressure CUPE National to hire five (5) new sector-based organizers for Ontario that will focus on each of CUPE's five (5) sectors: university, social services, health care, municipal, and school board.

Because:

- The communication failure surrounding the 2013-2014 Organizing Drive of Residence Fellows at Carleton University demonstrates the need to dramatically restructure how CUPE approaches organizing.
- CUPE needs to significantly expand its organizing activities to grow the base of our union and enable precarious and non-unionized workers to benefit from union membership.
- The needs of the different sectors, and the challenges of organizing within each one, are significantly different. Having five (5) new organizers that focus on each sector will enable an expanded Organizing department to more effectively address organizing challenges and concerns that are unique to each sector.
- A resolution was passed at the 2013 Ontario Division Convention to increase resources to organize precarious workers in the university sector.

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## **Resolution No. 2**

**Submitted by HCWCC**

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CUPE Ontario will:

Continue to 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.

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**Resolution No. 3**  
**Submitted by OCHU**

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CUPE Ontario will:

Resolutely oppose all concession bargaining and two-tier wages and pensions.

Work to ensure this is a top priority for CUPE National, including at its upcoming National Sector Bargaining conference.

Ensure that major fight backs are organized to stop all serious concession proposals.

Report back in a detailed specific report to the next convention on the successes and failures experienced implementing this policy.

Because:

- Governments and employers are actively and sometimes successfully working to reduce the wages and working conditions of public sector employees.
- Almost all of the new wealth has been captured by the wealthiest few.
- With the continued growth in the economy, public sector and private sector workers deserve to receive a share, not cuts to their wages and working conditions.
- The basic purpose of unions is to improve working conditions for workers.

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**Resolution No. 4**  
**Submitted by OMECC**

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CUPE Ontario will:

Undertake a review of municipal collective agreements to determine areas for improvement, including, but not limited to, job security, work of the bargaining unit, and deterrents to precarious work.

Develop specific coordinated collective agreement language.

Encourage all locals to table coordinated proposals at the bargaining table.

Track the successes in negotiating coordinated language.

Because:

- More than half of our municipal agreements are open in the coming year.
- Our sector has seen an increase in hard bargaining in all parts of our province.
- The Association of Municipalities of Ontario (AMO) promotes within its membership a coordinated approach to undermine our members' historic gains at the table.
- CUPE's members are stronger when we stand united.

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**Resolution No. 5**  
**Submitted by the Executive Board**

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Provide necessary support to ensure that all sectors, central and coordinated bargaining committees and District Councils:

Set up bargaining and strike support committees with a mandate to spring into action when needed to:

- Support locals in building greater bargaining power
- Put an end to concessions
- Avert a strike
- Where necessary, provide the support needed to win in the event of a strike lock-out

Ensure locals, sector committees, and central or coordinated bargaining committees are coordinating with each other and with CUPE Ontario.

Because:

- An austerity agenda at all levels of government is leading to direct attacks on CUPE members at the bargaining table.
- Employer proposals of two-tiered contracts and/or additional concessions are becoming the norm and will have extreme, negative impacts if not stopped.
- Early member mobilization is the key to building bargaining power and concession free bargaining.
- Sector wide support for locals in bargaining can build the capacity necessary to change our bargaining environment.
- CUPE members on strike are at the forefront of our collective fight for fairness and good jobs and need our support.

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**Resolution No. 6****Submitted by Locals 1334, 3906, Toronto CUPE District Council and OUWCC**

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CUPE Ontario will:

Develop a public outreach/education campaign, patterned after the “Fairness Campaign” but targets discussions with members of the public to ‘change the conversation in Ontario’ about the labour movement.

As a core component of this campaign, create training sessions that empower members to walk door-to-door through their own neighbourhood to discuss the labour movement with the wider public.

Develop material that is both the ‘tool kit variety’ for members and material that members can use to hand out to the wider community.

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**Resolution No. 7****Submitted by Toronto CUPE District Council**

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CUPE Ontario will:

Encourage formation of a CUPE Retiree Council at each of the District Councils around the province.

Support the Retiree Councils by bringing representatives together at least twice per year for networking, information and campaign updates.

Ensure that the Retiree Councils elect the retired worker representative on the Ontario Division Executive Board.

Because:

- Large numbers of CUPE Activists are now retiring and demanding to be included in ongoing campaigns of CUPE Ontario.
- A democratic and financially viable structure needs to be built to support these Retiree Councils.

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**Resolution No. 8****Submitted by SSWCC**

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CUPE Ontario will:

Support the Social Services Community Agency Sub-sector.

Continue to build networks between locals by region (joint union training, supporting each other in bargaining, raising the standards in the sub-sector).

Integrate the Stand Up for Fairness project into the New Members' Orientation and the membership in general.

Develop a pilot project to educate and organize low-income CUPE members in the community agency sector around issues related to precarious work, poverty and pensions/retirement income.

Through the C2C campaign, develop a regional network of CUPE activists who will organize across locals to advocate for increased funding for the sector and play a key role in the Toronto municipal election in 2014.

Because:

The community agency sub-sector is dealing with several challenges including:

- Ongoing funding freezes is resulting in service and staffing cuts and workload increases.
- Increasing pressure from Local Health Integration Networks (LHINs) for agencies to merge is creating insecurity and anxiety about the future of our workplaces.
- Low wages, few benefits, few locals with defined benefit pension plans, members increasingly in precarious work arrangements including part-time work, contract or temporary, forcing many members to live on incomes below the poverty line.

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**Resolution No. 9**  
**Submitted by the Executive Board**

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CUPE Ontario will:

Provide ongoing support for the Stand Up for Fairness project to ensure its goal of building power in CUPE locals continues.

Strengthen the roles that sectors, district councils, and other committees play in communities to support locals to institute the method of member-to-member conversations.

Refresh the project's materials and training courses with ongoing evaluation of their effectiveness.

Target resources to effectively assist locals to engage in Stand Up for Fairness.

Provide the new tools locals need in order to use the project to strengthen their membership during bargaining and all upcoming elections.

Because:

- All of the success we have achieved collectively for workers has been built on the foundation of workers talking to each other, face to face, to build power.
- The entire labour move has recognized a gulf between union leaders and activists and the rest of our membership, and that attacks against the foundations of the labour movement continue.
- By building power in our locals, throughout our membership, we can not only meet the challenges facing us, but continue to advance workers' rights and social justice.

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**Resolution No. 10**  
**Submitted by the Executive Board**

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CUPE Ontario will:

Make a special effort to reach out directly to precariously employed members as part of our Stand Up for Fairness campaign.

Raise the issue of precarious work as part of the on-going conversations with our members about Stand Up for Fairness.

Ensure that CUPE bargains protections against precarious work for members who may already be marginalized by race, gender, age, religion, sexual orientation or other personal characteristics.

Because:

- Our members who are marginalized by precarious working conditions are less likely to be involved with their local unions or with other CUPE, CUPE Ontario or labour structures.
- CUPE locals, CUPE Ontario and CUPE National, as well as the broader labour movement, needs the support of all workers, especially those who are marginalized or who are in precarious work situations, in order to fight back against the right-wing municipal, provincial and federal attacks on workers and their unions.

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**Resolution No. 11**  
**Submitted by Local 1334 and OUWCC**

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CUPE Ontario will:

Make information available to all locals about the nature and availability of apprenticeship funding, in particular, if any of this funding is available for public sector employers.



