



RESOLUTIONS & CONSTITUTIONAL AMENDMENTS

VIRTUAL CONVENTION 2021



COPE 343



RESOLUTIONS

Report from the Resolutions Committee

It is an honour to serve on the Resolutions Committee for the 2021 CUPE Ontario Convention. We recognize these are challenging and difficult times. While acknowledging the many obstacles that come with holding a virtual convention, we are confident that we will navigate through them together. We, the Committee members, hope to have served in the best interests of CUPE Ontario and all its locals, members, sectors, committees, and councils.

The appointed members of the Resolutions Committee represent a cross-section of the sectors within CUPE Ontario. The Committee met on April 20 and 21, 2021 to review all the resolutions duly submitted to the CUPE Ontario Division by locals, committees, councils and the Executive Board. The Resolutions Committee reviewed 70 resolutions, and corrected formatting and grammar if needed.

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

We are aware that during conventions, delegates often engage with the Resolutions Committee asking questions or advocating for resolutions to be brought to the convention floor. This interaction is valued and appreciated, we welcome your questions, we encourage members to continue their lobbying through email at resolutions@cupe.on.ca.

Please note, Emergency Resolutions as per Article 4 (i) of the CUPE Ontario Constitution are to be submitted by email to resolutions@cupe.on.ca.

We acknowledge and thank the CUPE Ontario staff, the Executive Board and the CUPE National representatives for their support and hard work during this historic and unique convention. We wish all delegates, alternates, staff and guests a wonderful, productive and memorable 57th Annual CUPE Ontario Convention.

In Solidarity,

The Resolutions Committee

RESOLUTIONS

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List of Acronyms

AODA - ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT
AROAP - ANTI RACISM ORGANIZATIONAL ACTION PLAN
BIPOC – BLACK, INDIGENOUS, AND PEOPLE OF COLOUR
CIB - CANADA INFRASTRUCTURE BANK
CLC - CANADIAN LABOUR CONGRESS
CUPE - CANADIAN UNION OF PUBLIC EMPLOYEES
CUPE DS - CUPE DEVELOPMENTAL SERVICES
CUPW - CANADIAN UNION OF POSTAL WORKERS
CYW - CHILD AND YOUTH WORKERS
ESA - EMPLOYMENT STANDARDS ACT
HCWCC - HEALTH CARE WORKERS' COORDINATING COMMITTEE
HOOPP - HEALTH CARE OF ONTARIO PENSION PLAN
LGBTQ2+ LESBIAN GAY BISEXUAL TRANSGENDER QUEER / QUESTIONING 2 SPIRITED +
LGBTQI2S+ - LESBIAN GAY BISEXUAL TRANSGENDER QUEER / QUESTIONING INTERSEX 2 SPIRITED +
LTC - LONG TERM CARE
NRA - NORMAL RETIREMENT AGE
NSR - NATIONAL SERVICING REPRESENTATIVE
OCHU - ONTARIO COUNCIL OF HOSPITAL UNIONS
OFL - ONTARIO FEDERATION OF LABOUR
OHSA - OCCUPATIONAL HEALTH AND SAFETY ACT
OMECC - ONTARIO MUNICIPAL EMPLOYEES COORDINATING COMMITTEE
OMERS - ONTARIO MUNICIPAL EMPLOYEES RETIREE SYSTEM
OSAP - ONTARIO STUDENT ASSISTANCE PROGRAM
OSBCU - ONTARIO SCHOOL BOARD COUNCIL OF UNIONS
P3'S - PRIVATE PUBLIC PARTNERSHIPS
SCI - STUDENT CHOICE INITIATIVE
SSWCC - SOCIAL SERVICES WORKERS COORDINATING COMMITTEE
UNDRIP - THE UNITED NATIONS DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLES
WHMIS - WORKPLACE HAZARDOUS MATERIAL INFORMATION SYSTEMS
WHO - WORLD HEALTH ORGANIZATION
WSIA - WORKPLACE SAFETY INSURANCE ACT
WSIB - WORKPLACE SAFETY INSURANCE BOARD

Resolutions Committee

MEMBER	LOCAL
Aubrey Gonsalves	2316
Kathleen Webster	2361
Rhonda Sage	1306
Susan Keeling	1943
Siobhan Hall	2936
Tim Thornton	2544
Gizem Cakmak	3903
David Simao	Executive Board
Dan Mackenzie	CUPE Ontario Staff
Shadi Golic	CUPE Ontario Staff
Danny Scheibli	CUPE National Staff
Nancy Murphy	CUPE National Staff

RESOLUTIONS

Resolution No. 1
Submitted by Local 3902 and OUWCC

CUPE Ontario will:

Create a campaign(s) (through the Division, sector and/or locals) that works with like minded political organizations to promote and educate students from progressive orientations to take back control of Student governments at the university and college level. Also, to promote progressive candidates to sit on university Board of Governors committees.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 2
Submitted by Workers with Disabilities Committee

CUPE Ontario will:

In coordination with the CUPE Ontario Human Rights Committee:

- Develop a survey intended for grassroots members to research the impact of the COVID-19 pandemic on equity-seeking groups and the lasting effects of this pandemic on these members.
- Using the data from the survey, develop a campaign that will educate, address and empower all members to combat the predicted austerity that will further impact their lives.
- Communicate these results to develop a fulsome workplan that can be actioned by the equity committees, sectors/bargaining councils and the CUPE Ontario Executive Board.
- Finance these efforts to the fullest extent possible, including book offs to address accommodation requirements for these efforts.

Because:

- The pandemic has disproportionately impacted members from equity-seeking groups.
- Ne need to hear these voices and stories in order to develop campaigns and plans to accurately support and improve these workers' lives and the lives of equity-seeking members in the province.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 3

**Submitted by Local 4207, Durham Northumberland CUPE District Council 9112
and Niagara CUPE District Council 9102**

CUPE Ontario will:

1. Urge our affiliated locals to join us in the fight for climate justice, including giving priority to the negotiation of model contract language on workplace climate action.
2. Urge CUPE staff reps to negotiate joint workplace environment committees mandated to “climate-proof” our workplaces.
3. Mobilize our membership in opposition to the destructive climate policies of the Ford Conservatives.
4. Partner with climate researchers, indigenous and racial justice organizations, and climate justice networks in our unified action on climate and equity in the just transition to a green economy and from our reliance on fossil fuels.
5. Work with the OFL and CUPE National to accelerate comprehensive climate action measures by all levels of government up to and including the use of Ontario’s Emergency Management and Civil Protection Act and the federal Emergency Powers Act in order to deliver public services and align manufacturing and industrial production to combat the climate emergency.

Because:

- In order to ensure the welfare of our members and indeed our human survival we will need to challenge the powerful corporate interests that drive our current unsustainable economy and undermine effective climate action.
- CUPE members deserve protection, prosperity, justice and hope.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 4
Submitted by Local 4207 and OUWCC

CUPE Ontario will:

- Survey members on their needs with regards to a potential labour bank.
- Investigate the process to create a bank owned and organized by the labour movement.
- Investigate the services and programs offered by the union-owned Amalgamated Bank, the Labour Bank program in Japan, and other such programs that may be relevant, and discuss the feasibility of such programs in a Canadian equivalent, as well as how much a bank could improve the model built by other labour banks and service the unique needs of CUPE, CUPE locals, and CUPE members.

Because:

- Creating a body that could support members, locals, provincial and national unions through accessible financing and financial aid would greatly improve the access to resources available for members, in particular during strike actions and other such activities.
- A labour owned bank could support our community allies in accessing financial resources.
- Labour banks in Japan and the United States have had significant positive impacts in the efforts to ensure social justice, equity, and building towards equality for all.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 5
Submitted by Local 3902 and OUWCC

CUPE Ontario will:

Develop, resource, and implement a comprehensive public awareness campaign utilizing traditional and social media to promote the work of CUPE members in support of communities and public services.

Because:

- As privatization continues to creep in the university sector, we must highlight the important and critical work of our members.
- In light of the pandemic, it is important to remind the community of the contributions the workers of the university sector make to their respective communities.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 6
Submitted by the Indigenous Council

CUPE Ontario will:

- Initiate a process and encourage interested CUPE sectors and committees to work with CUPE Ontario’s Environmental Justice Committee so they can build an active plan to educate our members on the dangers of climate change and the harmful impacts on the Indigenous People’s traditional way of life – protecting and relying on the land and water to sustain us all.

