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# Resolutions and Constitutional Amendments

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Sheraton on the Falls,  
Niagara Falls, ON

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May 21 to 24, 2008

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RESOLUTION # 1  
SUBMITTED BY OCHU

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**CUPE Ontario will:**

Work in coalition to build a massive demonstration at Queen's Park to defend and extend public health care. The demonstration will feature issues affecting CUPE's health care sectors and public medicare.

**Because:**

- Competitive bidding in home care has led to low wages, few benefits, little bargaining power, poor working conditions, little continuity of care, high staff turnover, and a massive take-over of the industry by transnational for-profit corporations.
- Transnational for-profit corporations would like to capture even more public health care dollars by introducing competitive bidding into other health care sectors.
- For-profit corporations are stalling the introduction of a minimum 3.5 hours per day of care for residents of long term care.
- The Liberal government is introducing more and more privatized P3 hospitals and squeezing hospital budgets.
- Right wing groups have launched a legal attack on single-tier public medicare.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 2  
SUBMITTED BY OCHU

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**CUPE Ontario will:**

Fight the creation of new LHIN-wide health care employers such as regional laboratory corporations or regional supply chain corporations that take work and jobs from local hospitals and homes.

**Because:**

- Health care services and jobs will be removed from local communities. These unionized jobs are often irreplaceable in local communities.
- Control by local communities is weakened.
- Privatization of health care services will result (as for-profit corporations often cannot make the profits they desire when their services are limited to local operations, but see much more potential for profit in large, region-wide contracts).

- Improvements in service can often be achieved through greater cooperation between existing local providers.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

**RESOLUTION # 3**  
**SUBMITTED BY THE CUPE ONTARIO HEALTH CARE WORKERS COORDINATING COMMITTEE, LOCAL 2280**

**CUPE Ontario will:**

- Increase pressure on the government to introduce 3.5 hours of care per resident
- Launch the next phase of the campaign to include but not be limited to:  
 An intensive coordinated lobby of all Liberal MPPs  
 Increased radio and community newspaper awareness ads  
 A Province Wide day of action at Queen’s Park with labour and community groups  
 An occupation of the Health Minister’s office

**Because:**

- Residents who live in Long Term Care homes are not getting the level of care they require and we must achieve a standard to enhance the quality of their lives
- Workers in the sector are over-worked, short-staffed, injured and physically assaulted on the job and must achieve a standard to enhance the quality of their working lives
- The government has promised on several occasions to implement a care standard and instead has moved forward with another round of consultations led by Shirley Sharkey
- There is no clear indication that Shirley Sharkey has a mandate to make a recommendation on a standard
- Seniors and workers cannot wait any longer

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

**RESOLUTION # 4**  
**SUBMITTED BY CUPE LOCALS 3903, 3908**

**CUPE Ontario will:**

- Build a massive fight against privatization of health care acting in close alliance with community groups at every level of the fight.
- Conduct a public education campaign that names the neoliberal strategy of attacking services through underfunding in order to create a crisis for privatization; that names the financial interests behind privatization; which informs people that privatization is an attack on access; that shows why there can be no tolerance for any degree of privatization of delivery or payment in our medical system.
- Commit the resources to leaflet every workplace and community.

- Take the lead in mobilizing the entire labour movement to engage in a general strike where single-tier healthcare is under threat.

**Because:**

- Our public health care system has been under serious attack.
- As workers, we have the power to seriously challenge this agenda through strike action.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

RESOLUTION # 5  
SUBMITTED BY CUPE LOCAL 1281

**CUPE Ontario will:**

- Take the lead in the labour movement on building a massive fight against privatization of health care acting in close alliance with community groups at every level of the fight.
- Conduct a massive public education campaign that names the neoliberal strategy of attacking services through under-funding in order to create a crisis for privatization; that names the financial interests behind privatization; which informs people that privatization is an attack on access and shows why there can be no tolerance for any degree of privatization of delivery or payment in our medical system.
- Commit the resources to leaflet every workplace and community, conduct an internet campaign, and to issue research reports and conduct a media campaign to show that privatization will destroy access, not improve it.
- Take the lead in mobilizing the entire labour movement to engage in a general strike where single-tier healthcare is under threat.

**Because:**

- Our public health care system has been under serious attack and we see severe under funding serving to delegitimize the public system.
- As workers, we have the power to seriously challenge this agenda through strike action.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

RESOLUTION # 6  
SUBMITTED BY OCHU

**CUPE Ontario will:**

- Work in coalition with the community to stop competitive bidding in home care and build a public, not for-profit home care system. We will use this campaign to improve home

care and ensure that competitive bidding cannot expand into hospitals, homes, social services, and other public sectors. This work will include town hall meetings, research exposés, rallies, and media events.

**Because:**

- Competitive bidding in home care has led to low wages, few benefits, little bargaining power, poor working conditions, little continuity of care, high staff turnover, and a massive take-over of the industry by transnational for-profit corporations.
- Trans-national for-profit corporations would like to capture even more public health care dollars by introducing competitive bidding into other health care and social service sectors.
- Local Health Integration Networks, as purchasing bodies, may, at any time expand competitive bidding in health care and social services.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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**RESOLUTION # 7**

SUBMITTED BY THE CUPE ONTARIO MUNICIPAL EMPLOYEES COORDINATING COMMITTEE

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**CUPE Ontario will:**

- Undertake a campaign against privatization and P3s in the municipal sector including:  
Opposing any increased pressure for privatization and P3s that may arise from the report of the Provincial Municipal Fiscal and Services Review;  
Assisting CUPE locals to oppose P3s in their communities.

**Because:**

- Publicly owned and operated services are higher quality, more accountable, more equitable, better financial policy and better public policy
- The Provincial government has undertaken a 2-year long review rather than providing adequate funding to municipalities for downloaded services.
- Municipal councils, financially squeezed, are tempted to try P3s and other forms of privatization to save money.
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<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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**RESOLUTION # 8**

SUBMITTED BY THE CUPE ONTARIO MUNICIPAL EMPLOYEES COORDINATING COMMITTEE

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**CUPE Ontario will:**

- Actively oppose the introduction of P3s in the Greater Toronto Area public transit system by the new regional transportation authority, Metrolinx.

**Because:**

- The Greater Toronto Transportation Authority, now renamed Metrolinx, is driving ahead with plans for new transit lines across the Greater Toronto Area, requiring every new transit project to consider a public private partnership option for its delivery.
- Metrolinx transit projects may include the subway extension through York University into Vaughan, GO Transit and Toronto Transit's light rail transit city lines.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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**RESOLUTION # 9**

**SUBMITTED BY THE CUPE ONTARIO MUNICIPAL EMPLOYEES COORDINATING COMMITTEE**

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**CUPE Ontario will:**

- Work with the Ontario Electricity Coalition to:

Build a campaign to keep municipal electrical utilities and their subsidiaries publicly owned and operated, opposing the creation of P3s;

Oppose the monetization of the debt that is held by municipalities for local distribution utilities;

Pressure the Ontario government to change legislation that requires municipalities to monetize the debt they hold for local electricity distribution utilities by a certain date;

Pressure the Ontario government to promote the development of renewable generation by publicly owned and operated utilities.

**Because:**

- The Ontario government is proceeding with the long-term privatization of the electricity system by:
- Maintaining the open market for wholesale electricity and planning to re-open the retail market
- Contracting with private companies to develop all new and renewable electricity generation projects
- Imposing competitive bidding systems on municipal utilities which will result in massive contracting out
- Requiring municipal governments to cash in the debt notes they hold for municipal electricity distribution utilities
- Only publicly owned and operated utilities can make conservation a priority, because the logic of private electricity companies is to sell more in order to make higher profits

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 10  
SUBMITTED BY THE CUPE ONTARIO MUNICIPAL EMPLOYEES COORDINATING  
COMMITTEE

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**CUPE Ontario will:**

- Campaign for the provincial and federal governments to restore adequate funding to Ontario's municipalities
- Call on the Ontario provincial government, in this current term in office, to:
- Upload the costs of Ontario Works, maintaining service delivery through municipalities
- Extend funding to municipalities to cover the backlog of repairs in social housing, to maintain it in a state of good repair, and to begin immediately to build new housing
- Resume responsibility for 75% of operating costs as well as its share of the capital costs of public transit systems

**Because:**

- The current provincial and federal governments have not restored transfers to municipalities to the level in place prior to 1995 and have continued to shift new costs to the municipal level;
- Ontario municipalities face an annual funding short-fall from the provincial government up to \$4 billion;
- Ontario is the only province in Canada where social assistance is paid for out of property taxes and where transit users are forced to pay such a high percentage of operating costs
- Municipal governments try to meet the funding short-fall by cutting our members' jobs and privatizing services.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 11  
SUBMITTED BY THE CUPE ONTARIO MUNICIPAL EMPLOYEES COORDINATING  
COMMITTEE

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**CUPE Ontario will:**

- Campaign across Ontario, working in coalitions, to convince municipal councils to demonstrate their support for public tap water by banning bottled water from all municipal facilities and events.

**Because:**

- Public tap water is safer and thousands of times more affordable than bottled water
- Ontarians presently drink 200 million litres of bottled water annually, at least 25% of which originates in municipal taps
- Commercial bottlers buy water for almost nothing from municipalities and those that take ground water are not charged fees or taxes by the province of Ontario



- This seriously depletes the ability of municipalities to continue to offer quality municipal water supplies and undermines the ability to pay for infrastructure upgrades
- This undermines the jobs that our members have in municipalities water systems.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

RESOLUTION # 12  
 SUBMITTED BY LOCAL 1521

**WHEREAS** the bottled water industry is presently growing at a rate of 18% annually; and

**WHEREAS** Ontarians presently drink 200 million litres of bottled water annually; and

**WHEREAS** commercial bottlers buy water for almost nothing from municipalities and those that take ground water are not charged fees or taxes by the province of Ontario; and

**WHEREAS** this seriously depletes the ability of municipalities to continue to offer quality municipal water supplies and undermines the ability to pay for infrastructure upgrades; and

**WHEREAS** this further undermines the jobs that our members have in municipalities.

**THEREFORE BE IT RESOLVED** that CUPE Ontario create an ad hoc ‘bottled water’ committee;

**BE IT FURTHER RESOLVED** that this committee work with the Polaris Institute to save public municipal water services;

**BE IT FINALLY RESOLVED** that CUPE Ontario request CUPE National to support this initiative with financial and other resources.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

RESOLUTION # 13  
 SUBMITTED BY THE CUPE ONTARIO SCHOOL BOARD COORDINATING COMMITTEE

**WHEREAS** many CUPE Ontario members encounter personal legal issues in their work and private lives; and

**WHEREAS** the costs for obtaining legal advice can be prohibitive for individuals;

**THEREFORE BE IT RESOLVED** that the CUPE Ontario Executive Board investigate options for creating a toll free legal hot line which will provide immediate legal advice to all CUPE Ontario members;

**BE IT FURTHER RESOLVED** that the CUPE Ontario Executive Board request the assistance of CUPE National in developing such a service if they deem it to be feasible.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 14  
SUBMITTED BY CUPE ONTARIO'S YOUNG WORKERS COMMITTEE

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**WHEREAS** the leaders of CUPE tomorrow are in the public school system today; and

**WHEREAS** the current Ontario curriculum does not include any component of labour education; and

**WHEREAS** students do not have the chance to learn about labour's centuries-long struggles and gains before they are subjected to business and corporate influence in the education system.

**THEREFORE BE IT RESOLVED** that CUPE Ontario will work with its Young Workers' and School Board Coordinating Committees to lobby the provincial government to include a labour component in the Ontario curriculum.

**BE IT FURTHER RESOLVED** that CUPE Ontario will bring a resolution to the next National Convention in Montreal calling on the other provincial divisions and the National to lobby their provincial governments to include a labour component in the respective curriculums.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 15  
SUBMITTED BY CUPE LOCAL 2280

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**CUPE Ontario will:**

- Work with the Young Workers Committee and the Ontario School Board Coordinating Committee to lobby the provincial government to include a labour component into the Ontario curriculum.
- Encourage the National union and leaders in other provinces to lobby for the inclusion of this program in their province.

