



**REVISED**

**(AGENDA & LOCATION FOR WEDNESDAY CAUCUS)**

**ONTARIO MUNICIPAL EMPLOYEES  
COORDINATING COMMITTEE**

**2017 CONFERENCE**

***"HOT TOPICS – LET'S GET FIRED UP"***

**SECOND CALL**

**DATE:**

**MARCH 29<sup>TH</sup> - APRIL 1<sup>ST</sup>, 2017**

**LOCATION:**

**CAESARS WINDSOR  
377 RIVERSIDE DRIVE EAST  
WINDSOR, ON N9A 7H7**

**REGISTRATION FEES**

<b>AFFILIATES</b>	<b>\$ 245.00</b>
<b>NON-AFFILIATES</b>	<b>\$ 405.00</b>
<b>LATE FEE (PER DELEGATE) (EFFECTIVE MARCH 15, 2017)</b>	<b>\$ 50.00</b>

**REGISTRATION DEADLINE: MARCH 15, 2017**

# OMECC CONFERENCE 2017

SHOULD YOU NEED TO CONFIRM IF YOUR LOCAL IS AN AFFILIATE OR NON-AFFILIATE, PLEASE CONTACT CUPE ONTARIO DIVISION AT (905) 739-9739

LOCALS WILL BE REQUIRED TO GIVE A BRIEF REPORT ON THE ACTIVITIES THE LOCAL HAS BEEN INVOLVED WITH OVER THE PAST YEAR AND ANY FUTURE INITIATIVES PLANNED FOR 2017. A REPORT FORM IS ATTACHED FOR YOUR USE.

## HOTEL INFORMATION

**ALL RESERVATIONS ARE TO BE MADE THROUGH W.E. TRAVEL:  
1-888-676-7747**

**(PLEASE MENTION ANY SPECIAL NEEDS/ACCOMMODATIONS WHEN BOOKING)**

### **BLOCKED ROOMS:**

<b>\$169.00 + TAXES</b>	<b>STANDARD ROOM SINGLE / DOUBLE (AUGUSTUS TOWER)</b>
<b>\$199.00 + TAXES</b>	<b>LUXURY GUEST ROOM (FORUM TOWER)</b>

**HIGH SPEED INTERNET ACCESS INCLUDED**

**HOTEL CHECK-IN TIME: 4:00 PM / CHECK-OUT TIME: 12:00 PM**

**PLEASE MENTION THE "OMECC CONFERENCE"  
WHEN MAKING YOUR RESERVATIONS TO RECEIVE THE ABOVE RATES.**

**CUT-OFF DATE TO RECEIVE BLOCKED & SPECIAL ROOM RATES:  
MONDAY MARCH 6<sup>TH</sup>, 2017**

If you require small local financial assistance, on-site child care, Simultaneous French Translation, ASL, or have any other accessibility needs, please visit our website at [www.cupe.on.ca](http://www.cupe.on.ca) or contact our office at 905-739-9739.

**THESE FORMS MUST BE COMPLETED AND RETURNED BY MARCH 6<sup>TH</sup>, 2017**

**This notice is also available in French - Please visit our website**

**NOTICE**  
**TO ALL CUPE LOCALS**  
**REPRESENTING**  
**PARAMEDICS & ACO's**  
**(PARAMEDIC DISPATCHERS)**

**HOLD THE DATE**

**WEDNESDAY**  
**MARCH 29, 2017**  
**(CAUCUS BEFORE OPENING PLENARY)**

**WEDNESDAY MARCH 29<sup>TH</sup>**

**LOCATION: SATURNI**  
**9:00 AM – 4:00 PM**

**NO COST TO ATTEND BUT YOU NEED TO REGISTER  
IN ADVANCE TO ENSURE ADEQUATE MATERIAL  
AND SPACE IS PROVIDED.**

**AGENDA AND CAUCUS DETAILS TO FOLLOW.**

**PLEASE CONFIRM YOUR ATTENDANCE BY**  
**ENTERING "YES" IN THE PARAMEDIC CAUCUS**  
**COLUMN WHEN COMPLETING YOUR CONFERENCE**  
**REGISTRATION FORM**



**AGENDA – OMECC 2017 CONFERENCE**

**THURSDAY - MARCH 30<sup>TH</sup>**

8:00 am – 9:00 am OMECC Registration  
Update on OMERS (Fred Hahn, President, CUPE Ontario)  
• Coffee and Muffins

9:00 am – 12:00 pm Ann Jenkins, Chair, OMECC  
Lori Wightman, Unit Chairperson CUPE Local 2974  
Blain Morin, EAP Coordinator (EAP: Employee Assistance Program)  
Charles Fleury, National Secretary-Treasurer, CUPE  
**Keynote Speaker – Ash Beckham**