Because:

- CUPE Ontario’s Indigenous Council believes in protecting and sustaining the land and the water for First Nations people and the next ‘7 Generations’.
- Our Indigenous People hunt, fish, and trap off our lands and water and our traditional way of living must be protected.
- Clean water is a human right and our Great lakes and surrounding waterways that support and sustain many Indigenous communities must be protected from further pollution and contamination.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 7**Submitted by Durham Northumberland CUPE District Council 9112**

CUPE Ontario will:

Encourage locals to:

- Build local 'Decent Work' and 'Paid Sick Days' committees in every workplace;
- Organize 'Know Your New Rights' trainings;
- Distribute '\$15 and Fairness' brochures to their members; and
- Purchase and distribute window signs, lawn signs and banners.

Because:

- The Ford government's decision to cut paid sick days, delay \$15 minimum wage for nearly a decade, eliminate equal pay for equal work, reduce fines for employers who break the law, and make it easier to fire workers for refusing a last-minute shift, is proof that they do not care for the people.
- Paid sick days save lives.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 8
Submitted by Durham Northumberland CUPE District Council 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.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 9
Submitted by Durham Northumberland CUPE District Council 9112

CUPE Ontario will:

Devote resources along with CUPE National to create and maintain a CUPE and Labour themed podcast.

Because:

- Podcasting is the future of storytelling and a way to reach our members.
- It is easier to mobilize our members if they find out information in ways that are accessible.
- This is a way to reach our grassroots and rank and file members and connect meaningfully with our members.
- We can advocate for and reach a wider audience and broader demographic.
- Podcasts are inexpensive and quick to produce.
- This resolution passed in 2018 but has not yet been enacted.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 10
Submitted by Local 3903

CUPE Ontario will:

Advocate to CUPE National to increase the number of Health and Safety staff in Ontario to six (6) from the current two (2) (one Francophone, one Anglophone).

Because:

- Two staff for the whole province is not sufficient to address the serious health and safety problems we encounter in our diverse workplaces.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 11
Submitted by Workers with Disabilities Committee

CUPE Ontario will:

Lobby the Ontario Government to make the Accessibility for Ontarians with Disabilities Act (AODA) a priority by:

1. Making the AODA enforceable;
2. Providing resources to business owners outlining exactly what compliance looks like; and
3. Launching a media campaign that educates Ontarians on the benefit of the AODA for all.

Because:

1. Ontario is not on track to meet the 2025 deadline of full accessibility in the province.
2. 22% of Canadians have a disability and the majority are working age or seniors.
3. Only 59% of adults with disabilities are working as opposed to 80% of the non-disabled adults who are working.
4. Every person will be affected by either a short-term or long-term disability, to some degree.
5. Inaccessibility is discriminating.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 12
Submitted by Local 3903

CUPE Ontario will:

Advocate in CUPE National spaces for the development of resources and ongoing support for survivors of sexual violence, including instances of member-to-member sexual violence.

Because:

- CUPE Ontario must play a leadership role in the development of resources for survivors of sexual violence in CUPE National spaces.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 13
Submitted by OSBCU

CUPE Ontario will:

Work with affiliates of the Ontario Federation of Labour to determine the feasibility of a Section 21 Advisory Committee for the School Board Sector.

Because:

- A Section 21 allows workers to advise and make recommendations on matters relating to the health and safety of all education workers in the province of Ontario and establish consistent health and safety standards across all school boards.
- A Section 21 will promote consistent compliance with OHSA for the sector and recognize the unique nature of the education sector.
- A Section 21 allows education workers to provide advice to the Ministry of Labour, Training and Skills Development regarding enforcement, regulation and policy.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 14

Submitted by Local 4207, Local 6364, Niagara CUPE District Council 9102, Durham Northumberland CUPE District Council 9112, Ottawa CUPE District Council 9125 and the CUPE Ontario Health and Safety Committee

CUPE Ontario will:

Monitor the provincial government's Pandemic/Emergency Response Plan and advocate for a proper response system to a potential emergency/pandemic, including adequate stockpiles of unexpired personal protective equipment (PPE) that meet applicable standards and certification, and is provided to workers based on the precautionary principle.

Because:

- Workers should always have quality products and equipment available, accessible and issued to them.
- The rationing, extended use and reuse of disposable or single-use equipment should never occur.
- All types of PPE should be manufactured in the province and readily available to ensure an efficient supply to workplaces.
- It promotes the awareness of the stockpiles of PPE and ensures public health agencies are funded appropriately to react to any emergency and any other measures that would be deemed appropriate in such circumstances.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 15
Submitted by Local 1777

CUPE Ontario will:

Advocate for better support for workers doing their job from home or remotely because of the COVID-19 pandemic, including:

- Flexible arrangements for workers who must balance work from home with increased family and care taking responsibilities.
- Provision of work tools and safeguarding of health and safety concerns of workers.
- The active involvement of local unions in discussions and decisions to return to offices.

Because:

- Employers have a duty to address health and safety concerns of workers, even when they are working remotely.
- The COVID-19 pandemic has lasted for more than one year and consecutive lockdowns have forced significant numbers of workers to do their jobs from home.
- Even once herd immunity is achieved, many workers will continue to work remotely in some capacity.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 16
Submitted by Local 4702, Niagara CUPE District Council 9102, and the CUPE Ontario Health and Safety Committee

CUPE Ontario will:

Stand in solidarity with injured workers in the fight for decent and meaningful work through integrating the long-term, socio-economic impacts injured workers face via campaigns, research, bargaining language and education programs.

Because:

- The financial impact on injured workers not able to return to work is significant.
- Injured workers' issues affect all sectors; in 2019 the Workplace Safety and Insurance Board (WSIB) filed 49,029 lost time claims in the province of Ontario (wsib.ca).
- There are significant financial strains on injured workers, their families, and communities that we must take into consideration.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 17**Submitted by Local 4207, and Niagara CUPE District Council 9102, and the CUPE Ontario Health and Safety Committee**

CUPE Ontario will:

Lobby for legislative changes to the Labour Relations Act and the Workplace Safety and Insurance Act to ensure union representation for all members in the return-to-work process.

Because:

- Unions are often left in the dark about workers injured on the job and their return-to-work efforts.
- Union participation in return-to-work processes will help ensure members return to suitable work that does not pose risk to their safety and the safety of others.
- Union participation can assist workers return to work in a timely and safe manner.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 18**Submitted by Local 4207, and Niagara CUPE District Council 9102, and the CUPE Ontario Health and Safety Committee**

CUPE Ontario will:

Promote awareness on COVID-19's mental health impact and the increase of addiction and substance use. CUPE should fight for better resources to respond to those issues.

Because:

- COVID-19 related stresses in the workplace have caused or aggravated mental health issues among our members.
- Members with addiction and substance use issues have faced problems obtaining help and resources.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 19

Submitted by Local 4207, Local 6364, Niagara CUPE District Council 9102, Durham Northumberland CUPE District Council 9112, Ottawa CUPE District Council 9125, and the CUPE Ontario Health and Safety Committee

CUPE Ontario will:

Fully sponsor four (4) scholarships for the Workers Health & Safety Centre (WHSC) Instructors Training per year. CUPE Ontario will develop the process for selecting candidates and commit to including members of equity seeking groups in awarding scholarships.

Because:

- The funding to CUPE scholarships has been discontinued.
- The CUPE Ontario Health and Safety and Injured Workers Advocacy Committees have made a commitment to use WHSC educational materials.
- The WHSC has the most up to date training materials.
- CUPE should be at the forefront of delivering worker health and safety education and training to our members.
- It promotes requirements for the newly revised Health and Safety Activists Program.
- It promotes, through education, our commitment to working with allied partners by ensuring a worker's right to a healthy and safe workplace.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 20**Submitted by Durham Northumberland CUPE District Council 9112**

CUPE Ontario will:

Lobby school boards, governing councils, lower-tier and upper-tier municipalities to develop and fund programs that provide free access to menstrual products in all public schools, campuses, and shelters.

Because:

- If campuses and schools do not provide menstrual products, students must ask for these products at a campus health center; if not, they must buy their own.
- When students cannot afford these products, they may miss class, which could affect their ability to be successful in their classes and complete their programs in a timely manner.
- When those utilizing municipal shelters do not have access to menstrual products, they must look for these products at food banks or other charities or use what small amount of money they have on a basic biological function.
- Menstrual rights are a human rights issue.
- We need to facilitate consistent and easier access to necessary menstrual products. This is a basic, but critical health concern for most who menstruate; and failing to provide access to these products reflects a disregard for the needs of half the population.
- This resolution passed in 2019 and has not yet been enacted.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 21
Submitted by Local 3902

CUPE Ontario will:

- Release a statement in solidarity with Black Lives Matter, BIPOC and migrant workers, and admonishing anti-Asian hate in connection with the damage done by police/state violence;
- Work to deepen the trust in CUPE Ontario by supporting individuals affected by and movements created to address police/state violence;
- Sponsor a CUPE National resolution supporting the above, and support efforts at the Ontario Federation of Labour and Canadian Labour Congress for the same;
- Release a letter outlining this position as an important value to CUPE Ontario and to the Canadian Labour Movement.

