

VIRTUAL CONVENTION

2022

RESOLUTIONS & CONSTITUTIONAL AMENDMENTS

**DEMAND BETTER,
VOTE TOGETHER:**

**THE ONTARIO
WE DESERVE**



CUPE * SCFP
Ontario

RESOLUTIONS

Report from the Resolutions Committee

It is an honour to serve on the Resolutions Committee for the 2022 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 March 16th and 17th, 2022 to review all the resolutions duly submitted to the CUPE Ontario Division by locals, committees, councils and the Executive Board. The Resolutions Committee reviewed 77 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 58th Annual CUPE Ontario Convention.

RESOLUTIONS

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LIST OF ACRONYMS

2SLGBTQI+ - Two-spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex
AMO - Association of Municipalities of Ontario
CGM - Continuous Glucose Monitoring
CPI - Consumer Price Index
ESA - Employment Standards Act
HCCSS - Home and Community Care Support Services
IHRA - International Holocaust Remembrance Alliance
JHSC - Joint Health and Safety Committee
LGBTQ2IA+ - Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Two-Spirit, Intersex, Asexual
LGBTQ2+ - Lesbian, Gay, Bisexual, Transgender, Queer and Two-Spirit
LICO - Low Income Cut-off
MROO - Municipal Retirees Organization of Ontario
NATO - North Atlantic Treaty Organization
NDP - New Democratic Party
ODSP - Ontario Disability Support Program
OHSA - Occupational Health and Safety Act
OMERS - Ontario Municipal Employees Retirement System
OPIRG - Ontario Public Interest Research Group
OW - Ontario Works
PPE - Personal Protection Equipment
PSW - Personal Support Worker
WHSC - Workers Health and Safety Centre
WSIB - Workers Safety and Insurance Board

Resolutions Committee

MEMBER	LOCAL
Andrew Beecher	2191
Kathleen Webster	2361
Sheree Bean	148
Brandon Hunting	250
Carly Barnes	2977
Alexis Tseng-Chung	3798
Rose Mary Buote	6364
David Simao	CUPE Ontario Executive Board Liaison
Dhananjai Kohli	CUPE Ontario Staff
Shadi Golic	CUPE Ontario Staff
Garyan Martin	CUPE Ontario Staff
Danny Scheibli	CUPE National Staff
Nancy Murphy	CUPE National Staff

RESOLUTIONS

Resolution No. 1 Submitted by Local 1281

CUPE Ontario will:

Develop, resource, and implement an anti-white supremacy campaign to build on the “Recognize and Resist White Supremacy” guide developed by the Racial Justice Committee.

Because:

- White supremacy is the root of all types of racism and most forms of discrimination.
- During the pandemic, Black, Indigenous and racialized communities experienced increased inequities such as access to housing and job security.
- During the pandemic, there was an increase in hate crimes such as anti-Black racism, anti-Indigenous racism, anti-Asian racism, Islamophobia and antisemitism.
- White supremacy is a global pandemic which continues to plague our union and communities, and there is no vaccine which can cure it. CUPE Ontario’s message must be clear that white supremacy has no place in our union and communities and must be eradicated.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 2

Submitted by Local 4207, CUPE Ontario Racial Justice Committee, and CUPE Ontario Women's Committee

CUPE Ontario will:

Develop and resource an anti-white supremacy campaign to build on the "Recognize and Resist White Supremacy" guide developed by the Racial Justice Committee.

Because:

- White supremacy is the root of all types of racism and most forms of discrimination.
- During the pandemic, Black, Indigenous and racialized communities experienced increased inequities such as access to housing and job security.
- During the pandemic, there was an increase in hate crimes such as anti-Black racism, anti-Indigenous racism, anti-Asian racism, Islamophobia and antisemitism.
- White supremacy is a global pandemic which continues to plague our union and communities, and there is no vaccine which can cure it. CUPE Ontario's message must be clear that white supremacy has no place in our union and communities and must be eradicated.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 3
Submitted by Local 4207

CUPE Ontario will:

1. Develop a province-wide women's advocate program that ensures we have one woman advocate at every affiliated local and every district council. This will be developed as the next step to the "We Believe You" campaign. The women's advocate will be a trained CUPE Ontario member who is from the local and who received training to be in this role.
2. Develop bargaining language that locals will be able to use to negotiate a women's advocate program in their collective agreement.

Because:

- COVID-19 showed us that violence against women is another epidemic that needs immediate attention.
- Women need an advocate who is a specially trained workplace representative and who assists women with concerns such as workplace harassment, intimate violence and abuse.
- Women who are in abusive relationships risk further violence, even death, as they seek to leave or break contact with the abuser.
- Women are five times more likely to speak to a woman about violence and harassment issues.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 4
Submitted by CUPE Ontario Women's Committee

CUPE Ontario will:

1. Develop a province-wide women's advocate program to strengthen mechanisms for those needing support around gender-bias, sexual harassment, and violence. The program will encourage having at least one woman advocate at every affiliated local and every district council. This will be developed as the next step to the "We Believe You" campaign. The women's advocate will be a trained CUPE Ontario member who is from the local and who received training to be in this role.
2. Develop bargaining language that locals will be able to use to negotiate a women's advocate program in their collective agreement.

Because:

- COVID-19 showed us that violence against women is another epidemic that needs immediate attention.
- Women need an advocate who is a specially trained workplace representative and who assists women with concerns such as workplace harassment, intimate violence and abuse.
- Women who are in abusive relationships risk further violence, even death, as they seek to leave or break contact with the abuser.
- Women are five times more likely to speak to a woman about violence and harassment issues.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 5**Submitted by CUPE Ontario International Solidarity Committee**

CUPE Ontario will:

1. Stand in solidarity with asylum seekers and refugees fleeing wars and repression around the world.
2. Support calls on government and humanitarian authorities, especially in Europe, to ensure non-discriminatory safe passage and life-saving protections for all people affected by the Russia-Ukraine conflict.
3. Send protest letters to Poland, Ukraine and other European embassies in Canada demanding fair and just treatment of racialized refugees and denouncing the racism used by the authorities in these countries in preventing non-white people fleeing Ukraine.
4. Make a donation to refugee organizations including those supporting non-white refugees fleeing Ukraine.

Because:

- According to credible reports including by UN independent human rights experts, since the start of Russia-Ukraine war, “Black Africans, Indian nationals, Pakistani nationals, people of Middle Eastern descent and others have sent urgent reports documenting life-threatening racist and xenophobic treatment” as they attempted to flee the violence in Ukraine.
- Western countries have frequently shown double standards, racism and discriminatory policies and practices throughout the years towards asylum seekers and refugees from Africa, Middle East and other parts of the Global South.
- All states in Europe, Canada and US must comply with international human rights standards and stop their racist and discriminatory practices against refugees.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 6**Submitted by Local 1281 and CUPE Ontario Young Workers Committee**

CUPE Ontario will:

1. Support the Young Workers Committee to collect data on young workers present in our affiliated locals and our membership-at-large.
2. Create an active listserv or distribution list to communicate our events, functions, initiatives and programs to young workers.
3. Encourage affiliated locals to engage young workers to participate in their local, and offer mentorship opportunities to young workers to gain knowledge about executive roles within the local.
4. Work in consultation with the Young Workers Committee to create and deliver an education campaign targeted at young workers and provide young workers related resources and materials for members.

