

CUPE ONTARIO CONVENTION 2017

# Resolutions and Constitutional Amendments



**BE BRAVE**



**BE BOLD**



# Report from Resolutions Committee

It is an honour to serve on the Resolutions Committee for the 2017 CUPE Ontario Convention. We hope to have served in the best interests of CUPE Ontario and all its locals, members, sectors, committees, and councils. The appointed members of this committee represent a cross-section of sectors and diversity within CUPE Ontario.

The Resolutions Committee met on April 19 and 20 to review all the resolutions duly submitted to the CUPE Ontario Division by locals, committees, councils and the Executive Board. The Resolutions Committee reviewed 95 resolutions, corrected formatting and grammar if needed. The Resolutions Committee also ensured that each resolution was within the 200 word count and in compliance with the CUPE National and CUPE Ontario constitutions.

The Resolutions Committee will be deciding at Convention which resolutions will be brought to the Convention floor as well as whether one resolution will be deemed to be covering another, if the resolutions are similar in content.

We thank the CUPE Ontario staff, the Executive Board and the National Representatives for their support and hard work. We wish all delegates, alternates, staff and guests a wonderful, productive and memorable 54<sup>th</sup> Annual CUPE Ontario Convention.

In solidarity,

The Resolutions Committee

## Resolutions Committee

MEMBER	LOCAL
David Petten	543
Christine McKenzie	1600
<b>Aubrey Gonsalves</b>	2316
<b>Kathleen Webster</b>	2361
Tim Thornton	2544
Rob Driskell	4000
Liz Harrison	4154
Janice Folk-Dawson	Executive Board
Dan Mackenzie	CUPE Ontario Staff
Jacque Lancaster	National Staff
Danny Scheibli	National Staff

# RESOLUTIONS

	<b>Resolution No.</b>	<b>Page No.</b>
Building the Base	1 – 16	1 – 9
Union Education	17 – 21	9 – 12
Health & Safety/Injured Workers	22 – 27	12 – 14
Human Rights and Equity	28 – 35	15 – 18
International Solidarity	36 – 39	19 – 21
Pensions	40 – 42	22 – 23
Policy & Structure	43 – 75	23 – 39
Political Action	76 – 95	40 – 50

# RESOLUTIONS

---

**Resolution No. 1**  
**Submitted by Local 1281, 1334, 9102, OUWCC**

---

CUPE Ontario will:

Support and lead on-campus efforts to make decent work and fairness for workers a key issue on university campuses.

Work with the OUWCC to develop campaigns that celebrate the work our members do to keep universities running and increase the visibility of our campus unions.

Because:

- The right-wing is getting organized on university campuses across the province and there has been a marked shift towards anti-worker politics on campus.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 2**  
**Submitted by Local 1281, 9103, 9112**

---

CUPE Ontario will:

Redouble its support for the Fight for \$15 & Fairness and Make it Fair campaigns to maximize workers' ability to affect crucial legislative change in 2017 and mobilize for the June 2018 provincial election.

This support will include active mobilization for, participation in, and financial support to the Fight for \$15 & Fairness and Make it Fair campaign.

Because:

- The Ontario government has only a few months left to fulfill its mandate of improving labour and employment laws to properly protect workers, curb the structural sources of precarious employment and extend access to union protection.
- Employer organizations such as the Ontario Chamber of Commerce, Ontario Restaurant, Hotel & Motel Association, Canadian Franchise Association, and temp agency lobbyists like the Association of Canadian Search, Employment & Staffing Services (ACSESS) are actively organizing to oppose a decent work agenda.

- Women, racialized workers and other equity seeking groups are over-represented among those in low-wage, precarious employment and without union protection.
- Workers need to make sure that a higher minimum wage, decent work and access to unions are central issues now and during the 2018 Ontario election.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 3**  
**Submitted by Local 9112, SSWCC**

---

CUPE Ontario will:

Support and Advocate to CUPE National through the Regional Planning and Priorities structure and CUPE Organizing department in the Ontario Region the implementation of the State of Readiness Plan in preparation of Mergers/Amalgamations of child welfare agencies across the province. This plan co-developed with senior staff in Ontario, regional organizing services, social services sector staff and the Social Services Workers Coordinating Committee representatives includes the following:

- Mapping existing agencies, union representation, anticipated mergers based on geography and identifying opportunities for advance organizing by CUPE for wall to wall representation.
- Landscape surveys and joint Communication with CAS leadership about anticipated mergers/amalgamations and an alert system of early warning signs such as shared services between agencies.
- Ensuring Locals that are entering bargaining are aware of implications of negotiating changes to scope clauses including job description name changes or the elimination of job classifications and geography changes when it comes to preparation for mergers/amalgamations.
- An emphasis on building Local member to member communication infrastructure outside of any employer provided communication tools to ensure that all members can be reached, informed, and mobilized during an Organizing campaign as a result of mergers/amalgamations.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 4**  
**Submitted by Local 9112, OCHU, HCWCC**

---

CUPE Ontario will:

Continue to support Community Care Access Centre (CCAC) workers as they are moved to Local Health Integration Networks (LHINs) this spring and summer.

After this transition, CUPE Ontario will seek to bring the bulk of home and community care workers into the employment of such public-sector authorities.

CUPE Ontario will closely monitor the ‘transformation’ of services (e.g. restructuring, integrations, and mergers) that the government hopes will follow the merger of CCACs with LHINs.

Because:

- While CUPE’s efforts have helped protect the rights of CCAC workers during this transition, other threats remain.
- Most home and community care workers are unorganized and suffer from poor wages, inadequate benefits, and casual work hours.
- The privatization of the home care sector is the key factor in the low wages and poor conditions in that sector.
- The government plans to grow this sub-sector rather than the other health care sub-sectors (hospitals, LTC) which have strong unionization and decent working conditions.
- The government has openly declared that they are seeking further health care restructuring through ‘transformation’ after the CCAC-LHIN mergers.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 5**  
**Submitted by Local 9112, OCHU, HCWCC**

---

CUPE Ontario will:

Work to fill 2 buses to the Ontario Council of Hospital Unions/CUPE June 8 rally in Sudbury and again to the October 27 rally in Ottawa to pressure all 3 political parties in Ontario to support hospital funding levels that meet the real operating costs of these facilities.

Because:

- The Ontario Council of Hospital Unions/CUPE has been building these rallies, from 4 buses sent to Belleville in 2015, to 15 buses to Kingston in October 2016, 17 buses sent to a rally in Hamilton in February 2017, with 20 buses now committed to the June 8 rally in Sudbury.
- The Liberals have cut hospital budgets by over 25% in real terms over the last 8 years and after much public campaigning raised funding in 2016, but the funding level still means cuts and
- The PCs will not say what their hospital funding policy would be.
- The NDP’s funding policy would mean real cuts of 2% in hospital budgets because they will not factor in the additional costs of aging and population growth.

- Ontario already funds its acute care hospitals and long term care facilities at the lowest level of any province in Canada.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 6**  
**Submitted by OMECC**

---

CUPE Ontario will:

Develop a strike squad within each area across all sectors to be deployed locally and provincially.

Develop strike squads to include labour allies within areas.

Develop and implement strike training for all members of the strike squad.

Because:

- We need to organize to provide immediate and trained support to locals before, after, and during strikes.
- We need to provide support for all picket lines, including encouraging locals not on strike to adopt a picket line.
- We need an action plan which dictates “No one in and No one out” when there is a picket line.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 7**  
**Submitted by Local 9112**

---

CUPE Ontario will:

Develop a strike squad within each area across all sectors to be deployed locally and provincially.

Develop strike squads to include labour allies within areas.

Develop and implement strike training for all members of the strike squad.

Because:

- We need to organize to provide immediate and trained support to locals before, after, and during strikes.



- We need to provide support for all picket lines, including encouraging locals not on strike to adopt a picket line.
- We need an action plan.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

**Resolution No. 8  
Submitted by OMECC**

CUPE Ontario will:

Continue to promote organizing and provide sector specific training for members and to continue to encourage all locals toward inclusiveness of members from equity seeking groups to aid in the organizing in the municipal sector.

Because:

- Using sector trained organizers increases the success of organizing within a sector.
- Training and education improves local participation.
- Inclusiveness of all members improves the strength of the Union.
- “Wall to wall” organizing closes the gaps in workplaces which weaken our collective bargaining strength.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

**Resolution No. 9  
Submitted by Women’s Committee**

CUPE Ontario will:

Promote a mental health and wellness committee at all levels of the union.

Because:

- Experiencing Mental Health issues impacts all our lives at some point in time.
- 1 in 5 people experience mental health issues.
- The Duty to Accommodate is a legal right under the Human Rights Code.
- Women are disproportionately affected by mental health issues, either through supporting a family member or because more women than men experience mental health issues.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 10**  
**Submitted by Women's Committee**

---

CUPE Ontario will:

Work with allies to educate and support all peoples against privatization of public services and its impact on women by mandating each sector chair to identify a current threat that affects women and develop a campaign.

Because:

- Women are disproportionately affected by privatization.
- Privatization does not only threaten women's economic power or equality, it threatens equality on gender roles.
- Privatization dilutes working conditions by putting pressure on good union jobs.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 11**  
**Submitted by Local 9112, HCWCC, OCHU**

---

CUPE Ontario will:

Work with the Ontario Council of Hospital Unions/CUPE and the Health Care Workers Coordinating Committee to support the innovative plan submitted in September 2016 to CUPE National and its Organizing Department, which would:

1. Organize home and community care workers
2. Organize wall to wall in the hospital sector
3. Ensure that new LTC facilities are organized

Because:

- An aging population will require significant increases in the health care workforce in the decades ahead.
- The home and community care sector is mostly unorganized and suffers from low wages and poor working conditions.
- The government has openly targeted the growth in the home and community care sector and not the more highly organized and better paid LTC and hospital sectors.
- Health care restructuring is happening more and more often and leading to representation votes with other unions with many thousands of members at stake.
- There are many opportunities to organize more hospital workers, especially within hospitals where CUPE already has a presence.

- A rapidly growing 85+ population will force the government to change policy and start creating new LTC beds and facilities.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

**Resolution No. 12**  
**Submitted by Local 4047**

CUPE Ontario will:

With the engagement of the Young Worker Committee, develop a communication campaign aiming to educate young workers in the benefits of unionization, supporting their local union and making effective changes in the workplace.