**Because:**

- The future leaders of CUPE are in the public school system today
- The current Ontario curriculum does not include any component of labour education

- Students do not have the chance to learn about labour’s centuries-long struggles and gains before they are subjected to business and corporate influence in the education system

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 16  
 SUBMITTED BY CUPE ONTARIO UNIVERSITY WORKERS COORDINATING COMMITTEE,  
 LOCALS 3902, 3907, 3908

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**WHEREAS** international students and their dependents were excluded from OHIP in 1993; and have been forced to purchase private for-profit insurance ever since; and

**WHEREAS** a large number of international students are also workers in Ontario; and

**WHEREAS** thousands of international students are members of CUPE; and

**WHEREAS** the private insurance company has recently imposed significant premium increases for dependents; and

**WHEREAS** CUPE endorses universal public health care.

**THEREFORE BE IT RESOLVED** that CUPE Ontario lobby the Ontario government to restore public health care to international students; and

**BE IT FURTHER RESOLVED** that CUPE Ontario solicit support and resources from CUPE National for this anti-privatization campaign; and

**BE IT FINALLY RESOLVED** that the CUPE Ontario Executive Board work with and report on the status of its lobbying effort to locals in the university sector.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 17  
 SUBMITTED BY LOCALS 3903, 3908

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**CUPE Ontario will:**

Build a national campaign for the elimination of all tuition and ancillary fees, including:

- Developing comprehensive educational materials as a basis for an educational campaign, including public debates, forums and presentations.
- Mobilization at the local level in all sectors to put pressure on the federal and provincial governments through escalating actions.

**Because:**

- Tuition fees are user fees and a form of privatization.
- We witnessed the emergence of tuition fees in the 1970s much like the fees we see emerging in health care, which have risen to the point where post-secondary education is not a possibility for the majority of Canadians. These are basic human rights that must be guaranteed for all people.
- These fees are not necessary but are political decisions much like the secondary school fees that were eliminated in the 1920's due to mass working-class mobilization.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 18  
SUBMITTED BY LOCAL 1281

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**CUPE Ontario will:**

- Build a public campaign to address inadequate and chronic under-funding in the post-secondary system stressing the need to keep the system public
- Ensure the campaign will lobby for a designated federal transfer for post-secondary education and aim for the immediate reduction and the elimination of tuition fees.
- Work to lobby the National for resources, member book-offs and materials for a campaign that targets the federal government in the next election to defend post-secondary workers and the needs of the sector.
- The campaign shall include:  
Comprehensive educational materials including media or transit ads.  
Member mobilization at the local level to put pressure on the governments through a variety of escalating actions.  
Participation in the Fall day of action with the Canadian Federation of Students to send a united message as students and workers defending public services.

**Because:**

- Tuition fees are user fees and a form of privatization
- Government loans foster a cycle of debt in working class families.
- These fees are not necessary but are political decisions and a lack of priorities of the government. Ireland, Denmark, France and the majority of Arab and African nations do not charge fees.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 19

SUBMITTED BY THE CUPE ONTARIO SOCIAL SERVICES WORKERS COORDINATING COMMITTEE (ASSOCIATION FOR COMMUNITY LIVING)

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**WHEREAS** there are 60 Association for Community Living (ACL) bargaining units entering into co-ordinated bargaining in March, 2009.

**THEREFORE BE IT RESOLVED** that Cupe Ontario will provide a full time communication representative assigned to the Association for Community Living (ACL) sector for the upcoming round of co-ordinated bargaining in 2009.

**BE IT FURTHER RESOLVED** that CUPE Ontario will put pressure on CUPE National to release a full time communication representative to assist with a plan to fight chronic under-funding in the community living sector.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 20

SUBMITTED BY THE CUPE ONTARIO SOCIAL SERVICES WORKERS COORDINATING COMMITTEE (ASSOCIATION FOR COMMUNITY LIVING)

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**WHEREAS** there are sixty (60) Association for Community Living (ACL) bargaining units entering into co-ordinated bargaining in March, 2009.

**THEREFORE BE IT RESOLVED** that CUPE Ontario will provide a full time research representative assigned to the Association for Community Living (ACL) sector for the upcoming round of co-ordinated bargaining in 2009.

**BE IT FINALLY RESOLVED** that CUPE Ontario will put pressure on CUPE National to release a full time research representative to assist with production of documents and help facilitate with co-ordinated bargaining in 2009.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 21

SUBMITTED BY THE CUPE ONTARIO SOCIAL SERVICES WORKERS COORDINATING COMMITTEE (ASSOCIATION FOR COMMUNITY LIVING)

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**WHEREAS** Association for Community Living (ACL) workers are fulfilling an important blank in CUPE National strategic directions document; and

**WHEREAS** the ACL sector has had two successful rounds of bargaining.

**THEREFORE BE IT RESOLVED** that CUPE Ontario will provide a staff representative to assist with the co-ordination of bargaining with the Association for the Community Living (ACL) sector.

**BE IT FURTHER RESOLVED** that CUPE Ontario put pressure on CUPE National to release a full time staff representative for the length of the 2009 round of bargaining.

**BE IT FINALLY RESOLVED** that in order for the ACL sector to continue to move forward, this sector must have an additional staff representative to assist with the co-ordination.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 22  
SUBMITTED BY LOCAL 2204

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**CUPE Ontario will:**

- Continue to support the work of the Social Services Workers Coordinating Committee (SSWCC) Child Care Group in developing more effective structures for organizing and representing child care members within CUPE.
- Submit a resolution to CUPE National requesting approval of and a cost-share arrangement to support the work of the CUPE child care organization to more fully develop this new CUPE structure.

**Because:**

- Chronic under-funding and fragmentation in the delivery of child care services make it extremely difficult to organize and to bargain better wages, benefits and working conditions.
- Creating cohesion through coordinated/centralized bargaining structures and increasing unionization rates will improve bargaining power and address chronically low wages and benefits in the sector.
- Adequate financial resources will be required to make the efforts of this new organization effective in its work.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 23  
SUBMITTED BY LOCALS 1521, 2204

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**CUPE Ontario will:**

- Continue its work with the Ontario Coalition for Better Child Care (OCBCC) to:
- To pressure the provincial government to fully fund a public and non-profit early learning and child care system based upon the Quebec \$7 dollar/day model.
- Lobby the provincial government to implement the recommendations of the Quality and Human Resources Expert Panel.
- Advance an early learning and child care system for all children 0 – 12 years of age.

**Because:**

- Now more than ever the Ontario Coalition for Better Child Care (OCBCC) needs the financial and resource support of trade unions to continue its work to promote high quality, public non-profit child care in Ontario.
- Early learning and child care is at a critical juncture in its development as the province moves forward on Best Start and full-day pre-school.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 24  
SUBMITTED BY LOCALS 1521, 2204

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**CUPE Ontario will:**

- Work with the Ontario Federation of Labour (OFL), Ontario Coalition for Better Child Care (OCBCC) and CODE BLUE FOR CHILD CARE to:
- Pressure the provincial government to amend the Day Nursery Act to stop the expansion of large corporate child care.
- Lobby both federal MPs to support Bill C-303, An Early Learning and Child Care Act and provincial MPPs to support Bill 26.
- Campaign against provincial and municipal government's funding of new for-profit child care corporations.
- Lobby municipal councils, school boards, and other institutions to speak out against new for-profit or foreign-owned child care centres.

**Because:**

- 123 Busy Beavers Learning Centres and large home grown corporate child care chains continue to be a threat to Ontario's public non-profit child care.
- Both multi-national and large corporate child care chains undermine community interests to maximize profit which results in uneven growth, higher parent fees, long waiting lists, and quality concerns.
- International trade restrictions will prevent parents and governments from acting to develop a national child care program based on the needs of children and families in Ontario and Canada.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 25  
SUBMITTED BY THE CUPE ONTARIO EXECUTIVE BOARD

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**CUPE Ontario will:**

- Call upon its sector committees to conduct a comprehensive survey to determine which members in CUPE Ontario have access to benefits and which members do not (including LTD, sick leave, health and dental, vision, and pension benefits)
- Develop a strategy to achieve benefits for those members that have no access to them within the next six (6) years
- Continue to strongly advocate for the creation of sectorally based benefit coverage moving toward the concept of a joint benefit trust for all workers in the broader public sector.

**Because:**

- Too many CUPE members have no access to benefits
- We have an Agenda for Change and an Action Plan which call for benefits for all CUPE members.
- Economies of scale across an entire sector, or indeed the entire broader public sector, could achieve savings in the overall cost of benefits that will allow for resources to cover all workers.
- No comprehensive and effective strategic plan can be implemented on this issue without this statistical information that a detailed survey would yield.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>	
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/>	<b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 26  
SUBMITTED BY THE CUPE ONTARIO EXECUTIVE BOARD

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**CUPE Ontario will:**

- Develop a coordinated strategy on defending members' access to benefits post age 65 by exploring all options to secure these rights including using arbitration and the court challenge process to access benefits for these workers

**Because:**

- The Liberal government in Ontario changed the law to allow workers to work past the age of 65 if they so choose.
- Increasingly employers are attempting to remove benefits and other rights from workers who choose to stay in the workplace past the age of 65.
- Currently individual local unions have to take on the battle, bargaining table by bargaining table. This has caused hardship for some locals including a long and bitter strike in the City of Kawartha Lakes this past winter.



- There is a universal component to this fight that, taken on once and for all, would prevent individual locals in Ontario from having to fight the same issue time and again.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

RESOLUTION # 27  
SUBMITTED BY LOCALS 1521, 2204

**CUPE Ontario will:**

- Work with the Ontario Federation of Labour and the Equal Pay Coalition to:
- Call upon the Ontario government to support, strengthen and revitalize pay equity enforcement for Ontario women.
- Demand the province fully fund pay equity adjustments owed to women in the broader public sector.

**Because:**

- CUPE members continue to suffer wage discrimination - earning on average 29% less than men doing similar work.
- The pay gap continues to affect organized working women of all ages, races and educational levels across the province regardless of where they work or the size of their workplace.
- A lifetime of lower pay means that women have less saved income for retirement and often smaller pension plans if they receive a work pension at all.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

RESOLUTION # 28  
SUBMITTED BY LOCALS 3907, 4400, CUPE ONTARIO ABORIGINAL COUNCIL

**CUPE Ontario will:**

- Beginning in 2009, annually budget for at least \$7,000 to fund an International Women's Day (IWD) event called "Sisterville" which will be implemented in various communities across the province by the CUPE Ontario Women's Committee.

**Because:**

- It is important to raise awareness of the struggles of women and to examine them in a hopeful manner with events such as "Sisterville".
- It is equally important to support CUPE Ontario's Action Plan by putting equality front and centre in our union and in our communities.

- IWD events such as “Sisterville” are an important part of building on the work of the CUPE Ontario Women’s Committee, as documented in its report to convention, and on the work of the CUPE National Women’s Task Force.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 29  
 SUBMITTED BY LOCAL 3907, CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO RAINBOW COMMITTEE

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**CUPE Ontario will:**

- Plan and implement a fully-funded annual weeklong “Women Breaking Barriers” workshop for women of Ontario.
- Call on CUPE National to cost share this weeklong workshop.

**Because:**

- Women of CUPE continue to face barriers everyday in their Union and in their workplaces.
- This workshop is a stepping-stone for women to explore the barriers and challenges that they face in CUPE and in society, and to develop the skills to break those barriers down.
- A more inclusive union that is better at involving women in leadership positions and decision-making can only become a stronger, more effective union.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 30  
 SUBMITTED BY LOCALS 4400, CUPE ONTARIO RAINBOW COMMITTEE

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**CUPE Ontario will:**

- Plan and implement a fully-funded annual weeklong “Women Breaking Barriers” workshop for women of Ontario.
- Call on CUPE National to pay for this weeklong workshop.