Because:

- CUPE is a leader for social justice activism.
- True solidarity is an essential component to relationship building, reconciliation, and meaningful alliances.
- State Security Forces can be used to repress workers on strike.
- State Security Forces have monitored and repressed social justice movements that have involved current and previous members of CUPE, including monitoring of Indigenous and labour activists through Operation SITKA.
- State Security Forces repress other social movements that CUPE Ontario otherwise supports through criminalization and violence, such as 'Movement for Black Lives' and during Toronto's 2010 G20 Summit.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 22
Submitted by the International Solidarity Committee

CUPE Ontario will:

1. Call for the suspension of Canadian sanctions against Venezuela because unilateral sanctions are illegal under international law and exacerbate the COVID-19 crisis in the country.
2. Advocate for respect for Venezuelan sovereignty and oppose any intervention in the country.
3. Call on the Canadian government to leave the Lima Group and support dialogue between the Venezuelan government and opposition.

Because:

1. COVID-19 is deepening local and regional threats to peace and human rights. Sanctions block vital medical equipment and life-saving drugs from entering Venezuela.
2. In 2021 UN Special Rapporteur, Alena Douhan urged countries to drop unilateral sanctions imposed against Venezuela because sanctions dramatically affected the entire population.
3. The Canadian government plays a leading role in the “Lima Group” of countries that have aggressively pursued regime change in Venezuela.
4. Canada should support the COVID-19 response in the country because humanitarian exemptions to sanctions are not working.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 23
Submitted by Local 1777

CUPE Ontario will:

Campaign in the union and in the media in support of the workers and/or farmers struggling in India, Myanmar (Burma), United States, United Kingdom, and wherever working people are fighting for their rights or improved living conditions under their supposedly democratic, or authoritarian governments.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 24**Submitted by Local 1281, Local 3902, Local 3903 and the International Solidarity Committee**

CUPE Ontario will:

- Affirm its opposition to the International Holocaust Remembrance Alliance (IHRA) definition of antisemitism.
- Widely publicize its firm opposition to the IHRA definition.
- Educate its constituent locals, and associated labour unions and confederations (including CUPE National), encouraging them to oppose the IHRA definition as well.

Because:

- CUPE Ontario opposes antisemitism, Islamophobia, anti-Black racism, anti-Indigenous racism, white supremacy and all forms of religious discrimination, racism and hatred.
- The IHRA Working Definition of Antisemitism has been used to silence those who denounce grave abuses of human rights of the Palestinian people, the illegal occupation and annexation of Palestinian lands, the unequal treatment of Arab-Palestinians in Israel, Israeli violations of international law, and the inhumane blockade of Gaza.
- The Canadian federal government has already adopted the IHRA definition along with its illustrative examples. In October 2020, Ontario Premier Doug Ford issued Order in Council 1450/2020 which declared that the Ontario government would adopt and recognize the IHRA definition.
- As of March 30, 2021, six (6) CUPE Ontario locals have adopted motions against the IHRA definition (locals 3902, 3903, 3906, 3907, 3908 & 4207).

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 25**Submitted by Durham Northumberland CUPE District Council 9112**

CUPE Ontario will:

Call on CUPE National to develop educational awareness strategies for current and future retirees and create retiree courses that cover pension plans, benefits and getting ready for retirement.

Because:

- CUPE needs to consider educational awareness strategies that will work to inform all CUPE members about issues related to retirement.
- Members need the resources and tools to prepare for retirement.
- CUPE stands strong with retired people and strives to improve the lives of retired people in our communities.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 26
Submitted by Local 4207 and Niagara CUPE District Council 9102

CUPE Ontario will:

1. Work with CUPE Education to deliver training in retirement-planning which covers:
 - Financial planning;
 - Health and wellness;
 - Adjusting to life after retirement;
 - Engaging with our locals and the Retirees Network;
 - Other key post-retirement issues.
2. Ensure that courses are co-facilitated by retirees.
3. Urge CUPE National to deliver this training in all divisions.

Because:

- Retirement is a major life change for which very many CUPE members are not fully prepared.
- Comprehensive retirement training by other unions has proven to be extremely helpful in helping their members adjust to retirement.
- Most CUPE retired members have important institutional history which should not be lost to the union.
- Maintaining the engagement of retiree-members in CUPE at local, district council, division and national levels builds the resistance to government austerity and anti-working class policies.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 27

Submitted by Local 1281, Local 4207, Local 2316, Niagara CUPE District Council 9102 and Durham Northumberland CUPE District Council 9112

CUPE Ontario will:

1. Submit a constitutional amendment to the CUPE National Convention concerning retirees.
2. Implement beginning four (4) months prior to convention a lobbying program on the amendment.

Because:

1. CUPE's retiring members bring a wealth of knowledge, experience and energy to our union.
2. The union will undoubtedly benefit from mobilizing CUPE's retirees.
3. Our retirees have the time and motivation to engage in supporting CUPE's objectives.
4. Continued activism by CUPE's retiring members at each level of our union will strengthen our resistance of anti-worker legislation and the continuing attack on our social programs.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 28
Submitted by Local 3902

CUPE Ontario will:

Submit a resolution to CUPE National calling for broad advertisement of the option for locals to use an electronic strike pay system in lieu of paper-based National Strike Fund forms E, F, and G and to allow for e-transfers/direct deposit.

Because:

- Paper-based National Strike Fund forms are not realistic during a pandemic, prone to loss or damage under any circumstances, and environmentally unsustainable.
- The volume of paperwork they create places an unnecessary administrative burden on local unions.
- Cheques, as a means of remitting strike pay, create administrative, logistic, and accessibility issues. They can be lost or damaged, requiring costly stop payment requests and reissued cheques, and are not appropriate for a post-COVID-19 world.
- E-transfers allow striking members to receive much needed strike pay in a safe, secure, and timely way.
- An integrated electronic system can support the coordination of effective strike pressure while maintaining improved accountability.
- CUPE 3902 and many other CUPE locals have received approval from CUPE National for electronic strike pay administration.
- Other locals may not know that they can also choose to use this system.
- All locals should have access to the information they need to facilitate effective strike action.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 29
Submitted by Local 3902

CUPE Ontario will:

- Submit a resolution to CUPE National Convention to amend Articles 5 and 6 of the National Strike Fund regulations to accommodate striking members and acknowledge the realities of striking during a global pandemic and other times of emergency.
- In the same resolution, call on CUPE National to amend Article 5 and 6 of the National Strike Fund regulations to grant local unions the autonomy and authority to determine the legitimacy of and assign “other picket duties” during a strike.

Because:

- Strikes can only be successful if all members are given the opportunity to participate.
- While picket lines remain an essential part of strike action, numerous other activities must take place in order to support the strike, boost morale, ensure accurate communication, conduct effective outreach, and more.
- The nature of workplaces is changing, especially in context of the COVID-19 pandemic. Some workplaces are increasingly remote with workforces that are not based around a centralized location. Strike action must reflect this reality in adapting measures that complement and parallel in-person pickets.
- We must acknowledge post-COVID-19 implications.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 30
Submitted by Local 3902

CUPE Ontario will:

Submit a resolution to CUPE National calling for the amendment of Article 5 of the National Strike Fund (NSF) regulations to ensure that local union members can receive strike pay when they are not holding a current contract or on active payroll, as long as they have paid dues in the last twelve (12) months and have a reasonable expectation of future employment.

Because:

- The NSF regulations must reflect the reality of precarious and contract workers in unionized workplaces.
- Such workers often work on short-term contracts, which are secured for set periods throughout the year, or seasonally. During other periods, these workers may not hold contracts, or they may be on lay-off subject to recall. They return to work year-after-year for the same employer.
- Employers can force lockouts during periods in which these workers are on lay-off or not holding contracts. The current NSF regulations do not allow these workers to take job action that would impact an employer engaging in such tactics.
- Precarious and contract workers need improvements to their working conditions, and are likely to have to strike to win these improvements. They need support from the NSF to be able to pose credible strike threats.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 31
Submitted by Local 3903

CUPE Ontario will:

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

Because:

- Locals often have more workers requiring accommodation that can be scheduled to work out of strike offices.
- Picket lines are not the only valuable work performed during a strike or lockout: media (including social media), help lines, fundraising, placard-making and more are vital tasks which help win a strike or lockout.
- We need to recognize that invisible work is also vital work.
- Members who are assigned tasks to be performed elsewhere can be trusted to perform that work.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 32
Submitted by Local 6364

CUPE Ontario will:

Propose the following constitutional amendment to CUPE National:

- CUPE National Constitution Article B.4.4 'Expenditures' be amended to include a variety of payment methods, including credit card and electronic bank transfer.