Because:

- Young workers are disproportionately underrepresented at CUPE Ontario's conventions and conferences.
- Young workers in Ontario represent a large segment of our membership but experience inequalities in getting the opportunity to get involved with their union.
- Young workers in Ontario are underrepresented in political decision-making.
- Young workers in Ontario have a strong will and determination to change our collective future, engage in the political sphere, and be future leaders in the labour movement.
- To ensure the future of our union, CUPE Ontario needs to take a proactive approach to ensure that young workers receive education about the union and are allowed to be involved.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 7**Submitted by Local 1281 and CUPE Ontario Pink Triangle Committee**

CUPE Ontario will:

Create a Pink Triangle Award to recognize the important and essential work to build pride and support LGBTQ2+ members in our locals and union.

Because:

- The Pink Triangle Committee wants to acknowledge the important work performed by our members and locals to support, celebrate, and build pride in our members from the LGBTQ2+ community.
- Like for the other CUPE Ontario awards, such as Sisters in Solidarity, Health and Safety, Injured Workers Advocacy, and Racial Justice, it is important that the fight against Homophobia, Transphobia, Biphobia, and other forms of hate towards gender diverse and non-binary people is formally recognized and honoured.
- The Pink Triangle Committee wants to show appreciation to allies and comrades that help support, acknowledge, and promote LGBTQ2+ members in their everyday workplace and union experience.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 8
Submitted by Local 3903

CUPE Ontario will:

1. 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.
2. Discontinue any current or future allocation of resources towards the unionization of state security forces.
3. Work to deepen the trust in CUPE Ontario by supporting individuals affected by and movements created to address police/state violence.
4. Sponsor a CUPE National resolution supporting the above and support efforts at the Ontario Federation of Labour and Canadian Labour Council for the same.
5. 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 former Bills C-51 (2015) and 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 members of CUPE, including monitoring of indigenous and labour activists through Project SITKA.
- State security forces repress social movements that CUPE Ontario supports (e.g., Toronto G20 Summit and the Movement for Black Lives).

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 9
Submitted by Local 3903

CUPE Ontario will:

1. Affirm its opposition to the IHRA definition of antisemitism.
2. Widely publicize its firm opposition to the IHRA definition. CUPE Ontario will 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 condemns antisemitism, Islamophobia, anti-Black racism, anti-Indigenous racism, white supremacy and all forms of religious discrimination, racism and hatred.
- The International Holocaust Remembrance Alliance 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, five CUPE Ontario locals have adopted motions against the IHRA definition (Locals 3903, 3906, 3907, 3908, and 4207).

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 10
Submitted by CUPE Ontario International Solidarity Committee

CUPE Ontario will:

1. Condemn and call for a halt to the Russia's invasion of Ukraine.
2. Call for an end to NATO's militarization.
3. Condemn Canadian militarism and involvement in wars and military aggressions internationally.
4. Support progressive anti-war movements and international solidarity between the working class and people around the world.

Because:

- Russia's invasion of Ukraine is not justifiable, its main victims are ordinary people of Ukraine, Russia and citizens of other countries trapped during this conflict.
- War and militarization in the past decades have killed and displaced millions especially in the Global South.
- In 2017, CUPE Ontario passed a resolution against Canadian militarism and involvement in unjust wars and military aggressions internationally.
- Progressive grassroots anti-war movements that demand de-militarization and peaceful coexistence of people around the world must pressure governments and military superpowers, including US, NATO and Russia, to seek transparent dialogue and diplomatic solutions to this war.
- Wars and militarization have been used as a pretext globally to fuel hatred, racism, discriminatory media coverage and propaganda, and attacks on people's democratic and human rights and basic needs such as free public education, health care, social services, employment and job security.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 11**Submitted by Local 9112 - CUPE Durham Northumberland District Council**

CUPE Ontario will:

Work with the Pink Triangle Committee and members to commemorate Bi Visibility Day on September 23 each year.

Because:

- Making the existence of bisexual persons visible is a key building block in the eradication of violence and discrimination against them.
- Lived experiences and the very sexual orientation of bisexual persons is constantly made invisible and questioned, even in our own union spaces.
- This is an opportunity to address the particular issues bisexual people face and also to raise the awareness about bisexuality and to celebrate the diversity of and differences within the LGBTQ2IA+ communities.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 12

Submitted by Local 1281, Local 3902, CUPE Ontario Health and Safety Committee, and CUPE Ontario Young Workers Committee

CUPE Ontario will:

1. Lobby CUPE National to add more Health and Safety National Staff Representative positions.
2. Request that CUPE National do this as soon as possible and follow up via resolution at the next National Convention if action has not yet been taken.
3. Request specifically that CUPE Divisions are assigned at least one (1) Health and Safety National Staff Representative per 50,000 workers or fraction thereof.

Because:

- During the COVID-19 pandemic, CUPE Ontario Division was serviced by two (2) Health and Safety National Staff Representatives.
- CUPE National has just added one more position to service CUPE Ontario Division.
- Three (3) Health and Safety Representatives are not sufficient to service the 250,000 CUPE workers in Ontario.
- Health and safety are a priority for workers. It must be a priority for our union.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 13
Submitted by Local 3903

CUPE Ontario will:

Advocate to CUPE National to increase the number of Health and Safety staff in Ontario to 6 from the current 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. 14
Submitted by Local 3903

CUPE Ontario will:

Increase the number of Injured Workers specialists and representatives that service all regions of Ontario equitably.

Because:

- Injured workers have challenges as a result of the pandemic in planning a safe return to work that require extra attention at this time.
- The number of allowed WSIB claims in 2020 (60,248) decreased in comparison to 2019 (65,664), demonstrating the need for increased focus on WSIB issues, appeals, representation, and advocacy (source: wsib.ca).
- Denied workers compensation claims can create severe mental, emotional, and financial hardship on our fellow union members that can be avoided through additional representation and campaign work.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 15
Submitted by Local 3902

CUPE Ontario will:

1. Work with CUPE Health and Safety and Research National Reps and Committees to develop and provide to all locals:
 - a. Sample language to make a recommendation (as per the Occupational Health and Safety Act (OHSA)) that the employer provide Workers Health and Safety Centre (WHSC) Part 1 - Basic Certification and Part 2 - Workplace-Specific Hazard Certification training to all Central and Local Health and Safety Committee members;
 - b. Fact sheets and resource materials, providing rationale for workers to present at committee level and to use as awareness/mobilization of members, presenting statistics specific to the workplace and across the province;
 - c. A short 5-15 min video detailing the process of making a recommendation at the joint committee level, accompanied with a flow chart of the process and a checklist for tracking process.

Because:

- The number of injuries happening in our workplaces is escalating including critical and deaths.
- Certified workers have training to inspect the workplace ensuring inspections are being completed on a more frequent and proactive basis.
- Certified workers have training to ensure a comprehensive investigation of workplace injuries, including critical injuries, and secure scenes.
- Under article 25.2(h) of the OHSA, employers are obligated to provide every reasonable precaution.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 16**Submitted by CUPE Ontario University Workers Coordinating Committee**

CUPE Ontario will:

1. Work with CUPE Health & Safety National Reps and Committees to develop and provide to all locals:
 - a. Sample language to make a recommendation (as per the Occupational Health & Safety Act (OHSA)), that the employer provide Workers Health & Safety Centre (WHSC) Certified Worker Training to all Central and Local Health & Safety Committee members.
 - b. Fact sheets and resource materials providing rational for workers to present at committee level and use as awareness and mobilization of members, presenting statistics specific to workplace and across the province.
 - c. A short 5-15 min video detailing the process of making a recommendation at the Joint Committee level, accompanied with a flow chart of process and check list for tracking process.