**Because:**

- Women of CUPE continue to face barriers everyday in their Union and in their workplaces.
- This workshop is a stepping-stone for women to explore the barriers and challenges that they face in CUPE and in society, and to develop the skills to break those barriers down.

- A more inclusive union that is better at involving women in leadership positions and decision-making can only become a stronger, more effective union.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

RESOLUTION # 31  
 SUBMITTED BY THE CUPE TORONTO DISTRICT COUNCIL, CUPE ONTARIO ABORIGINAL COUNCIL, LOCALS 3907, 4400

**CUPE Ontario will:**

- Increase the annual Women's Committee budget to \$15,000.

**Because:**

- Delegates at the 2006 CUPE Ontario Convention passed a constitutional amendment changing the committee membership to 10 sisters and making the committee more representative of the diversity of sisters across the province.
- With an average committee membership of only 6 (six) sisters over the last few years, the Women's Committee budget of \$9,000 has not covered the cost of even 2 (two) meetings per year.
- It is vitally important that the new structure of the Women's Committee be supported so that committee members can continue to work on their Action Plan, documented in the committee's report to convention, and on the goals identified by the National Women's Task Force.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

RESOLUTION # 32  
 SUBMITTED BY LOCALS 3907, 4400, THE CUPE ONTARIO ABORIGINAL COUNCIL

**CUPE Ontario will:**

- Establish an annual Women's Activist Award which honours a sister, group of sisters, committee, or Local who have done outstanding work on women's issues in the Union and whose leadership and activism have demonstrated a deep commitment to equity and social justice; breaking barriers; and increasing women's participation in the Union

**Because:**

- The Union movement is often so consumed with fighting attacks on public services, workers' rights, and equity that we cannot celebrate the contributions and achievements of our members.

- Women's enormous contributions to the labour and social justice movements should be recognized and celebrated.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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**RESOLUTION # 33**

SUBMITTED BY THE CUPE TORONTO DISTRICT COUNCIL, CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO PINK TRIANGLE COMMITTEE, LOCALS 1281, 3903, 3907

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**CUPE Ontario will:**

- Deal with member to member harassment and discrimination in an effective and proactive manner
- Initiate an education awareness campaign to end harassment and discrimination in the workplace and remind employers of their obligation
- Develop and provide special training for locals to deal with this issue within their locals
- Provide leadership through our CUPE Diversity Vice-Presidents and equality committees so that local officers and stewards can develop strategies to deal with this issue
- Establish an independent ombudsperson position to enable a designated ombudsperson to be present at all conferences, schools, conventions and to assist locals with training and developing effective alternatives to deal with this issue.

**Because:**

- CUPE members are forced to work in poisoned work environments where harassment and discrimination are practiced on an ongoing basis;
- CUPE members often turn on each other and treat each other in discriminatory and harassing ways. This is anti-worker practice irrevocably damages our collective solidarity;
- The common response among CUPE members is to use the trial procedure as outlined within [B.VI](#) of the CUPE Constitution to deal with these issues but this procedure is inadequate, punitive and ineffective to deal with these matters

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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**RESOLUTION # 34**

SUBMITTED BY LOCAL 4400, CUPE ONTARIO RAINBOW COMMITTEE, CUPE ONTARIO ABORIGINAL COUNCIL

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**CUPE Ontario will:**

- Assign a budget to the positions of Visible Minority Representative and Aboriginal Workers Representative to allow these representatives to meet and consult with their members at each provincial gathering of sectoral groups at their annual conferences and at each conference organized under the auspices of CUPE Ontario.

**Because:**

- Over the past year, these representatives have successfully held caucuses at provincial conferences which have noticeably increased the participation of Aboriginal and racialized workers in CUPE;
- The participation of CUPE's Aboriginal and racialized workers strengthens our entire union;
- CUPE Ontario, to be an equality champion, must lead by example.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 35

SUBMITTED BY LOCAL 2280, CUPE ONTARIO YOUNG WORKERS' COMMITTEE

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**CUPE Ontario will:**

- Request a cost sharing agreement with the National union to implement an organizing internship program for young members in CUPE Ontario.
- Ensure the responsibilities of the young worker interns be extended to include both organizing and the development of a young worker membership base that will assist with organizing workplaces where young workers are disproportionately represented

**Because:**

- Membership development for young workers is fundamental to union renewal
- Young members are the future of the labour movement
- There is a lack of young worker representation in leadership positions and staffing positions
- Organizing is the lifeblood of our union
- Internship programs create educational opportunities for our members
- Many young workers are first exposed to organized labour through regressive business orientated unions

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 36

SUBMITTED BY LOCAL 4400, CUPE ONTARIO RAINBOW COMMITTEE

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**CUPE Ontario will:**

- Support the Rainbow Committee, through a full-time book-off of a racialized member, to organize an employment equity campaign to outreach to racialized members and develop an appropriate leadership development training for them to become National representatives;
- Ensure that the campaign has targets that are evaluated every 6 months and the results are shared with CUPE locals and members.

**Because:**

- CUPE staff do not reflect the membership of CUPE
- Steps that have been taken to train racialized members and offer them temporary assignments have not increased the numbers of permanent racialized representatives.
- Both CUPE National and CUPE Ontario support employment equity and the members of CUPE expect them both to lead by example.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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**RESOLUTION # 37**

SUBMITTED BY CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO RAINBOW COMMITTEE

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**CUPE Ontario will:**

- Lobby CUPE National and the Union Development Department to organize, in Ontario, a member facilitator program for Aboriginal and racialized workers in CUPE in 2008;
- Ensure that Aboriginal and racialized workers that have been trained and will be trained as member facilitators are scheduled to facilitate at CUPE Schools, Conferences and Workshops.

**Because:**

- Facilitators at CUPE Schools and Conferences do not reflect the members of CUPE.
- CUPE Ontario is an equity champion and must lead by example.
- CUPE National must be held accountable to the members who demand that facilitators reflect the membership of the union.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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**RESOLUTION # 38**

SUBMITTED BY CUPE ONTARIO INTERNATIONAL SOLIDARITY COMMITTEE

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**CUPE Ontario will:**

- With Indigenous communities and human rights organizations develop an educational campaign about the exploitation of native land, resources, and the indigenous struggle for self-determination.
- Issue a public statement calling on the OPP and the Attorney General of Ontario to stay the charges against Shawn Brant, who faces serious time in a federal penitentiary; and calling on CN Rail to abandon its multi-million dollar lawsuit.
- Lobby provincial/federal governments to return all lands rightfully belonging to the Tyendinaga Mohawks and cease exploitation of resources, in accordance with the UN Declaration on the Rights of Indigenous Peoples, passed by the UN General Assembly, September 2007.

**Because:**

- First Nations' lands have been continuously occupied by others without consent/compensation; and
- Over 800 unresolved land claims and broken treaties exist, erecting serious obstacles to First Nations' self-sufficiency; and
- First Nations have been forced to take action to bring unresolved issues to the attention of government and the public; and
- Strikes and other forms of economic disruption led by unions are considered legitimate manifestations of protest; and
- CUPE has adopted many resolutions/statements of support for First Nations

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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**RESOLUTION # 39**

**SUBMITTED BY THE CUPE ONTARIO PINK TRIANGLE COMMITTEE, LOCAL 4400**

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**CUPE Ontario will:**

- Write a letter of support asking the Ontario Attorney General to add Gender Identity as a “visible” ground in the OHRC
- Encourage all locals to also send a letter of support
- Provide support by printing of Trans Human Rights Campaign (THRC) materials
- Provide a “Ways and Means” for members of the THRC to participate with CUPE in Pride events throughout Ontario
- Encourage our members to sign the THRC petition
- Continue to encourage our locals to bargain in “Gender Identity” protection in their collective agreements.

**Because:**

- CUPE Ontario has a commitment to equality to all its members, and has passed by resolution to encourage its locals to add Gender Identity protection in their collective agreements
- Transsexual and Transgendered CUPE members do not have a “visible” ground of Gender Identity in the OHRC, and as a result are at risk of harassment and discrimination in the workplace
- The Trans Human Rights Campaign (THRC) is a community effort that has no funding, but its efforts will help support workplace protection for Trans CUPE members,
- CUPE’s participation in Pride events strengthens our union by “Rebuilding Strong Communities” and has given solidarity to the LGBT community by supporting the Equal Marriage Campaign.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 40  
SUBMITTED BY LOCAL 1281, CUPE ONTARIO PINK TRIANGLE COMMITTEE

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**CUPE Ontario will:**

- Write a letter of support asking the Ontario Attorney General to add Gender Identity as a "visible" ground in the Ontario Human Rights Code
- Encourage all locals and members to send letters of support and sign the THRC petition to lobby for this change
- Provide support by printing of campaign materials
- Provide a "Ways and Means" for members of the THRC to participate with CUPE in Pride events throughout Ontario
- Continue to encourage our locals to bargain in "Gender Identity" protection in their collective agreements.

**Because:**

- CUPE Ontario has a commitment to equality to all its members has passed by resolution to encourage its locals to add Gender Identity protection in their collective agreements
- Transsexual and transgender CUPE members do not have a "visible" ground of Gender Identity in the OHRC, and as a result are at risk of harassment and discrimination in the workplace
- The Trans Human Rights Campaign (THRC) is a community effort that has no funding, but its efforts will help support workplace protection for trans workers
- CUPE's participation in Pride events strengthens our union.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>	
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/>	<b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 41  
SUBMITTED BY LOCALS 1281, 2191,3902, 3903, 3907, CUPE TORONTO DISTRICT COUNCIL, CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO PINK TRIANGLE COMMITTEE

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**CUPE Ontario will:**

- Condemn the federal government, lobby Health Canada and work with CUPE National to have the new homophobic regulation, policy and procedure that make it prohibitive for men who have sex with men to make organ donations be rescinded
- Partner with affiliated locals and community groups to develop educational materials and educate members about the new discriminatory practices regarding organ donation
- Organize its membership in their locals to refuse to sign organ donation cards until the new regulation, policy and procedure has been rescinded

**Because:**

- There is a pressing need for organ donations in Canada
- The new homophobic policy will refuse organ donations from up to 15% of existing donors



- All organ donations can and should be screened to ensure the health of recipients
- The new policy on organ donations is discriminatory as it targets individuals for rejection based on sexual orientation rather than on unsafe sexual practices

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

**RESOLUTION # 42**

SUBMITTED BY LOCAL 2191, 3902, 3903, CUPE TORONTO DISTRICT COUNCIL, CUPE ONTARIO ABORIGINAL COUNCIL

**CUPE Ontario will:**

- Condemn the federal government, lobby Health Canada and work with CUPE National to have the existing homophobic regulation, policy and procedure that make it prohibitive for men who have sex with men since 1977 to make blood donations be rescinded
- Partner with affiliated locals and community groups to educate about the existing discriminatory practices regarding blood donation
- Call on affiliated locals to boycott workplace blood drives until the existing regulation, policy and procedure has been rescinded

**Because:**

- There is a pressing need for blood donations in Canada
- All blood donations can and should be screened to ensure the health of recipients
- HIV and Hepatitis do not discriminate. Everyone is susceptible to contracting these viruses regardless of sexual orientation
- The existing policy is discriminatory as it targets individuals for rejection based on sexual orientation rather than on unsafe sexual practices

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

**RESOLUTION # 43**

SUBMITTED BY LOCAL 1281

**CUPE Ontario will:**

- Condemn the federal government, lobby Health Canada and work with CUPE National to have the existing homophobic regulation, policy and procedure, that prohibit gay men and descendants or visitors from Africa from giving blood donations, to be rescinded
- Partner with affiliated locals and community groups to educate about the existing discriminatory practices regarding blood donation
- Call on affiliated locals to boycott workplace blood drives until the existing regulation, policy and procedure has been rescinded
- Organize its membership and locals to send letters to condemn such

homophobia and racist policies imposed for blood donation.