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**Resolution No. 12**  
**Submitted by Local 1334 and OUWCC**

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CUPE Ontario will:

Identify where apprenticeship programs exist in current Trades collective agreements and provide an analysis and comparison of the strongest language in each sector.

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**Resolution No. 13**  
**Submitted by Local 1334 and OUWCC**

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CUPE Ontario will:

Dedicate resources to map the number of registered apprentices in Ontario including information about the nature/classification of their work and their sector.

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**Resolution No. 14**  
**Submitted by Local 1334 and OUWCC**

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CUPE Ontario will:

Dedicate resources to identifying the number of Trades per sector as listed by the Colleges of Trades.

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**Resolution No. 15**  
**Submitted by Locals 1334, 3906, Toronto CUPE District Council and OUWCC**

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CUPE Ontario will:

Add the Member Organizing Program as a permanent feature of the Ontario Educational Program every year.

Because:

- The communication failure surrounding the 2013-2014 Organizing Drive of Residence Fellows at Carleton University demonstrates the need to dramatically restructure how CUPE approaches organizing.
- CUPE needs to significantly expand its organizing activities to grow the base of our union and enable precarious and non-unionized workers to benefit from union membership.

- One of the most effective components in a successful organizing drive are workers who are from, and know, the workplace being organized and members need this program to ensure that every organizing drive is successful.

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**Resolution No. 16****Submitted by Toronto District CUPE Council**

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CUPE Ontario will:

Expand existing CUPE courses to make them more accessible to members. It will research and implement measures, including developing online course materials that can be accessible to members who face barriers in accessing current classroom-based courses.

Because:

- CUPE's development and delivery of educational materials and courses should reflect a commitment to accessibility and compliance with the Accessibility for Ontarians with Disabilities Act.
- CUPE members in remote communities, rural communities, and smaller urban centres may face barriers in accessing classroom-based courses.
- Young workers, workers with children, and workers in precarious, short-term seasonal, contract, injured workers, and/or evening and weekend work may face barriers in accessing CUPE courses that require book-off, time off work, or continuous employment during the fall or spring school "term".

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**Resolution No. 17****Submitted by the Pink Triangle Committee**

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CUPE Ontario will:

Provide the necessary resources to the Human Rights and Equality Committees to coordinate the offering of a primer education series targeting CUPE members from equality seeking groups including courseware such as activist training, parliamentary procedures, and Communicating CUPE.

Work with CUPE Councils and Union Development to adapt the delivery of existing education to address the specific environmental and accessibility barriers equality seekers face using established best practices around: safer space, literacy, language barriers, and learning styles. This series will be developed and implemented over the next year.

Because:

- Equality seekers face specific barriers to education and meaningful participation in our union.
- Targeted and accessible educational opportunities will give members the tools necessary to become full participants in our union at the local level, in committees, conferences, and in our communities.
- In the face of the unprecedented attacks on labour from our municipal, provincial, and federal governments, we need equality seeking members mobilizing, resisting, and building momentum in their communities and at all levels of our union.

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**Resolution No. 18**  
**Submitted by OSBCC and SSWCC**

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CUPE Ontario will:

Work with the OSBCC, the SSWCC and the Ontario Federation of Labour (OFL) to ensure money currently targeted to providing adult literacy programs and training for workers with disabilities continues despite the implementation of the Canada Jobs Grant.

Because:

- The Canada Jobs Grant threatens to focus funding on those who are already employable while reducing funding to the province for those who face additional barriers to employment.

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**Resolution No. 19**  
**Submitted by Locals 1334, 3906 and Toronto CUPE District Council and OUWCC**

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CUPE Ontario will:

Fund a research project that examines how post-secondary education in Ontario has moved towards more precarious employment and demonstrates how this shift has impacted education in Ontario.

Because:

- While we have a broad understanding that precarious employment has increased within the university sector over the last 20 years, there is no systematic study that examines how this trend has progressed in Ontario or Canada.
- The rise in precarious employment in all areas of the university, such as the increase of sessional faculties across Ontario, creates structural constraints on the quality of education, the full scope of this impact is not understood.

- A definite research study will support university sector locals in bargaining by enabling them to draw upon province wide trends to reinforce their proposals at the bargaining table.
- A definite research study will provide a tool kit that will enable CUPE Ontario, the OUWCC, and university sector locals to better engage with the wider public and demonstrate how the decline in university education is directly tied to an increase in precarious employment in the university sector.

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**Resolution No. 20**  
**Submitted by OMECC**

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CUPE Ontario will:

Educate our members on the danger of precarious work to the wellbeing of our communities and particularly our youth.

Support worker groups who seek to organize their workplaces.

Support and promote language through bargaining which OMECC develops to strengthen the job security of our collective agreements.

Form alliances with local organizations/educational groups to lobby governments about the need to update existing laws deterring employers from using precarious models of employment (for example part-time or contingent work).

Because:

Precarious work:

- Has a detrimental socio-economic impact on working people everywhere.
- Is the fastest growing employment relationship in Canada, diminishing the standard employment relationship.
- Increases the growing income inequality gap amongst Ontarians.
- Perpetuates the cycle of poverty.
- Undermines workplace health and safety and employment standards legislation.
- Prevents civic participation in communities, sports and recreation, and culture.
- Diminishes a municipal government's ability to offer vital services due to a declining tax base.

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**Resolution No. 21**  
**Submitted by the Racial Justice Committee**

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CUPE Ontario will:

Work with CUPE National to conduct research into the barriers to and reasons behind the under representation of racialized workers in the union's activist base.

Because:

- The demographic make-up of member activists at CUPE conventions and conferences is not representative of the demographic make-up of all dues paying members, a significant proportion of who are racialized workers, women and young workers.
- Part-time, casual and precarious work is a rapidly growing portion of CUPE members, resulting in members holding down multiple jobs – a significant proportion of who are racialized workers, women and young workers.
- CUPE Ontario cannot effectively represent all its members if their voices are not represented in all CUPE forums.

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**Resolution No. 22**  
**Submitted by Toronto CUPE District Council**

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CUPE Ontario will:

Introduce appropriate measures to ensure that every sectoral committee within the Division is representative of the diverse membership of CUPE Ontario.

Use the structure of the CUPE Ontario Women's Committee to ensure that Aboriginal workers, racialized workers, women, workers with disabilities, LGBTQ workers and young workers are represented on the sectoral committee wherever possible.

Because:

- Diversity has not been well represented on sectoral committees.
- The Women's Committee has used a structural change to very successfully represent the diversity within CUPE Ontario.

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**Resolution No. 23**  
**Submitted by the Women's Committee**

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CUPE Ontario will:

Endorse and mobilize CUPE members to participate in the Equal Pay Coalition's campaign to close the gender pay gap.

Develop an activist's tool kit for CUPE members and a public relations strategy to support a coordinated provincial lobby campaign calling on the provincial government to develop a concrete province-wide plan to close Ontario's gender pay gap.

Work with locals to endorse and take action on Equal Pay Day.

Provide book-off time to reinvigorate a campaign to inspire CUPE locals to get involved in the movement for pay equity.

Because:

- Gender pay gap in Ontario is 31 percent (31%) larger for women of colour, young women, Aboriginal women and women living with disabilities.
- Gender pay discrimination can mean a lifetime of lower pay, low retirement income and poverty for women.
- Government austerity budgets are impacting upon pay equity and exacerbating the gender pay gap in Ontario.
- CUPE locals in Ontario must file complaints at the Pay Equity Commission to ensure that employers honour their legal pay equity obligations.
- The movement for pay equity must grow and gain momentum to end gender pay discrimination.
- We need to ensure fairness in wages.