Local Reports

12:00 pm – 1:30 pm Lunch Break - Lunch provided  
Lunch time speaker: Andréane Chénier  
CUPE National Health and Safety  
Mental Health and the Workplace

Local Reports

1:30 pm – 2:30 pm Proposed Amendments to Bylaws

2:30 pm – 2:45 pm B-R-E-A-K

2:45 pm – 5:00 pm Area Meetings

5:00 pm – 6:00 pm Equality Forum

7:30 pm SOCIAL EVENT (Off-site: Location to be announced)

**FRIDAY - MARCH 31<sup>ST</sup>**

8:30 am – 9:00 am Electrical Workers' Caucus – election of Chair

9:00 am – 12:00 pm Workshops – Elective  
(Please check your selection and meeting room assigned)

12:00 pm – 1:00 pm Lunch

1:00 pm – 4:00 pm Workshops – Elective  
(Please check your selection and meeting room assigned)

8:00 pm – 10:00 pm MOVIE NIGHT (Snacks and Soft Drinks provided)

**AGENDA – OMECC 2017 CONFERENCE**

**SATURDAY - APRIL 1<sup>ST</sup>**

9:00 am – 12:00 pm

Municipal Funding - The Toronto Experience  
Maureen O' Reilly, President CUPE Local  
4948

Municipal Funding - Percy Hatfield MPP, Windsor,  
NDP Critic, Municipal Affairs

Regular Business

Resolutions to Convention

Proposed Amendments to Bylaws (con't)

New Business

Adjournment

## **PROPOSED AMENDMENTS**

### **TO OMECC BYLAWS**

#### **IN ACCORDANCE TO ARTICLE 11 OF THE OMECC BYLAWS:**

#### **ARTICLE 11 – AMENDMENTS TO THE CONSTITUTION**

This Constitution, or any of its clauses, may be amended at any regular Annual Conference by form of resolution, or committee recommendation and being approved by a two-thirds (2/3) majority vote of the voting delegates present at the Annual Conference, provided however, that such amendments do not conflict with the Constitution of the Canadian Union of Public Employees or the Ontario Division and shall be subject to approval by the National Executive Board. Unless specifically stated otherwise, all amendments shall take effect immediately following the conclusion of the conference which adopts them.

*There are a total of five (5) proposed amendments to the OMECC Bylaws below:*

**OMECC Bylaw Amendment #1**  
**VOTING AND DELEGATE STATUS**

**ARTICLE 4 – SECTION 6 – ANNUAL CONFERENCE**

The number of delegates who may attend conferences shall not be limited. ~~Each Local shall be entitled to one (1) vote for each bargaining unit.~~ No Local shall be entitled to votes in excess of that allowed under the CUPE Ontario Division Constitution. **The following shall be how the number of voting delegates are selected from each Local Union affiliated to CUPE Ontario: ~~except that each Local shall be entitled to a minimum of two (2) votes.~~**

Number of Local Members	Voting Delegates
Up to 100	2
101-250	3
251-400	4
Each additional 150 members	1
District Council	1

In addition, the President of the Ontario Division, or ~~his/her~~ **their** appointee, shall be accorded delegate status. Area Councils shall be allowed one (1) voting delegate. Fraternal delegates shall be permitted voice in any debate which is of a non-constitutional nature. A coordinated bargaining committee composed of five (5) or more Local Unions shall be allowed one (1) voting delegate. **At no time shall any one local have more than ten (10) voting delegates.**

**ARTICLE 4 – SECTION 7 – ANNUAL CONFERENCE**

Registration fees for delegates shall be determined by the Committee for each conference, having regard to costs involved.

**ARTICLE 4 – SECTION 8 – ANNUAL CONFERENCE**

~~The sitting members of the Coordinating Committee shall be accorded automatic delegate status at the Annual Conference but shall not be eligible for re-election unless they are accredited delegates of their own Local.~~

The sitting member of the Coordinating Committee who is not an accredited delegate at the time of the annual conference in the even-numbered years shall be entitled to attend the conference at the expense of the Division, with voice but no vote. They shall not be eligible for re-election.

The sitting member of the Coordinating Committee who is not an accredited delegate at the time of the annual conference shall be entitled to attend the conference at the expense of the Division with voice and vote, in the odd-numbered years of the conference when no elections are held.