**Because:**

- There is a pressing need for blood donations in Canada
- All blood donations can and should be screened to ensure the health of recipients
- HIV and Hepatitis do not discriminate. Everyone is susceptible to contracting these viruses regardless of sexual orientation, race or ethnic origin
- The existing policy is discriminatory as it targets individuals for rejection based on sexual orientation rather than on unsafe sexual practices

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 44

SUBMITTED BY LOCAL 4308

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**CUPE Ontario will:**

- Continue to support and allocate resources to our provincial health and safety committee to demand that the provincial government recognizes the serious and debilitating nature of Musculoskeletal Disorder (MSD)
- Develop legislation that will provide for prevention and protection for these injuries
- Ensure that government mandates employers to recognize MSD as a latent and serious condition that affects Personal Support Workers (PSWs) due to the nature of their work
- Lobby the government to mandate that workers suffering from MSD are to be provided with modified work at the same hours before the disease progressed.

**Because:**

- MSDs are an increasingly common occupational illness affecting many PSWs in the homecare and long term care sector
- While MSDs are not life threatening, they are debilitating and disabling, leaving PSWs in chronic pain
- The government bears responsibility for the increase in this occupational illness due to underfunding and privatization of health care that has lead to increased workloads, less staffing and time to assist patients in their care and it is acknowledged that these are the most significant contributing factors for this occupational illness.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

**CUPE Ontario will:**

- Advocate for an immediate moratorium on deportations and a comprehensive regularization program for current and former temporary migrant workers, their families, and all non-status people
- Advocate for the full inclusion of non-status and temporary workers under Canada's social safety net
- Advocate for the establishment of an appeals process for workers facing repatriation
- Support the ongoing work of activist and community organizations that organize temporary workers and non-status people

**Because:**

- No human being is illegal
- These workers face unsafe working conditions and have no recourse when their wages are withheld
- Denying these basic human rights undermines the gains made by the labour movement in improving the lives of all workers
- Canadian immigration laws serve the needs of capital by regulating migration and providing cheap labour rather than upholding the dignity of migrant workers, who are at the frontlines of the fight against neo-liberalism

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

**WHEREAS** the people of Haiti are suffering a deep economic and social crisis, combined with persistent human rights abuses

**WHEREAS** under pressure from foreign governments and lending institutions, the Haitian government has embarked on a program of privatization of public enterprises

**WHEREAS** foreign governments, including Canada, bear a heavy responsibility for the crisis in Haiti due to their participation in the removal of Haiti's sovereign government in 2004.

**THEREFORE BE IT RESOLVED** that CUPE Ontario will call for withdrawal of the foreign police and military presence from Haiti.

**BE IT FURTHER RESOLVED** that CUPE Ontario will support the release of political prisoners and the wrongly detained.

**BE IT FURTHER RESOLVED** that CUPE Ontario will press the Canadian government for substantial and meaningful assistance to social and economic development in Haiti.

**BE IT FINALLY RESOLVED** that CUPE Ontario will support trade unions and other organizations concerned with human and social rights in Haiti, and encourage education programs in Canada towards this goal, including visits by delegations to and from both countries.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 47  
SUBMITTED BY LOCALS 3902, 3907, 3908, 4308

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**CUPE Ontario will:**

- Register its concern for the actions of Canadian mining corporations which are threatening the lives and environment of people in El Salvador with the Canadian government, and ask it to legislate a code of ethics for Canadian mining corporations working abroad.
- Ask the Salvadoran government to legislate an end to mining in that country in accordance with the demands of Salvadoran civil society.
- Ask the Ontario Federation of Labour to do the same.
- Ask CUPE National to do the same.

**Because:**

- Canadian owned mining companies are moving to establish open-pit mining operations in El Salvador which are incompatible with that country's fragile ecosystem, lax environmental legislation, and high population density.
- Because Salvadorans have overwhelmingly and consistently expressed their opposition to mining activities in their country through repeated national polls, and through a broad national coalition of civil society organizations including trade unions, women's organizations, municipalities, locally affected communities, churches, student groups, NGOs, and others.
- Because the Canadian government is lending support and legitimacy to the operations of Canadian mining interests in that country.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 48  
SUBMITTED BY LOCAL 3903

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**CUPE Ontario will:**

- With the CLC and CUPE National, work with Salvadoran trade unions, NGOs, churches, student groups, the Salvadoran community in Canada, and all those opposed to unsustainable mining to demand that Canadian mining companies terminate their operations in El Salvador

**Because:**

- Canadian owned mining companies are developing gold and silver mines in El Salvador
- Mining in such a densely populated country will have devastating effects on the environment, vital water supplies, and human health
- Communities affected by mining in El Salvador are leading a struggle to stop this and have called for the Salvadoran government to legislate an end to mining, Canadian mining companies to leave and the international community to support this struggle.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 49

SUBMITTED BY LOCAL 3902

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**CUPE Ontario will:**

- Call for an end to the war in Afghanistan and continue to work with partners in the Canadian Peace Alliance to educate Canadians about the war.

**Because:**

- The Government of Canada has committed the Canadian forces to continue to fight in Afghanistan until 2009 with a possible extension until 2011, against the wishes of the majority of Canadians
- The Government of Canada is using the war in Afghanistan to justify huge increases in military spending to a total of \$18 billion by 2010
- That \$18 billion would best be used funding health care, education, job creation and social services in Canada
- The actions of the US-led NATO occupation is increasing the violence in Afghanistan with more than 78 Canadian soldiers and thousands of Afghan civilians killed
- The call for a negotiated settlement as proposed by Federal NDP leader Jack Layton and Afghan President Hamid Karzai has the ability to end the violence in Afghanistan
- The labour movement has always been at the centre of any struggle for peace and justice.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 50

SUBMITTED BY LOCAL 2191

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**CUPE Ontario will:**

- Develop, promote and offer an International Solidarity Course at CUPE Ontario Schools regularly.
- This course will provide training for all CUPE members across Ontario
- Ensure that all members participate actively in this training

**Because:**

- All our members need to understand the political importance of our International Solidarity work.
- CUPE and the labour movement will be stronger for building strong solidarity relations with other unions worldwide.
- CUPE needs to make resinous efforts connecting our struggles in the various jurisdictions and help our members to understand the global connections of our fight against global capitalism, privatization, workers oppression, unfair trade deals and the struggles of other workers worldwide.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 51  
SUBMITTED BY CUPE ONTARIO EXECUTIVE BOARD

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**CUPE Ontario will:**

- Call upon CUPE National to ensure a fair and proportional amount of resources allocated to the Anti-Privatization Campaign over the next two years comes to CUPE Ontario to administer across the province.
- Ensure any campaign to fight privatization will integrate equality issues including addressing the impacts of privatization on Aboriginal and racialized workers
- Call upon CUPE National to ensure a fair and proportional amount of resources, direct financial campaign resources, assistance with campaigns, and staffing supports, comes into our province to take on the fights that exist in every sector of the union

**Because:**

- The fight against privatization in Ontario is critically important to the overall success of the fight against privatization across the country.
- Many small and medium sized local unions do not have the internal capacity to plan, administer and conduct a campaign of their own without assistance.
- There is maximum provincial benefit to National resources being allocated to CUPE Ontario to be used across the province, which will help more local unions of all sizes.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 52  
SUBMITTED BY OCHU

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**CUPE Ontario will:**

- Oppose all P3s affecting CUPE workplaces, using mass community actions. CUPE will expose corporations taking profits from the public purse and highlight inequality.

**Because:**

- Corporations and the wealthy are seizing more of our social wealth.
- As their wealth increases, the moneyed classes seek preferred access to public services through privatization.
- To maintain their return on investments, their new wealth requires new investments in new industries. This has also led them to demand the privatization of public sector industries.
- P3s are very attractive to corporations because the government always pays the bills for these vital services.
- Once corporations get even a 'foot in the door' of the public sector, they try to expand their business.
- Aggressive corporate campaigns for privatization will continue until workers return wealth from the corporations and the moneyed to working people and the public good.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 53  
SUBMITTED BY LOCAL 3903

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**CUPE Ontario will:**

- Develop an educational campaign on privatization that links issues of privatization to the different oppressions and to the international context. This will entail training and booking off members to visit locals across the province.
- Use this educational tour as part of a longer term strategy to build a campaign that includes a serious fight-back against privatization and advocacy for socialized health care, childcare and the elimination of all user fees including tuition fees.
- Call for a mass emergency meeting to start visioning what this fight-back campaign will need to look like and what actions we'll need to build.

**Because:**

- We have witnessed and continue to watch as our basic social goods such as universal access to health care are being dismantled
- We need to organize more seriously including the use of direct action and strike action if we are to win in the face of the neo-liberal attack.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 54  
SUBMITTED BY LOCAL 4207

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**CUPE Ontario will:**

- Launch a public campaign to push for nationalization of industry, beginning with the commanding heights of the economy
- Make every effort to include CUPE National, the provincial divisions of CUPE, the CLC, provincial labour federations and other unions in the campaign to extend democratic control over production and distribution.

**Because:**

- Privatization is a threat to public services and public sector workers
- Union density is highest in the public sector
- Public ownership of industry is the best strategy to fight against the loss of industrial jobs in Canada
- Public ownership has the potential to allow for greater democratic control of production and distribution of public goods and services

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 55  
SUBMITTED BY OCHU

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**CUPE Ontario will:**

- Work with the Ontario Regional Director and other staff to build an effective strategy to organize home care workers.

**Because:**

- This sector is largely unorganized.
- Workers in this sector face terrible working conditions.
- Low wages in home care undermine union bargaining in hospitals and homes.
- The government is moving work from highly unionized hospitals and nursing homes to non-unionized home care.
- Home care will become highly organized when we force the end of competitive bidding, but only unions with a significant presence are likely to gain new members when this happens.
- The difficulties of organizing in this sector require innovative and highly coordinated strategies that will challenge the union.
- Implementing such strategies will help build the capacity of CUPE to organize other challenging sectors, i.e. the key areas for future CUPE organizing.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>



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RESOLUTION # 56  
SUBMITTED BY OCHU

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**CUPE Ontario will:**

- Encourage all local unions to collect, by enforcing their Ontario Labour Relations Act rights, electronic lists of phone numbers of members on an annual basis.

**Because:**

- Communication by local unions with their entire membership is a key part of membership mobilization.
- Membership mobilizing is an increasingly important way to win political and economic struggles.
- Automatic calling has proven an inexpensive and effective way for locals to communicate and mobilize members for local or provincial campaigns.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 57  
SUBMITTED BY OCHU

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**CUPE Ontario will:**

- Focus on mobilizing CUPE members and locals in its campaigns. CUPE Ontario will report to the next convention on lessons learned and how it has increased membership mobilization capacity and resources.

**Because:**

- The union is the membership. Membership involvement is the core union strength.
- CUPE Ontario has expanded its membership mobilizing capacity in recent years and strengthened our fight back.
- Effective membership mobilization requires the closest connection with the CUPE membership. This will strengthen the union.
- Political or legislative attacks have caused tremendous damage across the country, stripping contracts, slashing jobs, and crushing pay cheques. But such attacks are difficult for unions to fight, coming outside of collective bargaining.
- CUPE Ontario has a heavy responsibility to increase our ability to fight such threats. A key element must be a focus on membership involvement and mobilization in our campaigns.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 58  
SUBMITTED BY LOCAL 1521

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**WHEREAS** union density is declining; and

**WHEREAS** locals and jurisdictional groups may recommend organizing initiatives based on their knowledge of related non-unionized work places; and

**WHEREAS** they discuss these organizing initiatives with the Division.

**THEREFORE BE IT RESOLVED** that the Division initiate discussion with National to develop strategies to expand membership; and

**BE IT FURTHER RESOLVED** that the organizing department be actively involved with the Division in organizing initiatives.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 59  
SUBMITTED BY LOCAL 2204

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**CUPE Ontario will:**

- Initiate discussion with CUPE National to develop strategies for wall-to-wall organizing in the broader public sector. This will include working collaboratively with the organizing department and provincial and national working groups and jurisdictional committees.