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**Resolution No. 24**  
**Submitted by the Women's Committee**

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CUPE Ontario will:

Work with the Women's Committee to educate and encourage locals to formally adopt the Code of Conduct ensuring that it is respected at union functions.

Work with locals to nurture and sustain women's activism.

Make collective bargaining a key priority on women's issues.

Help locals revitalize women's committees.

Hold workshops for women to be more active politically.

Ensure full participation of women with disabilities, and/or Aboriginal women, racialized women, and/or LGBTI women.

Provide resources for women across the province to make this a priority in our labour movement.

Because:

- The Task Force Report in 2007 was a comprehensive review of the status of women in CUPE which we need to move into concrete action.
- Last year's CUPE Ontario convention adopted the initial resolution and was also in the final Women's Conference report to ensure that women have equal opportunity in the labour movement.
- CUPE Ontario has reached structural equality on its Executive Board and should continue to lead by example at all levels for the women of CUPE in Ontario.

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**Resolution No. 25**  
**Submitted by Ottawa CUPE District Council**

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CUPE Ontario will:

Provide resources to effectively reach out annually to an increasing number of isolated and vulnerable LGBTQ and intersex-identified members of CUPE by means of Pride celebrations and by establishing a visible presence within the regional, county, municipality-side and city events across Ontario.

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**Resolution No. 26**  
**Submitted by Toronto CUPE District Council and the Pink Triangle Committee**

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CUPE Ontario will:

Build and resource a very visible CUPE presence at fourteen (14) Pride celebrations across Ontario during 2014.

Expand our annual participation in local, regional and municipal Pride celebrations to a minimum of twenty-five (25) Prides by the year 2025.

Because:

- An estimated forty-five thousand (45,000) CUPE members across Ontario are LGBTQ-identified but are not fully engaged and often non participants in the union.

- CUPE's most isolated LGBTQ members are increasingly vulnerable and like so many CUPE members, are employed in precarious workplaces.
- Workplace isolation, bullying and violence are on the rise across Ontario despite recent legislative advances enshrining sexual orientation, gender identity and gender expression (SOGI) rights protections in law.
- CUPE Ontario's promotion of positive space and a visible union presence at Prides in centres across Ontario will have unexpected and significant impacts in supporting our most geographically isolated and vulnerable members.

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**Resolution No. 27****Submitted by Toronto CUPE District Council and the Pink Triangle Committee**

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CUPE Ontario will:

Recognize the particular safety needs of members who are trans-identified and promote safe, violence-free spaces at all CUPE Ontario events.

Provide a minimum of one set of centrally-located gender neutral washrooms in all facilities where conferences, schools and conventions are held.

Because:

- Very often, because of how people look, they aren't allowed to use a public washroom.
- Every CUPE member should have the opportunity to use public facilities in peace without being stared at, questioned or asked to leave.
- Despite legislative advances for trans-identified Ontarians, trans and gender non-conforming members of CUPE continue to face discrimination, harassment, violence and sometimes arrest in public washrooms.
- Regardless of gender identity, those people who need assistance need to be able to use the facilities with their family members, friends or attendants.
- It is essential that unions create safer spaces wherever and whenever possible.

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**Resolution No. 28****Submitted by Ottawa CUPE District Council**

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CUPE Ontario will:

Endeavour to provide full and accessible washroom facilities at our conventions, schools and provincial meetings and ensure that each washroom is clearly labeled as a "gender neutral" facility.

Post instructional material both outside and inside all washrooms explaining the need for safe facilities.



Because:

- The need for recognition of the importance of enhancing the health and maintaining the safety of every CUPE member is essential.
- CUPE Ontario views the security of the person as a basic entitlement guaranteed by the Universal Declaration of Human Rights, adopted by the United Nations in 1948.

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**Resolution No. 29**  
**Submitted by the Racial Justice Committee**

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CUPE Ontario will:

Support the Racial Justice Committee in the creation of the Livingstone Holder and Mervis White Award, to be given annually to a Sister and Brother who each demonstrate leadership in:

1. Promoting the engagement of racialized workers in all levels of CUPE activity.
2. Working to remove barriers to full participation in all levels of CUPE activity.

Because:

- This is important work that deserves to be celebrated and recognized.
- The demographic make-up of member activists at CUPE conventions and conferences is not representative of the demographic make-up of all dues paying members, a significant proportion of who are racialized workers, women and young workers.
- CUPE Ontario cannot effectively represent all its members if their voices are not represented in all CUPE forums.

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**Resolution No. 30**  
**Submitted by HCWCC**

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CUPE Ontario will:

Work together with grassroots organizations such as Justicia for Migrant Workers to implement a campaign to demand that the government provide access to full health coverage and due compensation to workers and families for injuries sustained and lives lost.

Work with CUPE members to raise awareness about conditions faced by migrant workers and develop support systems when injured migrant workers are in need of solidarity.

Because:

- The Ontario government ended health care coverage for two migrant farm workers, Kenroy Williams and Denville Clarke, who were seriously injured in a car accident along with seven others while being driven by their employer.
- Migrant workers are seen as an easily replaceable pool of labour that can be deported and replaced by others when injured or killed rather than given access to social services that they help fund.
- Due to the exploitative nature and disabling conditions of migrant labour in Ontario, migrant workers are at a greater risk of injuries.
- The Ontario government's stance on denying health coverage to injured migrant workers while they have been injured working here in Ontario and have paid deductions into government programs is deeply unethical and shameful.
- An injury to one is an injury to all.

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**Resolution No. 31**  
**Submitted by Local 1750**

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CUPE Ontario will:

Actively support a provincial campaign to achieve compulsory Ontario Workplace Safety and Insurance Board (WSIB) coverage for all workplaces.

Because:

- The WSIB has fallen behind the rest of Canada with the least amount of workplaces covered and the most underfunded Workers Compensation system in Canada.
- Nearly thirty 30 per cent (30%) of the workforce representing over 1.8 million workers is not covered under the Workplace Safety & Insurance Act (WSIA) making them the most vulnerable.
- According to a report commissioned by the WSIB, if all industry sectors and workers are covered, the system would be better funded and able to extend more services to help injured workers.
- WSIB coverage should be expanded because 100 percent (100%) of Ontario's workers deserve no fault compensation for workplace injuries, illnesses and fatalities.

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**Resolution No. 32**  
**Submitted by Local 2204 and Ottawa CUPE District Council**

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CUPE Ontario will:

Work with affiliates and community allies to create labour-community coalitions to fight back against austerity and to struggle for an expanded CPP/QPP, better public

services, tax reform, electoral reform and greater public ownership.

Work with affiliates and community allies to organize rallies, demonstrations and industrial action in opposition to the Harper agenda of cutbacks for working people and giveaways for the rich and powerful.

Because:

- The federal government is attacking the rights and living standards of working people while bestowing ever increasing advantages to their wealthy and powerful friends.
- It will be through the combined power of workers and allies that we will collectively force this right wing government to cease their attacks.

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**Resolution No. 33**  
**Submitted by OMECC**

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CUPE Ontario will:

Ask the federal government not to stand in the way of the provisions of the Canada Pension Plan (CPP) legislation, which states that two thirds of the provinces representing two thirds of the Canadian population can approve amendments to the plan.

Refuse any delay or limits on when improvements will come into effect or who will have access to improved CPP.