**Notwithstanding the above, no sitting member of the Coordinating Committee shall be entitled to attend the annual conference unless the local union, of which they are a member, is entitled to representation at the annual conference.**

Delete Appendix B

~~APPENDIX "B"~~  
~~VOTING DELEGATE ALLOCATION~~  
~~CHART~~

~~In order to determine the number of voting delegates your local is entitled to at the OMECC Conference:~~

- ~~➤ First look down the left side to find your total number of Municipal/Library/Utility bargaining units.~~
- ~~➤ Next, look across the top to find the total number of members in those bargaining units.~~
- ~~➤ Finally, refer to the point of intersection and that is your Local's total number of voting delegates.~~

	<del>Up to</del> <del>200</del>	<del>201-</del> <del>500</del>	<del>501-</del> <del>1000</del>	<del>1001-</del> <del>1500</del>	<del>1501-</del> <del>2000</del>	<del>2001-</del> <del>2500</del>	<del>2501-</del> <del>3000</del>	<del>3001-</del> <del>3500</del>	<del>3501-</del> <del>4000</del>
<del>1</del>	<del>2</del>	<del>2</del>	<del>2</del>	<del>2</del>	<del>2</del>	<del>2</del>	<del>2</del>	<del>2</del>	<del>2</del>
<del>2</del>	<del>2</del>	<del>2</del>	<del>2</del>	<del>2</del>	<del>2</del>	<del>2</del>	<del>2</del>	<del>2</del>	<del>2</del>
<del>3</del>	<del>2</del>	<del>3</del>	<del>3</del>	<del>3</del>	<del>3</del>	<del>3</del>	<del>3</del>	<del>3</del>	<del>3</del>
<del>4</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>4</del>	<del>4</del>	<del>4</del>	<del>4</del>	<del>4</del>	<del>4</del>
<del>5</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>5</del>	<del>5</del>	<del>5</del>	<del>5</del>	<del>5</del>
<del>6</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>6</del>	<del>6</del>	<del>6</del>	<del>6</del>
<del>7</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>	<del>7</del>	<del>7</del>	<del>7</del>
<del>8</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>	<del>8</del>	<del>8</del>	<del>8</del>
<del>9</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>	<del>8</del>	<del>9</del>	<del>9</del>
<del>10</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>	<del>8</del>	<del>9</del>	<del>10</del>
<del>11</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>	<del>8</del>	<del>9</del>	<del>10</del>
<del>12</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>	<del>8</del>	<del>9</del>	<del>10</del>
<del>13</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>	<del>8</del>	<del>9</del>	<del>10</del>
<del>14</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>	<del>8</del>	<del>9</del>	<del>10</del>
<del>15</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>	<del>8</del>	<del>9</del>	<del>10</del>
<del>16</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>	<del>8</del>	<del>9</del>	<del>10</del>
<del>17</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>	<del>8</del>	<del>9</del>	<del>10</del>
<del>18</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>	<del>8</del>	<del>9</del>	<del>10</del>
<del>19</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>	<del>8</del>	<del>9</del>	<del>10</del>
<del>20</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>	<del>8</del>	<del>9</del>	<del>10</del>
<del>21</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>	<del>8</del>	<del>9</del>	<del>10</del>
<del>22</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>	<del>8</del>	<del>9</del>	<del>10</del>
<del>23</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>	<del>8</del>	<del>9</del>	<del>10</del>
<del>24</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>	<del>8</del>	<del>9</del>	<del>10</del>
<del>25</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>	<del>8</del>	<del>9</del>	<del>10</del>

OMECC Bylaw Amendment #2  
SUB-JURISDICTIONS

**ARTICLE 1 – NAME**

This organization shall be known as the Ontario Municipal Employees' Coordinating Committee, a Committee of the Ontario Division of the Canadian Union of Public Employees, hereinafter referred to as "the Committee". For greater clarity, "Municipal Employees" shall be understood to include **all employees who work for a Municipality, including those who work for Agencies, Boards and Commissions which are funded by the Municipalities.** ~~but not be limited to, workers of the following services:~~

- ~~1) Municipal Inside/Outside~~
- ~~2) Municipal Social Services~~
- ~~3) Municipal Homes For The Aged~~
- ~~4) Libraries~~
- ~~5) Energy~~
- ~~6) Municipal Emergency Medical Services (EMS)~~

For the purpose of these bylaws, sub-jurisdictions shall include any group of employees from a particular sector/area of work within the Municipal sector. The current recognized sub-jurisdictions who each hold a seat on OMECC and who are referenced in these bylaws are Library workers, Paramedic workers, and Energy workers.

The President of the Ontario Division may recognize additional sub-jurisdictional group and these bylaws shall be amended accordingly.

**ARTICLE 5 – SECTION 4 – COMMITTEE REPRESENTATION**

OMECC ~~shall include, but not be limited to~~ recognizes **Library, Paramedic and Energy Workers** sub-jurisdictional groups. ~~All These~~ sub-jurisdictional group Chairpersons **or their designate** shall be seated on the OMECC Board with voice and vote.

Sub-jurisdictional group Chairpersons will be elected in accordance with the Respective procedures of that sub-jurisdictional group. **If no procedures exist, the sub-jurisdictional group Chairperson shall be elected at the annual OMECC conference in even numbered years at their caucus as per above.**

The CUPE Associate Coordinators assigned to each sub-jurisdictional group shall act as the liaison with the CUPE Coordinator of the Municipal Employees Local Unions for Ontario.