**Because:**

- Union density is declining
- Locals and CUPE Jurisdictional Groups may recommend organizing strategies and initiatives based on their knowledge of related non-unionized work places.
- Increasing union density will be an effective strategy to stop privatization, outsourcing and further downloading of vital community programs and services.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 60  
SUBMITTED BY LOCALS 2191,3903, 3906, 3907, 3908, CUPE ONTARIO UNIVERSTIY  
WORKERS COORDINATING COMMITTEE, CUPE TORONTO DISTRICT COUNCIL, CUPE  
ONTARIO ABORIGINAL COMMITTEE

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**CUPE Ontario will:**

- Lobby CUPE National to establish a two-year pilot campaign in Ontario to educate, encourage, persuade and/or influence locals to put detailed employment equity plans in

their bargaining proposals and vigorously bargain these employment equity plans into the collective agreement.

- Lobby CUPE National to adequately finance the campaign.
- Negotiate an agreement with the National office for joint development and implementation.

**Because:**

- CUPE and the labour movement have had a successful track record of using the collective agreement to promote human rights in the workplace before they were achieved through legislation.
- The inclusion of an employment equity clause has not removed the barriers to equal employment opportunities for our union sisters and brothers and to prospective union sisters and brothers.
- A detailed employment equity plan gives the union the power to ensure that the employer abides by the negotiated targets or outcomes in this legal document called the collective agreement.
- Ontario has over 54% of the racialized people in Canada and they are not fairly represented in all job classifications. Workers with disabilities, young workers, aboriginal workers and women in our diversity are also affected by employment barriers.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 61  
SUBMITTED BY LOCAL 1521

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**WHEREAS** the responsibility of chairing meetings takes training and experience; and

**WHEREAS** the Ontario Division has numerous committees; and

**WHEREAS** the Occupational Committees have annual conferences with up to three hundred delegates; and

**WHEREAS** the Division and a number of its committees hold special forums with significant number of delegates present; and

**WHEREAS** the role of the chair is significantly important in ensuring that the proceedings unfold in an organized, respectful and equitable fashion.

**THEREFORE BE IT RESOLVED** that the Division ensure that all chairs of all committees are given the opportunity to be trained in the effective chairing of meetings.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 62

SUBMITTED BY LOCALS 2191, 3903, 3906, 3907, 3908, 4308, 4400, CUPE TORONTO DISTRICT COUNCIL, CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO RAINBOW COMMITTEE

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**CUPE Ontario will:**

- Organize and anti-racism, anti-oppression training for all Executive Board members within one month of their election.
- Ensure that all members participate actively in this training

**Because:**

- All executive members need to be on the same page in understanding anti-racism, anti-oppression principles.
- CUPE and the labour movement will be stronger for building the capacity of our leaders in ARAO principles

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 63

SUBMITTED BY LOCAL 1281

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**CUPE Ontario will:**

- Organize anti-racism and anti-oppression training for all Executive Board members to take place during the first Executive Board meeting or within one month of it.
- Ensure that all members participate actively in this training.

**Because:**

- All executive members need to be on the same page in understanding anti-oppression principles including: racism, sexism, homophobia, transphobia, classism, ableism and ageism.
- CUPE and the labour movement will be stronger for building the capacity of our leaders when we can understand each others struggles and learn how to offer solidarity.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 64

SUBMITTED BY LOCALS 1281, 3903, 3906, 3907, 3908, CUPE ONTARIO UNIVERSITY WORKERS COORDINATING COMMITTEE, CUPE TORONTO DISTRICT COUNCIL

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**CUPE Ontario will:**

- Design a book-off policy that will equitably address the part-time, quarter-time or relief work-life realities of many CUPE members.
- Provide book-off compensation directly to part-time, quarter-time, or relief members, where warranted, who carry out union work on the behalf of the Ontario Division during times that they could have been working.
- Empower its Executive Board to set an hourly book-off rate of not less than \$15 per hour, which shall take effect at the end of summer 2008.
- Offer the determined book-off rate to full-time workers whose hourly wage is below it.

**Because:**

- The current book-off policy is based on an industrial work-force model that has been made outdated by fundamental changes in the structure of the economy.
- Many members are part-timers with irregular hours of work and are likely giving up potential employment income when they do union business during day-time hours for which full-time workers earn book-off compensation.
- This new book-off policy may encourage part-time and relief workers to become more active in campaigns, projects, standing committees and seek elected office.
- This initiative is all about solidarity and equity for women, who make up the majority of part-time workers.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 65

SUBMITTED BY LOCAL 2191

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**CUPE Ontario will:**

- Design a book-off policy that will equitably address the part-time, quarter-time or relief work-life realities of many CUPE members.
- Provide book-off compensation directly to part-time, quarter-time, or relief members, where warranted, who carry out union work on the behalf of the Ontario Division during times that they could have been working.
- Empower its Executive Board to determine an hourly book-off rate that will be used to compensate these categories of workers but shall not be less than \$15 per hour.

**Because:**

- The current book-off policy is based on an industrial work-force model that has been made outdated by fundamental changes in the structure of the economy.

- Many members are part-timers with irregular hours of work and are likely giving up potential employment income when they do union business during day-time hours for which full-time workers earn book-off compensation.
- This new book-off policy may encourage part-time and relief workers to become more active in the work of CUPE Ontario.
- This initiative is all about solidarity and equity for women, who make up the majority of part-time workers.
- Part-time workers are not sufficiently represented on our Executive Board and Committees.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 66  
SUBMITTED BY LOCAL 4207

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**WHEREAS** future leaders of CUPE are currently in the public school system; and

**WHEREAS** the current Ontario curriculum does not include any component of labour education; and

**WHEREAS** students do not have the chance to learn about the history of labour struggles before they are subjected to business education in the Ontario curriculum.

**THEREFORE BE IT RESOLVED** that CUPE Ontario will work with its young workers and School Board Coordinating Committees to lobby the provincial government to include a labour component in the Ontario curriculum.

**BE IT FURTHER RESOLVED** that CUPE Ontario will bring a resolution to the next National Convention in Montreal calling on the other provincial divisions and CUPE National to lobby their provincial governments to include a labour component in all provincial curricula.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 67  
SUBMITTED BY LOCAL 4400

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**CUPE Ontario will:**

- Adopt a process to develop, discuss and approve the budget at the Ontario Convention
- The Ontario Convention requests that CUPE National develop, discuss and approve their budget at the National Convention.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 68  
SUBMITTED BY CUPE ONTARIO YOUNG WORKERS COMMITTEE

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**WHEREAS** the involvement of young members in our union is crucial for the future of the labour movement; and

**WHEREAS** the average age of union leaders is increasing every year; and

**WHEREAS** CUPE Ontario needs to fairly represent its young worker membership at the Ontario Division Annual Convention; and

**WHEREAS** there is a lack of young worker participation at this event.

**THEREFORE BE IT RESOLVED** that CUPE Ontario actively campaigns, recommends and encourages all Locals and District Councils to send at least one young worker member each to the Ontario Division Annual Convention.

**BE IT FURTHER RESOLVED** that CUPE Ontario designate one extra delegate space for every Local and District Council that sends a young worker as a delegate.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 69  
SUBMITTED BY LOCALS 3903, 3908, 4308

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**CUPE Ontario will:**

- Report back to the membership through convention in the following year and in written communication to locals and/or councils who submitted resolutions when:
  - resolutions with concurrence that have been passed by majority vote at convention are not implemented by the National;
  - resolutions with concurrence are not implemented;
- Provide written communication to locals immediately of the time a decision has been made not to act on a resolution
- Include in written communication reasons for resolutions not being implemented and set in place a process where locals, councils and/or members can utilize to address lack of action on a resolution;
- Set in place a process for locals to access information about the status of a resolution and advise locals in writing the steps to take to access this information

**Because:**

- It is through resolutions at conventions that members from across the province determine policy and set priorities for our union.
- Failure to act on resolutions, for any reason, impacts on the democratic decisions made by the rank and file members at convention.

- Our union, at every level, needs to establish clear information about actions and decisions that impact the membership.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

RESOLUTION # 70  
 SUBMITTED BY LOCALS 3907, 4400, CUPE TORONTO DISTRICT COUNCIL, CUPE  
 ONTARIO ABORIGINAL COUNCIL

**CUPE Ontario will:**

- Emphasize resolutions and constitutional amendments in the convention schedule

**Because:**

- Delegates submit resolutions and constitutional amendments in order to debate them and vote on them and, as a result of that democratic process, determine the direction and actions of the union and its elected officers.
- Resolutions and constitutional amendments should shape CUPE Ontario's Action Plan, therefore, they should make up the majority of time spent at convention.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

RESOLUTION # 71  
 SUBMITTED BY LOCALS 3907, 4400, CUPE TORONTO DISTRICT COUNCIL, CUPE  
 ONTARIO ABORIGINAL COUNCIL

**CUPE Ontario will:**

- Eliminate the use of “concurrence / non-concurrence” practices to introduce resolutions

**Because:**

- Delegates come to convention in order to debate and vote on the resolutions and constitutional amendments submitted by affiliated Locals – not to debate and vote on the assessment of those submissions
- The practice of “concurrence / non-concurrence” is neither democratic nor transparent

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>



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RESOLUTION # 72  
SUBMITTED BY LOCAL 1019

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**WHEREAS** the members of the Ontario Division of CUPE meet yearly at convention, to discuss, debate and educate each other on the happenings in the sectors and the Division as a whole; and

**WHEREAS** every other year is an election year, and a significant portion of convention is taken up by this process, thus reducing time for convention business

**THEREFORE BE IT RESOLVED** that in an election year, the convention be extended by one full day to accommodate the election process and not take time away from regular convention business,

**BE IT FURTHER RESOLVED** that this will take effect at the next election convention in 2010.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 73  
SUBMITTED BY LOCALS 3903, 3908

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**CUPE Ontario will:**

- Ensure that 70% of convention time be devoted to debating resolutions.
- Limit all speeches and presentations at convention to a maximum of 15 minutes each.

**Because:**

- Locals have come to convention to debate issues and set policy for the union. Too little of this actually gets done, leaving many members frustrated.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 74  
SUBMITTED BY LOCAL 4207

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**WHEREAS** there is a lack of youth representation in CUPE's leadership and staffing positions; and

**WHEREAS** young workers are the future of the labour movement; and

**WHEREAS** many young workers are first exposed to organized labour through regressive business-oriented unions; and

**WHEREAS** organizing is the life blood of the labour movement; and

**WHEREAS** internship programs create educational and practical opportunities for our members;  
and

**WHEREAS** membership development is fundamental to union renewal and union democracy

**THEREFORE BE IT RESOLVED** that CUPE Ontario strongly lobby for a cost-sharing agreement with the National to implement an organizing internship program for young worker members.