Work with CUPE locals, allies in our communities, and our municipal councils to have resolutions passed in support of expanding the CPP.

CUPE activists will engage our members and the broader public to educate them and promote the CPP.

Because.

- The Canadian Labour Congress's (CLC's) proposal to double CPP benefits will ensure a better minimum pension for all Canadians. The CPP replacement rate would double from 25 per cent (25%) to 50 per cent (50%), which would push maximum payments to twenty-four thousand (\$24,000) per year and average payments to twelve thousand six hundred (\$12,600) per year.
- We believe that all Canadians have the right to a living wage.

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**Resolution No. 34**  
**Submitted by the Executive Board**

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CUPE Ontario will:

Support an Ontario Pension Plan (OPP) only if it is a universal, defined benefit model that could, in future, be rolled into the Canada Pension Plan (CPP).

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

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

Secure resources from CUPE National to make real, in Ontario, the goal of all CUPE members having access to workplace pension plans by 2018.

Because:

- Defined benefit pension plans provide the best retirement security for workers and spread risk more fairly than defined contribution or target benefit plans.
- CUPE believes that all people should be able to retire in dignity and a national plan with defined benefits, such as the CPP, is the best way to achieve that goal.
- The Ontario Liberal government is considering creating its own provincial plan, but has not committed to making it fully public, universal or defined-benefit.
- The Hudak Conservatives want to convert defined benefit pensions to less reliable, defined contribution plans, especially for new and young workers, disproportionately affecting racialized workers, women and young workers.

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**Resolution No. 35**  
**Submitted by Local 79**

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CUPE Ontario will:

Make Constitutional Amendment(s) to the CUPE Ontario Constitution establishing a procedure to deal with raiding between CUPE locals (affiliated to CUPE Ontario) to include:

1. A procedure of how to notify the President of CUPE Ontario of the circumstances where a CUPE local believes that another CUPE local is conducting a raid against its members.
2. An investigation protocol when allegations are made.

3. Procedures to provide CUPE Ontario and its governing bodies with subsequent actions to follow as a result of an investigation up to and including sanctions against the CUPE local found to be raiding against another CUPE local.
4. CUPE Ontario will also provide a similar recommended Constitutional Amendment to CUPE National regarding procedures to be followed for alleged raiding between CUPE locals to be considered at the next National Convention.

Because:

- CUPE Ontario's objectives are to "advance the efficiency of public employees generally and the labour movement as a whole".
- Raiding injures the solidarity between public employees and CUPE members in particular.
- The CUPE Ontario and CUPE National Constitutions do not currently have a mechanism to deal with the damaging practice of raiding between CUPE locals.

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**Resolution No. 36**  
**Submitted by Local 79**

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CUPE Ontario will:

Make a Constitutional Amendment to the CUPE Ontario Division Constitution establishing the principle to stop raiding between CUPE Locals (affiliated to CUPE Ontario).

Add an amendment to the Constitution under Article 2 such that a new section is added:

"Each affiliate respects the established collective bargaining relationships of every other affiliate. No affiliate will try to organize or represent employees who have an established bargaining relationship with another affiliate or otherwise seek to disrupt the relationship".

"No affiliate shall agree or collude with an employer or use economic pressure to seek work for its members that is already being done by another affiliate, except with the consent of that affiliate."

CUPE Ontario will provide a similar recommended Constitutional Amendment to CUPE National re: principles to stop raiding between CUPE locals to be considered at the next National Convention.

Because:

- CUPE Ontario's objectives are to "advance the efficiency of public employees generally and the labour movement as a whole".
- Raiding injures the solidarity between public employees and CUPE members in particular.
- The Constitutions of CUPE Ontario and CUPE National do not specify principles concerning the negative practice of raiding between CUPE locals.

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**Resolution No. 37**

**Submitted by Locals 66, 151, 831, 966, 1295, 1483, 1628, 2544, 4207, 5200, Eastern Great Lakes District CUPE Council, Halton District CUPE Council, Niagara District CUPE Council and Peel District CUPE Council**

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CUPE Ontario will:

Lobby CUPE National up to and including submitting a resolution at the 2015 National Convention to eliminate the waiting period and to receive strike pay from the first day of a strike.

Because:

- In today's more challenging economic times CUPE members need to stand up to protect their public services up to and including strike action.
- The waiting period of ten (10) days during a strike or a lockout must be eliminated and that strike pay must be initiated from day one (1) of the strike.
- CUPE members must be able to support their families while on strike and deserve dignity and respect while striking to protect their wages, benefits, job security and defend their public services.

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**Resolution No. 38**

**Submitted by Local 1182, Sudbury & District CUPE Council**

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CUPE Ontario will:

Lobby CUPE National up to and including submitting a resolution at the 2015 National Convention to eliminate the waiting period and to receive strike pay from the first day of a strike.

Because:

- In today's more challenging economic times CUPE members need to stand up to protect their public services up to and including strike action.
- CUPE members need to be able to support their families while on strike and also deserve dignity and respect while striking or being locked out to protect their

wages, benefits, job security and defend public services.

- The waiting period of fourteen (14) days is a deterrent to members not to vote for strike action.
- The current fourteen (14) day waiting period currently exempts those on rotating strikes from benefiting from any strike pay.

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**Resolution No. 39**

**Submitted by Local 1182, North Bay & District CUPE Council, Sudbury & District CUPE Council**

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CUPE Ontario will:

Lobby CUPE National and submit a resolution at the next National convention (2015) to amend the CUPE Constitution to allow locals who are currently on a payment plan and are currently making payments on per capita arrears and/or interest and keeping current per capita up to date, be allowed all rights and privileges to representation at the National Convention or any Convention/function at any other level of the union.

Because:

- A local who has a repayment plan established with CUPE National and are paying current per capita, arrears and interest are being disadvantaged by the current Constitution Article 6.7 Arrears.
- Currently locals who have past arrears are not allowed to attend National Convention/functions or to affiliate to provincial bodies until arrears have been paid in full.

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**Resolution No. 40**

**Submitted by Toronto CUPE District Council**

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CUPE Ontario will:

Take measures to demonstrate the budget process, allowing input from members at the convention to vote on budget issues.

Work toward a more participatory budget process by engaging CUPE members who attend the pre-convention leadership meetings on key budget items for the coming year.

Because:

- Currently CUPE delegates to convention only see a Ways and Means report at Convention, put together by those delegates who are 'chosen' to sit on the committee.

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**Resolution No. 41**  
**Submitted by the Racial Justice Committee**

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CUPE Ontario will:

Develop and then implement a new financial policy that clearly identifies and outlines a fair method for part-time and casual members, reliant on multiple forms of precarious work, to fully participate as CUPE activists without suffering financial loss.

Because:

- Part-time, casual and precarious work is a rapidly growing portion of CUPE members – a significant proportion of who are racialized workers, women and young workers.
- These workers often hold down multiple jobs creating the need to choose between financial loss and union participation – a significant barrier to participation.
- It is critical to union solidarity that all our members are engaged and represented in the work of the union.
- CUPE Ontario cannot effectively represent all its members if their voices are not represented in all CUPE forums.

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**Resolution No. 42**  
**Submitted by the Executive Board**

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CUPE Ontario will:

Spend the 2014/15 fiscal year to determine the necessary steps required to change the fiscal year end.

Ensure that CUPE Ontario's Secretary-Treasurer reports regularly on those steps to the Finance committee and Executive Board throughout the fiscal year.

Bring a Constitutional Amendment, if feasible, to the next convention with a recommendation to change the fiscal year calendar.

