

Draft

Resolutions and Constitutional Amendments



CUPE ONTARIO CONVENTION 2016

RESOLUTIONS

	Resolution No.	Page No.
Building the Base	1 – 5	2 - 4
Union Education	6 – 13	4 - 7
Health & Safety/Injured Workers	14 – 24	7 - 12
Human Rights and Equity	25 – 36	12 - 18
International Solidarity	37 – 41	18 - 21
Pensions	42 – 44	21 - 22
Policy & Structure	45 – 77	23 - 36
Political Action	78 – 122	36 - 58

CONSTITUTIONAL AMENDMENTS	CA No.	Page No.
Article 4d	CA #1	59
Article 4h	CA #2	59
Article 4h	CA #3	60
Article 8e	CA #4	60
Executive Board Restructuring	CA #5	61 - 78

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

Resolution No. 1
Submitted by Local 2191, Human Rights Committee and Women's Committee

CUPE Ontario will:

Help promote CUPE's member organizer training to affiliated locals.

Encourage locals to nominate members from all equity-seeking groups for member organizer training.

Because:

- Organizing new workers into CUPE strengthens our union and improves the lives of all of our members.
- Well-trained member organizers will make it possible to have more organizing campaigns.
- The diversity of our membership should be encouraged to participate in all of the activities of our union.
- Non-unionized workers in equity seeking groups often want to speak to union members who have similar life experiences, and face similar problems in their workplaces and in their communities.

Resolution No. 2
Submitted by Locals 1334, 4207 and OUWCC

CUPE Ontario will:

In collaboration with the OUWCC, work with CUPE National to access all resources necessary to provide staff, materials, communications and legal support to mount an encompassing strategy to:

- Organize wall-to-wall.
- Change four (4) month contract faculty (sessional) positions into long term positions.
- Eliminate the contracting out of our work.
- Gain benefits and pensions for all members.
- Access decision making bodies with elected representatives.
- Reverse the marketization of post-secondary education.
- Lead the fight to eliminate tuition fees.
- Ensure the creation of a Post-Secondary Act with a dedicated envelope of money for post-secondary education.

Resolution No. 3
Submitted by Locals 960, 3903, 9103, 9112 and Young Workers Committee

CUPE Ontario will:

Launch an awareness campaign to educate members on the detrimental effects of two-tier collective agreements on young and new workers and educate members on ways to identify and combat them during bargaining.

Because:

- Two-tier collective agreements destroy solidarity and promote inequality.

Resolution No. 4
Submitted by the Executive Board

CUPE Ontario will:

Through sectors, develop plans to support locals to stop contracting out, asset sales, public private partnerships (P3s) and all other forms of privatization.

Work for fully public infrastructure and services, identifying strategic targets for a campaign to reverse the privatization of key services and infrastructure.

Develop a strategic plan to mobilize members, in coalition with community allies, to take direct political action to stop and reverse contracting out and privatizations, returning services or infrastructure to fully public ownership, financing, operation and management.

Produce tools to support locals, sectors, equality committees and CUPE District Councils in this expanded campaign to stop contracting out and privatization and take back public ownership and control of services and infrastructure.

Call on CUPE National to fully support this ramped up response to contracting out and privatization by locals, sectors, equality committees, CUPE District Councils and CUPE Ontario with the required resources and staff.

Because:

- Public services and infrastructure are under increasing threat from contracting out, public-private partnerships, full or partial asset sales and other forms of privatization.
- Public services and infrastructure are the heart of our communities.
- Privatization in all its forms threatens good jobs and quality public services.

Resolution No. 5
Submitted by the Executive Board

CUPE Ontario will:

Work to build a culture of organizing in CUPE that ensures:

- goals and specific targets are set for organizing new members that are regularly assessed to ensure we meet them.
- Sector-specific organizing strategies, developed with the full participation of CUPE Ontario's Sectoral Committees.
- Diversity through CUPE Ontario Equality Committees' full participation in organizing new members.
- Member-driven organizing that provides organizer training at all CUPE schools and resources to Locals, CUPE Councils, equality committees and sectors that builds our collective capacity to organize.
- Organizing is properly resourced by CUPE National so that organizing, particularly workers in precarious jobs, becomes a cornerstone of our work as a union.
- Organizing is profiled at all CUPE Ontario events.
- Organizing is encouraged as an agenda item at all CUPE meetings.
- Fighting to remove legislative barriers to organizing is a key part of our political action work.
- Our National union establishes a staffing ratio that adds resources as we organize new members.

Because:

- Organizing is critical to building workers' collective power and our ability as a union to improve working conditions, fight for public services and build a more equitable and socially just Ontario.

Resolution No. 6
Submitted by Local 79

CUPE Ontario will:

Work with CUPE National to develop a course for Union Stewards to facilitate their understanding of work-to-rule processes.

Consider information that would include, but is not limited to, defining "work-to-rule" job action, responding to members and disseminating information on work-to-rule activities, facilitating implementation of work-to-rule actions approved by the area local, and responding to management should conflicts arise over work-to-rule actions.

Because:

- Work-to-rule activities are an effective tool to assist members in advocating for themselves during labour disputes.
- Work-to-rule campaigns move away from the idea of ‘traditional’ work stoppages and provide another tool for job action in the Local during negotiations.
- Work-to-rule activities allow for full and active participation in job action for all members.
- Locals need as many members as possible to be aware of, and engaged in, the activities of the local to build solidarity, strength and support in the bargaining process.
- Training stewards builds the local’s capacity to engage and mobilize the membership in a work-to-rule campaign.
- Work-to-rule campaigns provide greater opportunity for community support as they minimize the impact on service delivery.

Resolution No. 7
Submitted by Local 3903

CUPE Ontario will:

Offer regular and advertised ombudsperson training available to all locals.

Because:

- The presence of an ombudsperson at not just conventions but inside locals can help members feel safe, more able to participate and be aware of their rights as union members.

Resolution No. 8
Submitted by Local 4047

CUPE Ontario will:

Work with CUPE National to create a module or course to train union activists in critical incident stress.

Because:

- Our members need to feel that they have someone from their Local who is looking out for their best interest in a time of need.
- Debriefing knowledge will benefit any potential hazardous workplace.
- The support of a trained CUPE member as a first responder can go a long way in assisting the healing process in such cases.
- Trained activists may be able to assist other CUPE Locals outside their own sector in a time of crisis.

Resolution No. 9
Submitted by Local 4207

CUPE Ontario will:

Fund the training costs for at least one Southern Ontario-based CUPE National member facilitator and one Northern Ontario based CUPE National member facilitator in Mental Health First Aid (Instructor) by the end of 2016.

Endeavour to have at least one bilingual (English/French) member facilitator trained.

Because:

- Approximately one (1) in five (5) Canadians will experience a mental health problem in any given year.
- Mental Health First Aid training gives the participant the tools to recognize the signs and symptoms of mental health problems as well as guide a person to appropriate professional help.
- CUPE has proclaimed 2016 as the Year of Health & Safety.

Resolution No. 10
Submitted by Aboriginal Council and Women's Committee

CUPE Ontario will:

Make it a priority that the CUPE Ontario Executive Board receives, within the first six (6) months of its term, the "Connecting with Aboriginal Workers" Union Development training and invite all local union executives to take the training.

Because:

- If we are asking the provincial government to make Aboriginal curriculum mandatory, we as a union should also accept the need for this kind of education.

Resolution No. 11
Submitted by Local 2628 and SSWCC

CUPE Ontario will:

Establish a system of resources to assist executives and stewards when dealing with mental health issues regarding members and ask that the CUPE Education Committee promote the mental health module and create a safe space and leadership sensitivity training.

Because:

- One (1) in three (3) Canadians will experience situations affecting mental health and be able to recognize and offer assistance through their crisis.
- Canadians will experience situations affecting mental health, requiring trained individuals to be able to recognize and offer assistance through their crises.

Resolution No. 12
Submitted by OSBCC

CUPE Ontario will:

Hold annually a CUPE Early Childhood Educator (ECE) Conference for participation of all sectors that employ ECE's.

Because:

- ECE's have uniquely different issues that need to be addressed.

Resolution No. 13
Submitted by Local 2628 and SSWCC

CUPE Ontario will:

Hold a weeklong five (5) day retreat-style school for Health & Safety (H&S) training.

Because:

- There is a need to increase H&S activism, member mobilization on H&S issues, and to strengthen the H&S culture within our workplace among CUPE members.

Resolution No. 14
Submitted by Local 3903

CUPE Ontario will:

Work with locals to create survivor-centric processes whereby members who are sexually assaulted in union spaces have options for redress which do not include going to the police if the survivor chooses to not go to the police.

Because:

- The police are not a safe entity for many members, particularly racialized members, trans members, Aboriginal members, differently-abled members, and young members.

- The reliance on the police as an answer ignores the needs and experiences of our members.
- Locals, the Workers' Safety and Insurance Board (WSIB) and CUPE leadership should establish processes that give members options.

Resolution No. 15
Submitted by Local 3903

CUPE Ontario will:

Work with Health and Safety Committees and Workers' Safety and Insurance Board (WSIB) to ensure that survivor-centric processes are put in place that do not require survivors to report to the police when members are assaulted in the workplace.

Because:

- The police are not a safe entity for many members but particularly racialized members, trans members, aboriginal members, differently-abled members, and young members.
- The reliance on the police as an answer ignores the needs and experiences of our members.
- Locals, the WSIB and CUPE leadership should establish processes that give members options.

Resolution No. 16
Submitted by Locals 960, 1019, 1263, 1295, 9102 9112, 9117 and OMECC

CUPE Ontario will:

Commit all resources necessary for a provincial campaign to lobby the various levels of government to raise awareness of work related mental health illnesses in regards to education, awareness and treatment including, but not limited to Post Traumatic Stress Disorder, (PTSD) for all public service employees.

Because:

- Mental health in the workplace is a genuine concern for all public sector employees.
- PTSD is a real illness that is debilitating both to the worker affected by it, and the family members of those workers.
- Recent first responder suicides have influenced the Ontario government to table legislation recognizing PTSD as a workplace injury.
- CUPE Ontario represents over 250,000 members of the public service, many of them in first responder and supportive positions.

Resolution No. 17
Submitted by Injured Workers Advocacy Committee and SSWCC

CUPE Ontario will:

Lobby the Ontario government to amend provincial legislation so as to ensure that all workplace mental health injuries are treated the same as any other workplace injury and that workers who suffer workplace mental health injuries will receive the appropriate compensation, rehabilitation and accommodation that they require to properly compensate them for their workplace injury.

Because:

- Current Ontario legislation does not adequately recognize and protect workers who experience mental health injuries in a manner comparable to the way the province recognizes and compensates other forms of workplace injury.

Resolution No. 18
Submitted by OCHU

CUPE Ontario will:

Support the campaign of the Ontario Council of Hospital Unions (OCHU) on violence against health care staff working in hospitals, long term care and the community.

Help to promote legislation drafted by OCHU, already enacted in many US states, that makes assaulting a healthcare worker a criminal offense.

Support the call of OCHU for adequate compensation for health and psychological services for workers who are the victims of violence.

Support the call that funding and staffing for Ontario hospitals and long term care facilities increase to the Canadian average.

Demand protection for staff subject to discipline or reprisal for reporting incidences of health care workplace violence.

Because:

- One (1) in two (2) staff working directly with patients will be assaulted in 2016.
- Some of those staff have been so badly beaten and traumatized that they can never work again.

Resolution No. 19
Submitted by Executive Board

CUPE Ontario will:

Support sector-specific campaigns against violence in the workplace faced by workers providing support and care, including OCHU's current campaign on violence against health care workers.

Call for public sector funding and staffing levels that help prevent violence against workers by those they are providing support and care for.

Demand adequate compensation for health and psychological services for workers who are victims of violence.

Work with our sectors and OCHU to develop legislative responses to violence directed towards public sector workers providing support and care, including examining ways to extend criminal liability to employers who are negligent in dealing with incidences of violence against workers or complicit in setting the conditions where violence against workers is more likely.

Demand complete protection for staff subject to discipline or reprisal for reporting incidences of workplace violence.

Because:

- Public sector workers providing care and support, a majority of whom are women, should not face violence as a result of going to work.

Resolution No. 20
Submitted by SSWCC

CUPE Ontario will:

Work with the Developmental Services (DS) sector through the Social Services Integrated Campaign to develop and promote a zero tolerance approach to violence against workers.

Provide the necessary tools and resources to lobby the Government of Ontario to adopt this approach in the DS sector.

Because:

- Violence against workers in the Developmental Services sector has become accepted and expected as part of the work.

- As more people being supported in this sector have dual diagnoses, the instances of violence are increasing.
- As many of the people supported in this sector are getting older and experiencing Alzheimer's and dementia, violence against workers has become acceptable.
- The Ontario government has not been increasing base funding and the current staffing levels and safety measures are not adequate to address these issues.

Resolution No. 21
Submitted by Local 4047

CUPE Ontario will:

Ensure that critical stress incidents are included in the CUPE Ontario strategic document and Action Plan that includes a segment outlining the importance of providing support to members who are, or have experienced, critical stress incidents in their workplaces.

Because:

- There has been an increase in critical stress incidents amongst our CUPE Locals.
- All CUPE members should benefit from the support of their union peers.
- There needs to be more direction and resources in the area of critical stress incidents.

Resolution No. 22
Submitted by Local 2628 and SSWCC

CUPE Ontario will:

Lobby the provincial government to track all incidents that meet the reporting requirements under sections 51, 52 & 53 of the Occupational Health and Safety Act (OHSA) (through a standardized reporting form) and to make this information public.

Because:

- The current Workplace Safety and Insurance Board (WSIB) reporting data is misleading. Only lost time/injury claims are reported.