Because:

- The number of injuries happening in our workplaces is escalating including critical and deaths.
- Certified workers have training to inspect the workplace ensuring inspections are being completed on a more frequent and proactive basis.
- Certified workers have training to ensure that a comprehensive investigation of workplace injuries including critical injuries and securing scene.
- Employers are obligated to provide every reasonable precaution 25.2(h) OHSA.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 17
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

1. Continue to work in coalition with others to push the provincial government for measures that will strengthen our communities during this stage of the pandemic and in preparation for the future including:
 - a. Stockpiling and ensuring proper supplies of PPE for workers;
 - b. Reinstating public COVID 19 testing and reporting;
 - c. Making 10 permanent employer paid sick days, with an additional 14 days during a pandemic the law for all workers;
 - d. Creating new emergency supports that provide money directly to people and raise the rates for Ontario Works and the Ontario Disability Support Program.

Because:

- The last two years have shown the weaknesses in our public health and social safety nets.
- CUPE Ontario has been campaigning on these issues, along with others, and we must redouble our efforts and continue our commitment to these measures to help keep our communities and our members safe.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 18

Submitted by Local 1281, Local 3902, CUPE Ontario Health and Safety Committee, and CUPE Ontario Young Workers Committee

CUPE Ontario will:

1. Lobby the Provincial Government to amend the Occupational Health and Safety Act to protect workers from infectious diseases such as COVID-19.
2. Lobby specifically for the following amendments to OHSA 25 (2) to clarify that employers are required to:
 - a. Acquaint workers and supervisors with infectious diseases in transmission in and around the workplace;
 - b. Take every precaution to protect workers against transmission of infectious diseases in and around the workplace;
 - c. Provide results and copies of reports respecting transmission of infectious diseases in and around the workplace to joint health and safety committees or the health and safety representative where there is no JHSC; and
 - d. Advise workers of the results and make available copies of reports respecting transmission of infectious diseases in and around the workplace.
3. Propose that other CUPE divisions lobby their provincial governments to amend their occupational health and safety acts to require employers to protect workers from infectious diseases.

Because:

- COVID-19 and other infectious diseases are circulating in and around our workplaces.
- Employers have an obligation to protect workers from occupational health and safety risks, including from infectious diseases.
- However, OHSA does not clearly state that infectious diseases present an occupational health and safety risk.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 19**Submitted by CUPE Ontario Injured Workers Advocacy Committee**

CUPE Ontario will:

Make union representation for all members in Workplace Safety and Insurance Board return-to-work process a bargaining priority, aiming to put model language into every collective agreement in the province.

Because:

- Locals are often excluded from return-to-work processes when an injured worker is covered by WSIB.
- Strong collective agreement language will assist members return to safe and suitable work.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 20
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. 21
Submitted by Local 3903

CUPE Ontario will:

Report back annually, in writing accessible to all members, on 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 no.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. 22

Submitted by Local 9103 – CUPE Toronto District Council and Local 9112 – CUPE Durham Northumberland Council

CUPE Ontario will:

Devote resources to building strong and functional CUPE District Councils, including a district council campaign and face-to-face CUPE council summit or conference with council delegates.

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. 23
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. 24
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, antihomophobic, 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 procedure 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 Procedure 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 Procedure overlooks the imbalances of power at the very root of forms of gendered and sexualized violence as systematic problems.
- 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. 25

**Submitted by Local 1281, Local 2191, Local 2316, Local 7797, and Local 9112 –
CUPE Durham Northumberland District Council**

CUPE Ontario will:

1. Strongly encourage district councils to welcome and engage CUPE retirees from any Ontario CUPE local in the work and campaigns of the councils.
2. Work with CUPE National to promote and facilitate the involvement of retirees at any Ontario district council.

Because:

- Some retirees relocate to other parts of Ontario after retiring but are keen to maintain their activism with CUPE.
- CUPE Ontario's retiring members bring a wealth of knowledge, experience and energy to our union.
- Our retirees have the time and motivation to support CUPE district councils in their work but in retirement may not live near their local's district council.
- Continued activism by CUPE's retiring members at each level of our union strengthens our resistance to anti-worker legislation and the continuing attack on our social programs.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 26
Submitted by Local 9103 – CUPE Toronto District Council

CUPE Ontario will:

1. Strongly encourage District Councils to welcome and engage CUPE retirees from any Ontario CUPE local in the work and campaigns of the council.
2. Work with CUPE National to promote and facilitate the involvement of retirees at any Ontario District Council.

Because:

- CUPE Ontario's retiring members bring a wealth of knowledge, experience and energy to our union.
- Our retirees have the time and motivation to support CUPE District Councils in their work but in retirement may not live near their local's District Council.
- Continued activism by CUPE's retiring members at each level of our union strengthens our resistance to anti-worker legislation and the continuing attack on our social programs.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 27
Submitted by Local 3903

CUPE Ontario will:

Work toward a process whereby all CUPE delegates shall 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 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. 28
Submitted by Local 543

CUPE Ontario will:

1. Take the next year to assess the viability of creating a CUPE OMERS retiree organisation similar in scope and offering to the Municipal Retirees Organization of Ontario (MROO).
2. Report back to next year's convention on the outcome.
3. If viable, provide a timeline for implementation.

Because:

- CUPE members in the OMERS Plan are under attack.
- MROO has failed to support CUPE and CUPE OMERS members at critical junctures in the fight against benefit reductions, and fights for increased transparency and accountability.
- The MROO membership includes management retirees, who should have no standing/voice on the worker side of the table as they do not represent worker interests.
- CUPE retirees deserve to be represented by a true advocate for THEIR concerns, similar to the retiree organisations for police and fire.
- A CUPE OMERS retiree organisation has the added value of creating an ongoing relationship with members in retirement.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 29
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 progress that builds on the work of previous years and on the strengths and success 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. 30
Submitted by Local 543

CUPE Ontario will:

1. Encourage all sectors to engage their members to become involved in the next Ontario municipal election on Monday, October 24, 2022.
2. Work with the municipal and school board sectors to develop a strategic and targeted approach to elect progressive municipal councillors and school board trustees committed to quality publicly delivered services.
3. Encourage community allies to adopt a candidates list developed by CUPE Ontario in consultation with municipal and school board locals.
4. Provide logistical support and other resources to CUPE candidates wishing to become candidates.
5. Provide financial resources to train CUPE members to work on campaigns from the chosen targeted areas, coordinate the elections effort overall, and provide locals with resources to get out the vote on election day.

Because:

- The municipal sector is the largest sector in CUPE and the tone and direction of bargaining are ultimately set by municipal councils. The same is true of school board trustees and school board workers.
- Municipal workers are in the unique position of electing their bosses.
- It is vital that we elect officials who believe in providing publicly delivered services for the betterment of our communities.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 31
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

1. Devote resources to engaging every local in the fight for climate justice, including winning contract language on climate, establishing joint workplace environment committees and asking employers to climate-proof their work.
2. Urge every local to mobilize their members to oppose the destructive climate policies of the Ford Conservatives, and partner with racial justice organizations to help deepen the analysis around equity and just transition within discussions on climate action.