Because:

- The next generation of union activists is now here and we need to provide education and leadership training opportunities for young workers.
- We need to engage young workers by various means, notably by creating videos that will unite the next generation in the fight ahead.
- We as locals need to have visual online materials and tools readily accessible to inform young and non-unionized workers of the benefits and rights offered by unions.
- We need materials directed at youth and young workers about the negative impacts of austerity measures as their voting choices matter more than ever.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

**Resolution No. 13**  
**Submitted by Local 79**

CUPE Ontario will:

Work with the Ontario New Democratic Party to train voter contact organizers in 5 areas of Ontario: Northern Ontario, Eastern Ontario, South West Ontario, the GTA and in Toronto.

Train a minimum of 150 organizers in voter contact and campaign management.

Work with CUPE Locals to identify political activists in their memberships and in partnership with CUPE Ontario to co-ordinate activities during the 2018 provincial and municipal elections.

Because:

- The Ontario Liberal Government has consistently acted against the interest of working class people in this province.
- We need to elect a government that is responsive to our needs as workers and the Ontario NDP is the only party that shares our values.
- Currently, there is a lack of CUPE Activists available and trained “on the ground” political organizers in all areas of the province.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 14**  
**Submitted by Local 79**

---

CUPE Ontario will:

Continue to work with CUPE Locals throughout Ontario to expand the CUPE Ontario Retirees’ Network.

Encourage all CUPE Locals to create a Retirees Committee within their local.

Create a means so that all CUPE Retirees across Ontario can participate.

Because:

- Retirees provide a pool of former Union Members who know the struggles that unions endured to get the very benefits – such as pension – that employers are trying to reduce or eliminate.
- Retirees can attend meetings and provide effective support to presentations by active union members.
- Retirees provide a proud and long history of past experiences and gained knowledge.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 15**  
**Submitted by Local 79, 9112**

---

CUPE Ontario will:

Devote resources to building strong CUPE District Councils throughout Ontario, including a District Council Campaign and face-to-face meetings with Councils.

Because:

- We are stronger when we have collective strength.

- It is easier to mobilize our members if there is a strong Council in the region.
- Our strength is in our grassroots and rank and file members.
- We need to work to build solidarity and support networks.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

**Resolution No. 16**  
**Submitted by Executive Board**

CUPE Ontario will:

Take any and all public opportunities to speak out against the growing tide of racism, xenophobia, Islamophobia, and other forms of discrimination, including white supremacy whenever and wherever they arise in communities across Ontario.

Encourage and assist to facilitate education for our leaders and members on decoding, resisting and fighting back against the growing messages of hate and discrimination, particularly against new comers to Canada.

Ensure that the tie between these rising right-wing sentiments and their inherently anti-worker and anti-union connections are highlighted, providing a class analysis on the rise of hatred.

Because:

- Recent elections and referendums in the U.S and Europe have emboldened hateful ideologies spreading quickly across the border, particularly by social media.
- The rightful frustration of working class people with years of austerity and decreasing standards of living has historically been a target of those who attempt to use it to turn working people against one another to prevent them from working together, collectively, to counter the austerity agenda.
- CUPE Ontario members deserve to be supported in their resistance to hateful behavior, whether confronted with it in the workplace or in their communities.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

**Resolution No. 17**  
**Submitted by Local 9103, Women’s Committee**

CUPE Ontario will:

Launch an awareness and education campaign around precarious work, including creating educational courses, material and resources that will address bargaining

language and strategies, as well as encourage locals to ensure representation of precarious workers on bargaining committees.

Submit to the national convention 2017 a resolution calling on them to do the same on a National level and to launch the Year of the Precarious Worker.

Because:

- We need to educate members and the public about what precarious work really is, and whom it impacts.
- We need to take away the incentive to “normalize” precarious work.
- Members don’t always realize that they are precarious workers.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

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

---

CUPE Ontario will:

With the assistance of CUPE National, through Union Development, create two workshops - one specifically focused on school closures/process/impact/and how to stop them and a second on how to run an effective campaign from the beginning.

Because:

- Up to 300 schools have been identified for closure
- CUPE education workers are losing jobs as a result.
- Students will spend more time on buses.
- Communities without schools are less viable.
- The timelines for closing schools have been shortened and locals need to be able to respond immediately when a school is threatened with closure.
- Such workshops will assist us in working with allies in communities.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 19**  
**Submitted by Local 4047**

---

CUPE Ontario will:

Develop an educational campaign on violence against women and all intersectional groups thus explaining the concept of what constitutes verbal aggressions and how to best recognize and report the sexual violence event in its entire spectrum.

Make the link between violence against women and all intersectional groups and government austerity.

Airline workers as other sector workers are often the object of such violence and then culture of secrecy surrounding this topic will perpetuate itself without an educational campaign to help address it.

Because:

- There is an increase in un-official reports from members to locals in the area of sexual violence events or verbal aggressions in the last few months.
- Members of CUPE under-report in this area as there often is a lack of process to deal with such events or by fear of stigma for reporting.
- Education is needed for all on what constitutes verbal aggression and sexual violence events.
- Members of CUPE suffer in their workplaces and often are forced to accept treatment that is undignified.
- As labour we must denounce the violence lived by our members and shed light on this aspect of violence in the workplace and in society.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 20**  
**Submitted by Local 79**

---

CUPE Ontario will:

Organize a conference on technological change (TC) for CUPE Ontario members to be able to strategize how best to fight the negative impact of TC on our members.

Because:

- Employers are using TC as a pretext to drastically reduce the number of staff and have actually designed the delivery of some public services with few or no staff engaged in the provision of public services.
- Our union has not had a conference on this issue and how it will impact on our members since the beginnings of digitization and technological change is fundamentally changing the delivery of public services.
- The union needs to update collective agreement language in regards to TC.
- We need to mobilize our members and our public allies on the reality that the reduction of front-line and support staff due to TC will negatively impact on the quality of public services.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 21**  
**Submitted by Local 9103, Women's Committee**

---

CUPE Ontario will:

Encourage and work with Union Development to establish and create a Mental Health Series for all locals, with input from the equity committees.

Because:

- There is an array of programs within CUPE that are not cohesive.
- Fundamentals need to be established to ensure comprehensive learning objectives are met.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 22**  
**Submitted by Women's Committee**

---

CUPE Ontario will:

Lobby manufacturers of Personal Protective Equipment (PPE) to make equipment that meets the health and safety needs of all women in the workplace, across all sectors.

Develop Personal Protective Equipment language specifically for women in the workplace across all sectors.

Because:

- Proper PPE that matches women's needs is not yet available.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

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

---

CUPE Ontario will:

Endeavor to provide accessible training and knowledge to all members on the Occupational Health and Safety Act regulations and policies with the focus on women's health and safety training, through webinars and online training.



Because:

- Not all locals can afford to send members to conventions, conferences and schools in central locations.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 24**  
**Submitted by Local 255, Health & Safety Committee**

---

WHEREAS CUPE Brother Brodie Schwartz, 25 years of age, a powerline worker and a member of Local 255, was killed while performing his duties in restoring power to the community on September 21, 2010; and

WHEREAS the Coroner of Ontario denied Local 255's request for an Inquest (supported by Brodie's family), to answer questions on how the accident occurred, why it occurred and about what measures and recommendations that can be implemented to prevent similar deaths and injuries suffered in the workplace; and

WHEREAS work in the electricity/utility sector, specifically work performed in substations on live power lines, is uniquely hazardous;

THEREFORE BE IT RESOLVED that CUPE Ontario take the steps necessary, including lobbying the government of Ontario, to have it made mandatory under law that when a worker is killed on the job in this sector, particularly a linesperson, a Coroner's Inquest shall be mandatory in order to help prevent similar deaths in the future and to ensure families, friends and coworkers are given the answers they deserve to find peace and,

THEREFORE BE IT ALSO RESOLVED that such a mandatory Coroner's Inquest law shall be called Brodie's Law.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 25**  
**Submitted by OSBCC**

---

CUPE Ontario will:

Create a database of legal decisions related to injured workers and health and safety on the CUPE Ontario website.

Because:

- Injured Worker and Health and Safety advocates need easy access to decisions favourable to members.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 26**  
**Submitted by Local 1334, 4207, OUWCC**

---

CUPE Ontario will:

Mount a comprehensive campaign and work with allies to:

1. Mobilize and advocate for changes in Schedule 16 and 17 of Bill 70.
2. Lobby legislative bodies to ensure trade union health and safety principles are being upheld.
3. Stop the attack on skilled trades.

Because:

- All workers deserve health and safety workplace regulations that are enforced by government bodies and all workplaces should be inspected by Government appointed inspectors not left to employers.
- Skilled trades are the custodians of the safety of our communities and to allow non-certified workers to build our communities puts everyone at risk.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 27**  
**Submitted by Local 966, 1571, 2026, 2544, 9130, Executive Board**

---

CUPE Ontario will:

Submit a constitutional amendment to the 2017 National Convention that calls on CUPE National to amend Article B.XI “Trial Procedure” as follows:

1. Add a process for members of local unions to use an experienced, neutral, third party investigator for complaints of harassment and bullying between elected officers of the union, where employer policies would not apply, once approved to do so by the membership.
2. Allow the findings of the investigation conducted by a third party investigator to be considered equal to provisions of B.11.4 (g) of the CUPE Constitution once voted on by the local’s membership.
3. Incorporate the option for mediation in such circumstances as per Article B.11.2 (c) for this process.

4. Expand training and support for our internal Ombuds process, to extend beyond CUPE National events, should local unions, or District Councils, wish to build this capacity.

Because:

- There are times when Article B.XI is too time consuming or isn't sufficient to deal with circumstances that arise in local unions.
- Various pieces of legislation, including but not limited to Human Rights, Employment Law, and Occupational Health & Safety, call on an immediate response to complaints of harassment and bullying.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

**Resolution No. 28**  
**Submitted by Local 9103, Women's Committee**

CUPE Ontario will:

Make it a priority to educate all members in oppressive practices experienced by equity seekers, by launching a campaign to include participation at all levels of the union.

Send a resolution to CUPE National to make it a priority to educate all members in oppressive practices experienced by equity seekers, by launching a campaign to include participation at all levels of the union.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

**Resolution No. 29**  
**Submitted by Aboriginal Council**

CUPE Ontario will:

Submit the following resolution to CUPE National Convention 2017.

Lobby the federal government, in collaboration with the national Aboriginal organizations, to revise the information kit for newcomers to Canada and its citizenship test to reflect a more inclusive history of the diverse Aboriginal peoples of Canada, including information about the Treaties and the history of residential schools, and report back to CUPE members of their progress.