Resolution No. 23
Submitted by Local 2628 and SSWCC

CUPE Ontario will:

Lobby the provincial government and continue to put pressure on the Ministry of Labour to investigate all incidents to the fullest, beyond employers' policy and procedures and to enforce all provisions of the Occupational Health and Safety Act (OHSA) and sections 32.0, 52, 9 and 25.

Because:

- The Ministry of Labour is not investigating and enforcing OHSA to the fullest to ensure members are safe at their workplace.

Resolution No. 24
Submitted by Local 2628 and SSWCC

CUPE Ontario will:

Call on CUPE National to develop and encourage the inclusion of psychological safety language, Canadian Standards Association (CSA) standard 21003-13 and the Occupational Health Clinics for Ontario Workers (OHCOW) Mental Health Toolkit, in locals' collective agreements.

Because:

- It is necessary to protect our members.

Resolution No. 25
Submitted by Locals 960, 3903, 9103 and Young Workers Committee

CUPE Ontario will:

Support the #IStandWithGilary campaign in solidarity with Gilary Massa, which is calling for Massa's reinstatement and supporting Massa's human rights case before the Ontario Human Rights Tribunal.

Encourage CUPE members, locals and allies to send letters to Massa's employer, the Ryerson Students' Union, condemning their actions and defending a woman's right to maternity leave.

Distribute, promote and share #IStandWithGilary campaign materials and announcements.

Because:

- We understand the importance of fighting back against bad employers who violate our collective agreements, and defending a woman's right to maternity leave.
- Gilary Massa was fired while on maternity leave with her three month old child.

Resolution No. 26
Submitted by Local 1281

CUPE Ontario will:

Support the #IStandWithGilary campaign in solidarity with Gilary Massa by:

- Writing an open letter to the Ryerson Students' Union calling for Massa's reinstatement in support of Massa's human rights case before the Ontario Human Rights Tribunal.
- Encouraging CUPE members, locals and allies to send similar open letters to Massa's employer, the Ryerson Students' Union, condemning their actions and defending a woman's right to maternity leave.
- Distributing, promoting and sharing #IStandWithGilary campaign materials and announcements with affiliated members and other labour organizations in Ontario.

Because:

- Gilary Massa is a CUPE 1281 member who was fired while on maternity leave with her three (3) month old child.
- We understand the importance of fighting back against bad employers that violate our collective agreements, and defending a woman's right to maternity leave.

Resolution No. 27
Submitted by Aboriginal Council and Women's Committee

CUPE Ontario will:

Support the #IStandWithGilary campaign in solidarity with Gilary Massa.

Write an open letter to the Ryerson Students' Union for Massa's reinstatement to the position she most recently held with the employer, or, if that no longer exists, a comparable, unionized position and support Massa's human rights case before the Ontario Human Rights Tribunal.

Encourage CUPE members, locals, and allies to send letters to Massa's employer, the Ryerson Students' Union, condemning their actions and defending a woman's right to maternity leave.

Distribute, promote and share #IStandWithGilary campaign materials and announcements with affiliated members and other labour organizations in Ontario.

Because:

- Gilary Massa is a CUPE 1281 member who was terminated three (3) months into her maternity leave.
- We understand the importance of fighting back against bad employers that violate our collective agreements, and defending a woman's right to maternity leave.
- Gilary Massa was fired while on maternity leave with her three (3) month old child.

Resolution No. 28
Submitted by Locals 1334, 4207 and OUWCC

CUPE Ontario will:

In collaboration with OUWCC, support the Black Lives Matter call for our institutions to divest any and all investments from private prison companies.

Because:

- Mass incarceration and the Prison Industrial Complex are entities that thrive on and perpetuate anti-Black racism and public disservice.
- Investing in corporations that directly gain from the Prison Industrial Complex is against universities' mission statements which state that the universities' fundamental missions are teaching, research and public service.
- The province of Ontario educational system would better serve the public and its students by investing in alternative solutions to social problems, like education, and not incarceration.

Resolution No. 29
Submitted by Local 2484

WHEREAS the labour movement must stand in solidarity with Black communities across Canada against police violence and racism.

THEREFORE BE IT RESOLVED THAT CUPE Ontario donate to the Black Lives Matter Toronto campaign and offer in-kind support as well.

BE IT FURTHER RESOLVED THAT CUPE Ontario endorse the Black Lives Matter Toronto Freedom School being organized this summer and encourage CUPE locals both in Ontario and across Canada to donate.

Resolution No. 30
Submitted by Local 4207

CUPE Ontario will:

Release a statement of support for the Black Lives Matter movement following the CUPE Ontario Convention.

Contribute a three thousand dollar (\$3,000) donation to Black Lives Matter Toronto in order to help financially support their work.

Continue to encourage members to participate in solidarity work with Black Lives Matter.

Because:

- Black Lives Matter is a grassroots organization of people who are fighting for racial justice and fighting against the state-sanctioned violence inflicted upon black bodies and black lives.
- Equity within the workplace cannot be reached without racial justice, and equity is a principle that CUPE Ontario has recognized as necessary within the workplace and within other spaces that we occupy.
- We cannot separate our experiences as workers from our experiences as people, and Black Lives Matter is doing work to ensure that all spaces occupied by black people are safer.

Resolution No. 31
Submitted by Aboriginal Council and Racial Justice Committee

CUPE Ontario will:

Be in solidarity against anti-Black racism by building upon our support for Black Lives Matter. CUPE Ontario will work with all locals to promote Black Lives Matter locally in newsletters, local websites, at CUPE councils and at Executive Board meetings. CUPE Ontario will encourage locals to make financial and other donations to Black Lives Matter.

Because:

- Racialized and Indigenous communities, particularly young people, are all targets of potential police brutality.
- Racialized members need to have the support of their local unions to build resistance and capacity within their communities when they experience police brutality, violence and anti-Black racism.

- CUPE needs to make a commitment to the full elimination of carding, including the deletion of all previously recorded data, consistent implementation amongst different police boards, and concrete disciplinary measures for officers who continue to card [From BLMTOTENTCITY's list of demands].

Resolution No. 32**Submitted by Aboriginal Council and Racial Justice Committee**

CUPE Ontario will:

Revitalize the Employment Equity Campaign and the issue of representation of all equity-seeking groups at our locals, workplaces and in our communities.

Because:

- Diversity is about recognizing, valuing and taking into account people's different backgrounds, knowledge, skills and experiences, and encouraging and using those differences to create a harmonious workforce.
- CUPE Ontario needs to be an organization which demonstrates an understanding of the diverse society in which it operates, and which confidently conducts itself with sensitivity and respect for peoples' multiple needs, vulnerabilities and perspectives in the workplace.
- CUPE should model employment equity in its hiring and promotion process.

Resolution No. 33**Submitted by Aboriginal Council and Women's Committee**

CUPE Ontario will:

Continue to encourage CUPE Ontario locals to participate in and support the Native Women's Association of Canada (NWAC) Sisters In Spirit (SIS) vigils, held on or around October 4th of each year in their communities, to honour the lives of the missing and murdered Indigenous women and girls and call to action to end the high rates of violence against Aboriginal women and girls.

Ensure CUPE Ontario locals are provided with information regarding the Government of Canada's National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG).

Because:

- Family members, Aboriginal community members and concerned citizens gather for a vigil on or around October 4th to honour the memory of missing and murdered Indigenous women and girls.

- Vigils take place in many communities across Canada as well as internationally and these gatherings serve to raise awareness and to provide support to families who have lost a loved one.
- The October 4th Sisters In Spirit vigils are a movement for social change.
- The Minister of Indigenous and Northern Affairs, the Minister of Justice and Attorney General of Canada, and the Minister of Status of Women are leading an engagement with survivors.

Resolution No. 34
Submitted by Local 3903

CUPE Ontario will:

Encourage all CUPE locals in Ontario to make sure that delegates being sent to CUPE Ontario conventions, CUPE schools, and CUPE Ontario events represent all equity-seeking groups.

Because:

- Equity-seeking members in locals across the province are not being adequately represented as delegates to CUPE Ontario events.
- CUPE Ontario should be at the forefront of promoting equity.

Resolution No. 35
Submitted by Aboriginal Council and Women's Committee

CUPE Ontario will:

Send a resolution to CUPE National calling on them to lobby the Parliament of Canada to make national Aboriginal Day, June 21, a public holiday to celebrate the unique heritage, diverse cultures, and outstanding achievements of Aboriginal groups in Canada – the First Nations, Inuit and Métis peoples.

Because:

- It will be a sign of respect and reconciliation towards our First peoples.
- It provides First Nations, Métis and Inuit people with the opportunity to showcase their cultures and achievements throughout Canada on this day.
- It will allow more Canadians the chance to learn about Aboriginal people and their contributions to our society.

Resolution No. 36
Submitted by Local 2191, Pink Triangle Committee and Racial Justice Committee

CUPE Ontario will:

Support the CUPE National campaign by lobbying the Ontario Ministry of Health and Long Term Care, and Community and Social Services to promote awareness and education on lesbian, gay, bisexual, transgendered, two-spirited, inter-sexed (LGBTTI) aging issues within the Ontario health care system.

Because:

- LGBTTI seniors living in care facilities or receiving home-based services are vulnerable and face unique issues and challenges in getting the support they deserve.
- Hospitals, long-term care facilities and home support/home care services should facilitate training and internal education on LGBTTI aging issues.
- Education is essential to raise awareness of the challenges facing LGBTTI seniors in all of their intersecting identities (eg. race, ability, etc.) and to encourage acceptance and respect.
- LGBTTI communities include indigenous and racialized persons, as well as people with disabilities.
- Increased awareness will help build empathy and protect the personal autonomy and physical safety of LGBTTI seniors, which is a fundamental human right.

Resolution No. 37
Submitted by Locals 3902 and 9103

CUPE Ontario will:

Adopt policy in favor of Canada's withdrawal from the North American Treaty Organization (NATO).

Advocate that the New Democratic Party (NDP) adopt, and return to previous party policy, a position that Canada should withdraw from NATO.

Bring a resolution to the next CUPE National Convention calling for the same.

Because:

- Opposition to our own bourgeoisie is the most basic obligation of international solidarity for the labour movement in leading imperialist countries.
- As such, we must actively resist Canada's role as a junior partner to American imperialism.

Resolution No. 38
Submitted by Local 4207

CUPE Ontario will:

Protect the civil liberties of political dissidents by challenging the motion recently passed by the federal Liberal government to "condemn any and all attempts by Canadian organizations, groups or individuals to promote the Boycott, Divestment, Sanction (BDS) movement, both here at home and abroad."

Work with CUPE National and other social justice community allies to organize a campaign that supports BDS and its dissident voices in Canada and internationally as a pillar of democracy and the right to free speech.

Because:

- The BDS movement is an international call by Palestinian Civil Society to exert economic pressure on Israel to end its military occupation of Palestinian territories, and we should honour that call without fear of censorship by our government.
- There have been increasing attempts by governments, universities, and other organizations nationally and internationally to:
 - spread misinformation about the motivations behind the BDS movement (including erroneously claiming it constitutes anti-Semitism) and
 - convict dissident voices in some cases.
- Legitimate critiques of Zionism and advocacy for the rights of Palestinians to live free of violence should be protected under the principles of freedom of thought and expression as stated under the Canadian Charter of Rights and Freedoms.

Resolution No. 39
Submitted by Local 9125

CUPE Ontario will:

Continue to hold the Canadian Government accountable for attempting to shut down legitimate and non-violent criticism of human rights abuses by Israel, and wherever else it occurs.

Continue to monitor the Canadian Government's efforts to target those who support Boycott, Divestment and Sanctions (BDS) movement in solidarity with the people of Palestine.

Because:

- The Canadian government signed a memorandum of understanding with Israel that falsely claims “the selective targeting of Israel reflects the new face of anti-Semitism”.
- There is a cause for concern that the Government of Canada’s “zero tolerance” towards “all forms of discrimination including rhetoric towards Israel, and attempts to delegitimize Israel such as the BDS movement” may result in a violation of civil liberties.
- The Canadian Labour Congress (CLC), CUPE and several other trade unions in Canada are calling on the government to stop trying to shut down legitimate and non-violent criticism of human rights abuses by Israel.
- We support boycotts and sanctions as they can be effective for raising awareness about and discouraging human rights abuses by governments, and have historically played an important role in toppling military dictatorships or ending racial segregation, such as in South Africa.

Resolution No. 40
Submitted by Local 4830

CUPE Ontario will:

Urge the Canadian government to call for an independent international investigation on China’s state-run live-organ harvesting campaigns, particularly from workers who believe in Falun Gong.

Recommend the Canadian government to issue a travel warning for Canadians traveling to China for organ transplants by informing them of the live organ-harvesting campaign in China.

Urge the Canadian government to publically call for an end to the illegal persecution of Falun Gong and immediate release all of Falun Gong practitioners from labour camps and detention.

Because:

- One of CUPE’s goals is “to promote peace and freedom in the world and to work with free and democratic labour movements everywhere”.
- The persecution of Falun Gong is the number one human rights and working rights atrocity in the world. Millions of workers have been fired from jobs and discriminated due to their spiritual beliefs and hundreds of thousands are being tortured and exploited in labour camps.
- Our voice as a democratic Canadian union will give support and hope to those who have none, protect the innocent from tyranny and will show the perpetrators that what they are doing is absolutely wrong.

Resolution No. 41
Submitted by Local 9125

CUPE Ontario will:

Continue to speak out against Canadian involvement in unjust war and military aggression internationally.

Continue to oppose the Canadian government in diverting billions of dollars away from public services in favour of foreign military operations.

Work with communities who are impacted by and challenge the diversity of ways the Canadian state is engaged in foreign military aggression.