Because:

- To update allowable forms of payment to mirror modern technological advancements in payment modalities.
- To embrace contactless payment methods due to COVID-19.
- To increase convenience and streamline accounting processes.
- To increase efficiency/decrease payment processing time.
- To reduce costs and ecological footprint (due to decreased use & purchases of paper, ink/toner, stamps, envelopes, cheques themselves, and fuel to remit cheque payments via mail).

Referenced Article, excerpted from 2019 CUPE Constitution

B.4.4 Expenditures

Funds can only be spent for the valid purposes of the Local Union and as permitted in the bylaws or as approved by a majority vote at a regular or special membership meeting. The funds cannot be divided among individual members. A petty cash fund may be set up, if approved by a majority vote at a regular membership meeting. The petty cash fund may be used to pay small expenses. **All other expenses must be paid by cheque** signed by the Secretary-Treasurer and the President or another signing officer.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 33
Submitted by Local 3903

CUPE Ontario will:

Report back, annually in writing, which will be made accessible to all members, the progress of the ongoing development of survivor-centric processes for addressing sexual assault in union spaces, including instances of member-to-member violence.

Because:

- In 2015, CUPE Ontario’s membership passed Resolution 14 mandating CUPE Ontario to “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”.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 34
Submitted by Local 3903

CUPE Ontario will:

Support a survivor-centric investigative process by hiring an ombudsperson who shall be neutral and who has undergone extensive anti-oppression, anti-racist, anti-homophobic, anti-transphobic, anti-ableism, anti-sexism and anti-colonialism training.

The ombudsperson shall act as a resource to handle instances of sexual violence from the point of disclosure, especially for locals who lack the appropriate resources to adequately address these instances themselves. Implementing this process would constitute a step towards replacing the current trial process with a survivor-centric process. The process shall protect the safety, well-being and legal rights of survivors regardless of whether they pursue a legal process.

Because:

- Anti-oppression training, while a progressive step, fails to name the various forms and sites of oppression that intersect to form a system of oppression.
- The CUPE trial process is the only process currently available but members have chosen not to pursue it due to its structure. This makes it a barrier to addressing sexual and gendered violence, rather than a solution.
- The CUPE trial process overlooks the power imbalances at the root of gendered and sexualized violence.
- Trial officials and jury members do not have formal mandatory training regarding issues of sexual and gendered violence.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 35
Submitted by Local 3902 and OUWCC

CUPE Ontario will:

Submit the following resolution to the 2021 CUPE National Convention:

CUPE National will develop, in close consultation with the university sector, guidelines for strikes that are applicable to and effective for the academic working environment in order to enable university locals to conduct strong labour actions when necessary.

Because:

- The universities are changing the way they operate both for workers and students. We need to adapt to and address these changes swiftly.
- Vast majority of the academic workers at universities are now, under the pandemic, working fully online when all work is online, laying down our tools means stopping the online work. Especially under the pandemic measures, picketing in front of empty campus has little effect on the employer.
- We must have a comprehensive strike action definition included in our arsenal of weapons and use it when necessary, in order to push back against budget cuts, privatization and commodification of universities and our labour.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 36
Submitted by Local 1281 and Local 3903

CUPE Ontario will:

- Reject the inclusion of State Security Forces—both civilian and non-civilian—in the Canadian labour movement, including but not limited to the Royal Canadian Mounted Police.
- Discontinue any current or future allocation of resources towards the unionization of State Security Forces.
- Work to deepen the trust in CUPE Ontario by supporting individuals affected by and movements created to address police/state violence.
- Sponsor a CUPE National resolution supporting the above and support efforts at the Ontario Federation of Labour and Canadian Labour Congress for the same.
- Release a letter outlining this position as an important value to CUPE Ontario and the Canadian Labour Movement.

Because:

- Unionization of State Security Forces is at odds with CUPE’s stated positions on the former Bill C-51 (2015) and Bill C-59 (2018).
- State Security Forces can be used to repress workers on strike.
- State Security Forces have monitored and repressed social justice movements that have involved current and previous members of CUPE, including monitoring of Indigenous and labour activists through Operation SITKA.
- State Security Forces repress other social movements that CUPE Ontario otherwise supports through criminalization and violence, such as ‘Movement for Black Lives’ and during Toronto’s 2010 G20 Summit.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 37
Submitted by Local 3902

CUPE Ontario will:

- Join calls of Black Lives Matter, BIPOC community activists, and others to defund the police.
- Affirm that organized policing has no place in the labour movement.
- Submit a resolution to CUPE National calling for the removal of police unions from the Union.

Because:

- It's time for change: <https://defundthepolice.org>.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 38**Submitted by Durham Northumberland CUPE District Council 9112**

CUPE Ontario will:

Submit a constitutional amendment to CUPE National to ensure that Bargaining Council representatives are protected under the Trial Procedure (Appendix F) and any other protections afforded to local union officers.

Also:

To work with other bargaining councils and district councils to ensure similar amendments are submitted to further protect all union members.

Because:

- In the past year, OSBCU officers and other elected provincial union representatives have been subjected to behaviour, which if within a local context would be dealt with by the National Board under the trial procedure and complaints process. The OSBCU and others did not receive such protections.
- Social media, electronic communications, etc., are part of the workplace and as such should be free of harassment.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 39
Submitted by OSBCU

CUPE Ontario will:

Ensure that the Indigenous Land Recognition is read at the beginning of every CUPE Ontario sponsored event.

Because:

- To ensure proper recognition is made at every CUPE Ontario event.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 40
Submitted by Local 3903

CUPE Ontario will:

Work toward a process whereby all CUPE delegates discuss and approve the budget at CUPE National Conventions.

Because:

- CUPE delegates can speak to the needs of their locals, which should be reflected in CUPE's budgetary decisions.
- Unions should be accountable to their membership and the needs of their membership.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 41
Submitted by Local 4207 and OUWCC

CUPE Ontario will:

Submit a constitutional amendment to the 2021 virtual OFL Convention that changes the OFL Constitution Article XII, Section 1, to permit per capita tax to be paid on a full-time equivalent basis for part-time workers.

Because:

- Part-time workers are highly dominated by racialized, Indigenous and other equity seeking workers.
- Academic workers are not inside the house of labour, yet on the forefront of labour actions.
- Part-time support workers such as food services, custodial, and library workers need the resources and support of the OFL.
- All workers, especially precarious, need access to the house of labour. If we do not bring them in, we are part of the problem.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 42
Submitted by OSBCU

CUPE Ontario will:

Translate 100% of its website, communications, campaign documents and swag in both official languages. This translation will occur prior to publication and/or distribution.

Because:

- Ontario is a bilingual province.
- Members of CUPE Ontario should be able to communicate and participate in their first official language.
- There should not be language barriers in place to prevent active participation in the labour movement.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 43
Submitted by Local 3903

CUPE Ontario will:

Withdraw all support, whether financial or otherwise, to the Broadbent Institute and its Progress Summits.

Advocate at CUPE National that CUPE National will withdraw all support, whether financial or otherwise, to the Broadbent Institute and its Progress Summits.

Because:

- Broadbent Institute Executive Director Rick Smith has been observed publicly attacking NDP and union leaders engaging in Palestinian solidarity actions.
- CUPE Ontario has been a leader in maintaining critical solidarity with the Palestinian movement through its international solidarity work against the Israeli apartheid, ongoing support for the Boycott, Divestment, Sanctions (BDS) campaign since 2006, as well as the work of its regional committees.
- CUPE Ontario very recently spoke against the Ford government's Bill 168 for its implications around violating the fundamental freedoms of Canadian citizens (including freedom of conscience, thought, belief, opinion, expression and association) by bullying Ontarians into silence on the actions of Israel.
- Broadbent Institute represents a significant independent institutional interest, engaging both in union and corporate sponsorships for fundraising, and at times partnering with corporate partners including Facebook, Loblaws, and Google, on areas of mutual political interest not aligned with the interest of CUPE Ontario members.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 44
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

1. Submit a constitutional amendment to the 2021 National Convention that calls for the following:

- Amend Article 4 to add a new provision to read:

“If a Council of Unions chartered by the National Union is required by provincial legislation to negotiate binding collective agreements on behalf of one or more Local Unions then all Locals/Bargaining Units bound by that collective agreement will be required to affiliate to the Council of Unions.”