Because:

- The climate emergency is real. To ensure human survival, we must challenge the powerful corporate interests that drive the current unsustainable economic model and seek to sabotage effective climate action. At the same time, we must show opportunities to build prosperity and justice for all.
- The Ford Conservatives scrapped existing climate change regulations and according to Environmental Defense won't be able to achieve even their own emission reduction targets.
- Ford's Government has cut the pace of electric vehicle sales, canceled windfarm and reforestation seedling programs, delayed a push to lower carbon emissions and ignored calls for scaling back the use of fossil fuels.
- Our entire planet is now at risk, with the most catastrophic effects predicted to fall disproportionately on the most vulnerable.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 32

Submitted by Local 1281, Local 3902, Local 4207, and CUPE Ontario University Workers Coordinating Committee

CUPE Ontario will:

1. Develop, resource, and implement a campaign to build public support for bringing in legislation to:
 - a. Guarantee 14 paid sick days each year;
 - b. Close misclassification loopholes;
 - c. Guarantee equal pay for equal work regardless of employment classification;
 - d. Raise the minimum wage immediately to \$25/hour;
 - e. Reintroduce card check certification;
 - f. Allow agricultural workers to join real unions with full entitlements under the law;
 - g. Abolish the hiring of replacement workers during strikes;
 - h. Abolish lockouts; and
 - i. Guarantee gig and other precarious workers the same rights and entitlements under the Employment Standards Act as all other workers.
2. Develop resources for locals to engage their members in conversations about the need for an aggressive push to significantly enhance workers' rights in Ontario.
3. Engage in ongoing organizing efforts to secure these demands from whichever party happens to win the 2022 election.

Because:

- The upcoming election is an important moment for the labour movement to put forward a bold policy agenda, but we also know those efforts will need to extend beyond the election to see these demands implemented.
- We can only hope to win concessions from the government by building a grassroots movement for a workers' rights agenda by and for the labour movement.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 33**Submitted by CUPE Ontario Municipal Employees Coordinating Committee**

CUPE Ontario will:

1. Lobby the provincial government to increase paid sick days for all workers.
2. Increase the resources for this campaign at the Ontario Division.
3. Request more resources from CUPE National for this aim.
4. Provide logistical support and other resources to candidates in elections who back such aims.
5. Work with other unions and community allies towards this goal.

Because:

- The current allotment of paid sick days is grossly insufficient.
- It has shown that the lack of paid sick days burdens precarious and low-paid workers the most.
- The COVID-19 pandemic has highlighted this need more than ever and.
- It has shown that front-line workers are truly the ones who keep Ontario moving.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 34
Submitted by Local 79

CUPE Ontario will:

Demand the Ontario government raise social assistance rates to adequacy and maintain annual increases tied to inflation.

Because:

- The current social assistance rates are woefully inadequate to meet basic needs, to allow for optimal health and to live in dignity.
- While the annual low-income cut-off (LICO) for 2022 for a single person is \$27,589, a single person receiving Ontario Works receives about \$9,000, an annual shortfall of \$18,589.
- Nearly 600,000 people accessed Ontario food banks last year, an increase of 10% in the number of Ontarians needing basic food support.
- Ontarians use food banks because of the high cost of rent, transportation and communications/internet, basic expenses that are not adequately funded by the current social assistance rates.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 35

Submitted by Local 1281 and Local 9112 – CUPE Durham Northumberland District Council

CUPE Ontario will:

1. Urge every local to endorse and sign on to the CUPE Climate Change Emergency Declaration.
2. Reach out to engage every local in the fight for climate justice, including supporting them to win contract language on climate, establish joint workplace emissions reduction committees, and work with employers to climate-proof their work.

Because:

- While the planet reels in response to the health emergency from COVID-19, we cannot lose sight of the environmental crisis. There is no vaccine for climate change. Global temperatures continue to go up, and we continue to experience an increasingly destabilized climate.
- The climate emergency is real. To ensure human survival, we must challenge the powerful corporate interests that drive the current unsustainable economic model that seeks to sabotage effective climate action. At the same time, we must show opportunities to build prosperity and justice for all.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 36
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

1. Reinvigorate the work of our union and member activism to build power through one-on-one conversations and face-to-face organizing.
2. Mount a campaign with resources for training sessions and other tools that build on work already underway in some sectors and bargaining councils.
3. Provide central resources to support sectors, bargaining councils, committees, district councils and locals at every step, and coordinate work to fortify our structures to deal with any campaign or issue facing our members.
4. This will include the development of clear goals to build higher member participation and structure tests to ground the work with the goal of building solidarity between members from different regions and different sectors, and on a variety of issues.

Because:

- After two years of the pandemic, workers need to rediscover our power - the power of the labour movement - which has always been built through this brand of member activism.
- For the last decade, our members have suffered unprecedented attacks against their rights to free collective bargaining, public services have been stripped to the bone, and wages have fallen against inflation.
- Where successes have happened in our movement, this is the proven method that has led to those successes.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 37
Submitted by Local 7797

CUPE Ontario will:

Call on CUPE National to ask the Federal Government to declare the overdose crisis a public health emergency and will advocate for a drug policy reform that prioritizes evidence-based practices such as decriminalization, harm reduction, and overdose response through a national strategy.

Because:

- The overdose crisis is one of the largest public health emergencies of our lifetime, with an overdose death occurring on average every 2 hours, resulting in the death of over 16,360 Canadians since 2016 (January 2016-March 2020).
- Life-saving evidence-based best practices are available in the form of decriminalization, supervised consumption sites, and safer supply programs, but the federal government has been resistant to meaningfully engaging in the country-wide planning, funding, and implementation of such interventions.
- CUPE members are on the frontline of this crisis as workers help affected communities across the country and they deserve a coordinated response at the federal level.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 38
Submitted by CUPE Ontario Pink Triangle Committee

CUPE Ontario will:

Engage with trans communities in Ontario and work with the Ontario NDP and the Ontario Federation of Labour to develop an Access to Gender Affirming Health Care campaign, including an education component for CUPE Ontario members and the public, which advocates for the Ontario Government to restore appropriate funding and supports for essential trans health and social services.

Because:

- Trans people deserve to have full access to gender affirming care and services that will help them to be their full open self.
- The current Ford Conservative government has attacked trans communities by cutting important access to health and community services.
- Wait times for referrals and access to trans affirming care and surgeries have dramatically increased, causing distress, harm, and anguish to trans people.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 39
Submitted by Local 79

CUPE Ontario will:

Demand the Ontario government improve access to the Ontario Disability Support Program (ODSP) for Ontarians with disabilities in financial need.

Because:

- Application to ODSP is an exceedingly lengthy and complex process.
- Most people with disabilities who are applying for ODSP must subsist on welfare benefits from Ontario Works (OW) at a 37% lower monthly benefit than ODSP.
- Many applicants are denied ODSP benefits and appeal to the Social Benefits Tribunal where about 60% of the Ministry's not-disabled decisions are overturned. ODSP eligibility hearings were over 93% of Tribunal cases in the 2019-2020 fiscal year.
- Without improved access, thousands of people who should be receiving ODSP supports are struggling to survive on meagre welfare benefits or no income at all.
- ODSP fails to accommodate Ontarians with disabilities in financial need.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 40**Submitted by Local 9112 – CUPE Durham Northumberland District Council**

CUPE Ontario will:

1. Insist that the provincial and federal governments meet Canada's international 2030 climate commitment to lower domestic greenhouse gas emissions (presently set at a range of a 40-45% cut compared to 2005 levels by 2030).
2. Persuade the NDP to make the climate crisis a key element of its election platform.
3. Join the Climate Emergency Unit, Pact for a New Green Deal, Youth Climate Strike and Ecojustice, groups that are all forcing provinces through legal action to meet their greenhouse gas emissions reduction targets.