Because:

- Military spending has now reached its highest levels since World War II.
- We support the demands of the Canadian Peace Alliance to:
 - Re-allocate money earmarked for military spending to social and environmental programs to protect jobs and pensions, preserve public healthcare and education, and create a green economy.
 - oppose any attempts by the government to expand Canadian militarism abroad or to entrench it in Canadian society.
- CUPE supported the NDP's leadership in opposing the war in Iraq in 2014.
- War and western military aggression in Iraq, Syria, Palestine and elsewhere, have done nothing to better the lives of the people who live there.
- Genuine security and peace are only possible when people can meet their basic needs through public investment in infrastructure, education, health care, social services and jobs.

Resolution No. 42
Submitted by Locals 960, 1263, 3903, 9103, 9117 and Young Workers Committee

CUPE Ontario will:

Launch an awareness campaign to educate young and new workers on the value of early enrolment in workplace pension plans when available and educate young and new workers on the enhanced Canada Pension Plan (CPP) campaign.

Because:

- CUPE cares about our next generation.
- We need to place value in pension plans.
- Young Workers are experiencing steep drops in their standard of living.

Resolution No. 43
Submitted by OCHU

CUPE Ontario will:

Campaign and will strongly encourage its network of CUPE pension trustees to campaign at their boards to expand pension coverage to all part-time workers.

Campaign actively to extend defined benefit pension plan coverage to those workers who do not currently have a pension plan available to them.

Because:

- Everyone deserves to live in dignity in retirement.
- Employers are exploiting part-time workers by creating barriers to their participation in our pension plans.
- The Ontario Retirement Pension Plan (ORPP) poses a distinct threat to part-time employees because those who are not enrolled in their workplace pension plan will be mandatorily enrolled in the much inferior ORPP.
- Gender bias plays a strong role in this systematic denial of pension coverage since most part-time workers are women.

Resolution No. 44
Submitted by Executive Board

CUPE Ontario will:

Call on CUPE National and the Canadian Labour Congress (CLC) to engage in a campaign of mass community mobilization, culminating in a National Day of Action, demanding an immediate, universal expansion of the Canada Pension Plan (CPP).

Mobilize members to demand that the Ontario Liberal government stop pushing for two-tiered CPP expansion, along the lines of their own, non-universal Ontario Retirement Pension Plan (ORPP).

Mount a full campaign against any changes to the CPP that erode the current universal nature of the plan.

Continue to demand an increase to the Guaranteed Income Supplement (GIS) and that any provincial pension plan, like the ORPP, be a universal public plan.

Because:

- Universality is a fundamental characteristic of the Canadian Pension Plan (CPP).
- The Ontario Liberal government, in its 2016 budget, indicated it will advocate for CPP expansion along the lines of their non-universal, ORPP model.

- Allowing the government to establish a two-tiered CPP would erode retirement income security for all Canadians and set a dangerous precedent for other critical, universal social programs like health care.
- Federal Finance Minister Bill Morneau has a track record opposing universal expansion of public pension plans.

Resolution No. 45**Submitted by Locals 1263, 1295, 1334, 2424, 3913, 4207, 9125 and OUWCC**

CUPE Ontario will:

Research, develop and implement a written reliable method and policy of recording standing counts.

Demand that National implement such a method/policy before the 2017 National Convention.

Resolution No. 46**Submitted by Locals 3913 and 4207**

CUPE Ontario will:

Develop a procedure for voting that allows any delegate to call for a secret ballot vote at any time during the voting process (but before the vote has been tallied and the result announced).

Because:

- A clear process should exist to allow delegates to vote by secret ballot when requested, that does not rely only on the discretion of the Convention Chair.
- Delegates should be free to vote without pressure and scrutiny on specific resolutions if they wish and if they make a request.
- The events at the CUPE National Convention in 2015 when delegates called for a secret ballot vote were not democratic and this situation should be avoided in CUPE Ontario Conventions.

Resolution No. 47**Submitted by Local 1196**

CUPE Ontario will:

Submit a resolution to CUPE National calling on them to make any and all necessary Constitutional Amendments to support online voting for all general elections. That

CUPE National will implement an electronic voting system to be used by CUPE National, all provincial divisions, locals and members across the country for the election of officers at all levels.

Because:

- All members within a local should have the opportunity to be involved in the election of our National officers even though they are unable to attend convention.
- All members within a local should have the opportunity to be involved in the election of our provincial officers even though they are unable to attend convention.
- All members within a local should be given the opportunity to take part in the election of their local executive when they are unable to attend the special meeting called for that purpose.

Resolution No. 48
Submitted by Local 4222

CUPE Ontario will:

Submit a resolution to National convention to change the Constitution to allow for electronic balloting for local election.

Because:

- In 2016, we live in a world of technology - electronic municipal elections are becoming more popular - this is a sign of the times.
- Geographic areas of locals are extensive - members are having to drive over an hour each way to attend meetings.
- It is more democratic, allowing all members equal and ample participation.
- It will boost member participation and input.
- We do not feel this is in replacement of General Membership meetings and will not impact the day-to-day business of the local. This is exclusively being proposed for electronic voting for local elections.

Resolution No. 49
Submitted by Locals 1334, 4207 and OUWCC

CUPE Ontario will:

Invest in an electronic voting system for use at CUPE conferences and conventions.

Until an electronic voting system is operational, develop and implement a secret ballot process when requested by delegates at convention.

Lobby CUPE National to implement an electronic voting system for use at CUPE National functions and that it be operational for the 2017 National convention.

Resolution No. 50

Submitted by Locals 3903, 9103 and Young Workers Committee

CUPE Ontario will:

Have the Executive Board establish a differential convention fee that will work to incentivize participation from members from equity-seeking groups.

Because:

- Locals should be prioritizing raising equity voices to platforms for change.
- Financial incentives will allow for maximum participation from all locals.

Resolution No. 51

Submitted by Locals 1263 and 9117

CUPE Ontario will:

Actively campaign, recommend and encourage all locals and District Councils to send at least one young worker member (under thirty (30)) to all CUPE events, specifically the CUPE Ontario annual convention.

Because:

- The involvement of young members in our union is crucial for the future of the labour movement.
- The average age of union leaders is increasing every year.
- CUPE Ontario needs to fairly represent its membership at events.
- There is a lack of young worker participation.

Resolution No. 52

Submitted by Locals 3903, 9103, Aboriginal Council, Workers with Disabilities Committee and Young Workers Committee

CUPE Ontario will:

Submit a Constitutional Amendment to the next CUPE National Convention in 2017 to have CUPE National create seats on the National Executive Board for all equity-seeking

groups as recognized by the CUPE Ontario Constitution and now on the CUPE Ontario Executive Board.

Because:

- CUPE sees itself as a leader in the fight for diversity in Canada and this would solidify that stand and give representation to all.

Resolution No. 53
Submitted by Local 9125

CUPE Ontario will:

Solicit views of rank and file CUPE activists on political endorsements between conventions.

Encourage the CUPE National Executive Board to do the same.

Because:

- The National Executive Board (NEB) endorsement of Tom Mulcair does not reflect the viewpoint of the CUPE rank and file.
- Under the leadership of Tom Mulcair, the New Democratic Party (NDP) has shifted to the right and adopted a neoliberal platform.
- Workers interests are currently not being served by the party.

Resolution No. 54
Submitted by Locals 3913 and 4207

CUPE Ontario will:

Summarize, merge, combine, and otherwise change submitted resolutions, in consultation with the local(s) or other groups submitting them, and with their written authorization in advance of convention.

Because:

- The current strategy makes it difficult to get to all resolutions and amendments during convention and many resolutions and amendments do not get heard and voted on.
- The current strategy allows for the Constitution and Law or Resolutions Committees to choose what they think should come to the floor. This process is not democratic and does not address the needs of all locals.
- Duplicate resolutions, resolutions which are unconstitutional or unlawful, and

other resolutions are generally added to an "omnibus resolution" and deferred to the following year. These could be dealt with in advance of convention so their adoption is not delayed.

Resolution No. 55

Submitted by Locals 1263, 1295, 1334, 2204, 2424, 3913, 4207, 9125 and OUWCC

CUPE Ontario will:

Continue to put pressure on the National Executive Board (NEB) to increase access to proper staffing levels in order to ensure proper staffing levels and access to specialty resources such as legal, pension and equity.

Resolution No. 56

Submitted by Local 2424

CUPE Ontario will:

Lobby CUPE National and the National Executive Board to:

- Properly maintain staff levels, both during the summer vacation periods as well as throughout the year, especially the servicing representative positions.
- Examine the staffing levels of permanent staff to assure that there is not too heavy a reliance on temporary servicing representatives.

Because:

- Servicing representatives are the only conduit between locals and CUPE and are the official representation of the bargaining agent to our employers. It is essential that they be fully trained, fully available, and fully prepared.

Resolution No. 57

Submitted by Local 2191, Aboriginal Council, Human Rights Committee and Women's Committee

CUPE Ontario will:

Submit a resolution to CUPE National calling on CUPE National to hire a second equality representative for the Ontario Region during the 2017 budget discussions.

Work with the Ontario Regional Directors to identify equality priorities and needs in Ontario and to ensure there is constant staff support for our equality committees and activities.

Call on CUPE National to ensure no further gapping takes place with this position now or into the future.

Because:

- Ontario is the most diverse region in all of Canada and our equality activists deserve support from CUPE National.
- Staff who have held this position have identified there is more than enough work for two representatives.
- CUPE National left this position vacant for almost a full year and must understand that leaving this position unfilled runs contrary to all CUPE policies with respect to equality.

Resolution No. 58
Submitted by Local 1263

CUPE Ontario will:

Strongly lobby for a cost-sharing agreement with CUPE National to hire a youth organizer as a full-time staff member with the responsibilities of the youth organizer position to include both organizing and developing a youth membership base in our union and to assist with organizing workplaces that involve young workers.

Because:

- CUPE Ontario has recognized the important role of youth and young workers in our union.
- There is a great need for youth representation in CUPE's leadership and staff components.

Resolution No. 59
Submitted by Locals 2424 and 9125

CUPE Ontario will:

Lobby CUPE National and the National Executive Board to:

- Establish a change in the access structure between locals and CUPE Legal.
- Ensure that such access is timely and efficient.
- Establish protocols and training for locals around when to approach CUPE Legal directly and when to go through their Servicing Representative.
- Ensure that CUPE Legal is staffed to the level of being able to advise locals in urgent situations.

Because:

- There are times when locals need urgent and timely legal advice.
- There are times when the questions at hand are better dealt with in-person than by transferring through the Servicing Representatives.

Resolution No. 60
Submitted by Local 3903

CUPE Ontario will:

Advocate to change the National Strike Fund Regulations to include contractual and seasonal workers as qualified to receive strike pay if those workers are not employed in a bargaining unit position at the time of the job action. Members who have paid dues in the last twelve (12) months would be eligible.

Because:

- This will give contractual and seasonal workers of a striking or locked-out local the financial tools they need to participate in the job action.
- This will help support picket lines.
- Unionism is about protecting members through solidarity.

Resolution No. 61
Submitted by Local 3903

CUPE Ontario will:

Advocate to change the National Strike Fund Regulations to accommodate striking workers as needed on the grounds of family status, disability, sex/gender by assigning strike duties performed off site and with flexible hours.

Because:

- Locals often have more workers requiring accommodation than can be scheduled to work out of strike offices.
- CUPE National currently relies upon an accommodation process which requires medical documentation but does not have staff trained to set up an accommodation procedure.
- Picket lines are not the only valuable work performed during a strike or lock-out - media (including social media), help lines, fundraising, placard making and more are vital tasks which help win a strike or end a lock-out.
- We need to recognize that invisible work is also vital work.
- Members who are assigned tasks to be performed elsewhere can be trusted to do the work.

Resolution No. 62
Submitted by Local 3903

CUPE Ontario will:

Advocate that CUPE National eliminate the ten (10) day waiting period for strike pay.

Because:

- CUPE members of smaller locals need to know they can support their families while on strike.
- The waiting period of ten (10) days is a deterrent to members to vote for strike action.

Resolution No. 63
Submitted by OSBCC

CUPE Ontario will:

Submit a resolution to the next CUPE National Convention in 2017 to have CUPE National change its Strike Fund Regulations to ensure that members receive strike pay from the first day of any strike.

Because:

- Waiting ten (10) days to receive strike pay is an undue hardship for already underpaid CUPE employees.

Resolution No. 64
Submitted by Local 3903

CUPE Ontario will:

Set up a supplementary strike fund for Ontario workers to pay them strike pay for the first ten (10) days on strike.

Because:

- The waiting period of ten (10) days is a deterrent to strike action.
- CUPE members need to know they have sufficient financial support for the first ten (10) days on strike.

Resolution No. 65
Submitted by Local 3903

CUPE Ontario will:

Advocate to change the National Strike Fund Regulations to make clear that members are to perform assigned strike duties up to twenty (20) hours per week.

Because:

- Article 6.1 (d) states: “participate in the strike by performing assigned strike duties for at least twenty (20) hours per calendar week” but 7.2 states: “Strike pay shall be sixty dollars (\$60.00) per day, to a maximum of three hundred dollars (\$300.00) for at least twenty (20) hours of picketing or other assigned duties per calendar week”.
- Clearer regulations will reduce confusion among members.

Resolution No. 66
Submitted by Local 3903

CUPE Ontario will:

Advocate that CUPE National change the National Strike Fund Regulations to recognize that some members require the ability to do double picket shifts (to a total of no more than twenty (20) hours a week).

Because:

- Many academic and part-time workers are often required to be at their workplaces only one (1) or two (2) days per week.
- Many academic and part-time workers schedule their care giving duties around these work commitments.
- Many academic and part-time workers travel over two (2) hours each way to get to their workplace.
- Many academic workers have placements three (3) days a week which prevents them from being on a picket line for more than two (2) days a week.
- Picket lines are strongest when all members are given a chance to participate in ways which will accommodate their needs.

Resolution No. 67
Submitted by OSBCC

CUPE Ontario will:

Request that CUPE National adequately fund all Classification Resource Committees for the OSBCC.