Make every effort to ensure that such change be as seamless as possible for locals and staff.

Because:

- Trustees have consistently recommended action on changing the fiscal year end.
- Closing the fiscal year end in time for convention causes time constraints on CUPE Ontario staff, trustees and external auditors.



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**Resolution No. 43**  
**Submitted by Locals 793 and 1393**

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CUPE Ontario will:

Lobby CUPE National to establish a Trades sector, for awareness/recognition of diversified skills, traditional roots of trades at CUPE sanctioned events, meetings, training, conferences, conventions and establish an Ontario Trades sector.

Lobby for the importance of professional trades and their diverse skills, knowledge and experience in emergencies and daily work challenges.

Provide the Trades sector with same resources, benefits and representation that all other CUPE sectors have access to so that dignity and respect for future apprenticeships can survive and not face extinction.

Because:

- Canada's future depends on trades as they represent the roots and backbone.
- Trades workers are an important part of Canada's public service sector.
- The current economic crisis results in the daily increased attack on public service workers and their collective agreements.
- It was made clear at the 2013 Niagara Falls Trades Conference that a Trades sector was overdue and a commitment was made by the chair to secure a sector.
- Trades workers are continually under pressure from employers and non-union contractors that seem to be cheaper solutions to skilled, educated journey people.
- Trades workers require strong labor reinforcement with the ability to encompass political action to represent the interests of union members and workers Canada wide.

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**Resolution No. 44**  
**Submitted by SSWCC**

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CUPE Ontario will:

Continue to Support the Raise the Rates campaign working with the Ontario Coalition Against Poverty (OCAP).

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 OCAP 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.

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**Resolution No. 45**  
**Submitted by SSWCC**

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CUPE Ontario will:

Support the 2014 Social Services Integrated Campaign to:

1. Develop coordinated province-wide political action to put pressure on the provincial government to increase funding to social services that keep communities safe and healthy.
2. Coordinate with CUPE Ontario equity-seeking committees to integrate an equality analysis and coordinated equality objectives into the sector's campaign work.
3. Continue to defend and advocate for union and workers rights and services through local and coordinated provincial campaigns that engage CUPE members and allies in political action and which develop CUPE members as activists and leaders.
4. Identify ways to develop and encourage social services locals and members to become more active in the provincial campaign work of the sector, integrating the Stand Up for Fairness project into coordinated bargaining and political action campaigns.

Because:

The social services sector continues to experience cuts to staffing and services as a result of provincial government underfunding and it is imperative that CUPE locals build our power to defend social services and jobs.

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**Resolution No. 46**  
**Submitted by SSWCC**

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CUPE Ontario will:

Develop a strategic plan for CUPE locals in the developmental services sector to put pressure on the provincial government to implement key recommendations from the Select Committee on Developmental Services as well as the Ombudsman's report that address the need for increased government funding and support for developmental services. The plan should include outreach to families of supported individuals to review and assess the recommendations and engage families in political action. CUPE locals will share the Select Committee's recommendations with members and develop a plan to engage members in a series of coordinated actions, including pressure through coordinated bargaining, to put pressure on the provincial government to improve funding to developmental services.

Because:

- The developmental services sector is in crisis with cuts to staff resulting in cuts to services and programs, twenty three thousand (23,000) families on waitlists for supports and increasingly precarious working conditions with a majority of workers in the sector now part-time, low paid with few or no benefits.
- The Government of Ontario must take seriously the recommendations of the Select Committee and be held accountable for providing quality services and supports for people with developmental disabilities and good jobs for developmental services workers.

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**Resolution No. 47**  
**Submitted by SSWCC**

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CUPE Ontario will:

Develop a strategic plan to put pressure on the provincial government and the Ministry of Children and Youth Services (MCYS) to ensure that key recommendations from the recent Jeffery Baldwin inquest and past inquests are implemented, particularly those resolutions that address Ministry funding for child welfare, workload, worker safety, and the importance of equipping workers with the tools necessary to provide quality services. The strategic plan will involve CUPE members in the Children's Aid Society (CAS) sector in a political action strategy to increase pressure on the Ministry to take seriously the Coroner's jury recommendations.

Because:

- Successive Coroner's jury inquests have made recommendations that are important to keeping children and youth safe.

- The MCYS must be held accountable when inquest recommendations that would improve the overall system are ignored

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**Resolution No. 48****Submitted by Local 2204 and Ottawa CUPE District Council**

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CUPE Ontario will:

Demand the government take immediate action to:

1. Invest in the expansion of a public, not-for-profit, and universal child care system for children ages 0-12.
2. Demand a moratorium on new licensing of corporate for-profit multinational child care companies.
3. Create a system of accountability and licensing measures to ensure that children are safe and in enriched early learning and care environments.
4. Ensure child care workers are compensated fairly for their valuable work.
5. Address accessibility for families by immediately reducing child care fees and investing in a universal system without compromising quality.
6. Work with affiliates, coalition partners and child care allies to create a strong voice for a progressive universal child care system across the country.

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**Resolution No. 49****Submitted by Local 2204 and Ottawa CUPE District Council**

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CUPE Ontario will:

Continue to support the Rethink Child Care campaign.

Make child care a priority in federal elections.

Work with allies to further develop child care policy and support the Child Care 2020 conference in 2014.

Oppose income splitting and other individual, private funding solutions that don't provide much needed services for working families.

Support principles of universality and public delivery and oppose both the growth of for-profit, big box child care and continued reliance on unregulated - sometimes dangerous - private arrangements.

Develop tools for affiliates to engage members to make workplace gains on work-life balance and discrimination based on family status.

Because:

- CUPE Ontario believes that access to flexible, affordable high quality child care options will help families balance work and family life, promote women's equality and stimulate the economy.

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**Resolution No. 50**  
**Submitted by OSBCC and SSWCC**

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CUPE Ontario will:

Lobby the provincial government for a hard cap of no more than thirty children in each full day kindergarten class across the province.

Lobby for ongoing funding for the position of an Itinerant/Resource Early Childhood Educator to be assigned to and work with a family of schools to support, facilitate and assist in the delivery of the full day kindergarten program in all school boards. Such position would be part of the bargaining unit representing Early Childhood Educators.

Because:

- The failure to provide a hard cap for students affects the quality of learning for children.
- The additional support for Early Childhood Educators is a best practice and ensures Early Childhood Educators are being supported to work as true partners in the delivery of the program.

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**Resolution No. 51**  
**Submitted by SSWCC**

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CUPE Ontario will:

Continue to support child care members, advocates and allies in fighting the proposed regulation changes that make significant changes to child care regulations that are closely linked to quality for young children and working conditions for staff.

Because:

- Quality for the youngest children—infants and toddlers—is the main concern. The proposal is to substantially increase both the number of children cared for by one adult (ratio) and the size of the group with whom the children spend most of their day with (group size).
- Research shows that high staff-to-child ratios and low group sizes are key to high quality in child care, especially for infants and toddlers. Research also shows that the ratios and group sizes now proposed by the Ontario government are

substantially below acceptable minimum levels that benefit children and provide environments that support and value staff.

- Another concern is that loosening child care regulations in Ontario may act as a magnet for corporate big box child care operators to set up, as has occurred in other low-regulation countries.

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**Resolution No. 52**  
**Submitted by the Women's Committee**

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CUPE Ontario will:

Support the Women's Committee to work with district councils to organize Women's Vote events in targeted ridings to raise awareness of critical election issues that affect women and their families and increase electoral participation.