Because:

- Labour must lead the just transition to a net-zero economy with abundant, good, unionized climate jobs.
- The medical journal Cardiovascular Research recently published a study stating that 10,000 people globally die each day due to air pollution from fossil fuels.
- Scientists have identified greater frequency of extreme weather events happening now (e.g., Canada's daily high temperature record was smashed in 2021 by Lytton, BC at 49.6°C, more than 4°C higher than the record that had been in place for approximately 75 years). Climate scientists have also forecasted that extreme, destructive weather events will be more frequent and intense over the coming decades.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 41
Submitted by Local 1281

CUPE Ontario will:

Lobby the Provincial government to eliminate student loan debt and to eliminate tuition for Post-Secondary Education.

Because:

- Tuition fees at Ontario universities have increased by three times the rate of inflation since 1990. In the same period, average student debt has grown 40 per cent while average real wages have stagnated
- In 2015, Statistics Canada reported that 41 per cent of graduates had debt in excess of \$25,000 at the time of graduation.
- Eliminating tuition fees would allow students from low-income families to obtain a post-secondary education, which in turn would enable them to better contribute to the country's economic recovery in the short term and to its growth in the long term.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 42
Submitted by Local 79

CUPE Ontario will:

Demand the Ontario government allow access to ODSP based on age at 60 years.

Because:

- While the annual low-income cut-off (LICO) for 2022 for a single person is \$27,589, a single person receiving Ontario Works receives about \$9,000, an annual shortfall of \$18,589 per person.
- The predecessor program, Family Benefits Allowance, allowed access based on age at 60 years.
- Ontarians aged 60 to 65 may face barriers to full time, full year employment in the labour market.
- Allowing access based on age at 60 years would eliminate the need to complete and adjudicate medical applications along with the associated appeals for this age group of applicants.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 43
Submitted by Local 1281 and Local 3902

CUPE Ontario will:

1. Call on locals representing municipality personnel to organize their members to refuse the work of dismantling encampments.
2. Proactively and in detail inform members about their right to refuse unsafe work under relevant provincial legislation as well as the steps and procedures to enforce that right, in the specific context of dismantling encampments.
3. Inform members that CUPE locals will support and represent workers disciplined or discharged as a result of refusing to dismantle encampments.
4. Release a letter outlining this position as an important value to CUPE Ontario and the Canadian labour movement.
5. Lobby municipalities to end the project of dismantling encampments and instead invest in permanent affordable housing.

Because:

- Dismantling encampments is a project of the state security apparatus using CUPE members as an intermediary to violate human rights, suppress social movements and enact state violence.
- While Canada has acknowledged that housing is a human right, governments, at all levels, have failed to provide permanent social housing
- The consolidation of state power and the landlord class is at odds with the goals of the Canadian labour movement.
- During and after encampment dismantlements, the state assaults, injures, arrests and charges marginalized communities.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 44
Submitted by CUPE Ontario Indigenous Council

CUPE Ontario will:

Campaign and lobby the Ontario Provincial Government to recognize and designate the National Day for Truth and Reconciliation as a statutory holiday in Ontario.
Honour September 30 by encouraging our locals and members to commemorate the day to learn about the history of the residential school system and reflect on the harms that it has caused and continue to cause Indigenous People.

Because:

- September 30 is a day that all workers in Ontario should use to understand and learn the harsh truth of our nation's past and recognize and reflect on the ongoing harm caused by the colonial system on Canada's First People.
- The province needs to offer Ontario residents, especially Indigenous workers, the same respect, and recognition accorded to workers in Federally regulated workplaces by designating September 30 as an official statutory holiday in the province.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 45**Submitted by CUPE Ontario Health Care Workers Coordinating Committee**

CUPE Ontario will:

Support a robust campaign against Ford's competitive bidding in home care.

Because:

- Home care employs racialized women who work precarious jobs with poverty wages.
- The PSWs, who are predominantly women of colour, have suffered due to lack of job security in home care because of lack of funding and failure to fix the home care sector.
- Home care PSWs are CUPE members.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 46**Submitted by CUPE Ontario Workers with Disabilities Committee**

CUPE Ontario will:

1. Work with the New Democratic Party to review the COVID-19 triage protocol:
2. Not discriminate or otherwise differently classify people based on having a disability, or their likelihood of surviving after medical treatment.

Because:

- A medical decision should not consider a person's ability to feed or clothe themselves to determine if they will receive treatment over an able-bodied person.
- It places less value on a disabled person's life over an able-bodied person.
- It may make a disabled person less willing to disclose their disability when seeking treatment.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 47**Submitted by CUPE Ontario Municipal Employees Coordinating Committee**

CUPE Ontario will:

1. Lobby the municipal and provincial governments and the Association of Municipalities of Ontario to take all necessary steps to lessen the impact of climate change.
2. Lobby governments and AMO to create education and awareness strategies to combat the effects of climate change.

Because:

- Municipal governments in Ontario are desperately in need of updating their infrastructure to build resilience to the impacts of climate change.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 48**Submitted by Local 9112 – CUPE Durham Northumberland District Council**

CUPE Ontario will:

Work with sectors and committees to create an archive of chants including chants for picket lines, rallies, marches, and more.

Because:

- There are great chants for these events and they should be accessible to everyone.
- Being able to find chants compiled in one place would be amazing for locals and activists.
- A chant archive could easily be placed on the CUPE Ontario website.
- This resolution passed in 2018 but has yet to be enacted.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 49
Submitted by Local 1281

CUPE Ontario will:

Lobby the Provincial Government to enact just transition legislation to help protect workers whose jobs might be altered or lost due to transformational environmental, health, economic or other societal conditions.

Because:

- Climate change and the pandemic have shown that workers need help moving to new work opportunities.
- The failure of the Provincial Government to provide aid and redeploy airline workers is an example of a missed opportunity during the COVID-19 pandemic.
- Just transition programs will need funding supported by a strong legislative framework to help deploy workers toward education, reskilling, retraining and reallocation in meaningful, unionized work.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 50**Submitted by CUPE Ontario Workers with Disabilities Committee**

CUPE Ontario will:

1. In partnership with the NDP, lobby the Ontario government to:
 - a. Bring the Assistive Devices Program back into government program;
 - b. Provide better service for persons with disabilities to get the devices they need to live a fulfilling and productive life; and
 - c. Make it more affordable for persons with disabilities to get devices at a reasonable cost.

Because:

- Making the service public again, when the program is run by private sector causes inconsistent programs, long waiting times, cost associated with regards to big business profit.
- 22% of Canadians have a disability, and the majority are working age or seniors.
- Only 59% of adults with disabilities are working as opposed to 80% of the nondisabled adults who are working.
- Every person will be affected by either a short-term or long-term disability, to some degree, and
- The cost of assistive devices is going up.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 51**Submitted by Local 9112 – CUPE Durham Northumberland District Council**

CUPE Ontario will:

Demand an end to and oppose all subsidies provided to the fossil fuel industry that help sustain and extend its existence so that the fossil fuel industry may be phased out as quickly as possible and replaced with sources of public, clean renewable energy as drivers of Canada's economy.