Because:

- These committees need to have proper resources in order to be effective and useful especially during the Bargaining process.

Resolution No. 68
Submitted by Locals 2204, 2424 and 9125

CUPE Ontario will:

Work with CUPE National to change the policy/practice that retired CUPE members may not work as training facilitators.

Because:

Retired members are a huge resource with the time and the willingness to continue to serve CUPE and the labour movement.

Resolution No. 69
Submitted by Local 9103

CUPE Ontario will:

Continue to organize all the retirees who were previously CUPE members and carry on with the realization of the Retiree Network in Ontario.

Continue the implementation of the principles of Resolution #7 passed at the Ontario Division Convention May 2014.

Waive fees for all retirees wanting to attend the annual convention.

Organize a Retiree caucus at all conventions.

Because:

- Public services, pensions, benefits and public health care continue to be under threat and retirees need to be organized to carry on the fight to protect our hard

won rights and express solidarity with the current unionized and non-unionized workers.

- As an organized group, retirees, as labour veterans, will be better able to share experiences and mentor young workers.

Resolution No. 70
Submitted by Local 9103

CUPE Ontario will:

Encourage all locals, when bargaining a new collective agreement, to include retiring members and current retirees in establishing or protecting benefit plans for those members.

Work with District Councils to define guidelines for Locals in methods of negotiating agreements to include plans for retired members.

Because:

- Some members, upon retirement, have a limited, or in some cases, no pension income. As a result, become vulnerable to the rising costs of medical and health care.

Resolution No. 71
Submitted by Locals 1263, 1334, 3913, 4207 and OUWCC

CUPE Ontario will:

Replace sister and brother in the Equality Statement with “persons”.

Remove any gender specific reference from CUPE Ontario constitution, bylaws and policies.

Resolution No. 72
Submitted by Locals 3903, 9103, Aboriginal Council, Workers with Disabilities Committee and Young Workers Committee

CUPE Ontario will:

Submit a resolution to the next CUPE National Convention in 2017 to have CUPE National have lawyers or funds available for legal representation for those who are dealing with issues at Human Rights proceedings.

Because:

- Members are dealing with Human Rights issues with their employers and they and their Locals do not have the financial means to see these issues to their conclusions.

Resolution No. 73
Submitted by Injured Workers Advocacy Committee

CUPE Ontario will:

Create an Employee Assistance Program (EAP) for CUPE members.

Because:

- There is mistrust from members with the employers' EAP program.
- There is an increase in precarious work in which dues-paying members do not have workplace benefits.
- There is an increase in challenging mental health conditions and violence in the workplace.

Resolution No. 74
Submitted by HCWCC

CUPE Ontario will:

Create a working group of the Executive Board with the mandate to develop a comprehensive anti-harassment/anti-discrimination policy and complaint procedure to ensure our union is inclusive, welcoming and free from harassment, discrimination and all types of bullying and intimidation.

Ensure that the policy and complaint procedure developed will deal with and respond to complaints of harassment and/or discrimination that take place within the structures, committees, events, meetings and any other activities of CUPE Ontario.

Make sure that the complaint resolution procedure developed provides a clear, fair and effective mechanism for receiving and resolving complaints of discrimination and harassment.

Commit the appropriate resources to respond, process and resolve such complaints. Train committee members, CUPE Ontario Executive members and assigned staff to recognize and challenge harassment within our union.

Because:

- CUPE Ontario is committed to creating a union which is inclusive, welcoming, and free from harassment, discrimination and all types of bullying and intimidation.
- CUPE Ontario needs to ensure that we provide a safe environment for members, staff and elected officers to carry out our work.

Resolution No. 75

Submitted by Locals 1263, 1295, 1334, 2424, 3913, 4207, 9125 and OUWCC

CUPE Ontario will:

Provide all necessary resources to sector chairs, health and safety representative, and injured worker representative for conference and meeting accessibility audit training.

Work with CUPE Union Development, CUPE Health and Safety branch, and Workers' Health and Safety Centre to develop this training.

Resolution No. 76

Submitted by Aboriginal Council and Workers with Disabilities Committee

CUPE Ontario will:

Ensure that there are adequate resources made available for hotel accessibility audits to be done at all CUPE Ontario schools, conferences and conventions.

Ensure that a liaison is enlisted to ensure that accessibility issues are dealt with at these events and provide training to members of the Workers with Disabilities Committee to provide this service.

Because:

- Accessibility issues at recent CUPE Ontario events have seen the need for ongoing audits to ensure accessibility for all.

Resolution No. 77

Submitted by Local 5277

CUPE Ontario will:

Encourage all affiliated organizations to support a CUPE-made label whenever possible – whether print or digital.

Give equal opportunity to CUPE Locals to quote products and/or services CUPE members provide.

Provide information to all affiliated organizations about products and/or services available within CUPE.

Because:

- Supporting the work of affiliates is essential to strengthening our solidarity.
- A CUPE-made label means CUPE will no longer rely on other unions to complete its business, enhancing CUPE's reputation as a leader in the labour movement.
- CUPE Ontario already gives mandated and official partnership support to some locals who offer services used by CUPE Ontario affiliates – that same support should be extended to all services unionized under CUPE.
- CUPE members' work is being contracted out to workers outside of CUPE causing CUPE Local members to be laid off.

Resolution No. 78
Submitted by Local 1

WHEREAS the Liberal government has sold off portions of Hydro One, and

WHEREAS municipal governments spend tens of millions of dollars per year on electricity, and

WHEREAS the government's plan to privatize Hydro One will have devastating effects on municipalities in Ontario, and

WHEREAS the cost of electricity is a major expense for our municipalities and communities, and

WHEREAS any significant increase in electricity rates would have a devastating effect on our members' jobs, rate payers and the economy of our community.

THEREFORE BE IT RESOLVED that CUPE Ontario continues to lobby and fight municipal governments that own Local Distribution Companies (LDCs) across Ontario from selling off and privatizing them.

Resolution No. 79
Submitted by Locals 2204 and 2484

WHEREAS studies show that many women still earn just over 70% of what men earn for work of equal value, and

WHEREAS many union members are being denied their legal right to have systemic pay discrimination addressed because of a lack of commitment to funding by the provincial government.

THEREFORE BE IT RESOLVED that CUPE ONTARIO join Ontario's Equal Pay Coalition and other progressive forces to reinvigorate a campaign around Pay Equity for women in Ontario.

BE IT FURTHER RESOLVED that CUPE ONTARIO endorse April's Equal Pay Day.

BE IT FINALLY RESOLVED that the campaign include a public relations component to support a lobby of government to fully fund its obligations on Pay Equity.

Resolution No. 80
Submitted by Locals 2204 and 2484

WHEREAS although pay equity is the law in Ontario, women, on average, still earn 30% less than men, and

WHEREAS the pay gap affects women in all occupations, all education levels and across all communities, and

WHEREAS discriminatory pay follows girls and women from their first job on into retirement.

THEREFORE BE IT RESOLVED that CUPE ONTARIO call upon the Ontario government to support, strengthen and revitalize pay equity enforcement by:

- Immediately increasing the minimum wage to \$15 per hour as a pay equity down payment for vulnerable women workers;
- Fully fund pay equity adjustment owed to public sector women workers across Ontario;
- Fully fund the Pay Equity Commission, the Hearings Tribunal and legal support services for women workers.

Resolution No. 81
Submitted by Locals 2204 and 2484

WHEREAS pay discrimination continues in Ontario with working women still earning on average 30% less than men, and

WHEREAS this pay gap affects women of all ages, races and educational levels across the province regardless of where they work, the size of their workplace or the precariousness of their employment, and

WHEREAS the pay gap is even larger for women of colour, young women, Aboriginal women and women living with disabilities, and

WHEREAS the pay discrimination can mean a lifetime of lower pay and low retirement income which contributes to child and elder women's poverty.

THEREFORE BE IT RESOLVED that CUPE Ontario join with the Ontario Equal Pay Coalition to launch a province-wide campaign to press the Ontario government to support, strengthen and revitalize pay equity enforcement.

Resolution No. 82
Submitted by Locals 2204 and 2484

CUPE Ontario will:

Endorse and mobilize for Equal Pay Day.

Call on the provincial government to develop a province-wide plan to close Ontario's thirty percent (30%) gender pay gap.

Urge our affiliated unions and labour councils to endorse and take action on Equal Pay Day.

Because:

- While Ontario's gap has decreased from thirty-eight percent (38%) when the 1987 Pay Equity Act was passed, that is not good enough. Ontario continues to have on average a thirty percent (30%) gender pay gap, which is much higher for women from equity-seeking groups.
- The pay gap follows women throughout their lives with young women continuing to face wage discrimination and significant barriers to employment while older women are twice as likely to be low income as men.

Resolution No. 83
Submitted by Aboriginal Council and Women's Committee

CUPE Ontario will:

Leverage Premier Wynne's support for closing the gendered pay gap and lobby the provincial government to take action.

Through our role in the Equal Pay Coalition, continue the campaign to highlight the issue and educate our members.

Profile stories of pay gap amongst our membership and highlight the impact on Aboriginal women, racialized women, lesbian, gay, bisexual, transgender, two-spirited, queer, inter-sexed (LGBTQI) members, young workers and women with disabilities.

Continue to work with CUPE National to negotiate equal pay into collective agreements.

Work with Union Development to ensure an educational workshop on the gender pay equity at the next sector conferences and schools in 2017/2018.

Because:

- The majority of CUPE members in Ontario are women, and women in Ontario still make thirty percent (30%) less than men.
- Racialized women, women with disabilities and Aboriginal women experience a substantially increased pay gap.
- Women continue to be under-employed and make up the majority of part-time workers, and are disproportionately represented in minimum wage jobs.
- The gendered pay gap is a Human Rights violation.

Resolution No. 84
Submitted by Locals 2204 and 2484

WHEREAS CUPE Ontario has taken a position in support of a comprehensive, public and not-for-profit, high quality early learning and child care system that is publicly-funded and universally accessible, and

WHEREAS such a system will best ensure children are provided with a foundation for life-long learning and success, and also help reduce family and child poverty, especially for single women-led families, and promote equality for women.

THEREFORE BE IT RESOLVED that CUPE Ontario continues to support the Ontario Coalition for Better Child Care's (OCBCC) campaign for quality, affordable child care and for the Ontario government to move immediately to implement a publicly-funded, comprehensive, public and not-for-profit, early learning system and child care system with decent work for the early childhood workforce.

BE IT FURTHER RESOLVED that CUPE Ontario continue to support the Canadian Labour Congress' campaign for a national child care system.

Resolution No. 85
Submitted by Locals 2204 and 2484

WHEREAS CUPE Ontario has taken a position in support of a comprehensive, public and not-for-profit, high quality early learning and child care system that is publicly-funded and universally accessible, and

WHEREAS such a system will best ensure children are provided with a foundation for life-long learning and success, and also help reduce family and child poverty, especially for single women-led families, and promote equality for women.

THEREFORE BE IT RESOLVED that CUPE Ontario continue to support the Ontario Coalition for Better Child Care's (OCBCC) campaign to pressure the Federal Government to present a comprehensive child care framework with funding in 2017 as promised in their 2016 Budget announcement.

BE IT FURTHER RESOLVED that CUPE Ontario encourages all affiliated childcare locals to support the OCBCC Campaign and to attend their childcare conference set for the fall of 2016 in Ottawa.

Resolution No. 86
Submitted by Local 2204

CUPE Ontario will:

Continue to take a leadership role in working with the Canadian Labour Congress (CLC), other unions, the Child Care Advocacy Association Canada (CCAAC), the Association of Early Childhood Educators Ontario (AECEO), and the Ontario Coalition for Better Childcare (OCBCC) to advocate the federal, provincial, and municipal governments for universal child care, and increased child care funding.

Resolution No. 87
Submitted by Locals 2204 and 2484

CUPE Ontario will:

Endorse the Ontario Coalition for Better Child Care's (OCBCC) demand for the Ontario government to set aside 2016 child care regulation proposals and instead begin a more comprehensive policy process with the clear aim of building an early learning and child care system that provides quality services that all families can afford and trust, and decent work for the early childhood workforce.

Support and develop a campaign to pressure the Ontario government to take action on developing child care goals/objectives, timelines, and funding which must be in the interests of children and parents, which takes into account the impacts on those who deliver the care. This plan must be developed based on the best available research, and with a full consultation with key stakeholders.

Because:

- The Ministry of Education's Phase Two regulation changes would be detrimental to childcare workers, providers and families.

- The piecemeal system of funding and policy must stop, and a full consultation with key stakeholders must be engaged.

Resolution No. 88
Submitted by SSWCC

CUPE Ontario will:

Continue to work with child care coalition partners to escalate lobbying and fight back tactics under the Social Services Integrated Campaign against the cuts to the wage grants, and the deterioration of quality child care regulations that reduce our capacity to provide quality, enriched early learning and child care programs for children.

Because:

- The Ontario government, through the Ministry of Education, continues to persist in the watering down of ratios and licensing standards as well as their role as system administrators resulting in an already patchwork of programs becoming further piecemeal.

Resolution No. 89
Submitted by Local 2204

CUPE Ontario will:

Take part in the National childcare roundtable discussion hosted by CUPE National, as was adopted at the 2015 CUPE National Convention.

Resolution No. 90
Submitted by Local 2191, Aboriginal Council, Human Rights Committee and Women's Committee

CUPE Ontario will:

Endorse the Fight for \$15 and Fairness Campaign.

Encourage locals and CUPE Councils to endorse and participate in the campaign.

Devote resources to the campaign to increase the minimum wage and make improvements to the Employment Standards Act (ESA) and Labour Relations Act (LRA).

Because:

- Raising the minimum wage to fifteen dollars (\$15) per hour will increase the wages of almost thirty percent (30%) of workers in Ontario.