**REPRESENTATION ON THE PARAMEDIC SUB-JURISDICTIONAL COMMITTEE SHALL BE in accordance with the CACO bylaws as amended from time to time (attached).**

~~REPRESENTATION ON THE ENERGY SUB-JURISDICTIONAL COMMITTEE SHALL BE~~

Proposed Amendments to OMECC BYLAWS

<b>AREA-1</b>	
<del>Local 1</del>	<del>Toronto Hydro (Ontario Regional Office)</del>
<del>Local 2</del>	<del>Toronto Transit Commissions (Ontario Regional Office)</del>
<del>Local 25</del>	<del>Lakefront Utility Services (Oshawa Area Office)</del>
<del>Local 255</del>	<del>Westario Hydro (Barrie Area Office)</del>
<del>Local 749</del>	<del>Port Hope PUC (Oshawa Area Office)</del>
<del>Local 1026</del>	<del>Hawkesbury Hydro (Cornwall Area Office)</del>
<del>Local 1371</del>	<del>Cornwall Electric (Cornwall Area Office)</del>
<del>Local 2478</del>	<del>West Coast Energy (London Area Office)</del>

<b>AREA-2</b>	
<del>Local 17</del>	<del>Parry Sound Power (North Bay Area Office)</del>
<del>Local 71</del>	<del>Cochrane PUC/Iroquois Falls Hydro/Kapusking PUC (Timmins Area Office)</del>
<del>Local 72</del>	<del>North Bay Hydro (North Bay Area Office)</del>
<del>Local 1536</del>	<del>Hearst Power Distribution (Timmins Area Office)</del>
<del>Local 752</del>	<del>Atikokan Hydro (Thunder Bay Area Office)</del>
<del>Local 1457</del>	<del>Lakeland Power Distribution (Barrie Area Office)</del>
<del>Local 4705</del>	<del>Sudbury Hydro (Sudbury Area Office)</del>

<b>AREA-2</b>	
<del>Local 1000</del>	<del>Power Worker's Union</del>

~~Area 3 shall be permitted one (1) Executive and Areas 1 and 2 shall each be permitted two (2) executive members.~~

**ARTICLE 7 – FINANCE**

- 1) No proposed change
- 2) No proposed change
- 3) The recognized sub-jurisdictions shall be fully funded by OMECC and shall be identified separately on all reports provided to OMECC by the Secretary-Treasurer of the Ontario Division.
- 4) The recognized sub-jurisdictions shall maintain their own and separate levies which shall be kept in a separate accounting by the Secretary-Treasurer of the Ontario Division.

**OMECC Bylaw Amendment #3**  
**LIBRARY SUB-JURISDICTION**

**ARTICLE 5 – SECTION 4 – COMMITTEE REPRESENTATION**

**REPRESENTATION ON THE LIBRARIES SUB-JURISDICTIONAL COMMITTEE SHALL BE as follows:**

- a) **Chair of the Libraries Sub-Jurisdictional Committee shall be elected by the sub-jurisdictional committee at their caucus in advance of the OMECC conference in even numbered years.**
- b) **Chair of the Libraries Sub-Jurisdictional Committee shall be on the OMECC Committee and be responsible for coordinating all library activities with the Associate Coordinator (Library), OMECC Coordinator and Chair of OMECC:**
- c) **A Vice-chair of the Library Sub-Jurisdictional Committee shall be elected for a two-year term in even numbered years following the annual conference from amongst the members of the committee and shall assist the Chairperson as well as take the chair in the absence of the chairperson. Should the Chairperson permanently vacate during the term of office, the Vice-chair will assume the chair's role until the committee can be convened and elect a new chairperson**
- d) **Additional representatives shall be elected at the Library Sub-Jurisdictional Committee caucus in advance of the OMECC conference in even numbered years:**
  - One (1) member from the north, defined as a member from OMECC areas 1 and 2;
  - Five (5) members at large, i.e. with no geographic restriction;
- e) **If no member is elected from the north, defined as a member from OMECC areas 1 or 2, then the position may be filled from members elected at large;**
- f) **No more than one (1) committee member may be elected from any given bargaining unit.**

**The CUPE Ontario President and Secretary Treasurer, other CUPE National and CUPE Ontario Staff and OMECC Chair and the Associate Coordinator (Library) shall be invited to attend at least one meeting during the term.**

**MISSION STATEMENT**

**The Library Workers Committee of Ontario endeavours to:**

- 1. Represent the interests of library workers in CUPE and to work for the good and welfare of Library members and CUPE members in general;**
- 2. To formalize communication, establish networks and give continuity to ideas;**

Proposed Amendments to OMECC BYLAWS

3. To work toward coordinating collective bargaining; and
4. To work in co-operation with the officers and representatives of CUPE in order to achieve the aforementioned;