Because:

- Cuts to public services have a disproportionate effect on the lives of women.
- Engaging in electoral politics is critical to the future of public services and union rights.
- Polling shows that when women and union members vote, a higher proportion vote for governments that promise to invest in public services.
- Ontario needs more women involved in electoral politics at all levels.

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**Resolution No. 53**  
**Submitted by OSBCC, SSWCC**

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CUPE Ontario will:

Provide a written report back to locals regarding the implementation of the motion passed at the CUPE National Convention in Vancouver 2011 which provided for CUPE representation of members facing discipline before their professional college.

Because:

- Early Childhood Educators and other CUPE members have to belong to these professional colleges as a condition of employment.
- Such members may be cleared of discipline by their employer yet still be disciplined by their college.
- When organizing Early Childhood Educators across the province, CUPE is disadvantaged when competing unions can guarantee representation in such cases.

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**Resolution No. 54**  
**Submitted by OMECC**

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CUPE Ontario will:

Work within our locals and with allies to take a more activist approach in our communities and at the bargaining table, which gives members more power and influence.

Participate in municipal government and local Councils including activities such as continually lobbying, and communicating outcomes from council.

Broadly celebrate our successes by communicating to members, the public and elected officials.

Because:

- The municipal membership is constantly under attack by all levels of government.
- Educating and mobilizing our members is key to defending our members' work and the services they provide.
- CUPE's members are stronger when we stand united.

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**Resolution No. 55**  
**Submitted by OMECC**

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CUPE Ontario will:

Provide financial support when able.

Encourage locals to pool and share resources amongst each other.

Ensure that every CUPE picket line is held solid, strong, and supported.

Because:

- The municipal membership is constantly under attack by all levels of government.
- Our sisters and brothers of Local 4616 in Bonfield have been on strike since August 1, 2013 and we anticipate this situation will repeat itself within our sector.
- CUPE municipal locals need to work together on a coordinated and comprehensive approach.
- CUPE members understand that an injury to one is an injury to all, but equally, when we have victories, we celebrate them together.
- The Association of Municipalities of Ontario (AMO) promotes within its membership a coordinated approach to undermine our members' historic gains at the table.
- CUPE's members are stronger when we stand united.

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**Resolution No. 56**  
**Submitted by the Racial Justice Committee**

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CUPE Ontario will:

Adopt and promote a policy that all CUPE members who pay union dues and are members in good standing, have the right to full participation in all union activities, including run for elected positions.

Because:

- Some policies by their very nature present systemic barriers to participation and inclusion in elections, conference and convention participation.
- The demographic make-up of member activists at CUPE conventions and conferences is not representative of the demographic make-up of all dues paying members, a significant proportion of who are racialized workers, women and young workers.
- Part-time, casual and precarious work is a rapidly growing portion of CUPE members, resulting in members holding down multiple jobs – a significant proportion of who are racialized workers, women and young workers.
- CUPE Ontario cannot effectively represent all its members if their voices are not represented in all CUPE forums.

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**Resolution No. 57**  
**Submitted by Local 1334 and OUWCC**

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CUPE Ontario will:

Demand that access to incentive funding for apprenticeship programs will include all public sector employers.

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**Resolution No. 58**  
**Submitted by the Trades Committee**

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CUPE Ontario will:

Lobby the provincial government to establish a dedicated envelope of funds to create trades apprenticeship programs at all workplaces which are direct recipients of provincial government transfer funding.

Because:

- Trades within Ontario, and Canada as a whole, are dwindling and aging quickly and a new influx of younger qualified tradespersons is urgently needed.



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**Resolution No. 59**  
**Submitted by the Trades Committee**

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CUPE Ontario will:

Lobby and negotiate with the provincial government to:

1. Reduce and limit the percentage of provincial funding used for contracting out of maintenance and trades services and increase in-house, unionized, staffing levels through those savings.
2. Require all government and provincial transfer agency employers to offer overtime before contracting any services currently performed by existing trades staff.
3. Ensure existing employees have right of first refusal before contracting out of any of those services.
4. Require employers to give full transparency of costs of any contracted out services to the local union.
5. Ensure that where contracting out does occur, such work is performed by qualified and certified, unionized workers.
6. Ensure that where contracting out is taking place, management is held liable for the quality and standard of work and rules as established in legislation and regulations.
7. Establish a dedicated and protected fund at each provincial government and/or provincial transfer agency workplace to protect and increase wage rates for Trades persons to ensure they do not fall below wage rates for comparative trades in the private sector.

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**Resolution No. 60**  
**Submitted by Local 3906**

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CUPE Ontario will:

Work with the Canadian Labour Congress (CLC) and CUPE National to call on the World Trade Organization (WTO) to recognize a failure to uphold Core Labour Standards as an actionable item for trade sanctions to at least the same extent as would be the case for dumping.

Because:

- Core Labour Standards (as defined by the International Labour Organization's Declaration of the Fundamental Principles and Rights at Work) are recognized by the Universal Declaration of Human Rights and thus constitute a point of customary international law.
- Dumping (the exporting of a product at a lower price than is charged on the home market) is already considered reasonable grounds for trade sanctions under WTO rules, but there is no recourse against the "social dumping" that the failure to uphold Core Labour Standards represents.
- Since anti-dumping actions are subject to reasonable limitations under WTO rules, treating a failure to uphold the Core Labour Standards in the same way would negate the premise of the WTO's 1996 decision to deny countries the right to react against illegal labour practices on grounds that this might allow unwarranted protectionist actions.

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**Resolution No. 61**  
**Submitted by Toronto CUPE District Council**

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CUPE Ontario will:

Develop a program to advance labour's own independent program, holding all political parties accountable for their actions during and between elections.

This program will include the following:

Expanding

- Social assistance based on a guaranteed annual income
- Affordable housing
- Universally accessible health care
- A fixed CPP set at least ten thousand dollars (\$10,000) above the official poverty line
- Public transit infrastructure

Introducing universal

- Child care
- Home care
- Dental care
- Pharamacare

Shift the burden of taxation back to corporations and wealthy Ontarians and fighting for a liveable wage for all workers.

Because:

- Public service investment will build productive capacity and stimulate economic recovery.

- The working class needs to find ways to go on the offensive to safeguard our social safety net.
- The labour movement should be the leading voice for workers across this province.

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**Resolution No. 62**  
**Submitted by OCHU**

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CUPE Ontario will make the defeat of the provincial Progressive Conservative (PC) Party in the coming provincial election its top political priority.

Because:

- The Tim Hudak PCs are promising to privatize public services, lay off public sector workers, cut public sector services, attack free collective bargaining, impose wage freezes and undermine trade unions.
- These will seriously hurt working people and CUPE members in particular.
- These are by far the biggest and most serious threats we face.

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**Resolution No. 63**  
**Submitted by the Executive Board**

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CUPE Ontario will:

Campaign to defend the public delivery of public services from any further attempts, by any provincial government, to introduce competitive bidding or for-profit provision of public services.

Continue the fight to end competitive bidding and the for-profit provision of public services currently impacting CUPE members like Personal Support Workers (PSWs).

Take all steps necessary to resist any legislative attacks on CUPE members' collective bargaining protections, like job security, seniority and job posting provisions that impede contracting out and competitive bidding.

Because:

- The Ontario PC Party has promised, if elected, to allow private companies to bid on the provision of public services.
- The Ontario PCs recently introduced a Private Members' Bill mandating almost all public services, provided by CUPE members, be opened up to for-profit provision and competitive bidding.
- The Ontario PC Party has vowed to eliminate tens of thousands of public sector jobs if elected.