Because:

- It is important that new comers to Canada know the history of indigenous peoples of Canada and the history of discriminatory policies they still face.
- The lack of fulfilment of Aboriginal treaty rights in Canadian History.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 30**  
**Submitted by Aboriginal Council**

---

CUPE Ontario will:

Promote and participate in Orange Shirt Day (Phyllis story) September 30, 2017. CUPE Ontario will also lobby and encourage the provincial government, all unions, allies and CUPE locals to take part. Thereby further showing CUPE Ontario's support of the Truth and Reconciliation Commission's (TRC) recommended calls to action.

Because:

- Every child matters.
- Orange Shirt Day is a legacy of the St. Joseph's Mission Residential School Commemoration Project and Reunion that took place in May 2013.
- Phyllis Webstad shared her story of St. Joseph's Mission Residential School when she had her new orange shirt, bought by her grandmother, taken from her as a six-year-old girl.
- Orange Shirt Day is an opportunity to create meaningful discussion about the effects of residential schools and the legacy they have left behind.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 31**  
**Submitted by Aboriginal Council**

---

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 4<sup>th</sup> 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 4<sup>th</sup> 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 4<sup>th</sup> 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.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 32**  
**Submitted by Aboriginal Council**

---

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 will provide 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.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 33**  
**Submitted by Racial Justice Committee**

---

CUPE Ontario will:

Support the Black Lives Matter (BLM) movement and many other social justice initiatives.

Provide the support, financial and/or otherwise, so that casual and part time workers may also participate whenever needed.

Because:

- There is a great need for a solidarity team for spontaneous actions.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 34**  
**Submitted by Local 1263, 2977, 9102**

---

CUPE Ontario will:

Lobby the Government of Ontario to recognize support workers as essential to the daily lives of the individuals they support. Support workers should not be charged entry to public sporting events, community events and festivals, etc. as they are essential for the supported person to be out in the community. By charging support workers for admission to these things, it means the supported person pays for the support worker too, thereby paying twice as much to attend an event as any other member of the public. This is discriminatory to people with disabilities who require that support to participate in events and to be present in their community.

Because:

- Support workers are an essential service for many people with disabilities.
- It is discriminatory for people with disabilities and needing support to have to pay twice as much as anyone else to attend the same event, because they need that support.
- Most supported individuals have a very limited income and this restricts their ability to join in.
- Support workers are present to attend to that person and their needs, therefore they are at work.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

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

---

CUPE Ontario will:

Lobby the Ontario Provincial Government to amend the Ontario Human Rights Code Subsection 25 (2.1) to eliminate the ability of employers to discriminate against employees who work beyond the age of 65.

Lobby the Ontario Provincial Government to amend the Ontario Employment Standards Act (ESA) to eliminate the ability of employers to discriminate against employees who work beyond the age of 65 and under the age of 18.

Because:

- More Canadians chose to or must work past the age of 65.
- Ontario Human Rights Act allows for employers to legally provide benefits for employees over the age of 65 that are less than those benefits provided for employees under the age of 65.
- The Ontario ESA should also be amended to ensure employers may no longer be able to deprive employees over the age of 65, or under the age of 18, from receiving the same benefits as those employees between the ages of 18 and 65.
- The Ontario Human Rights Act and the Ontario ESA should be for all people in Ontario regardless of age.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 36**

**Submitted by Locals 1281, 9103, International Solidarity Committee**

---

CUPE Ontario will:

Call on the Government of Canada to openly condemn the persecution and arrest of all Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Activists in Uganda, and provide protection and sanctuary to those fleeing the country without further traumatizing their victims.

Work with the International Solidarity, Pink Triangle, Racial Justice and Human Rights Committees to ensure that human rights for Lesbian Gay Transgender Queer (LGBTQ) people in Uganda are upheld and information about their struggle is distributed to CUPE Ontario members.

Because:

- In 2014 the Parliament of Uganda passed the Anti-Homosexuality Act, previously known as the “Kill the Gays Bill” and it was signed into law by Ugandan President Yoweri Museveni.
- There are many reported cases and evidence from victims fleeing Uganda of their being denied entry or threatened with Deportation by Canadian Immigration back to Uganda.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 37**  
**Submitted by Local 1281, 1979, 9103, 9125**

---

CUPE Ontario will:

Continue to speak out against Canadian militarism and involvement in unjust wars internationally.

Continue to oppose Canadian government efforts to divert billions of dollars away from the public system in favour of foreign military operations.

Identify allies and support communities who are impacted by and challenging the diversity of ways the Canadian state is engaged in foreign military aggression.

Because:

Military spending has reached its highest levels since World War II; we support the demands of the Canadian Peace Alliance to:

- Reallocate 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.
- The Trudeau Government is becoming an accomplice to Trump's dangerous military interventions in the Middle East and other parts of the world.
- CUPE has a long standing position in support of peace.
- 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.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 38**  
**Submitted by International Solidarity Committee**

---

CUPE Ontario will:

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

Continue to oppose Canadian government efforts to divert billions of dollars away from the public system in favor of foreign military operations.

Work with CUPE National to identify allies and support communities who are impacted by and challenging the numerous ways the Canadian state is engaged in foreign military aggression.



Because:

- Military spending has now reached its highest levels since World War II.
- Billions of dollars earmarked for military spending should instead be used to protect jobs and pensions, preserve public healthcare and education, and create a green economy.
- CUPE has strongly opposed the wars in Iraq and Afghanistan.
- The western military aggression in Iraq, Libya, Syria, Palestine and elsewhere have not only been destroying the lives of millions of people who live there but have caused the emergence of many reactionary forces in the Middle East such as ISIS.
- Wars and militarism have been used as a pretext globally to attack people's freedoms, democratic and human rights and basic needs such as free public education, health care, social services, employment and jobs security.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 39**  
**Submitted by Local 79**

---

CUPE Ontario will:

Work with CUPE Ontario members and community allies to build a Sanctuary movement in Ontario to defend immigrants, refugees and undocumented workers, both in Canada and the United States of America against deportation and discrimination.

Work to establish Ontario as a sanctuary for those workers and families deported and treated negatively by Trump policies of exclusion.

Because:

- Donald Trump was elected on a promise to deport thousands of immigrants and undocumented workers in the USA.
- Trump's policies will encourage racism, discrimination and division amongst workers.
- These policies will encourage right-wing politicians and their supporters in Canada to deny the human rights of immigrants, refugees and undocumented workers in Canada.
- Many Canadian and US municipalities, churches and synagogues and other faith groups support the building of a new sanctuary movement.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 40**  
**Submitted by Local 79**

---

CUPE Ontario will:

Develop a robust campaign in defense of defined-benefit pension plans.

Ensure the campaign includes training affiliates and their members on strategies for defending defined-benefit pension plans from employer and government attacks on defined-benefit plans, including Bill C-27.

Work with Union retiree organizations to mobilize retirees, many of whom have many years' worth of advocacy skills and experience.

Because:

- Defined-benefit pensions are under attack from governments and from public and private employers alike.
- Bill C-27 is the first stage in an all-out assault on defined-benefit plans, which will lead provincial governments and employers to follow suit.
- A strong pension campaign will show the labour movement's determination to ensure dignity in retirement.
- The increasing prevalence of precarious work puts employer-funded pensions further out of reach for many workers.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 41**  
**Submitted by Local 9112**

---

CUPE Ontario will:

Immediately resource a campaign to stop attempts to weaken or remove guaranteed indexation from the OMERS' Pension Plan.

Work with OMECC and affected Locals to engage, educate and activate our members regarding the Modified Inflation Indexing (MI2) Proposal or like proposal.

Lobby stakeholders, especially those in the labour movement, to vote against MI2 or like proposals that would harm CUPE OMERS retirees.

Because:

- Introducing the possibility of reducing indexation from the Plan creates conditions that could see the removal of indexing or other adverse changes.
- A claw back of indexation while providing a nominal benefit to the Plan would ultimately cause harm to CUPE retirees on a fixed income.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 42  
Submitted by OMECC**

---

CUPE Ontario Will:

Immediately resource a campaign to stop attempts to weaken or remove guaranteed indexation from the OMERS' Pension Plan (the Plan).

Work with OMECC and affected Locals to engage, educate, and activate our members regarding the Modified Inflation Indexing (MI2) Proposal or like proposal.

Lobby stakeholders, especially those in the labour movement, to vote against MI2 or like proposals that would harm CUPE OMERS Retirees.

Because:

- Introducing the possibility of reducing/removing indexation from the Plan creates conditions that could see the removal of indexing or other adverse changes.
- A claw back of indexation while providing a nominal benefit to the Plan would ultimately cause harm to CUPE retirees on a fixed income.
- Many CUPE retirees collect less than the average pension of \$30,000.
- The Plan already adopted a new strategy, which did not require the removal of the indexing guarantee, to reduce the risk of future deficits. The new strategy has been successful in achieving higher than projected returns and the Plan is expected to return to fully funded status on time.
- Other opportunities should be explored first, such as growing the Plan's active membership, before punitive measures are considered.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 43  
Submitted by Locals 2424, 9125**

---

CUPE Ontario will:

Send a resolution to CUPE National Convention in 2017 to:

1. Establish a change in the system to permit direct access between locals and CUPE Legal.
2. Ensure that such access is timely and efficient.
3. Establish protocols and training for locals around when to approach CUPE Legal directly and when to go through their Servicing Representative.
4. Ensure that CUPE Legal is adequately staffed, in order to provide timely and efficient advice to locals.

Because:

- There are times when locals need urgent and timely legal advice.
- As well, there are times when the questions at hand are better dealt with directly, rather than through the Servicing Representatives.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 44**  
**Submitted by Local 2424**

---

CUPE Ontario will:

Demand that CUPE National implement a written method/policy for recording a standing count in time for the 2017 National Convention.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 45**  
**Submitted by Local 9125**

---

CUPE Ontario will:

Implement a written reliable method and policy of recording a standing count.

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

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 46**  
**Submitted by Racial Justice Committee**

---

CUPE Ontario will:

Submit to the 2017 National Convention a resolution calling for a representative workforce program for staffing within CUPE. To be implemented before the 2019 National Convention.

Because:

- CUPE workforce is not representative of the membership it serves.
- A powerful Union is one that is inclusive and accessible.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 47**  
**Submitted by Local 9125**

---

CUPE Ontario will:

Send a resolution to CUPE National Convention in 2017 to increase servicing staff levels, in order to support locals and District Councils in a timely, efficient manner throughout the year.

Because:

- We do not wish national servicing representatives to be overburdened nor do we wish for locals to be underserved due to inadequate staffing numbers.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 48**  
**Submitted by Local 2424**

---

CUPE Ontario will:

Send a resolution to CUPE National Convention in 2017 to:

1. Increase and maintain servicing staff levels throughout the year.
2. Address workload issues, especially those of Servicing Representatives, in order to ensure a working environment conducive to servicing locals.