**In addition, the Library Workers Committee is committed to:**

**Promote the role of library workers in our communities and educate the public as to the importance of our work and our contribution to those communities**

**Library Affiliations / Memberships**

**Upon agreement of the Ways and Means Committee and the Secretary Treasurer affiliation to the Federation of Ontario Public Library Federation (FOPL) and the Ontario Library Association (OLA) will be funded by CUPE Ontario.**

**When CUPE Ontario sends delegates to attend FOPL meetings, and to the AMO Conference, the Chair, or their designate, shall be sent as a representative.**

**Recognition of Ontario Public Library Week and Library Workers.**

## OMECC Bylaw Amendment #4

### COMMITTEE REPRESENTATION AND COMPLIANCE WITH ONTARIO DIVISION CONSTITUTION

#### ARTICLE 4 – ANNUAL CONFERENCE

- 1) No proposed changes
- 2) The time and place shall be set by the ~~Coordinator, upon recommendation of the~~ Committee **in consultation with the President of the Ontario Division.**
- 3) No proposed changes
- 4) No proposed changes
- 5) The Conference Call shall be in the hands of the Local Unions at least sixty (60) days prior to the date of the conference. **Any proposed resolutions and/or bylaw amendments shall be sent to the Secretary-Treasurer of OMECC forty (40) days prior to the date of the conference and in the hands of the Local Unions at least thirty (30) days prior to the date of the conference.**

#### ARTICLE 5 – COMMITTEE REPRESENTATION

- 1) a) The Chairperson of the Committee shall be elected for a two-year term ~~by voting delegates on the convention floor in the even numbered years. Whereas **he or she automatically sits** they automatically sit~~ on the CUPE Ontario Executive Board by way of this title, the Chair cannot be considered for **any** the additional positions **on the Committee of area representative or occupational representative.**
  - b) No proposed changes.
  - c) **A Trades Committee representative shall be elected for a two-year term in even numbered years following the annual conference from amongst the members of the committee and shall be the OMECC representative on the Trades Committee.**
- 2) The CUPE Coordinator of the Municipal Employees Local Unions for Ontario shall act as liaison to the Committee ~~and as a member of the Committee,~~ shall assist in every way possible to provide the Committee with the facilities and services of the National Organization.
- 3) Representation on the Committee shall be one (1) representative from each of the following areas:
  - AREA 1: Districts of Kenora, Rainy River and Thunder Bay
  - AREA 2: Districts of Algoma, Manitoulin, Sudbury, Cochrane, Timiskaming, Nipissing and City of Sudbury
  - AREA 3: Counties of Renfrew, Lanark, Prescott-Russell, Stormont Dundas & Glengarry and City of Ottawa

Proposed Amendments to OMECC BYLAWS

- AREA 4: Counties of Leeds & Grenville, Frontenac, Lennox & Addington, Hastings and Prince Edward
- AREA 5: Counties of Haliburton, Peterborough, ~~Victoria~~, Northumberland, **City of Kawartha Lakes**, and Region of Durham
- AREA 6: Regions of York, Peel, Halton and City of Toronto
- AREA 7: Districts of Parry Sound and Muskoka, Counties of Simcoe, Grey, Bruce and Dufferin
- AREA 8: Cities of Hamilton, Haldimand, Norfolk and Region of Niagara
- AREA 9: Counties of Wellington, Brant, Perth, Oxford, Huron, Middlesex, Elgin and Region of Waterloo
- AREA 10: Counties of Lambton, Kent and Essex

4) See Bylaw Proposed Amendments #2 Sub-jurisdictions

5) No proposed changes

6) No proposed changes

7) Vacancies – Area representatives

Members of the Committee will be deemed to have vacated their position and will be replaced in the following instances: if the member resigns; if the member's local disaffiliates from the Ontario Division; if the member is absent from two (2) consecutive duly called meetings of the Committee without reasonable excuse.

Replacements for members of the Committee who vacate their position within a period of less than one year until the next OMECC conference where elections are regularly held shall be appointed ~~by the Committee in accordance with its procedures whereby,~~ **the President of the Ontario Division.**

Replacements for members of the Committee who vacate their position for a period of more than one year until the next biennial OMECC conference where elections are regularly held shall be elected by the delegates from the appropriate geographical area present at the Annual Conference in the odd numbered years. The Chair in consultation with **the President of the Ontario Division** ~~Coordinator~~ may appoint a temporary replacement until the delegates may elect the successor for a one-year term.