- The Ontario PCs are also campaigning against collective bargaining language, like job posting and seniority protections that prevent the increased use of competition in the provision of public services.

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**Resolution No. 64****Submitted by Local 2204 and Ottawa CUPE District Council**

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CUPE Ontario will:

Work with the OFL and postal unions and organizations representing seniors and people with disabilities to support a plan of action to save Canada Post.

Because:

- Canada Post and the Conservatives are taking an axe to long-treasured postal services – killing good jobs, eliminating door-to-door delivery, closing post offices and drastically increasing postage rates.
- The plan calls for six thousand (6,000) to eight thousand (8,000) postal jobs to be destroyed, including two thousand (2,000) to three thousand (3,000) in Ontario, and five million (5,000,000) households to lose door-to-door delivery over the next five (5) years.
- These unnecessary cuts will hurt seniors and people with disabilities in particular.
- Canada Post barely held any consultations, effectively eliminating any opportunity for input from the people who will be most affected.
- Canada Post offers an important public service that needs to be protected.

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**Resolution No. 65****Submitted by HCWCC**

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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.

Provide continuity of care for clients and stabilize the high staff turnover.

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.

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**Resolution No. 66**  
**Submitted by HCWCC**

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CUPE Ontario will:

Continue to work with CUPE National, OCHU and HCWCC to fight for a strong federal role in health care and a new Health Accord that includes:

1. Stable and sufficient federal funding, including – at minimum – the 6 per cent (6%) escalator.
2. Enforcement of the Canada Health Act and closing of gaps in monitoring and reporting.
3. A national continuing care program, covering long term care facilities, home and community care.
4. A national strategy to reduce health care associated infections.
5. A national pharmacare program.
6. New and expanded community health centres.

Because:

- The Health Accord expired on March 31 2014.
- The Harper Conservatives' cuts to federal health care funding will mean \$36 billion less over 10 years and an impact of \$8.2 billion in Ontario.
- The federal government is ignoring Canada Health Act violations and encouraging health care privatization.
- Medicare should include seniors care, home care, pharmacare and primary health care.
- Canada has the second highest rate of health care associated infections among high-income countries, yet we have no national strategy to reduce infections.

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**Resolution No. 67**  
**Submitted by HCWCC**

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CUPE Ontario will:

Continue to support and resource the Time to Care Campaign through the HCWCC, working in collaboration with OCHU to ensure that a minimum of 4 hours of hands-on care per resident in long term care (LTC) per day is made the law.

Because:

- Care has been downloaded onto LTC facilities as hospital beds have been closed.
- Since 1992, the complexity of care needs of Ontario's long term care residents - the majority of who are eighty-five (85) years of age or older - has increased significantly.
- 73 per cent (73%) of residents have some form of Alzheimer's or dementia and most need help with feeding, bathing, toileting and getting out of bed.
- Ontario funds long term care at a lower level than just about any other Canadian province.
- Front line staff in the sector are overworked, working short-staffed, 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 residents we care for and front line workers can't wait any longer.

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**Resolution No. 68**  
**Submitted by OCHU**

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CUPE Ontario will:

Work with OCHU and HCWCC to increase wages and working conditions, pensions, benefits and hours of work for Personal Support Workers (PSWs) and nurses in the home care sector to equal those in the hospital and long term care (LTC) sectors.

Because:

- The government and corporations have used the privatization to drive wages, working conditions, and unionization in home care to levels far below those in hospitals and long term care.
- In home care wages are twelve dollars and fifty cents (\$12.50) per hour, most PSWs are forced to work casual hours, and benefits and pensions are low or non-existent.
- The government is moving work from hospitals and long term care to home care.

- Home care needs to be supported and strengthened, but this can only be done on the basis of decent jobs and high quality care, not cheap labour.

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**Resolution No. 69**  
**Submitted by OCHU**

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CUPE Ontario will:

Work with OCHU, HCWCC and the Ontario Health Coalition (OHC) to ensure a minimum average of four (4) hours of care per resident per day in long term care (LTC) facilities and adequate access to LTC beds.

Support OCHU's release of its focus group study of long term caregivers in the fall of 2014.

Because:

- There is a long waiting list for LTC beds in Ontario and the Ontario government has changed the criteria for access to LTC to make it impossible for many elderly to even get on the LTC wait list.
- The acuity of the patients in LTC facilities has risen dramatically in Ontario and they need much more care.
- Employers that are not required to hire more staff often do not and instead find ways to use extra funding for other purposes.
- Ontario nursing homes provide one hour less care per resident per day than the Canadian average.

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**Resolution No. 70**  
**Submitted by OCHU**

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CUPE Ontario will:

Support the campaign of the OCHU/CUPE and the Ontario Health Coalition (OHC) to stop the transfer of surgeries and other hospital work to private clinics.

Because:

- Private clinics have a proven track record of introducing illegal user fees for medically necessary health care.
- Research shows that private, for-profit hospitals have higher death rates.
- Unlike public hospitals, private clinics have no recourse but to call 911 when emergencies arise and this delays treatment in life and death circumstances.
- This form of privatization is designed to reduce unionization and wages in the health care field.

- This transfer will threaten the viability of hospitals, especially small and rural hospitals and help to dismantle Medicare.

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**Resolution No. 71**  
**Submitted by OCHU**

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CUPE Ontario will:

Support the work of the OCHU and the Ontario Health Coalition (OHC) to stop the cuts to the quality of hospital care.

Because:

- The auditor-general has estimated that the population aging, population growth, inflation, and increased demand are driving up the cost of health care 6 percent (6%) per year, while the Ontario government has frozen core hospital funding for three years and plans many more years of this.
- This requires hospitals to do more with less, driving down the quality of care in hospitals every year and sending the elderly home without care.
- Ontario hospitals have cut the number of nursing hours per patient by over two hours in just a few years.
- Ontario hospitals now provides six point one (6.1) hours less nursing care per patient than the Canadian average and the number of nursing errors are significantly higher in Ontario than across Canada.
- After years of cuts, 38 percent (38%) of Canadian infection-control experts believe hospitals are already too dirty to prevent the spread of superbugs.

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**Resolution No. 72**  
**Submitted by OSBCC and SSWCC**

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CUPE Ontario will:

Lobby the Provincial Ministry of Citizenship and Immigration, and through CUPE National and the federal government, to cease referral of immigrants from English speaking countries to English as a Second Language classes as a pre-requisite for writing the citizenship test.

Because:

- Such practice treats the English spoken in areas such as the Caribbean, Africa and Southeast Asia as a dialect making the pre-requisite discriminatory.



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**Resolution No. 73****Submitted by the Health & Safety Committee and the Executive Board**

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CUPE Ontario will:

Demand that the provincial government, in full consultation with the education workers (elementary, secondary, post secondary), create, develop and implement comprehensive health and safety regulations for the education sector.

Demand the establishment of a Section 21 committee, as prescribed by the OHSA, for the education sector to have a voice with the Minister of Labour (MOL) to deal with health and safety issues pertaining to education workers in Ontario.

Because:

- The MOL inspectors have no regulation for the education sector to support the Occupational Health and Safety Act and are limited in their ability to enforce the Act.
- Section 21 committee would create a communication directly to the MOL to raise health and safety issue in the education sector.