Because:

- The Bargaining Council is responsible for bargaining and advocacy for all locals covered by the legislation.
- All locals covered by the legislation directly benefit from the entire work of the Council.
- All locals covered by the legislation should be required to pay their share of the total costs to operate the Council.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 45
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

Provide ongoing resources (both internal and external) to develop an internal CUPE Ontario harassment and complaint policy that outlines the process for internal complaints.

Review best practices and training adopted in other comparable organizations and unions dealing with intersectional gender-based violence and harassment.

Work with CUPE National to determine appropriate remedies in cases of sexual harassment and/or violence to enhance safety within CUPE Ontario.

Submit a constitutional amendment to CUPE National extending the CUPE National Code of Conduct to cover all members within all chartered organizations.

Because:

- Despite having adopted a code of conduct, equality education and other measures, CUPE Ontario women, trans, and gender non-conforming members experience sexual harassment, violence, and gender-based harassment within our union and union spaces.
- Lack of safety means women cannot fully participate in CUPE Ontario thereby weakening union solidarity.
- Women with disabilities, LGBTQ2S+, racialized and Indigenous women face additional harassment and violence.
- The CUPE National Constitution Code of Conduct currently only covers national events and must be expanded to cover all CUPE members at all times.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 46
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

1. Renew its commitment to end systemic racism in our union and address racial disparities and violence in all our communities and at all levels of the union (particularly in the healthcare system and legal system), and to fight to ensure fair and equitable treatment of Black members.
2. Continue to listen to, support and work in solidarity with community groups leading this work.
3. Commit to mobilizing and engaging members in the upcoming elections for a progressive government who works in the best interest of all Ontarians.

Because:

- In 2018, the Canadian Public Health Association released a statement acknowledging that racism is a public health issue.
- COVID-19 has further highlighted systemic racism in our healthcare system and has emphasized the fact that anti-Black racism is not only a public health issue, but a public health crisis.
- CUPE Ontario is outraged by the killings and violence targeted towards Black communities reminding us of the ongoing legacies of colonization, slavery and the existence of anti-Black racism.
- Racism and white supremacy have no place in our union.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 47
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

1. Adopt the Action Plan as presented and amended at this Convention.
2. Report regularly to the members on the Action Plan and the status of various pieces of the Plan.
3. 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.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 48
Submitted by Workers with Disabilities Committee

CUPE Ontario will:

In partnership with the NDP, lobby the Ontario government to:

1. bring the Assistive Devices Program back into public hands;
2. provide better services for persons with disabilities to get the devices they need to live a fulfilling and productive life; and
3. make it more affordable for persons with disabilities to get devices at a reasonable cost.

Because:

1. Making the service public again will leave opportunities to make the program more accessible.
2. 22% of Canadians have a disability, and the majority are working age or seniors.
3. Only 59% of adults with disabilities are working, as opposed to 80% of the non-disabled adults who are working.
4. Every person will be affected by either a short-term or long-term disability, to some degree.
5. The cost of assistive devices is going up.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 49
Submitted by Toronto CUPE District Council 9103

CUPE Ontario will:

- Take action to mobilize local unions and members to prevent the evictions of disproportionately low-income and racialized tenants due to the implementation of Bill 184.
- Demand that the government of Ontario repeal Bill 184, extend the ban on evictions and support those groups that are organizing with tenants.
- Demand that the municipal, provincial and federal governments immediately implement a comprehensive plan to fund and build permanent rent-gear-to-income social housing.
- Support those groups organizing tenants.

Because:

- Bill 184 weakens tenants' rights and over six thousand eviction applications began to be processed as of August 1, when the Landlord and Tenant Board re-opened and emergency freeze on evictions was lifted.
- New provisions in Bill 184 overwhelmingly favour landlords in the eviction process.
- The pandemic has led to a doubling of the unemployment rate in Ontario.
- While Canada has acknowledged that housing is a human right, governments, at all levels, have failed to provide permanent social housing.
- Multi language tenant organizing needs to be done across the city. Tenants associations need to be created and organized.
- The pandemic and its disproportionately negative repercussions on low-income tenants, racialized members and the homeless, are far from over.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 50
Submitted by Local 4207 and OUWCC

CUPE Ontario will:

Develop, resource, and implement a comprehensive campaign on the privatization and corporatization of the university sector and post-secondary education, including components on the following:

- Highlight the use of legal tools, such as the *Companies Creditors Arrangement Act* (CCAA), to absolve public institutions of their responsibilities to workers and their communities;
- The creation of a two-tier post-secondary education system through the introduction of micro-credentials and performance-based funding;
- An alternative vision to post-secondary education premised on a publicly-funded model.

Because:

- Public institutions should not be making use of the CCAA to skirt their responsibilities.
- We must present an alternative vision for our sector premised on public funding.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 51
Submitted by OCHU and CUPE Ontario Executive Board

CUPE Ontario will:

Mobilize and coordinate CUPE members to defend public services and CUPE will assist locals battling against concession bargaining as the next provincial government moves to balance its books after the very significant COVID-19 spending.

Because:

- Ontario has a provincial deficit of \$38.5 billion and projects additional COVID-19 spending of \$100 billion over 3 years.
- This government is committed, as its predecessor was, both to balancing its budget and to not raising taxes on corporations or the wealthy, which leaves public sector spending cuts and wage restraint as its preferred pathways to balance.
- As public sector spending is choked and cut back, there will be attacks on our collective agreements and efforts to privatize the services.
- Our members have faced years of real wage losses due to inflation and they will fight if the union provides leadership.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 52

Submitted by Local 4207, Niagara CUPE District Council 9102, Toronto CUPE District Council 9103, Ottawa CUPE District Council 9125, and OUWCC

CUPE Ontario will:

- Launch an aggressive campaign to ensure, restore, maintain, and help grow funding for post-secondary student unions and Public Interest Research Groups (PIRGs).
- Support the fostering of PIRGs at institutions where PIRGs do not exist or have been defunded.
- Continue to challenge any efforts to create voluntary student unionism and working closely with the Student Movement to protect students' rights to representation.
- Incorporate this campaign into the 2021 Action Plan.
- Vigorously press Queen's Park to enact legislation that will ensure secure ongoing funding.

Because:

- Student Unions and PIRGs are an important part of campus solidarity efforts and generally consistent supporters and builders of student-labour solidarity.
- PIRG staff and many student union staff are members of CUPE or other unions.
- CUPE Ontario and student organizations have a long history of allyship and accompliceship.
- We need to resist government austerity and anti-working-class policies.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 53
Submitted by Indigenous Council

CUPE Ontario will:

Call on Ontario's provincial government and engage with the Ministry of Labour and allies to update the Provincial Employment Standards Act so Indigenous People working in provincially regulated workplaces will have the right to take up to five (5) unpaid days per calendar year to participate in traditional Indigenous cultural practices.

Because:

- The scars of colonialism, continual disrespect, and years of many attempts to decimate the history and cultural traditions of Canada's First People, governments must offer Indigenous workers the proper support and opportunities for them to proudly participate in and celebrate Indigenous cultural practices.
- Ontario needs to offer Indigenous workers the same rights the federal government provides for Indigenous People working in federally regulated workplaces.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 54
Submitted by Local 1979 and Local 2484

CUPE Ontario will:

Work with the Ontario Coalition for Better Child Care (OCBCC) on the “Rising Up for Child Care” campaign.

Provide financial and in-kind support for the OCBCC’s call to:

- Immediately reverse \$49 million in planned cuts to child-care;
- Increase general operating funding by \$500 million to stabilize the sector;
- Partner with the federal government to transition to a publicly funded and non-profit child-care system in Ontario.

Because:

- The Ford government is proposing reckless changes to child-care regulations that erode quality in licensed child-care and open the door to privatization and for-profit/corporate child-care.
- During the COVID-19 pandemic, child-care workers have provided high quality child-care without adequate funding and support to ensure the safety and well-being of children, families and staff.
- Issues identified by the non-profit child-care sector as being critical to their programs during and beyond COVID-19, including the need for base funding, paid sick days and decreased cohort sizes, have gone unheeded by the Ford government.
- The OCBCC will ramp this campaign up as the federal government flows funds to provinces and territories to build systems of early learning and child-care.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 55
Submitted by Local 1777

CUPE Ontario will:

Organize a public campaign calling for the provincial government takeover of Long-Term Care facilities that are privately owned or privately managed, that saw major outbreaks of COVID-19, to include standards of permanent hiring of qualified staff, living wages, adequate safety training, allocation of PPE as staff request, paid sick leave of minimum of five (5) days per year with fourteen (14) days more in health crises, and no temporary agency staffing unless they meet the same requirements.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 56
Submitted by Local 1777

CUPE Ontario will:

Organize a public campaign for wage increases to top up women workers and Black, Indigenous, and People of Colour workers incomes up to the average union-scale for white men. Also, that women who elect to work in the home, rearing children or caring for dependent adults, be paid a wage that has pensionable credits and is equal to the level of equivalent positions in the private and public sectors (such as personal support workers).