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.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 49**  
**Submitted by Racial Justice Committee**

---

CUPE Ontario will:

Submit a resolution to the 2017 National Convention for the creation and implementation of learning series for members to develop the skills needed in order to become Staff Reps.

The selection of participants should be reflective of CUPE's equity-seeking members.

Because:

- The service pool does not represent the diversity of the members.
- There is a lack of opportunity to gain required tools and skills to create a level playing field.
- Succession Planning needs to reflect the diversity of the membership.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 50**  
**Submitted by Women's Committee**

---

CUPE Ontario will:

Create protected women's seats on the CUPE Ontario Health and Safety Committee. Send a resolution to CUPE National that would create protected women's seats on the CUPE National Health and Safety Committee.

Because:

- Within CUPE, most health and safety committees are male dominated and women need an equal voice to represent their unique issues with health and safety.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 51**  
**Submitted by Locals 1334, 4207, OUWCC**

---

CUPE Ontario will:

Submit a resolution to CUPE National convention that calls on CUPE National to resource and convene a task force with diverse representation to review, consult and make recommendations to ensure full servicing needs are provide to locals who are in conciliation or strike position.

Because:

- Mounting a successful strike is the strongest tool we have for obtaining fair and just collective agreements for our members.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 52**  
**Submitted by Local 9112**

---

CUPE Ontario will:

Submit a Resolution to CUPE National and mount a campaign calling for Strike Pay from the First Day of a strike.

Because:

- We have built the strength we need to no longer make our members wait for strike pay.
- We have the resources to be there with our members from the first day.
- We have the opportunity to use our resources to send a strong message to employers that we have built the collective strength to fight back without fear and without financial barriers.
- Employers need to feel pressure at the bargaining table, not our members.
- It's time to use the financial strength we have built in our National Strike Fund to provide support for our members on the picket lines.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 53**  
**Submitted by Local 4207**

---

CUPE Ontario will:

Lobby CUPE National, up to the 2017 National Convention, to eliminate the waiting

period for receiving Strike Pay so that a member receives strike pay from CUPE National from the first day of a strike or a lockout. The lobbying would include submitting a resolution to CUPE National to that affect.

Because:

- CUPE members must be able to support their families while on strike or while locked out. Members also deserve dignity and respect while striking to protect their wages, benefits, job security and defend their public services.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 54**  
**Submitted by Locals 1334, 4207, OUWCC**

---

CUPE Ontario will:

Direct the Ontario representatives on the National Executive Board (NEB) to ensure that the Ontario Regional Office (ORO) is in compliance with all and any applicable building codes including Accessibility for Ontarians with Disabilities (AODA) regulations to ensure fully accessible washrooms with change tables and hands free feminine sanitary product disposal systems.

Because:

- All members, staff and visitors deserve fully accessible washroom facilities to be able to fully participate in any activities in the building.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 55**  
**Submitted by Locals 1334, 4207, OUWCC**

---

CUPE Ontario will:

Direct the Ontario Representatives on the NEB to bring in house the custodial services at the Ontario Regional Office in Toronto.

Because:

- CUPE campaigns against precarious work and fights to ensure good quality jobs for all workers.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------



---

**Resolution No. 56**  
**Submitted by Local 9112, HCWCC, OCHU**

---

CUPE Ontario will:

Continue to support the work of the Ontario Council of Hospital Unions and the Health Care Workers Coordinating Committee to end violence against staff in healthcare, including supporting campaigns to improve health care staffing and funding and to amend the Canadian criminal code specifically to protect healthcare workers from violence.

Because:

- Society’s widespread tolerance for emotional, physical and sexual violence against women inevitably crosses into workplaces, whose workforce is predominantly female, including in healthcare.
- A new study from the University of Stirling, sponsored by the Ontario Council of Hospital Unions/CUPE shows that violence against hospital and long term care (LTC) workers is widespread, and that the physical, psychological and emotional consequences of this violence is devastating.
- Home and community care workers are more isolated and even more vulnerable to attacks.
- Healthcare managers often blame workers who are the victims of assault for the attacks.
- The police and crown prosecutors often downplay the importance of these attacks and discourage healthcare workers from pursuing appropriate remedies after they are attacked.
  
- Ontario hospitals and LTC facilities are significantly underfunded and understaffed compared to other provinces, heightening the threat of violence for healthcare workers.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 57**  
**Submitted by Local 9112, HCWCC, OCHU**

---

CUPE Ontario will:

Continue its strong support for the work of the Health Care Workers’ Coordinating Committee, the Ontario Council of Hospital Unions/CUPE and the Ontario Health Coalition to deepen our campaign to ensure a minimum legislated average of four hours worked care per resident per day in our long term care (LTC) homes.

Because:

- The government’s refusal to open new LTC beds when our elderly population is growing quickly means that only the most sick who require the most care are even allowed to join the waiting list for LTC, while other less sick elderly have been removed from LTC waiting lists and been forced into privatized facilities with no public funding.
- There is widespread public understanding that we are treating our elders in an unkind and unfair manner.
- The situation is leading to an exhausted, and overwhelmed female workforce who are constantly asked to make up for the inadequate staffing.
- Increasing government revenue and sharply falling deficits open more possibilities for an end to public sector austerity, especially where compelling proposals for the use of public dollars are championed.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 58**  
**Submitted by Locals 1979, 9103, 9125**

---

CUPE Ontario will:

Endorse the Independent Jewish Voices Canada (IJV) campaign to *Expose the Jewish National Fund (JNF)*, thereby supporting efforts to pressure the Canada Revenue Agency (CRA) into revoking the charitable status of the JNF’s Canadian branch, JNF Canada.

Because:

- The JNF discriminates against Palestinians in Israel — who make up over 20% of Israel’s citizenry — through its bylaws and practices that restrict the leasing of its lands only to Jewish citizens;
- Israel’s former Attorney General, the U.S. State Department, and the United Nations Committee on Economic, Social and Cultural Rights have concluded that the JNF practices institutional discrimination against non-Jewish citizens of Israel through its discriminatory land-leasing policy and practices;
- JNF Canada’s flagship project, “Canada Park”, is located in the Occupied Palestinian Territory, and covers over the ruins of the depopulated and demolished Palestinian villages of Deir Aiyub, Yalu, Imwas and lands belonging to Beit Nuba;
- Palestinian civil society has called for an end to the JNF’s charitable status worldwide as part of a global campaign to *Stop the JNF*.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 59**  
**Submitted by Local 9112, SSWCC**

---

CUPE Ontario Will:

Submit a resolution to CUPE National Convention 2017 calling for immediate action on Resolution 225, passed by the delegates at the CUPE National Convention in the fall of 2011.

Because:

- National Convention Delegates are the ultimate decision making body for our National Union and debated and passed Resolution 225 in 2011 providing direction and a mandate to the National Union with respect to Regulatory Colleges.

Resolution 225 stated the following:

CUPE National Will: Provide support and/or training to local union leadership and National staff to defend members of local unions not only in dealings with their employer, but also in situations where the workers' jobs are governed by a "professional college".

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 60**  
**Submitted by OSBCC**

---

CUPE Ontario will:

Change the guidelines for local assistance to sector conferences of the CUPE Ontario under the financial assistance clause #1 by removing the second sentence "Assistance will not be available if the local is otherwise sending a delegate."

Furthermore, CUPE Ontario will provide a subsidy for one local member and the local will pay for any subsequent delegates.

Because:

This will allow:

- Small locals to engage more members to be active in the labour movement.
- Opportunity for locals to attend various conferences and training.
- Smaller locals to network with other locals.

- For successful succession planning.
- Distance should not be a barrier to participation.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

**Resolution No. 61  
Submitted by OSBCC**

CUPE Ontario will:

With the assistance of CUPE National create a campaign to promote the importance of the work done by school Library Workers during October, which is Canadian Library Month.

Because:

- The important roles that CUPE members play in school libraries often go unrecognized.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

**Resolution No. 62  
Submitted by OSBCC**

CUPE Ontario will:

Work with CUPE National to initiate a campaign to fight violence in the workplace which would include but not be limited to compiling injury data from each school board local, ensuring media coverage, education and training, and lobbying the government to make our work locations safe.

Because:

- School board workers are subject to extremely aggressive and violent behaviour causing physical and mental injuries while at work.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 63**  
**Submitted by OSBCC**

---

CUPE Ontario will:

With the assistance of CUPE National provide adequate funding for a campaign to educate members on the importance of supporting political parties, candidates and trustees whose platform(s) include keeping schools open, supporting our work and committing to the proper funding of our education system.

Because:

- Without this type of support many members have not made a clear connection between who is elected and the impact on our work.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 64**  
**Submitted by Local 9112, SSWCC**

---

CUPE Ontario will

Submit a resolution to CUPE National Convention 2017 calling on CUPE National to demand the Federal Government of Canada address the need for adequate and sustained funding for settlement programs and services for refugee claimants and newcomers to Canada in communities across Canada.

Because:

- Many programs and services for refugee claimants and newcomers are delivered through a patchwork of programs and services in multi-service community agencies that are chronically under-funded. In order to support families arriving in Canada, these programs and services must be accessible, community-focused and vast in programming and supports for the many different needs.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 65**  
**Submitted by Workers with Disabilities Committee**

---

CUPE Ontario will:

Ensure that Accessibility Audits are conducted on previously audited facilities if there has been a major renovation.

Ensure that an Accessibility Liaison is on site prior to and throughout all CUPE Ontario schools, conferences and conventions.

Ensure that the cost of the Liaison is included in the event budget.

Because:

- Resolution 76 passed at convention 2016 provides for an Accessibility Liaison to be at each event.
- Issues arise throughout the entire course of these events, not only the first day.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 66**  
**Submitted by Executive Board**

---

CUPE Ontario will:

Mount a campaign to raise awareness and correct the imbalance of resources flowing from CUPE National to Ontario which will include:

1. Advising members of the resource imbalance flowing to Ontario compared to payments made by Ontario members to CUPE National with a goal of helping members understand how this reality negatively impacts important work of our region.
2. Submit resolution to National Convention and lobby the National Executive Board to undertake a proper analysis of all resources distributed across the country, including staffing, with a goal of correcting imbalances, to be completed within six months of the end of the 2017 CUPE National Convention.
3. Submit resolution to National Convention and lobby the National Executive Board to ensure that no additional CUPE National resources are allocated that would exacerbate the imbalance until the analysis is complete and a plan to address this imbalance is in place.