- Equity seeking groups are most likely to earn fifteen dollars (\$15) per hour or less, including women, Aboriginal people, racialized workers, workers with disabilities, and young workers.
- The Government of Ontario is currently reviewing the LRA and ESA and will only make improvements if workers put significant pressure on them.
- Working with organizations of non-unionized workers and with other unions will help build a stronger working class movement.

Resolution No. 91
Submitted by Locals 1334, 4207 and OUWCC

CUPE Ontario will:

Endorse, support and mobilize for the Fight for \$15 and Fairness Campaign, including, but not limited to, the following demands:

- Equal pay for workers regardless of their status as full-time or temporary, their age, gender, student status or area of work.
- An end to the misclassification of workers as self-employed, instead of workers.
- Adequate hours.
- Fair scheduling with proper advance notice.
- At least seven (7) paid sick days.
- Meaningful regulation of temp agencies.
- Proactive enforcement of the laws using public sector employees.
- Measures to make it easier for workers to join – and keep – their unions.
- A legislated, indexed minimum wage of at least fifteen dollars (\$15) an hour.

Because:

- The Ontario government is reviewing employment and labour laws.
- We have an opportunity for union and non-union workers to link their issues to build a united working class movement for decent work.
- Workers in other jurisdictions have won fifteen dollars (\$15) minimum wages, paid sick days, fairer scheduling and other measures to improve work, while also fighting to join unions.

Resolution No. 92
Submitted by Local 1281

CUPE Ontario will:

Endorse, support and mobilize for the Fight for \$15 & Fairness campaign, including, but not limited to, the following demands:

- Equal pay for workers regardless of their status as full-time or temporary, their age, gender, student status or area of work.

- An end to the misclassification of workers as self-employed, instead of workers.
- Adequate hours.
- Fair scheduling with proper advance notice.
- At least seven (7) paid sick days.
- Meaningful regulation of temp agencies.
- Proactive enforcement of the laws using public sector employees.
- Measures to make it easier for workers to join – and keep – their unions.
- A legislated, indexed minimum wage of at least fifteen dollars (\$15) an hour.

Because:

- The Ontario government is reviewing employment and labour laws.
- We have an opportunity for union and non-union workers to link their issues to build a united working class movement for decent work.
- The Fight for \$15 and Fairness Campaign has called for strong mobilization on April 15 and the OFL has adopted October 7 – the World Day for Decent Work – as a key mobilizing date in its 2016 Action Plan.

Resolution No. 93
Submitted by Executive Board

CUPE Ontario will:

Campaign for changes to the Employment Standards Act (ESA) and the Ontario Labour Relations Act (OLRA) that will protect all workers more effectively, increase workers' ability to join unions and strengthen unions in all of their activities.

Demand card check certification, anti-scab legislation, successor rights and strengthened access to first contract arbitration be included in the OLRA.

Include the principles of the Fight for \$15 and Fairness Campaign and demands for ESA improvements in CUPE Ontario's activities, including increasing the minimum wage, improving protections for precarious workers, paid sick days, protections for migrant workers and all other changes.

Encourage committees of CUPE Ontario to support and participate in the campaign.

Actively engage in the Ontario Federation of Labour's (OFL) "Make it Fair" Campaign.

Work with our allies, including the Workers' Action Centre and the OFL, for these improvements.

Because:

- The "Changing Workplaces Review" is an important opportunity to pressure the government for broadly-based improvements to labour and employment legislation.

- These changes will lead to real material improvements for all workers, unionized and not unionized alike.
- By working with allied organizations we help develop the capacities of the working class as a whole to build a better world.

Resolution No. 94

Submitted by Locals 960, 1263, 9112, 9117, Library Workers Committee and OMECC

CUPE Ontario will:

Develop a campaign that values and utilizes our public libraries. CUPE Ontario will encourage all district councils, affiliates, their members, and the general public to register for a library card and utilize public library facilities.

Because:

- Libraries are a valued public service and under-utilized.
- Public funding structure is often based on how many library card holders are in a community.
- Libraries are the intellectual infrastructure of any municipality.
- Libraries and unions share the same principles and values including equality, democracy, and access to information that empowers change.
- This builds cross-sectoral solidarity.

Resolution No. 95

Submitted by Racial Justice Committee

CUPE Ontario will:

Lobby the provincial government to fully fund Carnival and submit a resolution to CUPE National convention to lobby the federal government to do the same.

Because:

- Carnival is extremely underfunded. It has been forced to be financially dependent on corporations.
- Carnival generates over eight hundred (\$800) million dollars per year into the Ontario economy.
- Carnival in Ontario was created by immigrants from the Caribbean as a community-based event grounded in the history of slavery and emancipation.
- It is vital that Carnival is funded with public monies and remains a cultural, accessible and free event.

- It is important that municipal, provincial and federal levels of government understand the history and significance of the annual Carnival festival, to Torontonians from the Caribbean as well as allies.

Resolution No. 96**Submitted by Aboriginal Council and Women's Committee**

CUPE Ontario will:

Make it a priority to lobby the provincial government to implement the recommendations of the Truth and Reconciliation Commission and specifically to implement recommendation 62.1 to make age-appropriate curriculum on residential schools, treaties, and Aboriginal People's historical and contemporary contributions to Canada a mandatory education requirement for kindergarten to grade twelve and that the development of this curriculum be done in consultation and collaboration with survivors, Aboriginal peoples and educators.

Because:

- The Truth and Reconciliation Commission report on residential school abuses was an important step forward in recognizing injustices First Nations peoples face in our society. CUPE Ontario can play its part in making sure those recommendations are put into action.

Resolution No. 97**Submitted by Aboriginal Council and Women's Committee**

CUPE Ontario will:

Lobby the provincial government to reverse its policy that allows for industrial logging in Grassy Narrows and call on the government to take immediate steps to clean the water system of the ongoing mercury contamination.

Because:

- The people of Grassy Narrows have been suffering for fifty (50) years the devastating health and economic impact resulting from the massive amounts of mercury released into the water system by forestry activity.
- The people of Grassy Narrows and all First Nations people have a right to clean water and to not have government policies that further contribute to water contamination.

Resolution No. 98
Submitted by Aboriginal Council and Women's Committee

CUPE Ontario will:

Lobby governments to advocate for greater job security, working hours and benefits, and working conditions for precarious workers, particularly women.

Because:

- Precarious workers are an ever-increasing portion of unionized labour, often not by choice.
- Availability of work and opportunities for advancement are often dependent on shrinking government and employer benefits.
- Precarious workers often do not receive the same benefits or access to advancement as their full time counterparts in the same or similar positions.
- Precarious work disproportionately impacts Aboriginal women, racialized women, lesbian, gay, bi-sexual, trans, queer, inter-sexed (LGBTQI) members, women with disabilities and young workers.

Resolution No. 99
Submitted by Aboriginal Council and Women's Committee

CUPE Ontario will:

Lobby the provincial government to acknowledge domestic violence and its effects on workers and the workplace.

Recommend that CUPE National lobby the Federal government to acknowledge domestic violence and its effects on workers and the workplace.

Encourage locals to establish pro-active practices to address the impact of domestic violence at work.

Have discussions with CUPE Union Development Department to provide training to locals on how to assist members facing the effects of domestic violence at work.

Because:

- The Canadian Labour Congress's (CLC) Domestic Violence at Work survey showed that over half of those reporting violence indicated that at least one type of abusive act occurred at or near the workplace.
- Over forty-three percent (43%) of those reporting domestic violence shared that they discussed it with someone at work.
- It would benefit locals to have knowledge of how to assist workers facing domestic violence issues.

Resolution No. 100
Submitted by CACO Committee

CUPE Ontario will provide adequate resources and finances in order to oppose:

- The unwanted imposition of a regulatory college on paramedics
- The expansion of firefighting into emergency medical services.

Because:

- A regulatory college will confuse and confound proper oversight by creating an unnecessary fourth layer of regulation and control.
- The Health Professions Regulatory Advisory Council, after a long and comprehensive process, has recommended against college regulation.
- A regulatory college will threaten high quality care by allowing non-paramedics with less expertise to practice as paramedics.
- Allowing fire fighters to practice emergency medical care will seriously undermine the quality of emergency medicine, drive up costs and redirect funding away from front-line paramedics. This will result in loss of jobs which will adversely affect the integrity of our bargaining units.

Resolution No. 101
Submitted by OCHU

CUPE Ontario will:

Support the OCHU campaign to end gender inequality in compensation and close the gender pay gaps in Ontario's health care sector.

Campaign goals include:

- To extend pension coverage to all employees working in Ontario health care, the great majority of who are women, without a pension.
- To create more full-time job opportunities with benefits.
- To create more security of employment for part-time workers.
- To audit collective agreements to end gender bias in allowances like safety footwear.
- To provide a process to review and adjust wages that under-pay female dominated classifications.

Because:

- Despite signing up 62,000 part-time employees into the Healthcare of Ontario Pension Plan (HOOPP), (40,000) part-time hospital staff remains without pension coverage.
- Most part-time workers in long-term care do not have a pension.
- Long term care pensions pay less than those in the hospital sector.
- Most community health care staff have no pension.

- Fifty percent (50%) of the health care workforce is now part-time. These workers are dependent on call-ins and have little security of employment except for their scheduled hours.
- Classifications like registered practical nurses are significantly underpaid relative to male dominated classifications with the same educational requirements.

Resolution No. 102
Submitted by OCHU

CUPE Ontario will:

Support the campaign of Ontario Council of Hospital Unions (OCHU) and of the Ontario Health Coalition (OHC) and of the local unions and local health care coalitions across Ontario in organizing rallies, town halls, petition and lawn sign and other actions to fight the cuts that are attacking the quality of hospital care for Ontario citizens.

Support OCHU in the campaign with the OHC to hold workplace and community referendums on hospital cutbacks this spring.

Because:

- The auditor general has estimated that population aging and growth, drug costs, medical technologies, inflation and increased demand are driving up the cost of health care by four (4%) per year, while the Ontario government has frozen core hospital funding for five (5) years, thus slashing budgets by twenty (20%) in real terms.
- This forces hospitals to drive down the quality of care in hospitals every year, cutting beds and staff and sending the frail and elderly home without care.
- Ultimately the goal of these cuts is to privatize the Medicare system by closing down access to hospital care in smaller communities and pushing the people who need care to private clinics and a privatized homecare system.

Resolution No. 103
Submitted by OCHU

CUPE Ontario will:

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

Because:

- Private clinics have a proven track record of introducing illegal user fees for medically necessary health care.
- Research shows that private, for-profit hospitals have higher death rates.

- Unlike public hospitals, private clinics have no emergency capacity and no recourse except to call 911 when emergencies arise and this delays treatment in life and death circumstances and has led to fatalities, provoking a cessation of funding by the US Congress for private hospitals/clinics over the number of deaths.
- This form of privatization is designed to reduce unionization and wages in the health care field.
- The viability of hospitals, especially of the small and rural community hospitals, is threatened.
- This will help to dismantle Medicare.

Resolution No. 104
Submitted by HCWCC

CUPE Ontario will:

In cooperation with the CUPE Ontario HCWCC and the SSWCC, CUPE National and the Ontario Council of Hospital Unions (OCHU) demand, through lobby efforts and other actions, that the provincial government extend the Personal Support Worker (PSW) Wage Enhancement to apply to all paid hours that are currently excluded, such as: Workers' Safety and Insurance Board (WSIB) benefits, sick leave, training, vacation pay and bereavement pay.

Because:

- PSWs working in the home and community care sector are increasingly suffering workplace injuries due to:
 - workload
 - violence related to clients with dementia and other cognitive impairments
 - unsafe and/or lack of appropriate mechanical equipmentand it is unjust that they only receive partial wages through WSIB because the PSW Wage Enhancement does not apply to these hours.
- PSWs in the home and community care sector are facing precarious work with only a guaranteed minimum wage rate per hour of \$16.50 and no guaranteed hours of work creating poverty wages that the PSW Wage Enhancement has failed to address.
- Not paying a full wage for paid hours worked or eligible to be paid outside of direct client care creates a two-tier wage system that is exploitative and unfair.

Resolution No. 105
Submitted by HCWCC

CUPE Ontario will:

In cooperation with Ontario long term care locals, municipal locals, the HCWCC, CUPE National and where applicable, work with like-minded municipalities to develop, resource and implement a campaign to keep municipal long term care homes public.

Pressure the province to adequately fund the operation of long-term care and any municipal capital redevelopment projects.

Because:

- It is vital to maintain public, municipal long-term care homes as they often have a higher standard of care and higher accountability to the community.
- Changes to the Long-Term Care Homes Act (LTCHA) 2007 exempt municipalities in the north and remote areas from funding and operating at least one public municipal home.
- The province is underfunding municipalities, making it difficult in some cases for them to maintain, operate and redevelop aging infrastructure like long term care homes.
- There is a renewed activity by hired consultants like KPMG to advise municipalities to “divest” and cease operating some services, including long-term care.

Resolution No. 106
Submitted by HCWCC

CUPE Ontario will:

Continue to support and resource the Time to Care Campaign through the HCWCC, working in collaboration with OCHU, to demand that the Liberal government stop ignoring the escalating resident-on-resident violence in long term care (LTC) homes, and provide seniors with the care they require by passing into law the “Time to Care bill” which calls for a four (4) hour legislated daily care standard for Long Term Care residents.

Continue to support the successful and escalating tactics and actions through the HCWCC’s Time to Care Campaign, such as rallies to respond to job cuts at long term care homes, and other provincial and local organizing actions until four (4) hours of daily hands on care is the law in Ontario.

Because:

- LTC continues to face a crisis and residents receive one of the lowest levels of care in Canada due to downloading of acute care patients from hospitals.

