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April 1, 2020

*Sent via Email*

Dear CUPE Local Presidents, Recording Secretaries & National Staff,

**Re: CUPE Ontario Convention 2020**

As we are working to adapt to the ever-changing circumstances related to the COVID-19 pandemic, we have been required to make changes to our upcoming events schedule.

Based on the recommendations of Public Health Officials and the State of Emergency guidelines in Ontario, we have had to make the decision to cancel our CUPE Ontario convention scheduled for May 2020. CUPE Ontario conventions are scheduled years in advance and our ability to reschedule such a large event within a short time frame is nearly impossible.

Even if the State of Emergency is lifted and it is deemed safe to bring together a gathering of close to 1200 members & staff before the calendar year ends, our efforts to secure space large enough to host a postponed convention have been unsuccessful.

As a result, we sought advice from the National President, Brother Mark Hancock, about how best to proceed during this unprecedented development.

Brother Mark has provided a letter which is attached to this correspondence and outlines some of the constitutional considerations related to the cancelling of Convention.

To summarize, Brother Mark has declared that all Executive Board member terms of office shall be extended for a period of one year. Elections shall be held at the 2021 Convention for an interim period of one year. This will allow CUPE Ontario to return to its normal election cycle as of Convention 2022.

The CUPE Ontario executive board will take steps to ensure that certain documentation is developed and distributed to locals in a timely fashion. These documents will include but not be limited to:

Presidents report  
Secretary-Treasurers report  
External Audit report  
Trustees report  
Action Plan report card covering 2019  
Action Plan for 2020  
Budget for fiscal year 2021

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**Fred Hahn**  
President

**BE BOLD. BE BRAVE. BUILD THE RESISTANCE**

**Candace Rennick**  
Secretary-Treasurer

The CUPE Ontario Executive Board will review the resolutions that have been submitted to date and attempt to integrate some of the actions into the 2020 action plan where possible. CUPE Ontario will not be taking any action around constitutional amendments that have been submitted. Locals should feel empowered to resubmit resolutions and constitutional amendments to the 2021 Convention should the matters remain relevant.

Any local who has sent in payment for convention registration will have the fees returned as quickly as possible. All hotel rooms booked under the convention block will automatically be cancelled. Locals are responsible for cancelling their own travel arrangements.

In keeping with the same principle of the extended terms of office for executive board members, all elected members serving on the Social Services, Municipal and Library committees will have their terms of office extended for a one-year period. Interim elections for each respective committee will take place in the spring of 2021 with the regular election cycle continuing as of 2022.

On behalf of the entire CUPE Ontario executive board, we want to thank you for your constant support and leadership. These are challenging times and we will get through them by standing together. While the world around us may look different right now, please be assured that the work of our union will not stop. CUPE Ontario remains committed to defending the public services that we deliver and protecting the health & safety and financial security of our members.

Please do not hesitate to contact us directly should you have any questions or concerns.

In solidarity,



Fred Hahn  
President



Candace Rennick  
Secretary-Treasurer

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March 31, 2020

**BY E-MAIL**  
(fhahn@cupe.on.ca)

Fred Hahn  
President  
CUPE Ontario Division  
80 Commerce Valley Drive East, Suite 1  
MARKHAM, ON L3T 0B2

Dear Brother Hahn:

I am writing further to CUPE Ontario's decision, by vote of your Executive Board, to cancel your annual convention due to the COVID-19 pandemic. I understand this decision was not taken lightly, and that every attempt was made to find an alternate date later in the year to hold your 2020 convention.

As discussed, there are some governance ramifications to this cancellation and their impact on your constitution.

The terms of office for all members of the CUPE Ontario Executive Board will be extended by one year, expiring at your 2021 convention. At that convention, those positions will be elected for a one-year term, to ensure conformity with your constitution.

The term for the Trustee position that was to expire this year will also be extended by one year. At your 2021 convention, this position will be elected for a two-year term.

Any vacancies that occur in the meantime will be filled in accordance with your bylaws.

To ensure transparency and accountability is maintained, CUPE Ontario will provide all affiliated organizations with the financial and other reports that are normally presented at convention.

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**MARK HANCOCK**

National President/Président national

**CHARLES FLEURY**

National Secretary-Treasurer/Secrétaire-trésorier national

**DENIS BOLDOC, PAUL FAORO, FRED HAHN, JUDY HENLEY, SHERRY HILLIER**

General Vice-Presidents/Vice-présidences générales

The Ontario Municipal Employees' Coordinating Committee, Ontario Social Services Workers' Coordinating Committee, and Ontario Library Workers' Coordinating Committee have been similarly impacted by this public health crisis and have cancelled their 2020 annual conferences. These committees will also have their terms extended for one year, and elections held at the 2021 conference will be for a reduced term.

In times of crisis, good governance remains important to our union. As always, my office is available to provide advice and guidance. Please don't hesitate to reach out with any questions that arise.

In solidarity,

A handwritten signature in black ink, appearing to read 'MH' followed by a stylized flourish.

MARK HANCOCK  
National President

:tp/cope491

c.c.: C. Fleury; R. Panciera