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 57
Submitted by OCHU

CUPE Ontario will:

Mobilize CUPE members to support the Ontario Council of Hospital Unions - CUPE campaign against the privatization of hospital services as the province moves alternate level of care, rehabilitation, convalescent care, and other patients out of acute care facilities and into hotels in Hamilton, Sudbury and Ottawa and other settings like Greystone and Hillcrest.

Because:

- This move of alternate level of care and other patients out of acute care facilities and into privately managed hospitals intensifies the rationing and attack on the quality of hospital care for patients and particularly for elderly Ontarians.
- This move relies too often on an exploited workforce.
- The private management or operation of these facilities introduces the for-profit element in a concerted way into the Ontario hospital sector, despite the disastrous results of private sector management and ownership of long-term care during the COVID-19 pandemic.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 58
Submitted by OCHU

CUPE Ontario will:

Work closely with the Ontario Council of Hospital Unions to organize regional rallies to have Bill 195 repealed.

Because:

- Bill 195 has over-ridden the provisions in health and social service sector collective agreements for over a year.
- This legislation over-rides employee rights to staffing, scheduling and redeployment, vacation, normal hours of work, weekends off, job postings and other areas of the collective agreements.
- All our rights to our collective agreements and to free collective bargaining are weakened and undermined when the collective agreements of some of our members are stripped by legislative fiat.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 59
Submitted by OCHU

CUPE Ontario will:

At this convention, fully support the struggle of the workers at the Hillcrest site of the University Health Network who are paid \$16.50/hour and three (3) sick days a year, to provide hospital services under a private contractor, and who have been campaigning to be accepted as hospital staff with hospital wages, benefits and pensions.

That this convention calls on the University Health Network to make these women direct employees of the hospital and to end its ruthless exploitation of this largely racialized and almost exclusively female workforce.

That this convention also calls on the Ontario Federation of Labour to support this just struggle.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 60
Submitted by OCHU

CUPE Ontario will:

Mobilize CUPE members across all sectors, as requested by the Ontario Council of Hospital Unions, to participate in the community-based actions in support of the common front bargaining for nursing, support, service and clerical staff in the hospital sector in their drive to achieve a just collective agreement in the summer and fall of 2021;

Highlight the '**Respect Us, Protect Us, Pay Us**' campaign on its website and social media platforms.

Because:

- The healthcare workforce is struggling to achieve protections in bargaining to address the terrible casualty rate that COVID-19 inflicted on staff who were denied the most essential precautions to work safely, and
- The healthcare workforce has had years without real wage increases and will push in bargaining this year to address that.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 61
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

Endorse the principles outlined by the Decent Work and Health Network (DWHN) for **Universal, Paid, Adequate, Permanent, and Accessible** paid sick days.

Support the DWHN call for seven (7) permanent, paid sick days for all workers and an additional fourteen (14) days during public health outbreaks.

Oppose further public subsidies for corporations like Amazon, Walmart, and Loblaws that are profiting from the pandemic, and should be implementing employer-paid sick days and raising wages.

Actively lobby provincial and federal government representatives to introduce and pass paid sick days legislation.

Host a zap event and other similar events that encourage members to be involved in campaigns for paid sick days.

Because:

- Fifteen months into a global pandemic, no government in Canada has legislated adequate, employer-paid sick days.
- The lack of legislated paid sick days especially hurts BIPOC workers, LGBTQ2S+ workers and women workers who are unable to work from home and over-represented in low-wage, frontline jobs with few benefits.
- The Canada Recovery Sickness Benefit is temporary, inaccessible, and not of use for the crucial first few days of an illness.
- Paid sick day legislation saves lives and reduces infection rates.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 62
Submitted by CUPE Ontario Executive Board and Local 1281

CUPE Ontario will:

- Insist that Queen’s Park meet Canada’s International 2030 climate commitments.
- Persuade the Ontario NDP to make this a key plank in their election platform.
- Join the Pact for a Green New Deal, Youth Climate Strike, and Eco-Justice in forcing Ontario, through legal actions, to reduce its carbon footprints.
- Use labour’s seat at Green Economy Network to advance a just transition to a green economy for workers, based on renewable energy and the divestment from fossil fuels by Canada Pension Plan (CPP) and other funds.
- Submit a CUPE National resolution requiring a CUPE Climate Emergency Action Plan identifying who will do what, by when.

Because:

- Labour must lead the just transition to green jobs.
- “The climate crisis is NOW affecting all of us!” (CBC, 2020)
- "Every day 10,000 people die due to air pollution from fossil fuels." (FORBES, 2020)
- Scientists believe that there will be an increasing number of fossil-fueled extreme weather events.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 63
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

1. Use all means to resist and ultimately repeal Bill 124, including but not limited to collective legal action coordinated through the OFL, mass mobilization of our members and their communities, and the support of locals to resist attempts to artificially and unconstitutionally restrain wages at the bargaining table.
2. Campaign to ensure that emergency orders that allow employers to potentially ignore sections of our agreements indefinitely, as allowed by Bill 195, are repealed.

Because:

- Bill 124 - “Protecting a Sustainable Public Sector for Future Generations Act” became law in Ontario in 2019.
- Bill 124 violates Charter-protected rights to free collective bargaining by limiting wage increases and benefits cost for all public sector workplaces to a total cost of 1% per year, for a period of three years, as collective agreements open.
- This legislation, passed pre-pandemic, is now even more clearly the wrong direction for our communities. It must be resisted at all levels of CUPE until it is struck down by the courts and erased from our history.
- Bill 195 extended orders issued under the first state of emergency indefinitely that provide employers the power to override key areas of CUPE collective agreements.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 64
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

Develop, resource, and implement a comprehensive and aggressive campaign that:

- Highlights the risks posed by the Companies' Creditors Arrangement Act (CCAA) to public services and public institutions;
- Educates and politicizes members of CUPE Ontario on the threats facing public services as a result of the use of the CCAA by public institutions;
- Calls on the provincial government to fully fund public services and ensure no public service in Ontario will declare insolvency under the CCAA;
- Works with the NDP and our allies to put forward an alternative vision for public services.

In addition to a campaign, CUPE Ontario will submit a resolution to CUPE National calling on National to demand an amendment to the CCAA explicitly banning public institutions from accessing the provisions of the Act.

Because:

- The recent development at Laurentian University, which has declared insolvency under the CCAA, poses a serious threat to public, taxpayer funded institutions and the services they provide.
- The use of the CCAA, left unchecked and unchallenged, will lead to a massive restructuring of public services as we know them.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 65
Submitted by Local 250

CUPE Ontario will:

1. Organize an annual human rights workshop to be held via Zoom, open to all locals that have a human rights committee or are starting one.
2. Assist CUPE Local 250 to organize the first workshop, and provide proper resources for workers with disabilities.
3. Ensure the workshop continues on an annual basis with other CUPE locals hosting the Zoom or any other multi-media platform that allows mass attendance (Microsoft Teams, Google Meet, etc.).

Because:

- Allows for unity throughout Ontario for all equity seeking groups.
- Helps set up cross training opportunities for equity seeking groups that we all can benefit from.
- Allows equity seeking groups and local executives to advance equity seeking issues in our locals and all unions.
- Allows locals seeking to start a human rights committee access to other locals on the process they took to starting their own human rights committee.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 66
Submitted by Workers with Disabilities Committee

CUPE Ontario will:

1. Develop an education campaign to fight back the austerity measures that will be created at the end of the pandemic.
2. Clear the backlog of educational commitments by increasing the number of courses being offered.
3. Offer more scholarships, as well as promote their use in a “fire-sale” on scholarships moving into Fall 2021.
4. Work together to provide education to fight back the government measures that will hinder the normal working lives of equity-seeking members, especially persons with disabilities, in consultation with other equity seeking groups within CUPE Ontario.

Because:

1. Equity-seeking members have already paid dearly by working on the front lines during the pandemic; and without a collective force working together, equity-seeking members of our unions will be pushed further into the background,
2. Education courses will hopefully be returning to in-person courses, but, if not, will still be of increased importance as we approach the end of lockdown conditions province-wide, so the push to educate members is more important than ever.
3. The equity-seeking members should not pay the price as we redevelop a new normal.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 67
Submitted by Local 3903

CUPE Ontario will:

Develop sexual violence and harassment training in consultation with provincial coalitions of rape crisis centres, anti-racism activists and community groups, disability-rights organizations and queer-rights organizations. Training modules will be circulated widely across locals for feedback.