8) No proposed changes

9) No proposed changes

**10) In the event that either the Health and Safety Representative or the Injured Worker Representative position falls vacant, the vacancy shall first be offered to the runner up on the ballot and then if accepted, shall serve the remaining term office until the next general election at the even numbered year conference. In the event that the Health and Safety Representative and/or the Injured Worker Representative was acclaimed and therefore no runner up on the ballot, or, in the event that the runner up declines, the Representative shall be appointed by the President of the Ontario Division.**

11) No proposed changes

**ARTICLE 6 – COMMITTEE MEETINGS AND DUTIES**

- 1) The Committee shall meet ~~at least~~ three (3) times per year at the call of the ~~Coordinator~~ **Committee Chair** and such meetings shall be **at the CUPE Ontario Regional Office in the City of Toronto**, unless otherwise decided upon by the Committee. **The sub-jurisdictional groups shall meet two (2) times per year at the call of the respective sub-jurisdictional Chair.**

REMAINDER OF ARTICLE 6 - NO PROPOSED CHANGES

**ARTICLE 11 – AMENDMENTS TO ~~THE CONSTITUTION~~ THESE BYLAWS**

~~This Constitution~~, **These Bylaws** or any of its clauses, may be amended at any regular Annual Conference by form of resolution, or committee recommendation and being approved by a two-thirds (2/3) majority vote of the voting delegates present at the Annual Conference, provided however, that such amendments do not conflict with the Constitution of the Canadian Union of Public Employees or the Ontario Division and shall be subject to approval by the National Executive Board. Unless specifically stated otherwise, all amendments shall take effect immediately following the conference which adopts them.

OMECC Bylaw Amendment #5  
GENDER IDENTITY AND EXPRESSION

~~ARTICLE 10 – INTERPRETATION~~

~~Whenever the gender pronoun has been used throughout this Constitution, it shall be taken to include the opposite gender, where the context so allows.~~

**ARTICLE 10 – GENDER IDENTITY AND EXPRESSION**

The Committee recognizes and respects that delegates, members and staff persons must not face discrimination or harassment based on their gender identity and/or expression. As such no publications of the committee shall use gendered pronouns and at any meeting or conference of the committee gender neutral washroom facilities will be made available.

**APPENDIX "A": RULES AND ORDER OF BUSINESS**

The Rules and Order of Business governing conferences shall be:

1. The Chairperson, or in ~~his~~ **their** absence or request, a Vice-Chairperson, shall take the Chair at the time specified at all regular and special conferences. In the absence of both, the Chairperson or ~~his~~ designated representative, a Chairperson shall be chosen by the Committee.
2. No question of a religious character shall be discussed.
3. When the delegate wishes to speak, ~~he~~ **they** shall proceed to one of the microphones provided for that purpose and when recognized by the Chairperson ~~he~~ shall give ~~his~~ **their** name and the organization ~~he~~ **they** represents and shall confine ~~his~~ **their** remarks to the question at issue.
4. Speeches shall be limited to five (5) minutes, except in the moving of a motion, and then the delegate shall be allowed ten (10) minutes.
5. A delegate shall not speak more than once upon a subject until all who wish to speak have had an opportunity to do so.
6. A delegate shall not interrupt a speaker, except to call a point of order.
7. If a delegate is called to order ~~he~~ **they** shall, at the request of the Chairperson, take ~~his~~ **their** seat until the question of order has been decided.
8. Should a delegate persist in unparliamentary conduct, the Chairperson may be compelled to name ~~him~~ **them** and submit ~~his~~ **their** conduct to the judgement of the Conference. In such case the delegate whose conduct is in question should explain and then withdraw and the Conference will decide what course to pursue in the matter.
9. When a question is put, the Chairperson after announcing the question shall ask: "*Are you ready for the question?*" If no delegate wishes to speak, the question shall be put.

Proposed Amendments to OMECC BYLAWS

10. Questions may be decided by a show of hands, or a standing vote, on the basis of one vote per voting delegate. A role call may be demanded by two-thirds of the delegates present. In a role call vote, each voting delegate shall be entitled to one vote.
11. The Chairperson shall have the same rights as other delegates to vote on any question and in the case of a tie, ~~he~~ **the Chairperson** shall also cast the deciding vote.
12. When the previous question is moved, no discussion or amendment to either motion is permitted. If the majority vote that "the question be now put", the original motion has to be put without debate. If the motion to put the question is defeated, discussion will continue on the original motion.
13. A delegate shall not move a motion to refer back after ~~he has~~ **they have** spoken on the question at issue.
14. A motion to refer back is not debatable and when properly seconded, the question shall immediately be put to the Conference.
15. If a report is adopted, it becomes the decision of the Conference.
16. When a question is pending before the Conference no motion shall be in order except:
  - a) to refer;
  - b) to adjourn for the previous question;
  - c) to postpone for a definite time.

If any of the foregoing motions is negated it cannot be renewed until after an intermediate proceeding.

A motion may be reconsidered providing the mover of the motion to reconsider voted with the majority and a notice of motion is given for consideration at the next sitting and said notice of motion is supported by two-thirds of the delegates qualified to vote.