Because:

- Members in Ontario experienced a cut in resources from CUPE National, when factored against inflation, over the past couple of years.
- Staffing allocations don't reflect the size, geography or diversity of our province, are getting worse, and must be addressed for the continued collective success of the entire Union.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 67**  
**Submitted by Executive Board**

---

CUPE Ontario will:

Submit a resolution to 2017 CUPE National convention calling on our National union to make any and all necessary constitutional amendments to support the implementation of an electronic voting system to be used by CUPE National Conventions and, as required, other national events, and at any Provincial Divisions, or Locals who wish to avail themselves of it.

Because:

- Members attending National Conventions need to be provided with the security of knowing that the democracy of our union is safeguarded in the most effective way possible.
- Electronic voting procedures will greatly deal with the perception and reality of human error that can and has occurred in our current way of counting standing votes and balloted elections.
- Electronic voting procedures would also eliminate the time consumed during conventions for what are currently referred to as standing votes, while also ensuring the accuracy of the these types of votes.
- Electronic voting processes are already used in some regions, and have been highly successful in ensuring speedy, accurate and confidential voting procedures.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 68**  
**Submitted by Executive Board**

---

CUPE Ontario will:

Adopt the Action Plan as presented and amended at this Convention.

Report regularly to the members on the Action Plan and on the status of various pieces of the plan.

Make our Action Plan an ongoing process that builds on the work of previous years and on the strengths and successes of the past.

Because:

- CUPE Ontario has been building its capacity to plan and measure outcomes on behalf of the membership.
- A strong and comprehensive Action Plan allows for clear direction for our activities over the next year.

- We have had Action Planning processes over the last number of years that have built on previous plans. This method of prolonged focus on issues is producing real, measurable gains over time.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

**Resolution No. 69**  
**Submitted by Local 9117**

CUPE Ontario will:

Lobby CUPE National, including a resolution at the next CUPE National Convention in 2017 to provide financial assistance for Northern Members to attend the biennial Northern Ontario CUPE Conference.

Because:

- The North has varied and distinct challenges to members in Northern Ontario from a geographic and economic perspective.
- The Northern Ontario CUPE Conference (NOCC) has been successfully held for the last eight years as a cost-neutral event in the more southern areas of Northern Ontario.
- Because the NOCC has been held in different centres to allow members from remote locations to attend and participate in the conference who would normally not be able to attend other CUPE Conferences / conventions held in Southern Ontario or out of province.
- Additionally, the geographic diversity of Northern Ontario would entail holding the NOCC in locations such as Thunder Bay, Kenora and Sioux Lookout as examples.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

**Resolution No. 70**  
**Submitted by Local 4047**

CUPE Ontario will:

Create a Federal Sector Working group who will develop a strategic plan and organize a lobby effort with the objective to apply pressure on the Federal Labour Department notably Employment and Social Development Canada (ESDC) and Transport Canada (TC) to ensure greater enforcement, support provided by those departments to joint local H&S committees, access to inspectors and a fair workplace auditing process.



Because:

- It has become nearly impossible to reach and obtain information from TC inspectors while the CLC part II is clear on the joint role of the Union H&S representatives.
- Yearly audits are conducted often without meeting the Union H&S committee members.
- When placing class for service as Labour we are often told an inspector will not speak to us alone or provide information for “transparency reasons” while having private conversations with employers.
- There is currently little accountability in this regard from the department of Labour. These practices must be denounced and stopped for proper functioning of joint H&S committees in the federal sector.
- In an era of de-regulation enforcement of the laws workers still benefit from must be respected; the regulators must uphold those basic protections and service the taxpayers.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 71**  
**Submitted by Local 7797**

---

CUPE Ontario will ask CUPE National to help locals that have gone through changes in their locals by way of administration or mergers by providing both emotional and financial support in re-building, healing and solidarity in those locals so they can move forward.

Because:

- Members go through a lot of emotional stress and discouragement during this long and difficult process of administration and Mergers.
- The process brings the shift of power and divisions among membership and this weakens the functioning and strength of the new local.
- The local, after administration, does not have enough financial resources to take on training programs that might help address the conflicts in the new local.
- CUPE is losing strong leaders in the movement by lack of support for the rebuilding of the struggling locals.
- CUPE National must introduce workshops that focus on this aspect.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 72**  
**Submitted by Local 9125**

---

CUPE Ontario will:

Send a resolution to CUPE National Convention in 2017 to:

Address the continuing issue of access to specialist resources.

Because:

- Locals are currently experiencing difficulty accessing specialist resources such as pension, job evaluation, equity and legal.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 73**  
**Submitted by Local 2424**

---

CUPE Ontario will:

Send a resolution to CUPE National Convention in 2017 to:

Increase staffing levels in order to ensure timely and efficient access to specialty resources such as legal, pension and equity.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 74**  
**Submitted by SSWCC Committee**

---

CUPE Ontario will:

Submit a resolution to CUPE National Convention 2017 calling for a continuation of the Moratorium of CUPE organizing For-Profit and Corporate child care centres, unless otherwise directed by resolution passed at a CUPE National Convention.

Because:

- CUPE National Convention delegates have passed endless resolutions supporting growth, funding, and expansion of public and not for profit child care programs for children 0-12.
- CUPE National Convention delegates have passed countless resolutions against privatization of public services and child care should not be an exception to this policy.

- CUPE National Convention 2011 delegates have already provided CUPE National direction on where an organizing priority is in childcare with Resolution No. 198 passing on the Convention floor that stated:  
 “CUPE National Will: Develop a Canada-wide organizing campaign of the YM-YWCA and other large public-non-profit child care centres.”

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

**Resolution No. 75**  
**Submitted by Local 1979**

CUPE Ontario will:

Work with environment organizations such as the Green Economy Network (GEN), Adapting Canadian Work and Workplaces (ACW), Trade Unions for Energy Democracy (TUED), Blue Green Canada and others to achieve the creation of one million climate jobs and work toward a low-to-zero carbon economy.

Because:

- Urgent, transformative action is required to prevent catastrophic climate change.
- The labour movement has a key role to play in initiating actions that will reduce greenhouse gas emissions at the workplace.
- According to the International Labour Organization (ILO), 80 percent of greenhouse gas emissions are produced at workplaces or through the work process.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

**Resolution No. 76**  
**Submitted by Local 79**

CUPE Ontario will:

Develop a childcare campaign calling for the following:

1. A sliding fee schedule and expansion of fee subsidies to allow more access to quality childcare delivered by municipal and non-profit childcare centres.
2. Wage increases to ensure childcare workers receive professional-level wages.
3. A prohibition on new for-profit childcare centres.
4. A commitment from the Province in support of the Ontario Coalition for Better Childcare’s call for \$500 million in capital funding for Year 1 of Ontario’s childcare expansion and \$300 million in ongoing operating funding.

Because:

- All families have the right to affordable, accessible childcare.
- Ontario has the highest child care fees in the country (\$1,000+/month), yet only 18% of childcare spaces across Ontario are subsidized.
- In 2016, 11,526 children were on the Toronto fee subsidy wait list.
- Keeping childcare costs under 10% of family income increases the probability of main caregivers (predominantly women) being employed full-time to 60%.
- Employment insurance parental benefits are insufficient for many families.
- Although childcare provides crucial developmental interventions, 45% of Early Childhood Educators make less than \$20/hour, and 67% of other program staff make less than \$15/hour.
- Low wages should not be subsidizing child care.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 77**  
**Submitted by Local 79**

---

CUPE Ontario will:

Expand the existing “How to Protect Municipal Child Care” toolkit by creating a campaign to protect municipally-delivered childcare that will:

1. Target local and provincial governments.
2. Educate and mobilize parents and communities.
3. Tap into support from CUPE and other unions in the community.
4. Ensure CUPE locals have the mobilizing capacity (through staff and/or book-offs) and financial support needed to run successful childcare campaigns.
5. Promote a universally accessible childcare system.
6. Solicit CUPE National’s support for the municipal childcare campaign.
7. Provide new or additional financial support to key community allies including Ontario Coalition for Better Child Care and Childcare Resource and Research Unit.

Because:

- Municipally operated childcare centres provide a benchmark for high quality childcare and tend to serve communities and families who are vulnerable due to low income and/or disability.
- 45% of Early Childhood Educators make less than \$20/hour, and 67% of other program staff make less than \$15/hour; municipally operated childcare centres create upward pressure on wages.

- CUPE Ontario’s existing toolkit is an important resource but is not enough to prevent further provincial closures of municipally-operated childcare centres.
- Municipal childcare staff can’t campaign directly to parents, so they need support from CUPE Ontario, other locals and community allies.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 78**  
**Submitted by Women’s Committee**

---

CUPE Ontario will:

Lobby the Provincial Government to make “Psychological Health and Safety Standards in the Workplace” mandatory legislation under the Employment Standards Act and Occupational Health and Safety Act.

Because:

- Bullying, harassment and uneven treatment of workers exists across all CUPE workplaces.
- Employers do not follow standards that are voluntary.
- A mandatory standard would reflect a national consensus for best practices in a given industry.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 79**  
**Submitted by Local 9112, Injured Workers Advocacy Committee**

---

CUPE Ontario will:

Lobby the provincial government for Post Traumatic Stress Disorder (PTSD) legislation for all workers in all sectors.

Call on CUPE National, Ontario Federation of Labour (OFL), Canadian Labour Congress (CLC) to be involved in any way possible to get legislation that will cover all workers who are affected by PTSD.

Work with all interested parties to ensure that similar language such as legislation passed by the Manitoba Government gets passed in Ontario.

Because:

- Society is increasingly attuned to the fact that certain professions – from soldiers to police and other first responders – are especially susceptible.

- There's also growing understanding that other lines of work, many represented by CUPE, can also lead to PTSD – even if they don't feature such singular traumatic events.
- PTSD affects people in different ways by disrupting their lives, causing unforeseen absenteeism from work, debilitating issues for workers and their families.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 80**  
**Submitted by Local 9112, OCHU, HCWCC**

---

CUPE Ontario will:

Lobby CUPE National and continue to insist that federal funding for healthcare should continue to increase at 6% per year.