- Increased acuity levels of residents, younger residents with mental health issues, and chronic understaffing in LTC have increased pressure on workers.
- Resident-on-resident violence continues to fatally affect the safety of other residents as well as workers.

Resolution No. 107
Submitted by HCWCC

CUPE Ontario will:

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

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

Because:

- Home care is continuing to expand and be used as a means to justify underfunding of hospitals and long term care even though home care now is also in crisis with wait lists.
- Privatization and underfunding has created precarious, unsafe, exploitative working conditions and uneven and inadequate levels of care provision.
- After years of mobilization by our union and other trade unions, the provincial government has increased wages for home care workers but without guaranteed hours of work, these workers still face precarious working hours and the increase cannot lift them out of poverty.
- Without the significant majority of home care workers unionized, it will continue to undermine the collective strength and ability to take action or change needed for home care workers.

Resolution No. 108
Submitted by OSBCC

CUPE Ontario will:

Submit a resolution to encourage CUPE National to lobby the federal government to make changes to the Employment Insurance (EI) process which requires ten (10) month educational workers to show proof of job search and to eliminate participation in job education retraining programs.

Because:

- Most ten (10) month employees will be returning to their former positions at the beginning of the school year and makes such requirements redundant.

Resolution No. 109
Submitted by OSBCC

CUPE Ontario will:

Submit a resolution to encourage CUPE National to lobby the federal government to make changes to Employment Insurance (EI) eligibility so that precarious workers such as ten (10) month part-time workers in all sectors of CUPE are not denied access to entitlements including but not limited to maternity leave based on shortages to minimal hourly requirements.

Because:

Equality for all workers is the backbone of the union movement and all members need to be treated fairly.

Resolution No. 110
Submitted by OSBCC

CUPE Ontario will:

Submit a resolution to encourage CUPE National and CUPE Ontario to lobby all levels of government to make changes in legislation that medical appointment costs incurred when members need a sick note from a doctor be removed from the OHIP system, and eliminate the need for medical notes for short-term illness less than 7 days when using employer provided sick leave.

Because:

- The need for a medical note/appointments for a short term illness is a huge cost burden on all systems (ie. additional lost time procuring a note) and needs to be eliminated.

Resolution No. 111
Submitted by OSBCC

CUPE Ontario will:

Advocate with funders to ensure sufficient funds are made available to appropriately and adequately compensate Language Instruction for Newcomers to Canada/English as a Second Language (LINC/ESL) instructors for Portfolio Based Language Assessment (PBLA) including but not limited to: training, planning, marking, filing assessment reports, and holding student conferences.

Because:

PBLA is mandated by the LINC/ESL funders.

Resolution No. 112
Submitted by OSBCC

CUPE Ontario will:

Lobby the provincial government to establish dedicated envelopes of funds to create apprenticeship programs throughout all sectors of CUPE in the trades classifications.

Because:

There is an aging workforce within CUPE trades which will soon see the loss of many skilled trades within CUPE jobs to retirement and a fresh influx of new younger skilled workers is required.

Resolution No. 113
Submitted by SSWCC

CUPE Ontario will:

Through the Social Services Integrated Campaign, support an escalating campaign including communications support and MPP lobby days to call attention to the increasing systemic issues facing the child welfare sub-sector and calling on the promotion of re-investment and increased funding by the government.

Support to lobby against any legislation imposing child protection workers to become registered with the College of Social Workers and Social Service Workers.

Because:

- The child welfare system and the members who work within the system continue to be under attack as a real result of chronic underfunding, cuts to programs and services, the introduction of flawed technology and a lack of community-based supports for complex family dynamics and situations.

Resolution No. 114
Submitted by SSWCC

CUPE Ontario will:

Support the SSWCC Community Agency representatives through the Social Services Integrated Campaign to:

- Engage in a precarious work campaign focused on community agencies to not only protect the work of the CUPE members but to also ensure that programs and services for Ontarians delivered through community agencies do not become further fragmented and underfunded through increasing part-time and precarious positions in agencies.
- Support the organization and linking of agencies in common communities to strengthen local networks to build solidarity and mobilization.

Because:

- Community Agencies face multiple challenges with organizing and mobilizing given the isolated nature of small agencies and low union density in the sub-sector.
- Community Agencies also face de-stabilized and project-based funding which inherently create challenges for engagement and mobilization with union members due to a transitional membership.

Resolution No. 115
Submitted by SSWCC

CUPE Ontario will:

Continue to lobby the government for social assistance programs that are adequate to meet recipients' basic needs and shelter costs, as well as the importance of one-on-one case planning time with members who deliver social assistance. Continue to support pressuring the government that the implementation of Social Assistance Management Systems (SAMS) technology has been devastating to workers and to recipients by increasing the burden of computer time.

Because:

The Ontario Liberal government clearly has a transformation agenda for social assistance that SAMS technology plays a key role in but it remains unclear what service delivery and supports for recipients will continue to exist.

Resolution No. 116
Submitted by Local 4207

CUPE Ontario will:

Seek to more actively build solidarity between the union and both climate justice and animal liberation social groups/movements by affiliating, supporting and/or co-coordinating a campaign with them.

Because:

- Progressives are increasingly recognizing animal liberation as an intersectional movement that sees parallels between the commodification of animals and the infringement of various human rights, and seeks to advocate for the betterment of human society. This includes, among others, advocating for the rights and protections of workers in slaughterhouses who face among the highest worker injury rate and number of cases of Post Traumatic Stress Disorders (PTSD).
- The United Nations has recognized animal agriculture as a key contributor to climate change, including rising levels of greenhouse gas (GHG) emissions, intensification of fresh water use and water pollution, and a key driver of deforestation especially in Latin America, which consequently also displaces human populations.
- The Human Rights Commission of Ontario has now classified veganism as a creed, further solidifying it as a legitimate value system that should be supported by CUPE Ontario as an equity-seeking group.

Resolution No. 117
Submitted by Local 4207

CUPE Ontario will:

Pressure the provincial government to ensure that all interns, whether they are performing duties under an Ontario publicly-funded college or university, such as a co-op, or interning in order to improve their knowledge and practical skills necessary to help them be more competitive in the labour market post-graduation, are considered “employees” and entitled to the protections of the Employment Standards Act.

Ensure that those who are interning the equivalent amount of hours as a part-time or full-time employee per week are fairly compensated for their labour.

Because:

- Interns are performing duties on the employers' premises.
- The employer benefits from the unpaid labour of an intern by performing duties necessary for the function and operation of the company.
- More young adults are expected to volunteer or intern post-graduation for several years to gain the practical experience that is required for most jobs.
- College and university co-op programs are currently exempt from the requirements to pay interns.
- Internships and co-ops push the burden of training onto workers, without extra pay, rather than having training be provided and paid for by employers.

Resolution No. 118
Submitted by Local 4207

CUPE Ontario will:

Lobby the Government of Ontario to mandate sexual violence policies for all workplaces.

Ensure that these policies are worker-centered in order to create workplaces that are safer for all employees.

Include provisions that account for power imbalances, such as those between employees and managers.

Because:

- Sexual violence, including sexual assault and sexual harassment, is fundamentally different from other workplace issues covered under typical human resources policies.
- Sexual violence creates unsafe workplaces for those who experience sexual violence, contributing to mental health problems which are also under-supported by most workplaces.
- Sexual violence is also an equity issue as it disproportionately affects people who are marginalized, including women, racialized workers, and LGBTTTQ workers.

Resolution No. 119
Submitted by Local 4207

CUPE Ontario will:

Launch a full employment campaign that guarantees good jobs for all.

Ensure that the campaign focuses on the creation of full-time, permanent work and challenges the growth and intensification of precarious work.

Ensure that young adults are able to efficiently obtain these jobs post-graduation.

Encourage CUPE National, the Ontario Federation of Labour (OFL), and the Canadian Labour Congress (CLC) to participate in the campaign.

Because:

- About 50% of jobs created in the last 20 years in the Hamilton-GTA region share some characteristics of precarious work.
- Prolonged employment precarity can negatively impact an individual's overall health and well being.
- The changing nature of the structure of work towards more precarious forms of employment is hindering the ability of young adults to construct their own life.
- Rates of unemployment and underemployment are unacceptably high, which results in precarious living conditions and poverty for the precariously employed and unemployed.
- Young workers, and other equity seeking groups, are more likely to be unemployed, underemployed, or working in precarious and low wage jobs.
- This will protect the standards of living for young adults and other equity-seeking groups now and, the future of work for the next generation of workers.

Resolution No. 120
Submitted by Local 4047

CUPE Ontario will:

Take every opportunity to publicly raise awareness about the nature and impacts of precarious work and its impact on individuals, families and society in general.

Because:

- Working multiple jobs and shifts leaves precarious workers with little time to devote to their personal lives and that of their families.
- Many of our junior members, also young workers, face this type of employment and have little time to participate in their union.
- Precarious workers have few opportunities for career advancement, especially if their workplace is subject to seasonal layoffs.

Resolution No. 121
Submitted by Local 4047

CUPE Ontario will:

Appeal to the provincial government and support initiatives at the federal level to restore the balance of collective bargaining power between employers and members working for them by supporting anti-scab legislation.

Because:

- CUPE members need to restore balance in the bargaining process with employers.
- Hiring of such replacement workers can stall settlements and prolong strikes and lockouts.
- It is not in the best interest of the public service of which CUPE members are employed in many sectors.
- It will reduce the potential toxic workplace and result in safer picket lines.

Resolution No. 122
Submitted by Local 4047

CUPE Ontario will:

Work with CUPE Ontario locals, CUPE National and other labour bodies to lobby the federal government to have the crew complement ratio of 1:50 be reverted to the safety-proven ratio of 1:40 flight attendants to passengers on Canadian air carriers.

Because:

- Extensive testing/studies have proven that the 1:40 ratio of flight attendants to passengers is the standard necessary to ensure passenger safety; and 1:50 does not offer an equivalent level of safety.
- Less crew members on board aircrafts pose significant risks to passengers and crew, results in massive job losses and increased workplace injuries.
- Flight attendants work in hazardous unpredictable environments within confined spaces and are trained to handle hijackings, violent and unruly behavior, medical emergencies, fight fires, manage slow and rapid decompressions and facilitate emergency evacuations.
- Transport Canada is under scrutiny for its lack of regulation in the Lac Mégantic rail disaster in terms of public safety, and approved the reduced ratio for the express purpose of allowing Canadian air carriers the opportunity to generate increased profit at the expense of onboard safety.
- Prior to being elected, the Liberals committed to reviewing the reduction of onboard crew.

**Constitutional Amendment No. C1
Submitted by Locals 3903, 9103 and Young Workers Committee**

CUPE Ontario will add a new provision to Article 4.d.2 as follows:

(f) Local unions sending a young worker (as defined by the Young Workers Committee's Terms of Reference) to the Division Convention shall be entitled to one additional credential delegate.

Because:

- This will not impact the number of delegates Locals send. It will hopefully incentivize Locals to send young workers to Convention; and
- Larger participation from young people will strengthen the capacity of CUPE Ontario to continue its work for decades to come; and
- A representative union is a strong union.

**Constitutional Amendment No. C2
Submitted by Locals 3913 and 4207**

CUPE Ontario will:

Amend Article 4 (h) Resolutions and Amendments in the CUPE Ontario Constitution in the following manner:

Where it says:

All resolutions to be considered at a Convention must be submitted ... no later than **forty-eight (48)** days prior to the Convention, and must not exceed 200 words in total.

CUPE Ontario will amend the Constitution to read:

All resolutions to be considered at a Convention must be submitted ... no later than **sixty (60)** days prior to the Convention, and must not exceed 200 words in total.

Because:

CUPE Ontario should take more time to edit, amend, and merge similar resolutions in advance of distributing them to Locals. This work should not be done at Convention but in advance of Convention in order to:

- i) allow increased participation in decision-making by the members of locals.
- ii) reduce the overall number of resolutions so that more can be voted upon by delegates.

**Constitutional Amendment No. C3
Submitted by Locals 3913 and 4207**

CUPE Ontario will:

Amend Article 4 (h) Resolutions and Amendments in the CUPE Ontario Constitution in the following manner:

Where it says:

All resolutions to be considered at a Convention ... must not exceed **200** words in total.

CUPE Ontario will amend the Constitution to read:

All resolutions to be considered at a Convention ... must not exceed **350** words in total.

Because:

It can be difficult to quote the Constitution in a resolution without going over 200 words which makes it difficult to put forward constitutional amendments. This leads to an unnecessarily large number of resolutions at Convention as those addressing similar issues could be easily grouped together.

**Constitutional Amendment No. C4
Submitted by Locals 3903, 9103 and Young Workers Committee**

CUPE Ontario will:

Amend Article 8 (e) 3. c) to read:

There shall be six (6) Committees consisting of the Pink Triangle Committee, the Workers with Disabilities Committee, the Racial Justice Committee, the Aboriginal Council, the Young Workers Committee, Women's Committee, and the International Solidarity Committee. These committees shall be elected in odd numbered years at the Human Rights Conference, by their respective caucus or in plenary session, as applicable.

Seven (7) members shall be elected by each respective caucus, or in plenary, as applicable. **At least one (1) member of each of these six (6) Committees shall be a young worker (as defined by the Young Workers Committee Terms of Reference).**

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

appointment of the Executive Board, in consultation with the affected Committee, at the next regularly scheduled Executive Board meeting.

Because:

- We should be striving to encourage young workers to participate in every aspect of CUPE Ontario, especially equity work; and
- It is important to encourage participation of all young people; and
- We should have a sustainable way to create an inclusive and representative labour movement.