Because:

- Fossil fuels (coal, crude oil, natural gas) must be phased out because when they are burned in industrial operations, home heating and cooling, transportation and other uses they emit greenhouse gases that cause climate change
- Climate change is the planet's most serious environmental problem that is destabilizing the natural environment while threatening human civilization.
- Fossil fuels contribute to air pollution that is harmful to human health and degrades the natural environment in different ways.
- It is hypocritical and counterproductive for the federal government to support oil and gas pipelines while also pledging to cut greenhouse gas emissions.
- Climate change cannot be solved while we continue to use fossil fuels.
- Fossil fuels must be eliminated to absolute zero to have any chance of solving the climate crisis.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 52
Submitted by Local 1281

Be it resolved that:

1. CUPE Ontario, CUPE Local 1281, and the OPIRG Provincial Network work together over 2022 to create a book-off style CUPE-OPIRG Membership Engagement position to increase dialogue and resources that can be used across all of the OPIRG chapters to help mitigate the risks and impacts of the ongoing attacks on OPIRGs and campus and community activist spaces.
2. Furthermore, the long-term impact of this position is to ensure sustainable structures and resources that prevent any more CUPE 1281 OPIRG members' positions from being lost due to these ongoing attacks.

Because:

- Under the 2021 CUPE Ontario Action Plan #102, CUPE Ontario agreed with supporting Public Interest Research Groups and student unions, who have always been entry points for future labour activists and have faced continued right-wing attacks which has resulted in a long-term impact on CUPE membership.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 53

Submitted by Local 4207, Local 9102 – CUPE Niagara District Council - and CUPE Ontario University Workers Coordinating Committee

Be it resolved that:

1. CUPE Ontario, CUPE 1281, and the OPIRG (Ontario Public Interest Research Group) Provincial Network work together over 2022 to create a book-off style CUPE-OPIRG Membership Engagement position to increase dialogue and resources that can be used across all of the OPIRG chapters to help mitigate the risks and impacts of the ongoing attacks on OPIRGs and campus and community activist spaces.
2. Furthermore, the long-term impact of this position is to ensure sustainable structures and resources that prevent any more CUPE 1281 OPIRG members' positions from being lost due to these ongoing attacks.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 54
Submitted by Local 9103 – CUPE Toronto District Council

CUPE Ontario will:

1. Support the Water Unites Us campaign to ensure that Indigenous communities in Ontario and throughout Canada have access to safe, clean, affordable public water and sanitation services.
2. Include training of community members to operate and maintain these facilities.
3. Work with the leaders of First Nations, Metis and Inuit, Council of Canadians and other allies in educating Canadians and protecting our water.
4. Lobby the Federal government to ensure immediate plans are put in place for Indigenous communities to have access to safe, clean, and affordable drinking water and wastewater treatment facilities.
5. Organize against the constant privatization of water.
6. Endorse petitions with regards to all things.
7. Make monetary donations in solidarity.
8. Stand in solidarity with the Indigenous Council and CUPE workers across Ontario.

Because:

- Many Indigenous communities lack access to clean, safe, and affordable drinking water and sanitation.
- The Trudeau government has broken its promise to provide Indigenous communities with safe drinking water and it must be held accountable.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 55

Submitted by Local 9102 – CUPE Niagara District Council – Local 4207, and CUPE Ontario University Workers Coordinating Committee

Be it resolved that:

CUPE Ontario, under the 2021 CUPE Ontario Action Plan point #102, provide a \$5000 sponsorship to OPIRG Brock to support the development of their Niagara Skills Network project, which is focused on building connections between labour unions, activists' organizations & collectives, arts organizations and companies, and social and cultural services across the Niagara region.

OPIRG Brock requested a \$5000 sponsorship from CUPE Ontario to cover the labour and web costs related to developing, researching, and launching the Niagara Skills Network.

The other operational costs for this project will come from the OPIRG Brock's operations budget, sponsorships from Niagara based organizations, and potentially successful future grant applications.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 56
Submitted by Local 1281

Be it resolved that:

1. CUPE Ontario, under the 2021 CUPE Ontario Action Plan point #102, provide a \$5000 sponsorship to OPIRG Brock to support the development of their Niagara Skills Network project, which is focused on building connections between labour unions, activists organizations & collectives, arts organizations and companies, and social and cultural services across the Niagara region.
2. OPIRG Brock requested a \$5000 sponsorship from CUPE Ontario to cover the labour and web costs related to developing, researching, and launching the Niagara Skills Network.
3. The other operational costs for this project will come from the OPIRG Brock's operations budget, sponsorships from Niagara based organizations, and potentially successful future grant applications.

Because:

- Establishing connections between activist groups, labour unions, and social and cultural services, with the ultimate goal of good people knowing good people doing good things, strengthens our communities and our labour movement.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 57**Submitted by CUPE Ontario Workers with Disabilities Committee**

CUPE Ontario will:

Lobby the Ontario Government to add the continuous glucose monitoring and flash glucose monitoring to Assistive Devices Program.

Because:

- Continuous and flash glucose monitoring devices make monitoring one's blood sugar easier by removing the frequent finger pricks.
- Providing real-time analysis of blood sugar levels are critical to maintain optimum health and many struggle to pay for these expensive monitoring devices.
- Hypoglycemia or low blood sugar can be a life-threatening complication to diabetes.
- Other jurisdictions across Canada, including Manitoba, British Columbia, Quebec, Saskatchewan, Yukon and Prince Edward Island have implemented or promised public coverage for real-time CGM technology.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 58

**Submitted by Local 1281, Local 3902, and CUPE Ontario University Workers
Coordinating Committee**

CUPE Ontario will:

1. Develop, resource and implement a comprehensive two-prong campaign that will include:
 - a. a public awareness component on good wages & benefits, cost of living increases and the importance of decent work for our communities and public services; and
 - b. a component directed at our members that explains CPI/inflation, demonstrates the impact and amount of lost wages, and develops an effective bargaining strategy to gain immediately and sustain real wages increases.

Because:

- Since 2011, public sector wages have not kept up to inflation.
- Ford's Bill 124 and the 1% wage restraint have meant significant chronic wage losses to our members.
- All public services are short staffed and unable to recruit and retain workers because of insufficient compensation.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 59
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

1. Enhance its co-ordination and communication through working with the sectors and bargaining councils, to track and strategically advance grievances and arbitrations relate to COVID-19 pandemic mandates, directives, and policies.
2. Work with CUPE National to identify additional resources to support locals who are facing these unprecedented challenges. These resources should include but not be limited to legal support, costs and education regarding these issues.

Because:

- COVID-19, and the resulting mandates, presented challenges for all sectors in our union. These challenges have impacted our members, our locals and how the work of the union is completed. Protecting the rights of our members is not only a key principle of our constitution but also the cornerstone of unionism. In fulfilling this principle, locals have incurred unforeseen costs, both monetary and personal.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 60
Submitted by CUPE Ontario Council of Hospital Unions

CUPE Ontario will:

Mobilize and coordinate CUPE members to defend public services and to 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 significant provincial deficit.
- 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 to inflation and they will fight if the union provides leadership.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 61**Submitted by CUPE Ontario Municipal Employees Coordinating Committee**

CUPE Ontario will:

1. Oppose public health amalgamation.
2. Lobby the provincial government to maintain our current level of local services. At a minimum, restore the previous funding ratios, and ensure adequate funding going forward.

Because:

- There is no proof that centralizing services results in more efficient and cost-effective delivery, and could potentially result in the loss of jobs and local services.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 62

Submitted by CUPE Ontario Injured Workers Advocacy Committee and Local 3902

CUPE Ontario will:

Defend against provincial government initiatives that privatize areas of the Workplace Safety and Insurance Board through public engagement and attending governmental, public, and labour consultations.

Because:

- Privatization and deregulation are the pathways to budget cuts which threaten the structure of our public services.
- Workers' compensation programs are to be worker-centered, not employer and incentive-focused.
- The COVID-19 pandemic has only highlighted the equity disparities and the importance of keeping our services public and accessible for all Ontarians.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 63**Submitted by Ontario Health Care Workers Coordinating Committee**

CUPE Ontario will:

Campaign vigorously for a substantial and long-overdue wage increase across the healthcare sector.