Because:

- The Trudeau Liberals have foisted funding on provincial governments that is far below the widely accepted, 5-7% healthcare cost pressures arising from inflation, aging, population growth and use.
- The Trudeau Liberal health funding will likely result in approximately \$7 billion less federal healthcare funding per year by 2027 than the funding proposed by the Harper Conservatives.
- This will result in a serious erosion of public healthcare.
- It will also result in the inability of the federal government to enforce the five basic principles of the Canada Health Act: universality, accessibility, comprehensiveness, portability, and public administration.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 81**  
**Submitted by 1263, 2977, 9102**

---

CUPE Ontario will:

Urge the provincial government to include the cost of Continuous Glucose Monitoring Devices (CGMD) in the Assistive Devices Program, for children diagnosed with diabetes, who have received that recommendation from their endocrinologist. CGM's measure the blood glucose levels in real time, day and night, through an electrode inserted under the skin to measure glucose levels in the tissue fluid, which is then sent to a monitoring and display device.

Because:

- CGMs provide valuable information 24/7 providing insight as to what impacts the child's diabetes.
- CGMs monitor continuously as opposed to the snapshot obtained by traditional glucose meters. This enables parents to monitor the job of the pancreas from a remote location.
- The cost of the device and necessary supplies is approximately \$8500.00 a year and most benefit plans will not cover this device or its supplies.
- All children deserve the right to the best health care we can give them and this device improves the quality of life for diabetic children and their families.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 82**  
**Submitted by OMECC**

---

WHEREAS there are over 5,000 CUPE members in Ontario who work as Paramedics or Ambulance Communications Officers (ACO).

WHEREAS the vast majority of these members work for Municipal Ambulance Services and bargain under the Ambulance Services Collective Bargaining Act (ASCBA); and Whereas the ASCBA requires these CUPE members to be covered by Essential Service Agreements (ESA).

WHEREAS in the event of a strike or lockout, these ESAs often require as many as 80-85% of paramedics to cross their own picket line and stay on the job, thus rendering the right to strike practically meaningless.

THEREFORE BE IT RESOLVED that CUPE Ontario lobby the Provincial Government to change the ASCBA to allow all Paramedics and ACOs the full and unfettered right to strike; or

In the alternative, if the right to strike is not fully protected for all Paramedics and ACO's, then CUPE Ontario will lobby to ensure that Paramedics and ACOs have direct access to an appropriate dispute resolution mechanism as are other workers in Ontario who are currently denied the full right to strike.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 83**  
**Submitted by Local 9112**

---

CUPE Ontario will:

Lobby the Provincial Government to change the Ambulance Services Collective Bargaining Act (ASCBA) to allow all Paramedics and Ambulance Communications Officers (ACO) the full and unfettered right to strike.

In the alternative, if the right to strike is not fully protected for all Paramedics and ACO's, then CUPE Ontario will lobby to ensure that Paramedics and ACOs have direct access to an appropriate dispute resolution mechanism as are other workers in Ontario who are currently denied the full right to strike.

Because:

- 5,000 CUPE members in Ontario work as Paramedics or Ambulance Communications Officers.
- The vast majority of these members work for Municipal Ambulance Services and bargain under the Ambulance Services CBA.
- The ASBCA requires these CUPE members to be covered by Essential Service Agreements (ESA).
- In the event of a strike or lockout, these ESAs often require as many as 80-85% of paramedics to cross their own picket line and stay on the job, thus rendering the right to strike practically meaningless.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 84**  
**Submitted by Women's Committee**

---

CUPE Ontario will:

Encourage CUPE National to lobby the government to make sure precarious workers are equally represented at bargaining, ensuring parity in regards to wages, benefits, pensions, sick days and more.

Because:

- We want to make it more costly to have precarious workers.
- Parity is important.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------



---

**Resolution No. 85**  
**Submitted by Women’s Committee**

---

CUPE Ontario will:

Lobby the provincial government to ensure funding for full-time employment.

Because:

- We need to take away the incentive to normalize precarious work.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 86**  
**Submitted by Local 1334, 4207, OUWCC**

---

CUPE Ontario will:

Work with OUWCC to mount and resource a comprehensive campaign that addresses the chronic underfunding of postsecondary education including:

1. Lobbying provincial government to support the creation of a federal postsecondary act that would have dedicated envelopes of money from the federal government directed to the provincial government with accountability agreements attached.
2. Advocating for an accessible, tuition free postsecondary education system.
3. Exposing the rise in usage of precarious workers in postsecondary and the outrageous increases in senior administrative salaries.

Because:

- A fully accessible quality post secondary system is the best resource we can provide to future generations.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 87**  
**Submitted by OSBCC**

---

CUPE Ontario will:

Lobby the College of Early Childhood Educators to reinstate the membership card.

Because:

- The membership card ensures validity of registration.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 88**  
**Submitted by Local 79**

---

CUPE Ontario will:

Develop a campaign to promote fair revenue sources for municipalities from Federal and Provincial governments, such as a share of income tax.

This campaign should be developed in consultation with CUPE locals.

Because:

- The Labour movement has historically recognized the importance of municipalities for achieving its goals, particularly through the Canadian Labour Congress' 'Municipalities Matter' campaign.
- Municipalities need access to fair revenue sources, including income tax, to provide services and play a role in reducing poverty and income inequality.
- Municipalities are seeking to implement regressive revenue tools such as road tolls in the absence of more progressive revenue sources such as a share of income tax.
- The increasing reliance of municipalities on regressive user fees is an increasing burden on workers and their families.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 89**  
**Submitted by Local 79**

---

CUPE Ontario will:

Take a strong position against 'basic income,' 'guaranteed income' and comparable schemes that assign income below the poverty line and threaten critical services provided to people experiencing poverty.

Urge the Ontario Government to have a province-wide consultation on whether basic income programs should be developed before pursuing any further pilots.

Develop analysis and educational materials critiquing basic income.

Actively advocate against basic income schemes.

Because:

- Basic income schemes threaten employment, housing and other services that come with income support programs.
- Basic income schemes subsidize low-wage employers and undermine efforts to raise the minimum wage.
- Most forms of basic income make things worse for some groups (particularly seniors) and create opportunity costs that threaten child care, health care, and other services.
- Basic income schemes will create an enormous loss of jobs, thereby increasing poverty.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 90**  
**Submitted by Local 79**

---

CUPE Ontario will:

Advocate for increased Federal and Provincial funding to support the social housing sector, anchored by publicly owned and operated social housing.

Ensure advocacy for increased funding emphasizes the importance of both capital projects and the supportive services that are essential components of a successful social housing system.

Because:

- Increasing income inequality, combined with rapidly rising housing costs, puts low-income Ontarians – including a growing number of working Ontarians – at risk of homelessness.
- Prime Minister Trudeau failed to deliver on promises to fund capital projects and has not accepted responsibility for operating and program costs.
- These operating costs include support for employment services, community development programs, and other tenant support programs that are essential to keeping residents housed.
- A robust social housing sector, anchored by publicly owned and operated social housing, is essential for reducing the harmful social and health-related impacts of poverty and income inequality.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 91**  
**Submitted by Local 9112, SSWCC**

---

CUPE Ontario will:

Support the Municipal Social Services work plan through the Social Services Integrated campaign with addressing the transformation underway of Social Assistance Service delivery, programs and services initiated by the Ministry of Community and Social Services as well as the Ontario Municipal Social Services Association and the Association of Municipalities of Ontario with a lens of client-centered case management, focus on public delivery of programs and services, and wrap-around service delivery focusing on administration of benefits, housing programs, child care services and employment programs.

Because:

- In the 2016 budget the government announced a Basic Income Pilot Program for Ontario as an alternative to Ontario Works and Ontario Disability Support Program.
- MCSS has established a Human Services Integration team to look at delivery of Ontario Works, childcare services, housing supports and employment programs.
- KPMG is advocating for the introduction of the stealth-like privatization of Commissioning for municipally delivered Social Services programs.
- A Social Assistance Modernization plan is underway over the next 3 years, that is anticipated to reduce the interaction of caseworkers and social assistance recipients that will not address the deep causes of poverty and a holistic client-centred approach to case management.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 92**  
**Submitted by Local 9112, SSWCC**

---

CUPE Ontario will:

Through the Social Services Integrated campaign support the Community Agency sub-sector with educating and mobilizing CUPE Local leadership and members with the following:

- Advocating for stabilized, long-term funding models for community agency programs and services as well as decent wages, benefits, pensions and pay equity maintenance for persons working in community agencies.
- Fighting cuts and closures to programs and services offered by community agencies in communities across Ontario.

- Create awareness that changes to United Way charity-based funding allocations region by region will result in de-stabilization of agencies and a high level of administrative work by the agencies to continue to apply and re-apply for project based funding rather than programs with longevity.

Because:

- Community agencies receive patchwork funding from a myriad of ministries and charities that is eroding the working conditions, programs and services in our communities.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

**Resolution No. 93**  
**Submitted by Local 9112, 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; the current staffing levels and safety measures are not adequate to address these issues.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

**Resolution No. 94**  
**Submitted by Local 1979**

CUPE Ontario will:

Vigorously oppose Bill C-27.

Support any affiliate struggling to defend secure pensions by organizing public outreach, lobbying efforts through the CLC and the OFL, demonstrations and direct action up to and including a general strike.

Because:

- Bill C-27 represents an unprecedented attack on secure pensions.
- Unions have struggled for years to negotiate and maintain Defined Benefits (DB) pension plans.
- Employers will be permitted to rid themselves of the legal obligation to fund benefits, transferring nearly all risk to plan members, and destroying the pension promise made to active members and retirees.
- The current Liberal government campaigned during the 2015 general election on a commitment to safeguard DB plan members' accrued benefits, rejecting the Conservative government's 2014 attempt to allow conversion of secure pensions to unsecure TB benefits.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Resolution No. 95**  
**Submitted by Local 1979**

---

CUPE Ontario will:

Call on the federal government to restore home mail delivery to everyone who lost it, and expand postal services, including postal banking.

Because:

- As part of a review of Canada Post, a parliamentary committee recommended 1) the restoration of home mail delivery, but only for those who lost it as of the 2015 election call 2) the maintenance of the moratorium on rural post office closures and 3) the initiation of new services at Canada Post, including the possibility of delivering broadband Internet and improved cellular service to rural areas.
- The review did not seriously consider postal banking even though thousands of rural towns and villages do not have a bank and nearly two million Canadians desperately need alternatives to payday lenders.
- Postal banking has the support of over 600 municipalities and close to two-thirds of Canadians.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

# Report from the Constitution Committee

We are pleased to serve on the Constitution Committee in preparation for the 2017 CUPE Ontario Convention. We did our best to represent the interests of CUPE Ontario and all its locals, members, sectors, committees, and councils and to assist the Convention to properly consider the important issues brought forward in these constitutional amendments.

