

## **National Executive Board Resolution to Defend Free Collective Bargaining Rights and Resist Concessions**

1. CUPE's Strategic Directions 2011-2013, adopted at our 2011 National Convention, spoke directly to defending our hard-won free collective bargaining rights:

**“Ensuring that our bargaining strategies and plans are strong enough to withstand the inevitable assault on trade unions and public services is critical to ensuring that our members’ fundamental rights are protected ..... the centerpiece of this struggle must be to ensure that we are doing the fundamentals well and representing our members effectively at the bargaining table.”**

2. Since our October 2011 National Convention, CUPE members have faced legislative assaults on our collective bargaining rights (Ontario – Bill 115) and various forms of austerity and restraint in almost all CUPE sectors.

These realities, along with a very sluggish Canadian economy, all combine to create significant downward pressure on workers' wages, benefits, and pension plans. In short, demands for concessions are increasing in this climate of austerity.

3. CUPE's National Executive Board therefore re-affirms our union's opposition to all concessions and our plan to resist concessions and defend our free collective bargaining rights.
4. CUPE National will write all chartered organizations and commit the full weight of our union's resources and the solidarity of all chartered organizations to assist any CUPE locals facing demands for concessions in bargaining.

All CUPE members and, more importantly, all CUPE employers must know that all moves to extract concessions from CUPE members will be resisted by CUPE.

Adopted on March 14, 2013