Because:

- A \$3/hr wage increase for PSWs was a good start.
- Serious staffing shortages remain in the healthcare sector -- including severe shortages in retirement/long-term care and home care.
- Bill 124 has only exacerbated the situation and unfairly targeted racialized women.
- A provincial proposal to reintroduce competitive bidding will lead to further privatization, which only contributes to low wages, poor care and unhealthy workplaces.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 64
Submitted by Local 3261

CUPE Ontario will:

1. Build and resource a provincial campaign to stop privatization at Ontario universities, and demand good jobs for all at every university.
2. Develop materials for local unions to educate members about the threat of privatization at universities, and guide locals in developing internal organizing campaigns to build member power and high participation in their unions.
3. Campaign to pressure universities to adopt fair wage policies above the minimum floor for employment standards.
4. Build meaningful ties between the Justice for Workers campaign/Decent Work movement and CUPE anti-privatization campaigns with the aim of building maximum worker solidarity in structures such as workplaces, neighbourhoods, and provincial ridings.

Because:

- Privatization is a tool used by universities to reduce labour standards, pit workers against each other, and weaken unions.
- Privatization has a racist and sexist impact because it results in two-tiering within universities and Black, Indigenous, and racialized workers are disproportionately represented in jobs with lower wages and benefits.
- Higher labour standards will create negative pressure against privatizers and for-profit operators.
- It will take unionized and non-unionized workers building power within their structures, such as workplaces, neighbourhoods, and provincial ridings, to create the pressure it takes to win higher standards for all.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 65
Submitted by CUPE Ontario Council of Hospital Unions

CUPE Ontario will:

1. 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 spring and fall of 2022.
2. Highlight the “Respect Us, Protect Us, Pay Us” campaign on its website and social media platforms.

Because:

- The health care 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.
- The health care 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. 66
Submitted by CUPE Ontario Council of Hospital Unions

CUPE Ontario will:

1. Mobilize CUPE members to support the Health Care Workers Co-ordinating Committee and the Ontario Council of Hospital Unions-CUPE campaign to push the provincial government to:
 - a. move much more rapidly to 4 hours of care in long term care;
 - b. begin to convert existing for-profit long term care facilities to not-for-profit.

Because:

- 4,000 seniors died in long-term care during COVID-19, many of dehydration, malnutrition and in deplorable conditions which were revealed by the Canadian Armed Forces – more than any other country with a developed economy and $\frac{3}{4}$ of those died in for-profit care.
- The death rate of 5.7% in for-profit homes contrasts with 2.8% in not-for-profit and 1.4% in municipal homes is directly related to higher staffing levels.
- We can afford to move to a higher care standard and should do so immediately for the sake of these seniors.
- It is possible to convert for-profit facilities to not-for-profit, taking all of the workers over and ensuring a much higher quality of life for these seniors.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 67**Submitted by CUPE Ontario Municipal Employees Coordinating Committee**

CUPE Ontario will:

Oppose any attempt to privatize blue box collection or other recycling jobs currently performed by CUPE members.

Because:

- Privatization has been proven not to lower costs or deliver better services.
- Good paying union jobs benefit the entire community.
- The cost and delivery of these services should be kept transparent and accountable to the public.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 68
Submitted by CUPE Ontario Council of Hospital Unions

CUPE Ontario will:

1. Oppose the transfer of work from home and community care support services (HCCSS).
2. Oppose privatization of HCCSS services.
3. Protect the employment and working conditions of HCCSS workers.
4. Oppose the re-introduction of competitive bidding or managed competition for home care services.
5. Support the development of a fully public home care system.

Because:

- The Ford Conservative government plans to move HCCSS work to Ontario Health Teams and cut it.
- The plan includes moving work to for-profit home care corporations.
- The Ford Conservative government has refused to provide any promise that the proposed restructuring will provide employment security or protection of working conditions for the largely female HCCSS workforce.
- HCCSSs are one of the few remaining areas of public sector delivery in home care, and so one of the few that provide high quality care and decent working conditions.
- The government is considering bringing back competitive bidding in home care, with a decision that could be made any time.
- Contracting out adds extra oversight costs, while a public system will provide an efficient and truly integrated home care system.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 69**Submitted by CUPE Ontario Health Care Workers Coordinating Committee**

CUPE Ontario will:

Support a campaign against the privatization of long-term care and hospital services.

Because:

- The province moves the alternate level of care, rehabilitation, convalescent care, and other patients' care out of acute care facilities and into hotels across the province.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 70
Submitted by CUPE Ontario Council of Hospital Unions

CUPE Ontario will:

1. Mobilize CUPE members to support the Ontario Health Coalition and Ontario Council of Hospital Unions-CUPE campaign against the privatization of hospital services as the Ford Government:
 - a. moves alternate level of care, rehabilitation, convalescent, and other patients' care out of acute care facilities and into privately owned or administered settings like Greystone in Ottawa;
 - b. moves surgeries, diagnostics and procedures into private hospitals and independent health facilities.

Because:

- Studies show higher death rates of 2% for private hospitals and 8% for private clinics and significantly higher costs.
- Private hospitals and clinics increase wait times in the public hospitals by skimming off the easiest to perform surgeries and leaving the public system with the most complex.
- Private hospitals bleed off staff from the public system, worsening access, quality, and lengthening wait times.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 71
Submitted by Local 1281

CUPE Ontario will:

Develop and implement education and training for members to understand and respond to sexual harassment and sexual violence in the workplace, including training in how to deal with violence or harassment in the moment (as a bystander or witness) and trauma-informed practices for handling disclosures and filing sexual harassment and sexual violence complaints.

Because:

- CUPE members are often witnesses to incidents of harassment or the first point of contact for someone reporting an incident.
- Members need training and practical tools to properly support people who have experienced sexual harassment or sexual violence.
- When members are properly prepared with training, they can be more confident, sensitive, and effective in supporting people through the complaint process.
- Increased training and awareness of these processes will also empower members to advocate more effectively for strengthened policies on sexual harassment and sexual violence at their workplaces.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 72
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. 73

Submitted by Local 1281, CUPE Ontario Health & Safety Committee, and CUPE Ontario Young Workers Committee

CUPE Ontario will:

1. Lobby CUPE National to make more health and safety trainings and workshops available to workers and locals, both in terms of number and kind.
2. Request that CUPE National do this as soon as possible, and follow up via resolution at the next National Convention if action has not yet been taken.
3. Request specifically that workshops are made available on the following topics:
 - a. Health and safety rights of workers;
 - b. Health and safety rights of JHSC Worker Representatives;
 - c. Psychosocial hazards in the workplace, including racist and gender-based discrimination; and
 - d. Recognizing and combatting workplace harassment and violence and workplace sexual harassment and violence.
4. Request specifically that toolkits with materials for each workshop are made available to locals so that these workshops can be adapted and run at the local level.

Because:

- Spots in CUPE National's health and safety trainings fill up months in advance.
- Current CUPE National health and safety trainings aren't meeting the demand.
- Workers need support in acquiring the knowledge they need to make recommendations at their Joint Health and Safety Committees, bargain for health and safety-related gains, and organize around health and safety issues in the workplace.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 74
Submitted by Local 1281 and Local 3902

CUPE Ontario will:

1. Propose, urgently and via resolution at the next National Convention if action has not yet been taken, that CUPE National:
 - a. Develop anti-fascism workshops to teach CUPE members across the country how to:
 - i. collectively organize against fascism and white supremacy;
 - ii. individually combat fascism and white supremacy;
 - iii. promote anti-fascist perspectives in public and private venues; and
 - iv. provide a toolkit with the workshop materials to locals so that these workshops can be adapted and run at the local level.
 - b. Develop, resource, and implement a campaign to build interest and participation in these workshops.