**BE IT FURTHER RESOLVED** that the responsibilities of the youth interns be extended to include both organizing and development of a youth membership base in our union and to assist with organizing workplaces where young workers are disproportionately represented.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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**RESOLUTION # 75**

SUBMITTED BY LOCALS 3907, 4400, CUPE TORONTO DISTRICT COUNCIL, CUPE ONTARIO RAINBOW COMMITTEE

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**CUPE Ontario will:**

- With input and support from the Equality Committees, develop an Equality Budget and present that budget to the 2009 CUPE Ontario Convention

**Because:**

- Equality Committee representatives at the 2008 Equality Retreat unanimously supported the development of an Equality Budget.
- CUPE Ontario's Action Plan calls for "support (for) Anti-Racism forums, Human Rights and Women's conferences" and a task force to "examine equality structure for each jurisdictional committee" but these activities are not presently budgeted for.
- Much good work on equality issues has begun but much also remains to be done.
- Equality work should be central to the work of CUPE Ontario and, as such, must have sufficient and stable funding.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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**RESOLUTION # 76**

SUBMITTED BY LOCALS 3907, 4400, CUPE TORONTO DISTRICT COUNCIL, CUPE ONTARIO ABORIGINAL COUNCIL

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**CUPE Ontario will:**

- Prepare a constitutional amendment which changes the dues structure from flat rates to a percentage and will submit that constitutional amendment to the 2009 CUPE Ontario Convention

**Because:**

- Flat rate dues create an undue and unfair financial burden for small locals and locals with lower wage earners
- Percentage dues are more equitable than flat rate dues and
- According to its own bylaws, CUPE Ontario supports (add principles from bylaws)

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 77  
SUBMITTED BY LOCAL 4400

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**CUPE Ontario will:**

- Request the National Union to return any surplus funds, after all expenses for National initiatives, offices and staff throughout Canada are paid, to the Provincial Divisions, proportionate to the amount remitted to National based on number of members, to assist with local fightback initiatives, bargaining, etc. being undertaken at the local level.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 78  
SUBMITTED BY OCHU

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**CUPE Ontario will:**

- Continue to fund, support, and work with the Ontario Health Coalition (OHC) and will launch a campaign to encourage CUPE locals and councils to affiliate with the OHC and local health coalitions.

**Because:**

- The OHC is a broad based community-labour coalition, with locally affiliated coalitions in towns and cities in many parts of the province.
- The OHC has proven to be a very valuable ally in CUPE's struggle for universal, accessible, comprehensive, publicly funded and publicly delivered health care.
- The attacks on public health care by for-profit corporations are increasing.
- Work with community allies to strengthen our campaigns.
- The OHC does an incredible amount of work with very modest funding.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 79  
SUBMITTED BY LOCAL 2191

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**CUPE Ontario will:**

- Develop and implement a province wide affiliation campaign.
- The goals of this campaign should be to have all CUPE locals affiliated or re-affiliated to our Division within the next two years.
- This convention will provide CUPE Ontario Executive Board with the financial resources necessary to develop and implement this campaign to achieve our goals.
- CUPE Ontario will work with CUPE National on this campaign.

**Because:**

- All our members need to understand the importance of working in unity.
- This campaign will underline the benefits of affiliation to our Division and the political benefits of member to member and local to local solidarity.
- CUPE Ontario will be a stronger division and better equipped to take on the provincial government and their privatization agenda if we are all united.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 80  
SUBMITTED BY CUPE ONTARIO EXECUTIVE BOARD

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**CUPE Ontario will:**

- Call on CUPE National to share with CUPE Ontario the information in the LUIS (Local Union Information System) Data Base on a regular and on going basis
- Call on CUPE National to share with CUPE Ontario the information in the CAIS (Collective Agreement Information System) Data Base on a regular and on going basis

**Because:**

- Campaigns in Ontario rely upon CUPE Ontario being able to reach its members
- Campaigns also rely upon accurate information on the collective agreement provisions of locals
- Delegates to the December 15<sup>th</sup> Leadership meeting demanded access to this information
- CUPE staff have access to this information but elected leaders do not
- Not having access to membership information hampers our ability to do a comprehensive affiliation drive or be fully effective in any campaign and decreases the solidarity of the union overall

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 81  
SUBMITTED BY LOCAL 1582

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**CUPE Ontario will:**

Establish a task force whose membership will be established by the Division's Executive Board.  
The Task force will in turn:

- Review the feasibility and practicality of altering the current quantum-based method to a percentage method tied to membership income by which the Division collects per capita revenues from local affiliated unions;
- Report back no later than to the 2009 Convention with its findings and recommendations; and
- Make such preliminary reports to the Division Executive, Jurisdictional Groups, Committees and local memberships as it sees fit

**Because:**

- The quantum-based method is a regressive approach, and places a disproportionate burden on locals whose membership may be less well-paid than that of locals whose membership is relatively better paid; and
- It is inconsistent with the percentage basis employed by the National union.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 82  
SUBMITTED BY LOCAL 4207

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**WHEREAS** the involvement of young members in our union is crucial for the future of the labour movement; and

**WHEREAS** the average age of union leaders is increasing every year; and

**WHEREAS** CUPE Ontario needs to fairly represent its young worker membership at the Ontario Division Annual Convention; and

**WHEREAS** there is a lack of young worker participation at this event.

**THEREFORE BE IT RESOLVED** that CUPE Ontario actively campaigns, recommends and encourages all Locals and District Councils to send at least one young worker member each to the Ontario Division Annual Convention.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 83  
SUBMITTED BY CUPE ONTARIO EXECUTIVE BOARD

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**CUPE Ontario will:**

- Hold a Political Action Conference for members by the next Convention
- Promote the conference to maximize attendance
- Provide a combination of workshops on the importance of campaign activity by CUPE Ontario, the connection between campaign work and the day to day work of local unions, and workshops on the union's involvement in election campaigns.

**Because:**

- A Political Action Conference will strengthen the participation of our across the province
- A Political Action Conference will help our members to make the links between campaign work, electoral political action, and the day to day work of local unions
- CUPE Ontario has had major successes in building coalitions in communities around campaign activity and action
- CUPE Ontario was actively involved in electing progressive municipal and school board trustees in many communities in the Fall of 2006
- CUPE Ontario was a major player in the provincial Election in the Fall of 2007 with an unprecedented number of members actually offering for election

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>	
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/>	<b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 84  
SUBMITTED BY CUPE ONTARIO 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 has built on previous plans. This method of prolonged focus on issues is producing real measurable gains over time.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>	
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/>	<b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 85

SUBMITTED BY LOCALS 3903, 3906, 3907, 3908, CUPE TORONTO DISTRICT COUNCIL,  
CUPE ONTARIO ABORIGINAL COUNCIL

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**CUPE Ontario will:**

- Strike a workgroup consisting of Executive Board members, Equality Committee representatives and rank and file members to outline a two year plan to restructure the Ontario Division to allow for the election of three (3) full-time officers in 2010 with the following guidelines:
- The third officer would be an Executive Vice-President. Of the three (3) full-time officers, at least one must be a woman, and at least one must be a racialized or aboriginal worker.

**Because:**

- CUPE Ontario has grown since it was first organized, yet the full-time complement of officers has not changed;
- As a labour organization grows a balance between elected political leaders and an increase in staff is important to maintain the integrity of the political process;
- The full-time officers of the Division must be representative of the workers.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 86

SUBMITTED BY LOCAL 4400

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**CUPE Ontario will:**

- Strike a workgroup consisting of Executive Board members, Equality Committee representatives and rank and file members to outline a two year plan to restructure the Ontario Division to allow for the election of three (3) full-time officers in 2010, and that these positions be funded fully by the National Union.

**Because:**

- CUPE Ontario has grown since it was first organized, yet the full-time complement of officers has not changed;
- As a labour organization grows a balance between elected political leaders and an increase in staff is important to maintain the integrity of the political process.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 87  
SUBMITTED BY LOCAL 1521

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**WHEREAS** jurisdictional committees are the coordinating bodies for the members they represent; and

**WHEREAS** the primary function of coordination relates to bargaining strong progressive collective agreements; and

**WHEREAS** the members at their conferences elect a committee and a chair to develop the campaigns and bargaining initiatives established by their members at their conferences; and

**WHEREAS** National Staff representatives are assigned to these committees to assist and to work with them; and

**WHEREAS** to be effective the relationship between the chair, committee and coordinator needs to be respectful and at all times be based on moving ahead the established agenda of the members.

**THEREFORE BE IT RESOLVED** that the agenda established by the committee's membership be the driving force for the chair, committee and coordinator.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 88  
SUBMITTED BY LOCALS 229, 1356, 2361, 3902, CUPE ONTARIO UNIVERSITY WORKERS  
COORDINATING COMMITTEE

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**WHEREAS** there are approximately ten thousand (10, 000) members of CUPE Ontario working within the trades, and

**WHEREAS** there are specific issues pertaining to training, health and safety, technological changes and apprenticeships relating to trades, and

**WHEREAS** at the 2007 CUPE Ontario Division Annual Convention a resolution was passed to form a Trades Committee.

**THEREFORE BE IT RESOLVED** that an annual two (2) day conference be held to address issues such as coordinated bargaining language, legislative changes, developing coalitions and allies specific to the trades in all sectors inside CUPE Ontario; and

**BE IT FURTHER RESLOVED** that a Trades Caucus be held at all CUPE Ontario Division conventions; and

**BE IT FINALLY RESOLVED** that CUPE Ontario work with CUPE National to ensure that the necessary resources are provided.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>



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RESOLUTION # 89  
SUBMITTED BY LOCAL 1356

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**WHEREAS** CUPE recognizes the diversity of its membership and the range of job classifications that should have involvement and input into decisions about their work; and

**WHEREAS** the Ontario government is currently dismantling the tradesperson and apprenticeship programs in this province using the U.K. model of privatization as their foundation; and

**WHEREAS** each jurisdiction has tradespersons who are tasked with maintaining institutions that are riddled with massive deferred maintenance and whose work is being contracted out.

**THEREFORE BE IT RESOLVED** that CUPE Ontario create a tradesperson committee with needed resources; and

**BE IT FURTHER RESOLVED** that CUPE Ontario create a mechanism to ensure that this committee has a reporting structure that ensures this committee's decisions are the foundation of CUPE Ontario's stance with regard to tradespersons and apprenticeship programs and changes in these programs.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 90  
SUBMITTED BY CUPE ONTARIO SCHOOL BOARD COORDINATING COMMITTEE

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**WHEREAS** many CUPE Ontario members face inappropriate barriers in the workplace due to their racial heritage, sexual orientation, disability, and a myriad of other grounds; and

**WHEREAS** all recommendations coming from committees should be consistent with the diversity goals of CUPE Ontario;

**THEREFORE BE IT RESOLVED** that the CUPE Ontario Executive Board form a task force to develop a plan for including diversity representation on all CUPE Ontario committees.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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RESOLUTION # 91  
SUBMITTED BY LOCALS 3907, 4400, CUPE TORONTO DISTRICT COUNCIL, CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO RAINBOW COMMITTEE

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**CUPE Ontario will:**

- Budget for and finance an annual Equality Retreat for the Equality Committees

**Because:**

- CUPE Ontario's Action Plan calls for the creation of an "integrated equality agenda for CUPE Ontario."
- Equality work should be central to the work of CUPE Ontario.
- The first ever Equality Retreat for Equality Committees, held in early 2008, began a much-needed process of connecting Equality Committees and their members, events, campaigns, and goals.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

## CONSTITUTIONAL AMENDMENTS

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CONSTITUTIONAL AMENDMENT # C1

SUBMITTED BY LOCALS 3902, 3903, 3908, CUPE TORONTO DISTRICT COUNCIL, CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO PINK TRIANGLE COMMITTEE

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**CUPE Ontario will:**

Amend Article 5 (a) by adding after "pursuant to Article 4 of the National Constitution" the following:

*A Diversity Vice-President (Women) chosen by the Women's Caucus at Convention; a Diversity Vice-President (Young Workers) chosen by the Young Workers Caucus at Convention; a Diversity Vice-President (Workers with a Disability) chosen by the Workers with a Disability Caucus at Convention and a Diversity Vice-President (LGBTTI workers) chosen by the LGBTTI workers at Convention.*

**Because:**

- CUPE Ontario's Executive Board must act immediately to ensure the Executive is reflective of the membership of CUPE across the province
- Work done at all the Equality Committees is crucial to the success of CUPE Ontario and Equality Committees must be represented on the Executive.
- In order for CUPE to be a champion of equality, the Executive Board must be more inclusive.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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CONSTITUTIONAL AMENDMENT # C2  
SUBMITTED BY THE CUPE ONTARIO ABORIGINAL COUNCIL

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**CUPE Ontario will:**

- Amend article 5 (a) of its constitution by adding the following wording after "pursuant to Article 4 of the National Constitution"
- "one member from each of the Equality Committees. Each Equality Committee will undertake its own process to name a designate from its committee to the Executive Board."