Constitutional Amendment No. C5A-C5I
Submitted by Executive Board Recommendation

EXECUTIVE BOARD RECOMMENDATION to amend the Constitution in respect to Restructuring

Whereas the ACTION PLAN adopted by Convention 2014 states that CUPE Ontario will: *“Conduct a formal review of the CUPE Ontario executive structure and its election - processes to determine if it meets the needs of our diverse membership, using a fully inclusive and consultative process. Form a committee to conduct this review that includes the Executive Committee and a representative from the equity seeking and northern Ontario caucuses, to bring forth a proposal for restructuring to the next convention,”* and;

Whereas a number of recommendations brought to the Restructuring Committee required work and further consultation following the 2015 Convention, and

Whereas Article 11 of the CUPE Ontario 2015 Constitution, AMENDMENT TO THE CONSTITUTION, reads in its entirety: *“This Constitution, or any of its clauses, may be amended at any regular Convention by form of resolution or Executive Board recommendation, by a two-thirds majority (2/3) of the votes cast by those delegates present at such Convention.”*

Therefore be it resolved that Convention 2016 adopt these comprehensive Executive Board Recommendations to update the CUPE Ontario Constitution.

Constitutional Amendment No. 5 - PART A
Remove all References to Executive Committee

Existing Language	Proposed Changes
<p>Article 4(j) - paragraph 2</p> <p>The local Convention committee shall be formed, and the chairperson thereof may be requested to assist the Executive Committee in the selection of Convention accommodations, the selection and obtaining of speakers, and may further be requested to select a chairperson of the opening sessions of Division Conventions. The local committee will be requested to assist in the operation of those other appropriate functions of the Convention</p>	<p>4(j) paragraph 2 - replace with</p> <p>The local Convention committee shall be formed, and the chairperson thereof may be requested to assist the Executive Committee in the selection of Convention accommodations, the selection and obtaining of speakers, and may further be requested to select a chairperson of the opening sessions of Division Conventions. The local committee will be requested to assist in the operation of those other appropriate functions of the Convention</p> <p>A Convention planning committee shall be formed to undertake the planning of convention to include theme, selection of speakers, and Convention agenda.</p>
<p>Article 5(c)</p> <p>The Executive Committee shall consist of the two (2) Executive Officers, and the four (4) Vice-Presidents.</p>	<p>Delete 5(c) and re-letter thereafter</p> <p>The Executive Committee shall consist of the two (2) Executive Officers, and the four (4) Vice-Presidents.</p>
<p>Article 7(g)14</p> <p>Conduct all correspondence pertaining to the office and shall purchase all supplies necessary for the office. All supplies purchased shall be as approved by the Executive Committee.</p>	<p>Article 7(g)14</p> <p>Conduct all correspondence pertaining to the office and shall purchase all supplies necessary for the office. All supplies purchased shall be as approved by the Executive Committee.</p>

Existing Language

Proposed Changes

Article 8(c)

The Executive Committee shall consist of the President, Secretary-Treasurer and the four (4) Vice-Presidents elected to the Board. The Executive Committee shall meet prior to each meeting of the Executive Board. It shall organize and co-ordinate such political campaigns and activities to promote the principles and objectives of CUPE Ontario members. It shall work closely with local unions, district councils and sectors to promote their involvement in political action and campaigns at the municipal, provincial and federal levels.

It shall be responsible for the presentation and submission of briefs to the Provincial Government and other bodies; and shall be responsible for preparing and submitting resolutions to the National Convention. It shall be responsible for international affairs and the promotion of International Solidarity.

Appendix A

1. The President, or when requested, a Vice-President shall take the chair at the time specified, at all regular and special Conventions. In the absence of both the President and any designated representative, a chairperson shall be chosen by the Executive Committee.

Delete Article 8(c) and re-letter thereafter

~~The Executive Committee shall consist of the President, Secretary-Treasurer and the four (4) Vice-Presidents elected to the Board. The Executive Committee shall meet prior to each meeting of the Executive Board. It shall organize and co-ordinate such political campaigns and activities to promote the principles and objectives of CUPE Ontario members. It shall work closely with local unions, district councils and sectors to promote their involvement in political action and campaigns at the municipal, provincial and federal levels.~~

~~It shall be responsible for the presentation and submission of briefs to the Provincial Government and other bodies; and shall be responsible for preparing and submitting resolutions to the National Convention. It shall be responsible for international affairs and the promotion of International Solidarity.~~

Appendix A

1. The President, or when requested, a Vice-President shall take the chair at the time specified, at all regular and special Conventions. ~~In the absence of both the President and any designated representative, a chairperson shall be chosen by the Executive Committee.~~

Constitutional Amendment No. 5 - PART B
Add General Roles & Responsibilities for Board Members

Existing Language	Proposed Changes
<p>Article 7(h)</p> <p>Executive Board Members The Executive Board Members shall fulfill all duties required or referred to them by the Convention, the Executive Board or President.</p>	<p>Article 7(h) – Replace Heading, add bullets</p> <p>Executive Board Members Sector Representatives, Equality Representatives, Executive Board Members (At-Large)</p> <ul style="list-style-type: none"> • Convene and Chair all meetings of their respective Sector, Equality Committee, or Committees assigned by CUPE Ontario Executive Board • Ensure minutes are drafted, approved, and final copies maintained in files at CUPE Ontario • Work closely with all staff assigned to assist in the committee’s work • Report from their respective committee in writing and verbally at each meeting of the CUPE Ontario Executive Board • Report from the Executive Board to their respective committees to facilitate the integration of all of the work of CUPE Ontario • Provide leadership to further the goals of their respective committee within CUPE Ontario <p>The Executive Board Members shall fulfill all duties required or referred to them by the Convention, the Executive Board or President</p>
<p>Existing Language</p>	<p>Proposed Changes</p>

Article 7(i) Duties of Trustees becomes Article 7(j) as result of Re-letter thereafter if amendment adopted.

Add NEW – 7 (i) and re-letter thereafter

Northern Ontario Representative

- **Shall liaise with the Regional Vice President Northern Ontario on the National Executive Board**
- **Provide assistance to CUPE Ontario Committees that do not have a representative from Northern Ontario, and to the Provincial Executive Board to ensure the particular issues of CUPE Ontario members in Northern Ontario are discussed and acted on.**
- **Shall be supported to attend events held by CUPE in Northern Ontario**
- **Encourage involvement of Northern Ontario Locals in all events of CUPE Ontario**

Constitutional Amendment No. 5 - PART C

Human Rights Committee: Clarification that the Equality Reps that are elected to the Executive Board are the members of the Human Rights Committee

Existing Language

Article 8(e)1. Human Rights Committee

Representative – Racial Justice Committee Representative - Aboriginal Council Representative - Pink Triangle Committee Representative - Workers with Disabilities Committee, the Representative – Women’s Committee, the Representative - Young Workers Committee and one (1) member of the International Solidarity Committee

Article 8 (e) 3. a)

There shall be a Human Rights Committee consisting of the six (6) Equality Representatives and one (1) member of the International Solidarity Committee.

Proposed Changes

Article 8(e)1 Amend Chart covering Human Rights Committee

Executive Board Representative – Racial Justice Committee, **Executive Board** Representative - Aboriginal Council, **Executive Board** Representative - Pink Triangle Committee, **Executive Board** Representative - Workers with Disabilities Committee, **Executive Board** Representative – Women’s Committee, **Executive Board** Representative - Young Workers Committee and one (1) member of the International Solidarity Committee

Article 8 (e) 3. a) Amend

There shall be a Human Rights Committee consisting of the six (6) **Executive Board** Equality Representatives and one (1) member of the International Solidarity Committee.

Constitutional Amendment No. 5 - PART D
Sector Chair Committee: Update Language in Chart and remove reference to 5 sectors and staff assigned

Existing Language	Proposed Changes
<p>Article 8 (e) 1. Sectors Funding Committee</p>	<p>Article 8 (e) 1. Sectors Funding Chairs Committee</p>
<p>Executive Officers and Representatives of the five (5) Sectors on the Executive Board, and the assigned Staff Co-ordinator for each group</p>	<p>Executive Officers and Representatives of each the five (5) Sectors on the Executive Board. and the assigned Staff Co-ordinator for each group</p>
<p>Section 9 Finance (d) Sectors Fund</p>	<p>Section 9 Finance (d) Sectors Fund</p>
<p>The Sectors Fund shall be administered by the Sectors Funding Committee, composed of the Executive Officers of the Division, the representatives of the five (5) Sectors on the Executive Board, and the assigned staff co-ordinator for each group. Notwithstanding the generality of the foregoing, the Sectors Funding Committee may establish rules and procedures for the allocation and disbursement of funds and may make special assessment upon locals which participate within a Sector but which are not affiliated to the Division. The Sectors Funding Committee shall report annually to each Division Convention.</p>	<p>The Sectors Fund shall be administered by the Sectors Funding Chairs Committee, composed of the Executive Officers of the Division, the representatives of the five (5) Sectors on the Executive Board. and the assigned staff co-ordinator for each group. Notwithstanding the generality of the foregoing, the Sector Chairs Committee may establish rules and procedures for the allocation and disbursement of funds and may make special assessment upon locals which participate within a Sector but which are not affiliated to the Division. The Sectors Funding Committee shall report annually to each Division Convention.</p>

Constitutional Amendment No. 5 - PART E
Change Special Committees to Ad Hoc Committees and Detail Composition

Existing Language	Proposed Changes
<p>Article 8 (e) 5.</p> <p>The Executive Board may appoint special committees as required. The Chairperson shall be a member of the Executive Board.</p>	<p>Article 8 (e) 5.</p> <p>The Executive Board may establish Ad Hoc Committees appoint special committees as required. The Chairperson shall be a member of the Executive Board. The composition of such will include the Officers, 1 Vice President, 1 Equality Representative, 1 Sector Chair, 1 Executive Member (at Large).</p>

Constitutional Amendment No. 8 - PART F
Increase number of members of Health & Safety & Injured Workers Committees to one from each sector plus 2 elected at H&S Injured Workers Conference and Executive Board Liaison

Existing Language	Proposed Changes
<p>Article 8 (e) 1. Chart Health & Safety Committee</p> <p>One (1) Executive Board member, One (1) member appointed from each Sector</p>	<p>Article 8 (e) 1. Chart Health & Safety Committee</p> <p>One (1) Executive Board member, One (1) member appointed from each Sector</p> <p>One (1) member appointed from each Sector, Two (2) members elected at the Health & Safety/Injured Workers Conference in even numbered years, and One (1) Executive Board Liaison.</p>
Existing Language	Proposed Changes

<p>Article 8 (e) 1. Chart Injured Workers Advocacy Committee</p> <p>One (1) Executive Board member, one (1) member appointed from each Sector</p>	<p>Article 8 (e) 1. Chart Injured Workers Advocacy Committee</p> <p>One (1) Executive Board member, one (1) member appointed from each Sector</p> <p>One (1) member appointed from each Sector, Two (2) members elected at the Health & Safety/Injured Workers Conference in even numbered years, and One (1) Executive Board Liaison.</p>
<p>Article 8 (e) 7 (b)</p> <p>The Health & Safety Committee shall consist of one (1) person appointed from the Division Executive Board and one (1) member appointed from each Sector. Such representatives must be delegates from a local union affiliated to the Division.</p>	<p>Article 8 (e) 7 (b)</p> <p>The Health & Safety Committee shall consist of one (1) person appointed from the Division Executive Board and one (1) member appointed from each Sector.</p> <p>The Health & Safety Committee shall consist of One (1) member appointed from each Sector, Two (2) members elected at the Health & Safety/Injured Workers Conference in even numbered years, and One (1) Executive Board Liaison. Such representatives must be delegates from a local union affiliated to the Division.</p>
<p>Article 8 (e) 8</p> <p>The Injured Workers Advocacy Committee shall consist of one(1) person appointed from the Division Executive Board and one (1) member appointed from each Sector. Such representatives must be delegates from a local union affiliated to the Division.</p>	<p>Article 8 (e) 8</p> <p>The Injured Workers Advocacy Committee shall consist of one(1) person appointed from the Division Executive Board and one (1) member appointed from each Sector.</p> <p>The Injured Workers Advocacy Committee shall consist One (1) member appointed from each Sector, Two (2) members elected at the Health & Safety/Injured Workers Conference in even numbered years, and One (1) Executive Board Liaison. Such representatives must be delegates from a local union affiliated to the Division.</p>

Constitutional Amendment No. 5 - PART G
Language Clarification - Executive Board Member (At-Large), Convention
Planning Committee and Constitution and Law

Existing Language	Proposed Changes
<p>Article 8 (d)</p> <p>5. Should a permanent vacancy occur in the office of Executive Member, except as provided in Article 8(d)6, the office shall be offered to the unsuccessful candidates for this office in the 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. If the vacancy occurs before an odd year Convention, the vacancy will be filled temporarily as set out above and an election for the position shall be held at the odd year Convention following the procedure in Article 6.</p>	<p>Article 8 (d)</p> <p>5. Should a permanent vacancy occur in the office of Executive Member (at Large), except as provided in Article 8(d)6, the office shall be offered to the unsuccessful candidates for this office in the 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. If the vacancy occurs before an odd year Convention, the vacancy will be filled temporarily as set out above and an election for the position shall be held at the odd year Convention following the procedure in Article 6.</p>

Existing Language

Article 4 (j) Convention Committees

There shall be four Convention committees, namely, Credentials, Resolutions, Ways and Means, and Constitution and Law. All chairpersons and members of committees shall be appointed by the Executive Board from the registered delegates. All committees shall be notified as early as possible prior to the opening of the Convention, and if it is necessary during the Convention that revisions be made to said committees, or that additional committees are required, the President shall appoint same, subject to the approval of the delegates. The President, if it is found necessary, shall be empowered to convene such committees prior to the opening of the Convention and their term of appointment shall expire at the adjournment of the Convention.

The local Convention committee shall be formed, and the chairperson thereof may be requested to assist the Executive Committee in the selection of Convention accommodations, the selection and obtaining of speakers, and may further be requested to select a chairperson of the opening sessions of Division Conventions. The local committee will be requested to assist in the operation of those other appropriate functions of the Convention.