The Constitution Committee met on April 26<sup>th</sup> where we reviewed eight (8) recommendations of the Executive Board for amendments to the Constitution. The committee has made every effort to review the impacts on the Constitution as a result of these changes. Our committee endeavoured to ensure that through the amendments proposed by the Executive that all changes to the Constitution were specifically identified. During our review of these changes we noted some other issues that should be dealt with in the future. It is our suggestion that CUPE Ontario continue its review of this document to ensure its consistency and accuracy.

The Constitution Committee would like to thank the CUPE Ontario staff, the Executive Board, the National Representatives, and those who took the time and effort to submit constitutional amendments. We look forward to a useful and productive convention.

In solidarity,

The Constitution Committee

# Constitution Committee

MEMBER	LOCAL
<b>Fred Watt</b>	905
<b>Amanda Farrow-Giroux</b>	1339
Rochella Robson	1528
Raymond Giroux	4155
Richard Mah	3906
Sharon Richer (OCHU)	Executive Board
Chris Watson	National Staff
Elizabeth Nurse	National Legal Rep
Paul O’Ryan	National Legal Rep



# CONSTITUTIONAL AMENDMENTS

	<b>CA No.</b>	<b>Page No.</b>
Article 1a	CA #1	1
Article 4j	CA #2	1
Article 7g	CA #3	2
Article 7h	CA #4	3
Article 8c5	CA #5	4
Article 8d1	CA #6	5
Article 8d5	CA #7	6
Appendix A	CA #8	7

# CONSTITUTIONAL AMENDMENTS

---

**Constitutional Amendment No. CA1  
Submitted by Executive Board**

---

**Change all references of Division to CUPE Ontario**

**ARTICLE 1 - NAME & AUTHORITY**

**Existing Language**

Article 1 (a)  
This organization shall be known as "Canadian Union of Public Employees, Ontario Division" or "CUPE Ontario" and shall hereinafter be referred to as "the Division".

**Proposed Amendment**

Article 1 (a)  
This organization ~~shall be known as~~, **chartered as** "Canadian Union of Public Employees, Ontario Division", **shall be known as** "CUPE Ontario" and shall hereinafter be referred to as ~~"the Division"~~ **"CUPE Ontario"**.

*[This amendment will also replace all references throughout the Constitution to "the Division" or "this Division" or "the Ontario Division" or "Division" with "CUPE Ontario".]*

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Constitutional Amendment No. CA2  
Submitted by Executive Board**

---

**ARTICLE 4 - CONVENTION**

**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.

A Convention planning committee shall be formed to undertake the planning of Convention to include theme, selection of speakers, and Convention agenda.

**Proposed Amendment**

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. A Convention planning committee shall be formed to undertake the planning of Convention to include theme, selection of speakers, and Convention agenda.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Constitutional Amendment No. CA3  
Submitted by Executive Board**

---

**Change Fiscal year ending December 31st from March 31st**

**ARTICLE 7 - DUTIES OF EXECUTIVE OFFICERS, EXECUTIVE BOARD MEMBERS AND TRUSTEES**

**Existing Language:**

Article 7 (g) Secretary-Treasurer

7. Turn over all books and records - relative to receipts and expenditures - to the Trustees in April and October of each year so that an audited statement can be presented to the Executive Board semi-annually and to Convention annually.

12. Prepare and submit to the Executive Board a budget outlining the anticipated revenue and expenses of the Division for the coming fiscal year. The budget, after having been dealt with by the Executive Board, shall then be presented to the annual Convention.

Article 7 (i) Duties of Trustees

The Trustees shall perform duties as outlined in this Constitution, and shall prepare the annual audit statement to be presented to the annual Convention. The Trustees shall

make an audit as of March 31st of each year. They shall make an audit at all times when the Secretary-Treasurer is elected or appointed when a vacancy occurs in the office of Secretary- Treasurer for any reason.

**Proposed Amendment:**

Article 7 (g) Secretary-Treasurer

7. Turn over all books and records - relative to receipts and expenditures - to the Trustees in ~~April~~ **March** and ~~October~~ **September** of each year so that an audited statement can be presented to the Executive Board semi-annually and to Convention annually.

12. Prepare and submit to the Executive Board a budget outlining the anticipated revenue and expenses of the Division for the coming fiscal year **ending December 31st**. The budget, after having been dealt with by the Executive Board, shall then be presented to the annual Convention.

Article 7 (i) Duties of Trustees

The Trustees shall perform duties as outlined in this Constitution, and shall prepare the annual audit statement to be presented to the annual Convention. The Trustees shall make an audit as of ~~March 31st~~ **December 31st** of each year. They shall make an audit at all times when the Secretary-Treasurer is elected or appointed when a vacancy occurs in the office of Secretary-Treasurer for any reason.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Constitutional Amendment No. CA4**  
**Submitted by Executive Board**

---

**Add General Roles & Responsibilities for Board Members**

**Proposed Amendment:**

Add NEW – Article 7 (h) and re-letter thereafter

Article 7 (h) – Sector Representatives, Equality Representatives, Executive Members (at Large)

1. Convene and Chair all meetings of their respective Sector, Equality Committee, or Committees assigned by CUPE Ontario Executive Board
2. Ensure minutes are drafted, approved, and final copies maintained in files at CUPE Ontario
3. Work closely with all staff assigned to assist in the committee’s work
4. Report from their respective committee in writing and verbally at each meeting of the CUPE Ontario Executive Board

5. Report from the Executive Board to their respective committees to facilitate the integration of all of the work of CUPE Ontario
6. Provide leadership to further the goals of their respective committee within CUPE Ontario

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

Article 7 (i) Northern Ontario Representative

1. Shall liaise with the Regional Vice President Northern Ontario on the National Executive Board
2. 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.
3. Shall be supported to attend events held by CUPE in Northern Ontario
4. Encourage involvement of Northern Ontario Locals in all events of CUPE Ontario

Re-letter Article 7 (h) Executive Board Members to Article 7 (j)

Re-letter Article 7 (i) Duties of Trustees to Article 7 (k)

Re-letter Article 7 (j) Provincial Retirees Representative to Article 7 (l)

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Constitutional Amendment No. CA5  
Submitted by Executive Board**

---

**Language Clarification - Executive Member (at Large)**

**Existing Language:**

Article 8 (c) 5.

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.

**Proposed Amendment:**

Article 8 (c) 5.

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.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------

---

**Constitutional Amendment No. CA6  
Submitted by Executive Board**

---

**Sector Chairs Committee: Update Language in Chart and remove reference to five (5) Sectors and staff assigned**

**Existing Language:**

Article 8 (d) 1. Sectors Funding Committee

Executive Officers and Representatives of the five (5) Sectors on the Executive Board, and the assigned Staff Co-ordinator for each group

Article 9 Finance (d) Sectors Fund

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.

**Proposed Amendment:**

Article 8 (d) 1. Sectors ~~Funding~~ Chairs Committee

Executive Officers and Representatives of **each** ~~the five (5)~~ Sectors on the Executive Board. ~~and the assigned Staff Co-ordinator for each group~~

Article 9 Finance (d) Sectors Fund

The Sectors Fund shall be administered by the Sectors Funding **Chairs** Committee, composed of the Executive Officers of the Division; **and** 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.~~

Convention Decision:	Carried	Defeated	Referred
----------------------	---------	----------	----------

---

**Constitutional Amendment No. CA7  
Submitted by Executive Board**

---

**Change Special Committees to Ad Hoc Committees and Detail Composition**

**Existing Language:**

Article 8 (d) 5.

The Executive Board may appoint special committees as required. The Chairperson shall be a member of the Executive Board.

**Proposed Amendment:**

Article 8 (d) 5.

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 minimally include the Officers, one (1) Vice President, one (1) Equality Representative, one (1) Sector Chair and one (1) Executive Member (at Large).**

Convention Decision:	Carried	Defeated	Referred
----------------------	---------	----------	----------

---

**Constitutional Amendment No. CA8**  
**Submitted by Executive Board**

---

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

**Existing Language:**

The rules and order of business governing Convention shall be:

1. The President, or when requested, a Vice-President shall take the chair at the time specified, at all regular and special Conventions.

**Proposed Amendment:**

The rules and order of business governing Convention shall be:

1. The President, **then the Secretary-Treasurer**, or when requested, **then** a Vice-President shall take the chair at the time specified, at all regular and special Conventions.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
-----------------------------	----------------	-----------------	-----------------



**2016 DISPOSITION OF RESOLUTIONS**  
**53<sup>rd</sup> ANNUAL CONVENTION – MAY 25-28, 2016**  
**TORONTO SHERATON CENTRE**

<b>RESOL</b>	<b>TOPIC</b>	<b>CONVENTION DECISION</b>	<b>DISPOSITION</b>
1	Help promote CUPE's member organizer training to affiliated locals. Encourage locals to nominate members from all equity-seeking groups for member organizer training.	Not dealt with	Human Rights/ Executive Board
2	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...	Carried	OUWCC/ Executive Board
3	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.	Carried	Young Workers/ Executive Board
4	Through sectors, develop plans to support locals to stop contracting out, asset sales, public private partnerships (P3s) and all other forms of privatization.	Carried	Executive Board
5	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...	Carried	Executive Board
6	Work with CUPE National to develop a course for Union Stewards to facilitate their understanding of work-to-rule processes.	Carried	Education
7	Offer regular and advertised ombudsperson training available to all locals.	Not dealt with	Executive Board
8	Work with CUPE National to create a module or course to train union activists in critical incident stress.	Not dealt with	Education
9	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.	Not dealt with	Health & Safety
10	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	Carried	Aboriginal Council/ Education

11	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.	Not dealt with	Health & Safety/ Education
12	Hold annually a CUPE Early Childhood Educator (ECE) Conference for participation of all sectors that employ ECE's.	Not dealt with	OSBCC/SSWCC
13	Hold a weeklong five (5) day retreat-style school for Health & Safety (H&S) training.	Not dealt with	Health & Safety/ Education
14	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.	Carried	Health & Safety
15	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	Not dealt with	Health & Safety
16	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	Carried	Health & Safety/ Executive Board
17	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	Not dealt with	Injured Workers/ Executive Board
18	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.	Carried	HCWCC
19	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	Not dealt with	HCWCC/ Health & Safety
20	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	Not dealt with	SSWCC