**WORKSHOP DESCRIPTIONS**  
**- OMECC CONFERENCE 2017 -**

**1.0 ANALYZING CONTRACT LANGUAGE**

Ongoing communication with our members / Clear language related to dues deduction and remittance / Provisions in the event there are legislative changes to Union financial disclosure, dues deduction and/or remittance.

This kit will assist bargaining teams to assess their current Collective Agreements in these vital areas. Given the escalating attacks on Unions rights related to Collective Bargaining, representation and political action, we need to maximize our ability to communicate directly with our members.

**2.0 CONTRACTING OUT / PRIVATIZATION**

In this module, you will learn to identify many different forms of privatization and understand the nature of privatization threats within our workplaces as well as analyze what makes a successful strategy to take on privatization including strategies for negotiating Collective Agreement language and campaigns.

**3.0 HEALTH & SAFETY AND WOMEN'S HEALTH**

- To develop an understanding of the employment and social factors creating the health and safety hazards facing women.
- To develop an understanding of the kinds of hazards facing women in CUPE jobs.
- To develop a strategy for a women's occupational health agenda

**4.0 HEALTH & SAFETY: VIOLENCE IN THE WORKPLACE**

*From Awareness to Action*

Violence is an occupational health and safety issue in too many of our workplaces. This workshop covers: identifying the problems; why workplace violence happens and ways to prevent it.

Know: What workplace violence is and the wide range of violent behaviours to which workers are exposed to, the root causes and impacts of workplace violence and the legal framework regarding workplace violence.

Be able to: Dispel commonly held myths about violence. Counter the mentality that workplace violence is "the victims fault", respond effectively to different situations of workplace violence and develop strategies for preventing workplace violence.

Feel: A sense of mutual support and comradery in the group and increase confidence in your skills and knowledge as a Health & Safety activist.

**5.0 MUNICIPAL FUNDING / REVENUE TOOLS**

Services are critical to our communities; our municipalities provide most of the services we all rely on every day. Big or small, our municipal services deliver safe drinking water, garbage collection, parks and recreation, child and long-term care. It is also our own members who deliver all these services; CUPE members are the authority on municipal service delivery, yet, in our communities and at the table we keep hearing there isn't enough funding for these services and our members who provide them. We can do better. Come and learn about municipal revenue tools and the strategies on implementing them.

## CONT – 5.0 MUNICIPAL FUNDING / REVENUE TOOLS

Our cities are growing and supporting more people. Climate change, widening income disparities, and a rapidly aging population are just some of the challenges our municipalities are working to address. The pressure created by decades of service and infrastructure downloading from other levels of government is finally being recognized, but remains unresolved. It is time to join together and advocate for the revenue tools that help us build fair and sustainable communities now and in the future.

### 6.0 POLITICAL ACTION

*Goal: Define what is meant by political.*

We hope to expand our understanding of politics from a narrow concept of elections to a broad and encompassing one. This would place most of what we, as unionists, see and do as political (ie: Employment Insurance as political, Pensions as political, Labour-Management relations as political)

### 7.0 PRECARIOUS WORK

This workshop will discuss precarious work and ways in which to defeat it.

### 8.0 PUBLIC SPEAKING

This workshop will help you gain the confidence you need to speak up at a meeting or public event. Take the opportunity to practice speaking on various issues and resolutions. Learn ways to deal with nervousness and prepare and present both short and long speech in front of a supportive group.

### 9.0 SOCIAL MEDIA

Facebook, Twitter, YouTube, Flickr....

- What are they and how can they benefit my local?
- How are groups using social media for activism?
- How can I deal with people's resistance?
- What are the guidelines for using social media?

This workshop will allow you to explore questions like these and get lots of hands-on practice in CUPE's Social Media workshop.

#### *Summary of Workshops Offered:*

1.0	Analyzing Contract Language
2.0	Contracting Out / Privatization
3.0	Health & Safety and Women's Health
4.0	Health & Safety: Violence in the Workplace
5.0	Municipal Funding / Revenue Tools
6.0	Political Action
7.0	Precarious Work
8.0	Public Speaking
9.0	Social Media

*Participants must register for these workshops.*

*Those who do not pre-register will be assigned to workshops on a first come, first serve basis.*

*Failure to indicate 1<sup>st</sup> and 2<sup>nd</sup> choices may result in the assignment to a workshop of our choosing.*

**NOTE:** AREA List and Voting Delegate Allocation Chart located on the back of this page

# REGISTRATION FORM

## 2017 OMECC CONFERENCE



**Registration Fees (inclusive of BUFFET LUNCH provided on March 30<sup>th</sup>):**

Until March 15, 2017 - Affiliates: \$245.00 (per delegate) / Non-Affiliates: \$405.00 (per delegate)  
After March 15, 2017 - Affiliates: \$295.00 (per delegate) / Non-Affiliates: \$460.00 (per delegate)