Proposed Changes

Article 4 (j) Convention Committees

There shall be four Convention committees, namely, Credentials, Resolutions, Ways and Means, and Constitutions and Law. All chairpersons and members of committees shall be appointed by the Executive Board from the registered delegates. All committees shall be notified as early as possible prior to the opening of the Convention, and if it is necessary during the Convention that revisions be made to said committees, or that additional committees are required, the President shall appoint same, subject to the approval of the delegates. The President, if it is found necessary, shall be empowered to convene such committees prior to the opening of the Convention and their term of appointment shall expire at the adjournment of the Convention.

~~The local Convention committee shall be formed, and the chairperson thereof may be requested to assist the Executive Committee in the selection of Convention accommodations, the selection and obtaining of speakers, and may further be requested to select a chairperson of the opening sessions of Division Conventions. The local committee will be requested to assist in the operation of those other appropriate functions of the Convention.~~

The Convention Planning committee shall be comprised of the Officers, at least One (1) Vice-President, One (1) Equality Representative, One (1) Sector Representative, One (1) Executive Member (at Large) to provide recommendations on theme and guest speakers.

Constitutional Amendment No. 5 - PART H
Add Bargaining Council(s) Representative

Existing Language	Proposed Changes
<p>Article 5 (a) Composition of Executive Board & Trustees</p> <p>The Executive Board shall consist of a President, Secretary-Treasurer, First Vice-President, Second Vice-President, Third Vice-President, Fourth Vice-President, six (6) Executive Members (at Large), and one (1) representative from each of the Sectors established pursuant to Article 4 of the National Constitution, and one from the Provincial Retirees Group with voice only, six (6) Equality Representatives elected by their appropriate caucus, and one (1) Northern Ontario Representative elected by their caucus.</p>	<p>Article 5 (a) Composition of Executive Board & Trustees</p> <p>The Executive Board shall consist of a President, Secretary-Treasurer, First Vice-President, Second Vice-President, Third Vice-President, Fourth Vice- President, six (6) Executive Members (at Large), and one (1) representative from each of the Sectors established pursuant to Article 4 of the National Constitution, one (1) representative from each Bargaining Council established pursuant to Article 4 of the National Constitution, and one from the Provincial Retirees Group with voice only, six (6) Equality Representatives elected by their appropriate caucus, and one (1) Northern Ontario Representative elected by their caucus.</p>
<p>Article 6 (a) Election of Executive Board & Trustees</p> <p>Election of Executive Board, except for the representatives of the Sectors and Provincial Retirees Group, shall be held biennially in the even-numbered years, on the morning of the day prior to the close of the Convention. The Equality and Northern Ontario Representatives on the Executive Board shall be elected in their respective caucuses, biennially in the even-numbered years at Convention.</p>	<p>Article 6 (a) Election of Executive Board & Trustees</p> <p>Election of Executive Board, except for the representatives of the Sectors, Bargaining Councils and Provincial Retirees Group, shall be held biennially in the even-numbered years, on the morning of the day prior to the close of the Convention. The Equality and Northern Ontario Representatives on the Executive Board shall be elected in their respective caucuses, biennially in the even-numbered years at Convention.</p>

Existing Language	Proposed Changes
<p>Article 8 (a)</p> <p>The Executive Board shall consist of a President, Secretary-Treasurer, First Vice-President, Second Vice-President, Third Vice-President, Fourth Vice-President, six (6) Executive Members (at Large), and one (1) representative from each of the Sectors established pursuant to Article 4 of the National Constitution, one (1) Representative - Aboriginal Workers chosen by the Aboriginal Workers Caucus at Convention, one (1) Representative - Racialized Workers chosen by the Racialized Workers Caucus at Convention, one (1) Representative – Pink Triangle chosen by the Pink Triangle Caucus at Convention, one (1) Representative – Women chosen by the Women’s Caucus at Convention, one (1) Representative – Workers with Disabilities chosen by the Workers with Disabilities Caucus at Convention, one (1) Representative – Young Workers chosen by the Young Workers Caucus at Convention, one (1) Northern Ontario Representative chosen by the Northern Ontario Caucus, and one (1) from the Provincial Retirees Group with voice only.</p>	<p>Article 8 (a)</p> <p>The Executive Board shall consist of a President, Secretary-Treasurer, First Vice-President, Second Vice-President, Third Vice-President, Fourth Vice- President, six (6) Executive Members (at Large), and one (1) representative from each of the Sectors established pursuant to Article 4 of the National Constitution, one (1) representative from each Bargaining Council established pursuant to Article 4 of the National Constitution, one (1) Representative - Aboriginal Workers chosen by the Aboriginal Workers Caucus at Convention, one (1) Representative - Racialized Workers chosen by the Racialized Workers Caucus at Convention, one (1) Representative – Pink Triangle chosen by the Pink Triangle Caucus at Convention, one (1) Representative – Women chosen by the Women’s Caucus at Convention, one (1) Representative – Workers with Disabilities chosen by the Workers with Disabilities Caucus at Convention, one (1) Representative – Young Workers chosen by the Young Workers Caucus at Convention, one (1) Northern Ontario Representative chosen by the Northern Ontario Caucus, and one (1) from the Provincial Retirees Group with voice only.</p>

Existing Language	Proposed Changes
<p>Article 8 (d) 6.</p> <p>Should a permanent vacancy occur in the office of Executive Board held by the Representative from a Sector or a Provincial Retirees Group, such vacancy shall be filled in accordance with the Constitution or By-laws of the appropriate Sector or Provincial Retirees Group. If the vacancy occurs before an odd year Convention, the representative shall be chosen by the respective caucus at the odd year Convention.</p>	<p>Article 8 (d) 6.</p> <p>Should a permanent vacancy occur in the office of Executive Board held by the Representative from a Sector, Bargaining Council or a Provincial Retirees Group, such vacancy shall be filled in accordance with the Constitution or By-laws of the appropriate Sector, Bargaining Council or Provincial Retirees Group. If the vacancy occurs before an odd year Convention, the representative shall be chosen by the respective caucus at the odd year Convention.</p>

Constitutional Amendment No. 5 - PART I
Retirees' Representation and Position on Executive Board

Existing Language	Proposed Changes
<p>None</p>	<p>New: Article 4: Convention (d) 3.</p> <p>In addition, all locals, district councils, bargaining councils, and other affiliated organizations are eligible to send one (1) retiree delegate with voice but no vote except for a vote in a caucus of registered retiree delegates to elect their representative</p>
Existing Language	Proposed Changes

**Article 4 Convention (f)
Registration Fees**

Delegates, alternate delegates and guests (other than official guests) to the annual Convention shall pay a registration fee, the amount of which shall be determined by the Executive Board.

Article 4 Convention (q)

Reports of Sectors and Provincial Retirees Groups

All Sectors and Provincial Retirees Groups shall submit their reports to the Division, at least forty-five (45) days prior, where possible, to the convention.

Article 5 (a) Composition of Executive Board & Trustees

The Executive Board shall consist of a President, Secretary-Treasurer, First Vice-President, Second Vice-President, Third Vice-President, Fourth Vice-President, six (6) Executive Members (at Large), and one (1) representative from each of the Sectors established pursuant to Article 4 of the National Constitution, and one from the Provincial Retirees Group with voice only, six (6) Equality Representatives elected by their appropriate caucus, and one (1) Northern Ontario Representative elected by their caucus.

**Article 4 Convention (f)
Registration Fees**

Delegates, alternate delegates and guests (other than official guests **and retirees**) to the annual Convention shall pay a registration fee, the amount of which shall be determined by the Executive Board.

Article 4 Convention (q)

Reports of Sectors and the Provincial Retirees' Groups-Representative

All Sectors and the Provincial Retirees' ~~Groups~~ **Representative** shall submit their reports to the Division, at least forty-five (45) days prior, where possible, to the convention.

Article 5 (a) Composition of Executive Board & Trustees

The Executive Board shall consist of a President, Secretary-Treasurer, First Vice-President, Second Vice-President, Third Vice-President, Fourth Vice- President, six (6) Executive Members (at Large), and one (1) representative from each of the Sectors established pursuant to Article 4 of the National Constitution, and one (1) ~~from the Provincial Retirees' Group~~ **Representative** with voice only **elected by their caucus**, six (6) Equality Representatives elected by their appropriate caucus, and one (1) Northern Ontario Representative elected by their caucus.

Existing Language

Proposed Changes

<p>Article 6 (a) Election of Executive Board & Trustees</p> <p>Election of Executive Board, except for the representatives of the Sectors and Provincial Retirees Group, shall be held biennially in the even-numbered years, on the morning of the day prior to the close of the Convention. The Equality and Northern Ontario Representatives on the Executive Board shall be elected in their respective caucuses, biennially in the even-numbered years at Convention.</p>	<p>Article 6 (a) Election of Executive Board & Trustees</p> <p>Election of Executive Board, except for the representatives of the Sectors and Provincial Retirees Group, shall be held biennially in the even-numbered years, on the morning of the day prior to the close of the Convention. The Equality, Northern Ontario Representatives on the Executive Board, and the Provincial Retirees' Representative shall be elected in their respective caucuses, biennially in the even-numbered years at Convention.</p>
<p>Article 7 Duties of Executive Board</p> <p>None</p>	<p>Article 7 Duties of Executive Board</p> <p>New: Article 7 (k) <u>Provincial Retirees' Representative</u></p> <ul style="list-style-type: none"> • Chair the Provincial Retirees' Network • Help build and promote the provincial retirees' structure and encourage and assist chartered organizations to set up their own structures • Serve on any other committee appointed by the President with voice but no vote.
<p>Article 7 (g) 15. Secretary-Treasurer</p> <p>Keep a record of the total membership of each local union and report to the Convention, showing the number of affiliated locals and total membership. Keep a record of the membership of the Provincial Retirees Group.</p>	<p>Article 7 (g) 15. Secretary-Treasurer</p> <p>Keep a record of the total membership of each local union and report to the Convention, showing the number of affiliated locals and total membership. Keep a record of the membership of the Provincial Retirees' GroupNetwork</p>
<p>Existing Language</p>	<p>Proposed Changes</p>

**Article 8 (a)
Executive Board, Trustees and
Standing Committees**

The Executive Board shall consist of a President, Secretary-Treasurer, First Vice-President, Second Vice-President, Third Vice-President, Fourth Vice-President, six (6) Executive Members (at Large), and one (1) representative from each of the Sectors established pursuant to Article 4 of the National Constitution, one (1) Representative - Aboriginal Workers chosen by the Aboriginal Workers Caucus at Convention, one (1) Representative - Racialized Workers chosen by the Racialized Workers Caucus at Convention, one (1) Representative – Pink Triangle chosen by the Pink Triangle Caucus at Convention, one (1) Representative – Women chosen by the Women’s Caucus at Convention, one (1) Representative – Workers with Disabilities chosen by the Workers with Disabilities Caucus at Convention, one (1) Representative – Young Workers chosen by the Young Workers Caucus at Convention, one (1) Northern Ontario Representative chosen by the Northern Ontario Caucus, and one (1) from the Provincial Retirees Group with voice only.

**Article 8 (a)
Executive Board, Trustees and Standing
Committees**

The Executive Board shall consist of a President, Secretary-Treasurer, First Vice-President, Second Vice-President, Third Vice-President, Fourth Vice- President, six (6) Executive Members (at Large), and one (1) representative from each of the Sectors established pursuant to Article 4 of the National Constitution, one (1) Representative - Aboriginal Workers chosen by the Aboriginal Workers Caucus at Convention, one (1) Representative - Racialized Workers chosen by the Racialized Workers Caucus at Convention, one (1) Representative – Pink Triangle chosen by the Pink Triangle Caucus at Convention, one (1) Representative – Women chosen by the Women’s Caucus at Convention, one (1) Representative – Workers with Disabilities chosen by the Workers with Disabilities Caucus at Convention, one (1) Representative – Young Workers chosen by the Young Workers Caucus at Convention, one (1) Northern Ontario Representative chosen by the Northern Ontario Caucus, and one (1) ~~from the Provincial Retirees' Group~~ **Representative** with voice only, **elected by their caucus.**

Existing Language

Proposed Changes

<p>Article 8 (d) 6.</p> <p>Should a permanent vacancy occur in the office of Executive Board held by the Representative from a Sector or a Provincial Retirees Group, such vacancy shall be filled in accordance with the Constitution or By-laws of the appropriate Sector or Provincial Retirees Group. If the vacancy occurs before an odd year Convention, the representative shall be chosen by the respective caucus at the odd year Convention.</p>	<p>Article 8 (d) 6.</p> <p>Should a permanent vacancy occur in the office of Executive Board held by the Representative from a Sector or a Provincial Retirees Group, such vacancy shall be filled in accordance with the Constitution or By-laws of the appropriate Sector or Provincial Retirees Group. If the vacancy occurs before an odd year Convention, the representative shall be chosen by the respective caucus at the odd year Convention.</p>
<p>Article 8 (e) 1</p> <p>Pension Committee in Chart</p> <p>Two (2) members, the representative from the Provincial Retirees Group and Chairperson.</p>	<p>Article 8 (e) 1</p> <p>Pension Committee in Chart</p> <p>Two (2) members, the representative from the Provincial Retirees Group Provincial Retirees' Representative and Chairperson.</p>
<p>Article 9 (a) 6 Finance</p> <p>Funding for the Provincial Retirees Group, or its successor, shall be solely from membership fees, government grants, and donations. Membership fees may be amended from time to time as required to ensure financial solvency at all times.</p>	<p>Delete: Article 9 (a) 6 Finance</p> <p>Funding for the Provincial Retirees Group, or its successor, shall be solely from membership fees, government grants, and donations. Membership fees may be amended from time to time as required to ensure financial solvency at all times.</p>