**Because:**

- It is vitally important to support CUPE Ontario's Action Plan by putting equality front and centre in our Union.
- It is equally important to make the work of Equality Committees and their representatives central to the work of CUPE Ontario.
- CUPE Ontario's Executive Board should be reflective of the diversity of CUPE Ontario membership.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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CONSTITUTIONAL AMENDMENT # C3  
SUBMITTED BY LOCALS 3906, 3907, 3908, CUPE ONTARIO UNIVERSITY WORKERS  
COORDINATING COMMITTEE, CUPE TORONTO DISTRICT COUNCIL, CUPE ONTARIO  
ABORIGINAL COUNCIL

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**CUPE Ontario will:**

1. Amend Article 7(c) of its Constitution to change the title of "**First Vice- President**" to "**Vice-President - Equity and Human Rights**" and furthermore the contents of Article 7(c) shall be deleted and be replaced with:

**Vice-President - Equity and Human Rights**

The Vice-President - Equity and Human Rights shall, in the absence of the President, preside and perform all duties pertaining to the office of the President and render such assistance as may be required. The Vice-President – Equity and Human Rights shall be empowered to apply equity and human rights lens to all activities of the Division, work closely with the Division's equality representatives and equality committees, advance international solidarity, co-chair the Human Rights Committee, be a member of the Education Committee, and work in close co-operation with the National Office's Equality Branch and its assigned equality representatives. In the case of a permanent vacancy in the office of the Vice-President, Equity and Human Rights, the office shall be offered to the unsuccessful candidates for this office in order of votes received at the preceding election, provided that they received at least 25 per cent (25%) of the total votes cast. If the vacancy cannot be filled in this manner, it shall be filled by the Executive Board by appointment.

2. Amend Article 7(d) of its Constitution to change the title of “**Second Vice-President**” to “**Vice-President - Education, Bargaining and Political Action**” and furthermore the contents of Article 7(d) shall be deleted and be replaced with:  
**Vice-President - Education, Bargaining and Political Action**  
The Vice-President - Education, Bargaining and Political Action shall chair the Education Committee, work in close co-operation with the National Office’s Union Development Department, facilitate member political and economic education, assist in the organizing of CUPE Schools, facilitate the mobilization of members for strikes, rallies and other political actions, as well as collaborate with the Provincial Occupational Groups to promote co-ordinated bargaining. In the case of a permanent vacancy in the office of the Vice-President - Education, Bargaining and Political Action, the office shall be offered to the unsuccessful candidates for this office in order of votes received at the preceding election, provided that they received at least 25 per cent (25%) of the total votes cast. If the vacancy cannot be filled in this manner, it shall be filled by the Executive Board by appointment.
3. Amend Article 7(e) of its Constitution to change the title of “**Third Vice-President**” to “**Vice-President - Organizing and Labour/Community Alliance**” and furthermore the contents of Article 7(e) shall be deleted and be replaced with:  
**Vice-President - Organizing and Labour/Community Alliance**  
The Vice-President - Organizing and Labour/Community Alliance shall work in close co-operation with the National Office’s Organizing and Regional Services Department, work closely with the officers in advancing the organizing of unorganized sisters and brothers, promote and advance strong alliances between the Division and social movement organizations and community groups, and develop the Division’s capacity to undertake organizing initiatives or campaigns. In the case of a permanent vacancy in the office of the Vice-President - Organizing and Labour/Community Alliance, the office shall be offered to the unsuccessful candidates for this office in order of votes received at the preceding election, provided that they received at least 25 per cent (25%) of the total votes cast. If the vacancy cannot be filled in this manner, it shall be filled by the Executive Board by appointment.
4. Amend article 7(f) of its Constitution to change the title of “**Fourth Vice-President**” to “**Vice-President - Research and Affiliate Relations**” and furthermore the contents of Article 7(f) shall be deleted and be replaced with:  
**Vice-President - Research and Affiliate Relations**  
The Vice-President - Research and Affiliate Relations shall work in close cooperation with the relevant officers, staff and departments, advice the Division on widely spreading research knowledge and skills within the rank-and-file, promote research projects that document in writing the Division’s and constituent bodies’ history, the way the unions functions and other critical knowledge, facilitate affiliation campaigns, and undertake initiatives to advance the needs and interests of affiliated locals. In the case of a permanent vacancy in the office of the Vice-President - Research and Affiliate Relations, the office shall be offered to the unsuccessful candidates for this office in order of votes received at the preceding election, provided that they received at least 25 per cent (25%) of the total votes cast. If the vacancy cannot be filled in this manner, it shall be filled by the Executive Board by appointment.
5. Amend the relevant articles in the Constitution to reflect the above changes in the title of the Vice-President offices. These new titles will take effect at the May 2009 convention.

**Because:**

- The office of Vice-President should come with specified duties and areas of responsibility.
- These changes give real meaning to the following excerpt from CUPE Ontario's Constitution "The Constitution is designed to give proper balance to the administration of the Division. Duties should be shared by many, rather than the few."

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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CONSTITUTIONAL AMENDMENT # C4  
SUBMITTED BY LOCAL 3903

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**CUPE Ontario will:**

1. Amend Article 7(c) of its Constitution to change the title of "**First Vice- President**" to "**Vice-President - Equity and Human Rights**" and furthermore the contents of Article 7(c) shall be deleted and be replaced with:  
**Vice-President - Equity and Human Rights**  
The Vice-President - Equity and Human Rights shall be empowered to apply equity and human rights lens to all activities of the Division, work closely with the Division's equality representatives and equality committees, advance international solidarity, co-chair the Human Rights Committee, be a member of the Education Committee, and work in close co-operation with the National Office's Equality Branch and its assigned equality representatives. In the case of a permanent vacancy in the office of the Vice-President, Equity and Human Rights, the office shall be offered to the unsuccessful candidates for this office in order of votes received at the preceding election, provided that they received at least 25 per cent (25%) of the total votes cast. If the vacancy cannot be filled in this manner, it shall be filled by the Executive Board by appointment.
2. Amend Article 7(d) of its Constitution to change the title of "**Second Vice-President**" to "**Vice-President - Education, Bargaining and Political Action**" and furthermore the contents of Article 7(d) shall be deleted and be replaced with:  
**Vice-President - Education, Bargaining and Political Action**  
The Vice-President - Education, Bargaining and Political Action shall chair the Education Committee, work in close co-operation with the National Office's Union Development Department, facilitate member political and economic education, assist in the organizing of CUPE Schools, facilitate the mobilization of members for strikes, rallies and other political actions, as well as collaborate with the Provincial Occupational Groups to promote co-ordinated bargaining. In the case of a permanent vacancy in the office of the Vice-President - Education, Bargaining and Political Action, the office shall be offered to the unsuccessful candidates for this office in order of votes received at the preceding election, provided that they received at least 25 per cent (25%) of the total votes cast. If the vacancy cannot be filled in this manner, it shall be filled by the Executive Board by appointment.
3. Amend Article 7(e) of its Constitution to change the title of "**Third Vice-President**" to "**Vice-President - Organizing and Labour/Community Alliance**" and furthermore the contents of Article 7(e) shall be deleted and be replaced with:

**Vice-President - Organizing and Labour/Community Alliance**

The Vice-President - Organizing and Labour/Community Alliance shall work in close co-operation with the National Office's Organizing and Regional Services Department, work closely with the officers in advancing the organizing of unorganized sisters and brothers, promote and advance strong alliances between the Division and social movement organizations and community groups, and develop the Division's capacity to undertake organizing initiatives or campaigns. In the case of a permanent vacancy in the office of the Vice-President - Organizing and Labour/Community Alliance, the office shall be offered to the unsuccessful candidates for this office in order of votes received at the preceding election, provided that they received at least 25 per cent (25%) of the total votes cast. If the vacancy cannot be filled in this manner, it shall be filled by the Executive Board by appointment.

4. Amend article 7(f) of its Constitution to change the title of "Fourth Vice-President" to "Vice-President - Research and Affiliate Relations" and furthermore the contents of Article 7(f) shall be deleted and be replaced with:

**Vice-President - Research and Affiliate Relations**

The Vice-President - Research and Affiliate Relations shall work in close cooperation with the relevant officers, staff and departments, advise the Division on widely spreading research knowledge and skills within the rank-and-file, promote research projects that document in writing the Division's and constituent bodies' history, the way the unions functions and other critical knowledge, facilitate affiliation campaigns, and undertake initiatives to advance the needs and interests of affiliated locals. In the case of a permanent vacancy in the office of the Vice-President - Research and Affiliate Relations, the office shall be offered to the unsuccessful candidates for this office in order of votes received at the preceding election, provided that they received at least 25 per cent (25%) of the total votes cast. If the vacancy cannot be filled in this manner, it shall be filled by the Executive Board by appointment.

5. Amend the relevant articles in the Constitution to reflect the above changes in the title of the Vice-President offices. These new titles will take effect at the May 2009 convention.

**Because:**

- The office of Vice-President should come with specified duties and areas of responsibility.
- These changes give real meaning to the following excerpt from CUPE Ontario's Constitution "The Constitution is designed to give proper balance to the administration of the Division. Duties should be shared by many, rather than the few."

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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CONSTITUTIONAL AMENDMENT # C5  
SUBMITTED BY LOCALS 2191, 3903, 3907, 4400, CUPE TORONTO DISTRICT COUNCIL,  
CUPE ONTARIO ABORIGINAL COUNCIL

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**CUPE Ontario will:**

Amend Article 8 (b) of its Constitution that, in part, reads "seven (7) members shall constitute a quorum" on its Executive Board to "fifty percent plus one (50% + 1) members shall constitute a

quorum.”

**Because:**

- A seven (7) member quorum on an Executive Board of nineteen (19) members is not a majority vote principle that we use to carry out or decide most of the business of our Union.
- A fifty percent plus one (50% + 1) member majority facilitates the possibility that a wider representation of the sectoral groups and other elected representatives will be needed to participate in decisions that will be made in our name.
- A low quorum of seven (7) executive board members could lead to a breach of the spirit of our Union’s democratic ideals.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>	
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/>	<b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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CONSTITUTIONAL AMENDMENT # C6  
SUBMITTED BY LOCAL 1281

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**CUPE Ontario will:**

Amend Article 8 (b) of its Constitution that, in part, reads “seven (7) members shall constitute a quorum” on its Executive Board to “thirteen (13) members shall constitute a quorum.”

**Because:**

- A seven (7) member quorum on an Executive Board of twenty-three (23) members is not even close to the majority vote principle that we use to carry out or decide most of the business of our union.
- A thirteen (13) member majority of the executive board members being required facilitates the possibility that a wider representation of the sectoral groups and other elected representatives will be needed to participate in decisions that will be made in our name.
- A low quorum of seven (7) Executive Board members could lead to a breach of the spirit of our union democratic ideals.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>	
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/>	<b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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CONSTITUTIONAL AMENDMENT # C7  
SUBMITTED BY LOCALS 3903, 3907, 3908, CUPE ONTARIO UNIVERSITY WORKERS  
COORDINATING COMMITTEE, CUPE TORONTO DISTRICT COUNCIL, CUPE ONTARIO  
ABORIGINAL COUNCIL

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**CUPE Ontario will:**

Amend Article 8(d) 4 of its Constitution to delete the current contents which read:

*Should a permanent vacancy occur in the office of the Fourth Vice-President, the office shall be offered to the six (6) Executive Members in the order of votes received in the preceding election.*

Article 8(d) 4 will now read:

*In the case of a permanent vacancy in the office of the Vice-President, the office shall be offered to the unsuccessful candidates for this office in order of votes received at the preceding election, provided that they received at least 25 per cent (25%) of the total votes cast. If the vacancy cannot be filled in this manner, the office will be filled through an election of members of the Executive Board, and if there are no candidates from the Executive Board, it shall be filled by the Executive Board by appointment.*

**Because:**

- We should strive to fill permanent vacancies in office of the Vice-President candidates who ran for these positions at our convention and presented electoral platforms for the examination of the delegates
- The current practice of “bumping up” does not take into consideration the existing knowledge and skills of the sisters and brothers who are “bumped” into the vacant offices
- The proposed change offers a rational way of filling vacancies in the Vice-President office.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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CONSTITUTIONAL AMENDMENT # C8  
SUBMITTED BY LOCALS 2191, 3903, 3907, 3908, 4400, CUPE TORONTO DISTRICT  
COUNCIL, CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO RAINBOW  
COMMITTEE

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**CUPE Ontario will:**

Amend Article 5 (a) by eliminating the following language:

“One representative chosen by an Aboriginal Person’s Caucus at Convention and allocated to an Aboriginal delegate, one representative chosen by a Visible Minority Caucus at Convention and allocated to a visible minority delegate”

And replacing it with the following:

One Diversity Vice-President (Aboriginal Workers) chosen by the Aboriginal Workers Caucus at Convention and one Diversity Vice-President (Racialized Workers) chosen by the Racialized Workers Caucus at Convention.