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**Resolution No. 74****Submitted by Locals 1334, 3906, Toronto District CUPE Council and OUWCC**

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CUPE Ontario will:

Fund a public awareness campaign titled "Our working conditions are Ontario's learning conditions" that links all precarious employment in the university sector, increasing workload without any increase in compensation, rising tuition rates, student debt levels, mental and physical health issues, and increasing class sizes to the declining learning environment in Ontario.

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**Resolution No. 75****Submitted by HCWCC**

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CUPE Ontario will:

Provide financial and staff resources and coordination to assist locals and CUPE councils to mobilize members, raise awareness of the importance and history of May Day and to work with other labour unions and community based grass roots groups engaged in May Day 2015 mobilizing efforts.

Support and work with CUPE locals, councils and members activists to build toward strike votes in support of a General Strike on May Day 2015.

Submit an emergency resolution to the Ontario Federation of Labour (OFL) to put forward the demand for a general strike and coordinated industrial action for all labour unions in Ontario on May Day 2015.

Because:

- Working people from every walk of life are under attack from the right-wing austerity agenda.
- Public programs and services such as health care that we deliver and rely on and the communities in which we live are under attack.
- People fought for the rights and dignities we enjoy today and these historic gains we have won through militant labour action are being rolled back.
- Shutting down an economic system that exploits our labour for profit demonstrates the power of the working class and builds towards a sustained fight back against austerity.

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**Resolution No. 76****Submitted by the Health & Safety Committee and the Executive Board**

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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.

# CONSTITUTIONAL AMENDMENTS

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## Constitutional Amendment No. 1 Submitted by Local 1764 and CACO

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CUPE Ontario will:

Change the current language:

### ARTICLE 4 CONVENTIONS

- 4e) Local unions having less than one hundred (100) full-time members or equivalent (as determined in accordance with the formula set out in Article 9(a) for the payment of per capita tax on part time members) may make application to the Executive Board for transportation and registration fee subsidization to assist in their sending of a delegate to the Division Convention, and the Executive Board is empowered to act thereon.

To be amended as follows:

- 4e) Local unions having less than one hundred (100) full-time members ~~or equivalent (as determined in accordance with the formula set out in Article 9(a) for the payment of per capita tax on part time members)~~ may make application to the Executive Board for transportation and registration fee subsidization to assist in their sending of a delegate to the Division Convention **or sector conference**, and the Executive Board is empowered to act thereon.

Because:

This will increase opportunities for locals to be able to send their members to Division Conventions and sector conferences.

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## Constitutional Amendment No. 2 Submitted by 1339 and 9126

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CUPE Ontario will:

Amend the Constitution as follows:

### ARTICLE 5 COMPOSITION OF EXECUTIVE BOARD AND TRUSTEES

- 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 to include a minimum of one Northern Representative** elected to the Board.

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**Constitutional Amendment No. 3**  
**Submitted by Local 3906**

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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, one (1) Diversity Vice-President Women's chosen by the Women's 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, Women,** 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, the Diversity Vice-President Women's, 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, the Diversity Vice-President Women's, 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, the Diversity Vice-President Women's, 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, the Diversity President Women's, 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, the Diversity Vice-President Women's, 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.**
  - g) the Women's Committee for the Diversity Vice President Women's.**
  - f) the Workers with Disabilities Committee for the Diversity Vice-President Workers with Disabilities.**

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**Constitutional Amendment No. 4**  
**Submitted by Locals 1295, 1334, 2316, OUWCC**

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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, one (1) Diversity Vice-President Women's chosen by the Women's 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, Women,** 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, the Diversity President Women's, 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, the Diversity President Women's, 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, the Diversity President Women's, 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, the Diversity President Women's, 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, the Diversity Vice-President Women's, 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.**
- g) the Women's Committee for the Diversity Vice President Women's.**
- f) 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, Diversity Vice-President Women's, 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, the Diversity Vice-President Women's, 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 positions for Diversity Vice Presidents for Young Workers, Women and Workers with Disabilities would allow CUPE Ontario to be in line with affiliates, the Ontario Federation of Labour (OFL) and a number of social justice groups.
- This is the next step towards building a stronger, more inclusive CUPE Ontario.
- This will allow CUPE Ontario to incorporate the diversity of its membership from each of the equity seeking groups.

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#### **Constitutional Amendment No. 5**

**Submitted by Locals 87, 4914, 4923, Toronto CUPE District Council, Pink Triangle Committee, Women's Committee, Workers with Disabilities Committee, Young Workers Committee**

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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, one (1) Diversity Vice-President Women's chosen by the Women's 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, Women**, 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, the Diversity President Women's, 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, the Diversity President Women's, 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, the Diversity President Women's, 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, the Diversity President Women's, 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, the Diversity Vice-President Women's, 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.

g) the Women's Committee for the Diversity Vice President Women's.

f) 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, Diversity Vice-President Women's, 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, the Diversity Vice-President Women's, 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:

- Unions are under attack. We need to extend our ranks. Designated DVP seats are a mechanism to achieve consistent representation of groups that may be marginalized or excluded in our movement. We can grow our movement by including those who have been excluded.
- CUPE Ontario has six (6) Equality Committees; three (3) have DVP seats on the Executive Board. We need to bring equity to all our Equality Committees by creating designated seats within our governance structure. This amendment will ensure that people with the specific skills, insights and experiences related to those roles will fill these seats on an ongoing basis.
- Diverse groups have been inconsistently reflected on the Executive Board. Designated DVP seats ensure that Racialized, Aboriginal and LGBTQ issues are consistently represented by an experienced member of that community. Workers with Disabilities, Young Workers and Women need the same ability to coordinate overarching work for their communities within CUPE Ontario. We need to support consistent representation of our equality groups.

- CUPE's Equality Statement states that "CUPE's policies and practices must reflect our commitment to equality". This motion ensures that Workers with Disabilities, Young Workers and Women share the same equality as Racialized, Aboriginal, LGBTQ and Northern workers on the Executive Board. We need equitable representation for all of our equality groups.

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**Constitutional Amendment No. 6**  
**Submitted by the Executive Board**

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CUPE Ontario will:

1. Amend Article 8 (e) 3 by adding an 8 (e) 3.c that reads as follows:

"There shall be six (6) Committees consisting of the Pink Triangle Committee, the Workers with Disabilities Committee, the Racial Justice Committee, the Aboriginal Council, the Young Workers Committee, and the International Solidarity Committee to be elected, in caucus in odd numbered years, at the Human Rights Conference. Five (5) members shall be elected by each respective caucus.

Should a permanent vacancy occur on any of these six (6) committees, the position shall be offered to the unsuccessful candidates for this office in order of votes received in the previous caucus elections, provided that they receive at least 25 percent (25%) of the total votes cast. If the vacancy cannot be filled in this manner, it shall be filled by appointment of the Executive Board in consultation with the affected committee."

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**Constitutional Amendment No. 7**  
**Submitted by Ottawa CUPE District Council**

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CUPE Ontario will:

Amend the constitution to add Article 8 section (h) as follows:

- 8(h) Four (4) Division Working Committees shall be struck to assist the Division with developing equity options and community outreach within the parameters of section (f) above. The following committees shall be established with a membership of five (5) self-identified CUPE members from locals affiliated to the Division: the Aboriginal Circle, Racialized Workers, Workers with Disabilities, Young Workers and Pink Triangle. The members of each working committee will be selected by registered and self-identified delegates of their caucuses. In the recognition of the normalization of multiple delegate identities, no caucus will be scheduled concurrently with another.