Because:

- Any training should work from an intersectional lens that recognizes how sexual and gendered violence is experienced differently based on the intersecting oppressions that constitute the material reality of one's life.
- Changing the culture of our locals will require training and workshops regarding how to respond to instances of sexual and gendered violence.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 68
Submitted by Women's Committee

CUPE Ontario will:

- Work with CUPE National Education to ensure that ombudspersons training that includes education specific to deal with issues of sexual harassment and/or violence in union spaces.
- Ensure ombudspersons training and any additional training on any new Code of Conduct or anti-violence training that is appropriate for CUPE Ontario, is provided to all sitting members of the CUPE Ontario Equality Committee who want the education.

Because:

- National and provincial ombudspersons training can differ.
- Women members who experience sexual harassment and/or violence at CUPE events currently do not feel secure talking to an ombudsperson that is not trained specifically to deal with these issues.
- Women feel no assurance that meaningful action will be taken when they experience sexual harassment and/or violence in CUPE spaces.
- Equity seeking members are more likely to disclose to other equity seeking members when they experience something that violates the Equality Statement.
- This is an equity issue and our union fights for equity.
- There should be many CUPE members available to be ombudspersons at CUPE Ontario events and to not assume staff representatives will do it.
- Ombudspersons shifts could be shorter if more people are trained and available.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 69
Submitted by Women's Committee

CUPE Ontario will:

Support the Women's Committee to deliver a campaign to follow up from the recent 'We Believe Survivors' document with more resources for locals and members, and to work with Union Development to create a course for members and locals to support survivors, and to end violence and harassment in CUPE spaces, with a short version being offered at a future CUPE Ontario convention. The documents will be housed on the CUPE Ontario Women's Committee webpage.

Because:

- It is important to have local as well as provincial information available in one spot for locals.
- A number of women disclosed to the Women's Committee that they have experienced sexual assault in CUPE spaces.
- CUPE Manitoba was put under administration over concerns about sexual violence and how they dealt with complaints.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 70
Submitted by Local 3902, Local 4207, and OUWCC

CUPE Ontario will:

- Commit to promoting the principles of democratic socialism.
- Develop workshops and education on alternatives to capitalism.

Because:

- The capitalist system is inequitable, discriminatory, and exclusionary – we must call it out for what it is and propose an alternative.
- No alternative to the current economic system will be viable until we take the steps necessary to educate our members on an alternate system and gain their support.

Convention Decision:	Carried	Defeated	Referred
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CONSTITUTIONAL AMENDMENTS

CONSTITUTIONAL AMENDMENTS

Article 6 (g)	CA #1
Appendix B CUPE Ontario Equality Statement	CA #2
Appendix C CUPE Ontario Code of Conduct	CA #3
Article 8 e (2) and 8 e (3c)	CA #4
Article 4 (k)	CA #5
Article 9 (b)	CA #6
Article 4 (d) (3)	CA #7
Article 4 (d) (3)	CA #8

2021 REPORT FROM THE CONSTITUTION COMMITTEE

April 22, 2021

We are pleased to serve on the Constitution Committee in preparation for the 2021 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.

Given the format of Convention of this year, the Constitution Committee recognizes that there will be a limited amount of time for the Convention to do its work of voting on the constitutional amendments and hopes that Convention will attempt to deal efficiently with as many of the amendments as possible in the limited time available.

The Constitution Committee met on April 21st and 22nd, 2021 over Zoom and reviewed a total of eight proposed constitutional amendments submitted by CUPE Locals, CUPE District Councils, Bargaining Councils and by the CUPE Ontario Executive Board. We combined two of the proposed constitutional amendments into one and set one amendment to cover another.

In a number of cases, we made minor revisions to ensure that the amendments correctly identified the areas in the Constitution which were targeted for amendment, and in some cases, to ensure consistency with the intent as stated in the "Because" section of the proposed amendment.

The Constitution Committee would like to thank the CUPE Ontario staff Shadi Golic and Meaghan Dixon, the Executive Board, the National staff Ryan Culpepper, Elizabeth Nurse, and Devon Paul, and all those who took the time and effort to submit constitutional amendments.

We would also like to thank Susan Gapka, Chair of the CUPE Ontario Constitutional Review Committee and Executive Board Liaison who attended our meetings and helped us appreciate the intent behind the proposed amendments submitted by the Executive Board.

Should you wish to communicate with the Constitution Committee, we may be reached at the following email address: constitution@cupe.on.ca.

We submit our Report and look forward to a useful and productive convention.

In Solidarity,

Kristie Osmond-Jones - Co-Chair
Kevin Cadore - Co-Chair
Michele Gardner
Liz James
Rhonda Grigsby

Local 1764
Local 2331
Local 3798
Local 1479
Local 4914

CONSTITUTION COMMITTEE

MEMBER	LOCAL
Kristie Osmond Jones	1764
Kevin Cadore	2331
Michelle Gardner	3798
Rhonda Grigsby	4914
Liz James	1479
Susan Gapka	Executive Board
Shadi Golic	CUPE Ontario Staff
Ryan Culpepper	CUPE National Staff
Elizabeth Nurse	CUPE National Legal Staff
Devon Paul	CUPE National Legal Staff

CONSTITUTIONAL AMENDMENTS

Constitutional Amendment No. CA1
Submitted by CUPE-Ontario Executive Board

CUPE Ontario will:

Remove Article 6 (g) in the CUPE Ontario Constitution and replace it with the following:

Article 6

- (g) Nominees allowing their names to go forward for office shall, upon acceptance of nomination, come forward to the Convention platform, and ~~clearly and audibly speak~~ **state** the following ~~lines~~ to the assembled delegates:

"In accepting my nomination, I commit to following anti-racist, anti-oppression, working-class and social unionism principles. I will support the Constitution, principles and policies of CUPE Ontario and of the Canadian Union of Public Employees."

Because:

These are clear language amendments to this article of the CUPE Ontario Constitution as well as amending language to ensure it is not ableist in nature.

Convention Decision:	Carried	Defeated	Referred
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Constitutional Amendment No. CA2
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

Add Appendix B CUPE Ontario Equality Statement to the CUPE Ontario Constitution:

CUPE Ontario Equality Statement

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist, homophobic or transphobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different, and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.

Because:

- The CUPE Ontario Equality Statement is a grounding document of how we conduct ourselves as a union and should be contained within the Constitution.

Convention Decision:	Carried	Defeated	Referred
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Constitutional Amendment No. CA3
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

Add Appendix C CUPE Ontario Code of Conduct to the CUPE Ontario Constitution:

CUPE Ontario Code of Conduct

The mandate of our union, the Canadian Union of Public Employees (CUPE), is to organize and defend workers and to promote economic and social justice for our members and for all workers. In carrying out our work, we in CUPE strive to promote our core values which include the principles of solidarity, equality, democracy, integrity and respect. We are committed to mobilizing our energy and skills to work together to promote these values and to attain these goals in our union, our communities and globally.

CUPE Ontario is committed to creating a union which is inclusive, welcoming and free from harassment, discrimination and all types of bullying and intimidation. CUPE Ontario needs to ensure that we provide a safe environment for members, staff and elected officers to carry out our work. CUPE Ontario's expectation is that mutual respect, understanding and co-operation will be the basis of all our interaction.

The Code of Conduct sets out standards of behaviour for participants at CUPE Ontario convention, CUPE Ontario conferences, schools, meetings and all other events organized by CUPE Ontario. It is consistent with the expectations outlined in the Equality Statement, the CUPE National Constitution, and the CUPE Ontario Constitution.

This Code of Conduct is intended to deal with complaints of inappropriate behaviour at events organized by CUPE Ontario. It does not apply to complaints arising in the workplace, as those are dealt with through the grievance procedure and/or the applicable workplace harassment policy.

As CUPE members, staff, and elected officers, we commit to one another and to the union to be governed by the principles of the Code of Conduct and agree to:

- Abide by the provisions of the Equality Statement.
- Respect the views of others, even when we disagree.
- Recognize and value individual differences.
- Communicate openly.
- Support and encourage each other.
- Make sure that we do not harass or discriminate against each other.
- Commit to not engaging in offensive comment or conduct.
- Make sure that we do not act in ways that are aggressive, bullying or intimidating.

- Take responsibility for not engaging in inappropriate behavior due to use of alcohol or other drugs while participating in union activities, including social events.

Harassment is objectionable behaviour which may include actions, language, gestures and/or written material and which the harasser knows or ought reasonably to know is abuse and unwelcome. Bullying is a form of harassment which is serious ongoing behaviour which targets an individual or group and which threatens that person or persons' mental and/or physical well-being.