21	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	Not dealt with	Health & Safety/ Executive Board
22	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	Not dealt with	Health & Safety
23	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.	Not dealt with	Health & Safety
24	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.	Not dealt with	Health & Safety/ Executive Board
25	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	Covered by #26	Human Rights
26	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.	Not dealt with	Human Rights
27	Support the #IStandWithGilary campaign in solidarity with Gilary Massa	Covered by #26	Human Rights
28	In collaboration with OUWCC, support the Black Lives Matter call for our institutions to divest any and all investments from private prison companies.	Carried	Racial Justice
29	CUPE Ontario donate to the Black Lives Matter Toronto campaign and offer in-kind support as well. 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.	Carried	Racial Justice
30	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.	Not dealt with	Racial Justice
31	Be in solidarity against anti-Black racism by building upon our support for Black Lives Matter.	Carried	Racial Justice

32	Revitalize the Employment Equity Campaign and the issue of representation of all equity-seeking groups at our locals, workplaces and in our communities	Carried	Executive Board
33	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.	Not dealt with	Aboriginal Council
34	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.	Not dealt with	Human Rights
35	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.	Not dealt with	Aboriginal Council
36	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.	Carried	Pink Triangle/ HCWCC/ SSWCC
37	Adopt policy in favor of Canada's withdrawal from the North American Treaty Organization (NATO).	Not carried	International Solidarity
38	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."	Carried	International Solidarity
39	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.	Not dealt with	International Solidarity
40	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.	Carried	International Solidarity
41	Continue to speak out against Canadian involvement in unjust war and military aggression internationally.	Not carried	International Solidarity
42	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	Not dealt with	Young Workers/ Pensions

43	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.	Not dealt with	Pensions
44	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).	Carried	Pensions/ Executive Board
45	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.	Not dealt with	Executive Board
46	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).	Not dealt with	Executive Board
47	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.	Not dealt with	Executive Board
48	Submit a resolution to National convention to change the Constitution to allow for electronic balloting for local election	Not dealt with	Executive Board
49	Invest in an electronic voting system for use at CUPE conferences and conventions.	Not dealt with	Executive Board
50	Have the Executive Board establish a differential convention fee that will work to incentivize participation from members from equity-seeking groups.	Not dealt with	Executive Board
51	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.	Not dealt with	Young Workers
52	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.	Carried	Human Rights/ Executive Board
53	Solicit views of rank and file CUPE activists on political endorsements between conventions.	Not dealt with	Executive Board
54	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.	Not dealt with	Executive Board
55	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.	Carried	Executive Board

56	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.	Not dealt with	Executive Board
57	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	Not dealt with	Executive Board
58	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.	Carried	Young Workers/ Executive Board
59	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.	Not dealt with	Executive Board
60	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.	Not dealt with	Executive Board
61	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	Not dealt with	Executive Board
62	Advocate that CUPE National eliminate the ten (10) day waiting period for strike pay.	Not dealt with	Executive Board
63	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	Carried	Executive Board
64	Set up a supplementary strike fund for Ontario workers to pay them strike pay for the first ten (10) days on strike.	Not dealt with	Executive Board
65	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	Not dealt with	Executive Board
66	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).	Not dealt with	Executive Board

67	Request that CUPE National adequately fund all Classification Resource Committees for the OSBCC.	Not dealt with	OSBCC
68	Work with CUPE National to change the policy/practice that retired CUPE members may not work as training facilitators	Not dealt with	Executive Board
69	Continue to organize all the retirees who were previously CUPE members and carry on with the realization of the Retiree Network in Ontario.	Not dealt with	Retirees Network/ Pensions
70	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.	Not dealt with	Retirees Network/ Pensions
71	Replace sister and brother in the Equality Statement with “persons”.	Not dealt with	Executive Board
72	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.	Not dealt with	Human Rights/ Executive Board
73	Create an Employee Assistance Program (EAP) for CUPE members	Not dealt with	Executive Board
74	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.	Not dealt with	Executive Board
75	Provide all necessary resources to sector chairs, health and safety representative, and injured worker representative for conference and meeting accessibility audit training.	Not dealt with	Workers with Disabilities
76	Ensure that there are adequate resources made available for hotel accessibility audits to be done at all CUPE Ontario schools, conferences and conventions.	Carried	Workers with Disabilities
77	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.	Carried	Executive Board
78	CUPE Ontario continues to lobby and fight municipal governments that own Local Distribution Companies (LDCs) across Ontario from selling off and privatizing them.	Carried	Executive Board
79	CUPE Ontario join Ontario’s Equal Pay Coalition and other progressive forces to reinvigorate a campaign around Pay Equity for women in Ontario.	Covered by #83	
80	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.	Covered by #83	

81	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.	Covered by #83	
82	Endorse and mobilize for Equal Pay Day.	Covered by 83	
83	Leverage Premier Wynne's support for closing the gendered pay gap and lobby the provincial government to take action.	Carried Covering #79, #80, #81, #82	Racial Justice/Women's
84	CUPE Ontario continues to support the Canadian Labour Congress' campaign for a national child care system.	Carried Covering #85 and #86	SSWCC
85	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.	Covered by #84	
86	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.	Covered by #84	
87	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	Not dealt with	SSWCC
88	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.	Not dealt with	SSWCC
89	Take part in the National childcare roundtable discussion hosted by CUPE National, as was adopted at the 2015 CUPE National Convention	Not dealt with	SSWCC
90	Endorse the Fight for \$15 and Fairness Campaign	Covered by #93	
91	Endorse, support and mobilize for the Fight for \$15 and Fairness Campaign, including, but not limited to, the following demands...	Covered by #93	



92	Endorse, support and mobilize for the Fight for \$15 & Fairness campaign, including, but not limited to, the following demands...	Covered by #93	
93	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.	Carried Covering #90, #91, #92	Racial Justice/Women's
94	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.	Carried	Library/OMECC
95	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.	Carried	Racial Justice
96	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...	Carried	Aboriginal Council
97	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.	Carried	Aboriginal Council
98	Lobby governments to advocate for greater job security, working hours and benefits, and working conditions for precarious workers, particularly women.	Not dealt with	Women's
99	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.	Carried	Health & Safety
100	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.	Carried	CACO
101	Support the OCHU campaign to end gender inequality in compensation and close the gender pay gaps in Ontario's health care sector.	Not dealt with	HCWCC
102	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.	Not dealt with	HCWCC

103	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	Not dealt with	HCWCC
104	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.	Carried	HCWCC/SSWCC
105	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.	Not dealt with	HCWCC
106	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.	Carried	HCWCC
107	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.	Not dealt with	HCWCC
108	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.	Not dealt with	OSBCC/ Executive Board
109	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.	Carried	Women's/ Executive Board
110	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.	Not dealt with	HCWCC/ Executive Board

111	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.	Not dealt with	Human Rights
112	Lobby the provincial government to establish dedicated envelopes of funds to create apprenticeship programs throughout all sectors of CUPE in the trades classifications.	Carried	Trades
113	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.	Carried	SSWCC
114	Support the SSWCC Community Agency representatives through the Social Services Integrated Campaign to engage in a precarious work campaign focused on community agencies...	Carried	SSWCC
115	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.	Not dealt with	SSWCC
116	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.	Not dealt with	Human Rights
117	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.	Not dealt with	OYWCC
118	Lobby the Government of Ontario to mandate sexual violence policies for all workplaces.	Not dealt with	Health & Safety
119	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.	Carried	Human Rights/ Young Workers/ Executive Board
120	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.	Not dealt with	Executive Board

121	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.	Not dealt with	Executive Board
122	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.	Not dealt with	Airlines

### **EMERGENCY RESOLUTIONS**

E1	Work with CUPE National and the broader labour movement to develop a strategy to protect good jobs that are threatened by the growth of the “sharing economy”.	Carried	Executive Board
E2	Strongly respond to a new crisis in emergency services by campaigning to protect the delivery of emergency medical services by fully qualified paramedics employed by ambulance services.	Carried	CACO
E3	Vigorously support with CUPE National a campaign to stop the privatization of Cassellholme, the only public, municipal long-term care home for nine East Nipissing municipalities, including North Bay.	Carried	Executive Board
E4	CUPE Ontario will, together with the Ontario Council of Hospital Unions (OCHU), write to the Minister of Health asking that he clearly reject proposals advanced in a report issued by the Registered Nurses’ Association of Ontario (RNAO) on May 16 <sup>th</sup> to push RPNs and PSWs out of acute care hospitals. Increase RN staffing to 20% of the complement in long term care, at the expense of PSWs and RPNs.	Carried	HCWCC
E5	CUPE Ontario shall, if necessary, assist CUPE 7797 in mounting an effective lobbying effort to ensure that the Wynne government and opposition politicians understand the crises in funding facing the home care sector in Ontario.	Carried	HCWCC

### **CONSTITUTIONAL AMENDMENTS**

C1	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.	Not dealt with	
----	--	----------------	--

C2	Amend Article 4 (h) Constitution in the following manner: Where it says: All resolutions to be considered at a Convention must be submitted ... no later than <b>forty-eight (48)</b> 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 <b>sixty (60)</b> days prior to the Convention, and must not exceed 200 words in total.	Not dealt with	
C3	Amend Article 4 (h) Where it says: All resolutions to be considered at a Convention ... must not exceed <b>200</b> words in total. CUPE Ontario will amend the Constitution to read: All resolutions to be considered at a Convention ... must not exceed <b>350</b> words in total.	Not dealt with	
C4	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.	Not dealt with	
C5-A	References to Executive Committee: 4(j); 5(c); 7(g); 8(c); Appendix A	Carried	
C5-B	General Roles & Responsibilities for Board Members: 7(h); 7(i)	Not dealt with	
C5-C	Human Rights Committee: Clarification that the Equality Reps that are elected to the Executive Board are the members of the Human Rights Committee: 8(e)1; 8(e) 3.a	Carried	
C5-D	Sector Chair Committee: Update Language in Chart and remove reference to 5 sectors and staff assigned: 8(e) 1; 9(d)	Carried	
C5-E	Change Special Committees to Ad Hoc Committees and Detail Composition: 8(e) 5	Not dealt with	
C5-F	Increase number of members of Health & Safety and Injured Workers Committees to one from each sector plus 2 elected at H&S Injured Workers Conference and Executive Board Liaison: 8(e) 1; 8(e) 7; 8(e) 8	Not dealt with	
C5-G	Language Clarification – Executive Board member (At-Large), Convention Planning Committee and Constitution and Law: 8(d); 4(j)	Not dealt with	
C5-H	Add Bargaining Council(s) Representative: 5(a); 6(a); 8(a); 8(d) 6	Carried	
C5-I	Retirees' Representation and Position on Executive Board: 4 (d) 3; 4(f); 4(q); 5(a); 6(a); 7(k); 7(g) 15; 8(a); 8(d) 6; 8(3) 1; 9(a) 6;	Carried	

CUPE ONTARIO CONVENTION 2017