**Because:**

- Diversity Vice-President denotes recognition of the important role expected from these



- two positions;
- “Visible Minority” is an outdated term that the UN has claimed is discriminatory.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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CONSTITUTIONAL AMENDMENT # C9  
 SUBMITTED BY CUPE ONTARIO EXECUTIVE BOARD

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CUPE Ontario will amend its Constitution in Article 5c to read:

(c) The Executive Committee shall consist of the two (2) Executive Officers, the four (4) Vice-Presidents, *the Aboriginal Representative and the Visible Minority Representative elected to the Board.*

**CUPE Ontario will:**

Amend its Constitution in Article 8(c) to read:

The Executive Committee shall consist of the President, Secretary-Treasurer, four (4) Vice-Presidents, *and the Aboriginal Representative and the Visible Minority Representative elected to the Board.* The Executive Committee shall meet prior to each meeting...(continue as written).

And these changes will be effective at the end of this Convention

**Because:**

- CUPE Ontario has an Action Plan and an Agenda for Change which speaks to the importance of equality work in our province and the need to integrate equality work in all that we do as a union
- We have had an informal practice of including the equality representatives in the Executive Committee
- These changes will formalize our practices and will make clear CUPE Ontario’s commitment to the integration of equality work

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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CONSTITUTIONAL AMENDMENT # C10  
 SUBMITTED BY LOCALS 2191, 3907, 3908, 4400, CUPE TORONTO DISTRICT COUNCIL,  
 CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO RAINBOW COMMITTEE

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**CUPE Ontario will:**

1. Amend Article 8(e)1 page 13 of its Constitution to change the name of the Rainbow Committee to Racial Justice Committee

2. Amend Article 8(e)3a on page 13 to reflect the name change of the Committee to: Racial Justice Committee
3. Amend Article 8(d)7a on page 12 of its Constitution and change the “Rainbow Committee and Visible Minority Caucus” to the “Racial Justice Caucus” and shall add as a part of Article 8(d)7a that “only members who self-identify as being from racialized peoples shall attend this Caucus unless otherwise invited to participate by a majority vote of the Racial Justice Caucus’ participants.
4. Amend any reference to Rainbow Committee or Visible Minority caucus that may appear elsewhere in the Constitution to reflect the change of name to Racial Justice Committee or Racial Justice Caucus, as is relevant for the article in question.

**Because:**

- The name “Rainbow Committee” creates confusion to racialized members at conventions and conferences as to the constituency that falls within the mandate of the committee.
- The name “Racial Justice Committee” speaks positively and affirmatively to the committee’s mandate and mission.
- “Visible Minority” was declared a racially problematic term by a United Nations’ agency.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/>	<b>Defeated</b> <input type="checkbox"/>
		<b>Referred</b> <input type="checkbox"/>

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CONSTITUTIONAL AMENDMENT # C11  
 SUBMITTED BY LOCALS 2191, 3903, 3906, 3907, 3908, 4400, CUPE TORONTO DISTRICT COUNCIL, CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO RAINBOW COMMITTEE

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**CUPE Ontario will:**

Amend the Obligation of Executive Board and Trustees under Article 6(k) of the Constitution to read:

*I do most sincerely promise on my honour that I will truly and faithfully perform the duties of my office for the ensuing term, as prescribed in the Constitution and Laws of this Division.*

*As an officer, I will follow anti-racism and anti-oppression principles and attend an ARAO Training with the entire Executive Board which will be organized within the first month of my term. I will at all times, through both word and action, promote the harmony and preserve the dignity of its sessions.*

**Because:**

- It is important that all Executive Board members, as leaders of CUPE, commit and follow ARAO principles in the work they do on behalf of the membership of CUPE.

- The current wording of the Obligation of Office is archaic and the new version is in clear language.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

CONSTITUTIONAL AMENDMENT # C12  
 SUBMITTED BY LOCAL 4400, CUPE ONTARIO TORONTO DISTRICT COUNCIL, CUPE ONTARIO UNIVERSITY WORKERS COORDINATING COMMITTEE, CUPE ONTARIO ABORIGINAL COUNCIL, CUPE ONTARIO RAINBOW COMMITTEE

**CUPE Ontario will:**

Amend the Oath of Nomination under Article 6(f) of the Constitution to read:

*In accepting my nomination, I swear that I am committed to following anti-racist and anti-oppression principles and further I swear that, if elected, I will faithfully support the Constitution, principles and policies of the Division and of the Canadian Union of Public Employees.*

**Because:**

- The current wording of the Oath of Nomination requests the nominee to declare their support for the current principles and institutions of the democratic form of government in Canada. As trade unionists, we struggle everyday to expose the undemocratic nature of the current forms of government, including the first-past-the-post election system and the corrupt and scandalous practices of parties and politicians that undermine basic democratic principles.
- Further, given government complicity in continued and systemic oppression of Aboriginal nations, it would be impossible for CUPE Aboriginal workers and anyone who supports their struggle to testify to this oath.
- Pledging allegiance to anti-racism, anti-oppression principles is essential for any potential leader in CUPE Ontario.
- An injury to one is an injury to all.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

CONSTITUTIONAL AMENDMENT # C13  
 SUBMITTED BY LOCALS 3903, 3908

**CUPE Ontario will:**

1. Amend the Equality Statement by adding this prefix:

*CUPE Ontario acknowledges that we are meeting today/tonight on Aboriginal land. (Insert the specific name of the land where meeting is being held). We respect the Aboriginal nations in Canada and their rights to the land that was taken from them. We stand in*

*solidarity with them in their struggle for land, justice and reparations.*

2. Lobby CUPE National to similarly amend their Equality Statement.

**Because:**

- Recognition of the land we meet on is an important step in recognizing the devastation inflicted on the Aboriginal nations by our colonial fore-parents and persisted by our current governments
- Including this statement each time we read the Equality Statement serves to educate all members of CUPE of the importance of the struggle of our Aboriginal sisters and brothers.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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CONSTITUTIONAL AMENDMENT # C14  
SUBMITTED BY LOCALS 2557, 3690

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Article 7 (g). DUTIES OF THE SECRETARY TREASURER

**WHEREAS** there have been too many unnecessary delays in Board and Committee Members receiving reimbursement for incurred expenses, sometimes for up to three (3) months.

**THEREFORE BE IT RESOLVED** that #3 have added: In relation to reimbursing Board and Committee Members, for lost wages and incurred expenses on behalf of the Ontario Division, such payment shall be made within five working days of the submission of the expense voucher by the Board or Committee member.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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CONSTITUTIONAL AMENDMENT # C15  
SUBMITTED BY LOCAL 1656

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**WHEREAS** CUPE is a democratic organization that chooses their leadership by elections held at convention; and

**WHEREAS** locals send delegates to convention to carry out this important duty by making an informed decision when electing their leaders. The best way to accomplish this crucial task is to attend the "All Candidates Forum" to ask questions and talk to the candidates seeking election.

**WHEREAS** to be able to make these informed decisions the delegates must know who the candidates are.

**THEREFORE BE IT RESOLVED** that all candidates must let their intentions of seeking election be known in advance. This advance notice must be made at the "All Candidates Forum" by

speaking to the delegates from the podium, or by having their name put forth by a registered convention delegate.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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CONSTITUTIONAL AMENDMENT # C16  
SUBMITTED BY CUPE TORONTO DISTRICT COUNCIL

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**CUPE Ontario will:**

Amend the Constitution by eliminating the following language:

- Article 4 (d) 2 (a):  
Representatives from district councils must hold membership in an affiliated local union.
- Article 4 (e) 2:  
Representation from district councils must hold membership in an affiliated local union.

**Because:**

- CUPE Councils are mandated and constituted by the National Constitution, which is the highest decision-making body in CUPE;
- Under the National Constitution Article 4.2 (b) “The Council shall coordinate activities of Locals in its area and assist the National Executive Board, National officers, and National staff in implementing national and **provincial policies and programs of the Canadian Union of Public Employees.**”
- District Councils are thus mandated by the National Constitution to implement provincial and national campaigns and are an essential component for the successful grassroots organizing and mobilizing of members across the province;
- It is discriminatory for the Ontario Division to interfere with the democratic representation of District Council delegations to the Convention.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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CONSTITUTIONAL AMENDMENT # C17  
SUBMITTED BY LOCAL 9138

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**WHEREAS** CUPE District Councils are voluntary associations representing all CUPE Locals in their geographical areas by co-coordinating and promoting Education of Locals, Political Action Campaigns and strike support at the community level; and

**WHEREAS** a large number of Locals are small in member numbers and with the majority of these being females trying to balance work, home and the Local’s business, little time is left for District Council business.

**WHEREAS** many CUPE Retirees are Life Members in good standing and who remain active in the supporting and promoting of CUPE ideals.

**WHEREAS** these Retirees would be beneficial in assisting District Councils achieve their goals.

**THEREFORE BE IT RESOLVED** that CUPE recognizes these Retirees and allow the same rights and privileges afforded all Affiliated Members of District Councils with regards to vote, ability to hold an office and attend conventions.

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>

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CONSTITUTIONAL AMENDMENT # C18  
SUBMITTED BY LOCAL 1281

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**CUPE Ontario will:**

1. Amend Article 4 of its Constitution to add a section after 4(j) to read the Resolutions Committee at Convention will be mandated to review all resolutions submitted to the convention to ensure:
  - a) Resolutions are correctly worded and formatted
  - b) Resolutions are not in violation of the Constitution, by-laws or the Equality Statement
  - c) That there is an order for discussion which strives to enable a diverse discussion on issues from all sectors and all equality seeking groups.
- After ensuring the resolutions are not in violation, the committee will work to recommend priority order for the debate of resolutions on a daily basis. The committee is empowered to consult with the local, committee, Council or mover that submitted any resolution prior to it coming to the forward for the purpose of ensuring clarity in the intent or wording of the resolution.
- Once the Resolutions Committee is received by the floor, it will submit a daily written report to provide advice or explanation for any resolutions that they have found to contradict the Constitution including the Equality Statement; the report will also outline the order of priority that resolutions will come to the floor.
- Once the Resolutions Committee report is received debate will be on the resolutions themselves with no recommendations of concurrence or non-concurrence from the committee and delegates will determine the approval of the resolution by the rules specified in the constitution.
- In the event that a resolution is defeated from the floor and there is a request to refer back, the committee shall have the power to amend the resolution on the basis of the discussion of delegates and in consultation with the original mover of the resolution.

**Because:**

- Recommendations of concurrence and non-concurrence are confusing and cumbersome to delegates
- Members should be allowed to directly debate on resolutions, rather than recommendations from a committee
- The strength of the union rests upon the principle of democracy and participation
- There is a need to define the scope and role of the Resolutions Committee

<b>Committee Recommendation:</b>	<b>Concurrence</b> <input type="checkbox"/>	<b>Non Concurrence</b> <input type="checkbox"/>
<b>Convention Decision:</b>	<b>Carried</b> <input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/>	<b>Referred</b> <input type="checkbox"/>