Do you require French translation? \_\_\_\_\_  
(YES or NO)

(PLEASE PRINT CLEARLY)

NAME	LOCAL & UNIT #	EMAIL ADDRESS (If available)	PHONE	WORKSHOP 1 <sup>ST</sup> CHOICE	WORKSHOP 2 <sup>ND</sup> CHOICE	WORKSHOP 3 <sup>RD</sup> CHOICE	I WORK IN AREA: (1-10)	I am attending the Paramedic Meeting (YES or NO)	I am a voting delegate (YES or NO)

CUPE LOCAL # \_\_\_\_\_ NUMBER OF MUNICIPAL BARGAINING UNITS IN THIS LOCAL: \_\_\_\_\_ NUMBER OF MEMBERS IN YOUR LOCAL: \_\_\_\_\_

YOUR EMPLOYER: \_\_\_\_\_ LOCAL CONTACT NAME: \_\_\_\_\_ SIGNED: \_\_\_\_\_

(Keep a copy of the registration form for your records)

Locals are asked to make ALL HOTEL RESERVATIONS through W.E. Travel.:  
 1-888-676-7747 (toll free)  
 Please note cut-off date is March 6<sup>th</sup>, 2017  
 [Mention the "OMECCC CONFERENCE" when making your reservations]

**COMPLETE AND RETURN THIS REGISTRATION FORM WITH YOUR CHEQUE MADE OUT TO:**  
**CUPE ONTARIO-OMECC CONFERENCE 2017**

**AND MAIL TO:**  
**Maggie Pugatschew, Secretary**  
**CUPE Ontario 2017 OMECC Conference**  
**80 Commerce Valley Drive East**  
**Markham, ON L3T 0B2**

**USE this chart to determine your Area:**

<b>IF YOU WORK IN THIS AREA:</b>	<b>YOUR AREA #</b>
Districts of Kenora, Rainy River and Thunder Bay	1
Districts of Algoma, Manitoulin, Sudbury, Cochrane, Timiskaming, Nipissing and City of Sudbury	2
Counties of Renfrew, Lanark, Prescott-Russell, Stormont Dundas & Glengarry and City of Ottawa	3
Counties of Leeds & Grenville, Frontenac, Lennox & Addington, Hastings and Prince Edward	4
Counties of Haliburton, Peterborough, Victoria, Northumberland and Region of Durham	5
Regions of York, Peel, Halton and City of Toronto	6
Districts of Parry Sound and Muskoka, Counties of Simcoe, Grey, Bruce and Dufferin	7
Cities of Hamilton, Haldimand, Norfolk and Region of Niagara	8
Counties of Wellington, Brant, Perth, Oxford, Huron, Middlesex, Elgin and Region of Waterloo	9
Counties of Lambton, Kent and Essex	10

**Voting Delegate Allocation Chart**

In order to determine the number of voting delegates your local is entitled to at the OMECC Conference:

- First look down the left side to find your total number of Municipal/Library/Utility bargaining units.
- Next, look across the top to find the total number of members in those bargaining units.
- Finally, refer to the point of intersection and that is your Local's total number of voting delegates.

<b># OF CA'S</b>	<b>NUMBER OF BARGAINING UNIT MEMBERS</b>								
	<b>Up to 200</b>	<b>201-500</b>	<b>501-1000</b>	<b>1001-1500</b>	<b>1501-2000</b>	<b>2001-2500</b>	<b>2501-3000</b>	<b>3001-3500</b>	<b>3501-4000</b>
1	2	2	2	2	2	2	2	2	2
2	2	2	2	2	2	2	2	2	2
3	2	3	3	3	3	3	3	3	3
4	2	3	4	4	4	4	4	4	4
5	2	3	4	5	5	5	5	5	5
6	2	3	4	5	6	6	6	6	6
7	2	3	4	5	6	7	7	7	7
8	2	3	4	5	6	7	8	8	8
9	2	3	4	5	6	7	8	9	9
10	2	3	4	5	6	7	8	9	10
11	2	3	4	5	6	7	8	9	10
12	2	3	4	5	6	7	8	9	10
13	2	3	4	5	6	7	8	9	10
14	2	3	4	5	6	7	8	9	10
15	2	3	4	5	6	7	8	9	10
16	2	3	4	5	6	7	8	9	10
17	2	3	4	5	6	7	8	9	10
18	2	3	4	5	6	7	8	9	10
19	2	3	4	5	6	7	8	9	10
20	2	3	4	5	6	7	8	9	10
21	2	3	4	5	6	7	8	9	10
22	2	3	4	5	6	7	8	9	10
23	2	3	4	5	6	7	8	9	10
24	2	3	4	5	6	7	8	9	10
25	2	3	4	5	6	7	8	9	10