A complaint regarding the Code of Conduct will be handled as follows:

1. If possible, a member may attempt to deal directly with the person alleged to have engaged in behaviour contrary to the Code, by asking him/her to stop such behaviour. If that is not possible, or if it does not resolve the problem a member may bring forward a complaint.
2. At the CUPE Ontario Convention, and all CUPE Ontario Conferences, schools, meetings and all other events organized by CUPE Ontario, a complaint shall be brought to the attention of an ombudsperson.
3. If the complaint involves a staff member, it shall be referred to the appropriate director for investigation and the complaint shall be dealt with in accordance with the applicable staff collective agreement.
4. Once a complaint is received, the ombudsperson will work to seek a resolution.
5. If this fails to resolve the matter, the ombudsperson shall report the matter to the person in charge, who shall determine whether there is need to remove the member. The person in charge has the authority to expel members from the event for serious or persistent offenses.
6. At CUPE Ontario events where an ombudsperson is not available, a person properly appointed and designated to be in charge shall receive the complaint. Depending on the nature of the problem, the person in charge may attempt to resolve it through conflict resolution. If this fails to resolve the matter, the person in charge shall determine whether there is a need to remove the member. The person in charge has the authority to expel members from the event for serious or persistent offenses.
7. If the person in charge is a party to the complaint, the director or designate shall assume that role.
8. In a case where a member has been expelled from an event, the President of CUPE Ontario shall receive a report on the matter.

This Code of Conduct is designated to create a safe, respectful and supportive environment within CUPE Ontario. It is meant to enhance the rights and obligations outlined in the CUPE National Constitution, the CUPE Ontario Constitution, the Equality Statement and applicable human rights legislation, not to replace them.

The above Code of Conduct arises from the National Women’s Task Force (NWTF) report, Resolution 209 adopted at the 2007 CUPE National Convention, and Code of Conduct adopted by the CUPE National Executive Board in 2011.

Because:

- By placing the CUPE Ontario Code of Conduct in the CUPE Ontario Constitution, this document will be accessible to all members and a foundation outlining expectations and the complaint process.

Convention Decision:	Carried	Defeated	Referred
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**Constitutional Amendment No. CA4
Submitted by OSBCU**

CUPE Ontario Will:

Amend Article 8 (e) 2. and 3. c) as follows:

ARTICLE 8 • EXECUTIVE BOARD, TRUSTEES AND STANDING COMMITTEES

(e) 2.

- a) There shall be a Women's Committee elected at each Women's Conference in even numbered years. Four (4) women shall be elected by the Women's Caucus. An additional member of the committee shall be elected by women from each of the following caucuses at the Conference: Indigenous Council, Workers with Disabilities, Pink Triangle, Racial Justice, Young Workers, and Northern Ontario. **Each Sector Representative will appoint one woman as a sectoral appointee.** The committee will have two (2) co-chairs for the committee. One (1) of these co-chairs will be elected by and from the members of the Women's Committee. The other co-chair will be the Women's Representative to the Executive Board, who will be chosen by the Women's Caucus at Convention, every two years. The Women's Committee mandate shall be to promote equality for women in the workplace, the union and the community.
- b) Should a permanent vacancy occur on the committee, the position shall be offered to the unsuccessful candidates for this office in order of votes received in the previous election, provided that they received at least twenty-five percent (25%) of the total votes cast. Those women elected by women in their respective equity caucus will be replaced only with women from that caucus. **Sectoral appointees on the committee will be replaced by appointment by the respective Sector Representative.** If the vacancy **other than the sectoral appointees** cannot be filled in this manner, the Secretary Treasurer shall issue a public call for applications to members and ensure it is promoted on social media. The Women's Committee will then select a candidate from the pool of applicants and recommend their appointment to the Executive Board.

...

3.

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

session, as applicable.

Seven (7) members shall be elected by each respective caucus, or in plenary, as applicable. **Each Sector Representative will appoint a representative who belongs to the appropriate equity group to each of the equality committees that include: Pink Triangle Committee, the Workers with Disabilities Committee, the Racial Justice Committee, the Indigenous Council, and the Young Workers Committee.**

The Young Workers Committee shall have one (1) additional member who shall be elected by young workers at the Northern Ontario Caucus at Convention in odd numbered years.

Should a permanent vacancy occur on any of these six (6) Committees **other than the sectoral appointee**, the position shall be offered to the unsuccessful candidates for this office in order of votes received in the previous caucus elections, provided that they receive at least twenty-five percent (25%) of the total votes cast. **Sectoral appointees on the committees will be replaced by appointment by the respective Sector Representative.** If the vacancy cannot be filled in this manner, **with the exception of sectoral appointees**, it shall be filled by appointment of the Executive Board, in consultation with the affected Committee, at the next regularly scheduled Executive Board meeting.

Convention Decision:	Carried	Defeated	Referred
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**Constitutional Amendment No. CA5
Submitted by CUPE Ontario Executive Board**

CUPE Ontario will:

Remove the current Article 4 (k) of the CUPE Ontario Constitution and replace it with the following:

Article 4

(k) Convention Agenda

The Convention Agenda will include the following:

- 1. Equality Statement, Land Recognition, UN Declaration of Decade of African Descent;**
- 2. Interim & Final Credentials Reports;**
- 3. President's Report;**
- 4. Secretary-Treasurer's Report;**
- 5. Trustees' Report;**
- 6. Ways & Means Report and Budget Approval;**
- 7. Nominations and Elections;**
- 8. Reports of Convention's Committees;**
- 9. Resolutions;**
- 10. Constitutional Amendments;**
- 11. Debate and Adoption of the Action Plan;**
- 12. Swearing-in of Elected Representatives;**
- 13. Other Business.**

Because:

- The current language of Article 4 (k) outlining the Convention Agenda is out of date, and this new language accurately reflects the activities that have taken place at CUPE Ontario Conventions for many years. The language also allows for items to be moved around in their order as has been the practice.

Convention Decision:	Carried	Defeated	Referred
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Constitutional Amendment No. CA6
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

Amend Article 9 (b) of the CUPE Ontario Constitution with the following language:

(b) **Convention**

The Secretary Treasurer will prepare a draft convention budget outlining the anticipated revenue and expenses to the Ways and Means Committee to present to Convention for debate and approval.

~~Disbursement for the CUPE Ontario Convention shall be limited to the following:~~

- ~~1. Rent of Convention hall;~~
- ~~2. Rent of function rooms;~~
- ~~3. Cost of hospitality rooms (not to exceed one thousand dollars [\$1,000.00]);~~
- ~~4. Cost of supplies (recording tapes, kits, etc.);~~
- ~~5. Banquet and dance;~~
- ~~6. Accommodation for pressroom, etc;~~
- ~~7. Travel subsidy;~~
- ~~8. Transcribing expenses.~~

Because:

- This reflects the current process as convention is a significant budget item and allows for it to be built into the budget process for delegates to approve and also recognizes that convention expenses are far more vast than this previous list.

Convention Decision:	Carried	Defeated	Referred
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Constitutional Amendment No. CA7
Submitted by Durham and Northumberland CUPE District Council 9112

CUPE Ontario will:

Amend Article 4 (d) 3 as follows:

3. In addition, all locals, district councils, bargaining councils, and other affiliated organizations are eligible to send ~~one (1)~~ retiree delegates with voice but no vote except for a vote in a caucus of registered retiree delegates to elect their representative. **as follows:**

No. of Members	No. of Retiree Delegates
1 to 200	One
201 or more	Two

Because:

After serious consideration, the 1st CUPE Ontario Biennial Retirees Meeting resolved to submit this amendment so as to further mobilize and organize CUPE's retirees into the work and campaigns of the union within locals, district councils, bargaining councils, and other affiliated organizations.

Convention Decision:	Carried	Defeated	Referred
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Constitutional Amendment No. CA8
Submitted by Local 1281, Local 2191, Local 2316, Local 5167 and Toronto CUPE
District Council 9103

CUPE Ontario will:

Amend Article 4.3 of the 2019 Constitution to read:

3. In addition, all locals, district councils, bargaining councils, and other affiliated organizations are eligible to send retiree delegates with voice but no vote except for a vote in a caucus of registered retiree delegates to elect their representative as follows:

3.1 Retiree Delegates

No. of Members: 1 to 200: 1 delegate
No. of Members: 200 or more: 2 delegates

Because:

After serious consideration, the 1st CUPE Ontario Biennial Retirees Meeting resolved to submit this amendment so as to further mobilize and organize CUPE's retirees into the work and campaigns of the union within locals, district councils, bargaining councils, and other affiliated organizations.

Convention Decision:	Carried	Defeated	Referred
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