Because:

- CUPE Ontario opposes antisemitism, Islamophobia, anti-Black racism, anti-Indigenous racism, transphobia, homophobia, white supremacy and all forms of religious discrimination, racism and hatred.
- Corporations profit from the proliferation of hate in our society.
- Fascism, racism, and white supremacy have no place in our union.
- Fascism, racism, and white supremacy have no place in the labour movement.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 75
Submitted by Local 1281

CUPE Ontario will:

1. Develop workshops to teach CUPE members across the province about:
 - a. persistent underfunding of community-led support services;
 - b. community safety and alternatives to policing;
 - c. the role of racism, transphobia, sanism and ableism and homophobia in the criminalization of marginalized communities; and
 - d. the unequal violence that police forces exercise on racialized, disabled, mad, marginalized, and LGBTQ+ communities.
2. Provide a toolkit with the workshop materials to locals so that these workshops can be adapted and run at the local level.
3. Develop, resource, and implement a campaign to build interest and participation in these workshops.

Because:

- CUPE Ontario opposes all forms of oppression including anti-Black racism, anti-Indigenous racism, antisemitism, islamophobia, white supremacy, classism, sanism, homophobia, and transphobia, particularly when perpetrated by the State.
- CUPE Ontario has a history of empowering members to organize and enact change at the local and community level on issues members find important.
- Educating CUPE members is essential in making change.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 76
Submitted by Local 3902

CUPE Ontario will:

1. Propose, urgently and via resolution at the next National Convention if action has not yet been taken, that CUPE National:
 - a. develop workshops to teach CUPE members about:
 - i. persistent underfunding of community support services;
 - ii. community support services and the rise of policing;
 - iii. the role of racism, transphobia, and homophobia in policing;
 - iv. the role of the police in the labour movement; and
 - v. the unequal violence that police forces exercise on racialized, marginalized, and 2SLGBTQI+ individuals.
 - b. provide a toolkit with the workshop materials to locals so that these workshops can be adapted and run at the local level;
 - c. develop, resource, and implement a campaign to build interest and participation in these workshops.

Because:

- CUPE Ontario opposes all forms of antisemitism, Islamophobia, anti-Black racism, anti-Indigenous racism, white supremacy, even when perpetrated by the State.
- CUPE Ontario has a history of empowering members to organize and enact change at the local and community level on issues members find important.
- Educating CUPE members is essential in making change.

Convention Decision:	Carried	Defeated	Referred
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Resolution No. 77**Submitted by CUPE Ontario injured Workers Advocacy Committee**

CUPE Ontario will:

1. Prioritize worker's compensation training for members and create educational programs and material to advance this goal, including developing a condensed WSIB course.
2. Provide financial supports (scholarships/subsidies) designated for smaller locals to send members for workers' compensation training courses and hold workshops at the local level so more members can be introduced to the basics of workers compensation.

Because:

- Injured workers continue to work while injured at work.
- Injured workers chronically under report their injuries.
- If members were educated about the system, they would report their workplace injuries and access their entitled benefits.
- Members are suffering from having worked through COVID and need the support.
- Injured workers can be financially burdened through the 'deeming' process as set out by the Workplace Safety and Insurance Board (WSIB).

Convention Decision:	Carried	Defeated	Referred
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CONSTITUTIONAL AMENDMENTS

CONSTITUTIONAL AMENDMENTS

Article 4 (d) 3 -	CA1
Article 8 (e) 1, Article 8 (e) 9	CA2
Article 8 (e) 3 c)	CA3
Article 4 (k)	CA4
Article 4 (m)	CA5
Article 4 (n)	CA6

2022 REPORT FROM THE CONSTITUTION COMMITTEE

March 18, 2022

We are pleased to serve on the Constitution Committee in preparation for the 2022 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 March 17th and 18th, 2022 over Zoom and reviewed a total of 6 proposed constitutional amendments submitted by CUPE Locals, CUPE District Councils, and by the CUPE Ontario Executive Board.

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, Garyan Martin, 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 by contacting the Committee at the following email address: constitution@cupe.on.ca. Please include the word “Constitution” in the subject line.

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

In Solidarity,

Liz James (She/Her) - Co-Chair	Local 1479
Morgan Speare (She/Her) - Co-Chair	Local 1989
Colleen Ferreira (She/Her)	Local 1356
Juanita Forde (She/Her)	Local 2191
Rob Kerfoot (He/Him)	Local 905
Susan Gapka (She/Her) / Executive Board	Local 2998

CONSTITUTIONAL AMENDMENTS

Constitutional Amendment No. CA1

Submitted by Local 1281, Local 2191, Local 2316, Local 7797, CUPE Toronto District Council and CUPE Durham Northumberland District Council

CUPE Ontario will:

Amend Article 4 (d) 3 of the CUPE Ontario Constitution 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 CUPE Ontario Semi-Annual 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. CA2
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

Amend Article 8 (e) 1 of the CUPE Ontario Constitution as follows:

(e) 1. The Executive Board shall appoint the following Standing Committees and Chairpersons thereof:

Climate Justice Committee	Four (4) Executive Board members, at least two (2) of whom will be Sector Representatives or Representatives – Bargaining Council, one (1) Indigenous Council member, one (1) Racial Justice Committee member and two (2) at large members (including retirees) appointed by the Executive Board.
Defence Fund Committee	One (1) member, President and Secretary-Treasurer
Education Committee	Three (3) members and Chairperson
Health & Safety Committee	One (1) member appointed from each Sector, two (2) members elected at the Health & Safety/Injured Workers Conference in even numbered years, and one (1) Executive Board Liaison
Human Rights Committee	Executive Board Representative - Racialized Workers, Executive Board Representative - Indigenous Workers, Executive Board Representative - Pink Triangle, Executive Board Representative - Workers with Disabilities, Executive Board Representative - Women, Executive Board Representative - Young Workers and one (1) member of the International Solidarity Committee
Injured Workers Advocacy Committee	One (1) member appointed from each Sector, two (2) members elected at the Health & Safety/Injured Workers Conference in even numbered years, and one (1) Executive Board Liaison
Sector Chairs Committee	Executive Officers and Representatives of each Sector on the Executive Board
Pension Committee	Two (2) members, the Provincial Retirees Representative and Chairperson

Trades Committee	One (1) Executive Board member, one (1) member appointed from each Sector
Violence in the Workplace Committee	One (1) member appointed from each Sector

And

Add a NEW Article 8 (e) 9 as follows:

In light of increasing greenhouse gas emissions that are directly related to an increase in the frequency and severity of extreme weather events in Ontario and around the world, the mandate of the Climate Justice Committee shall be to advance CUPE Ontario's member education, public policy and action to combat the impact of the global climate crisis on Ontario workers, communities and our places of work.

Because:

The climate emergency demands that CUPE Ontario formalize this important work.

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

CUPE Ontario will:

Amend Article 8 (e) 3 c) of the CUPE Ontario Constitution as follows:

- 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. 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.~~ **from Northern Ontario at CUPE National's Northern Ontario CUPE Conference (NOCC) in even numbered years.**

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

Because:

This change will make the election of this Northern Ontario position for the Young Workers Committee easier for young workers from Northern Ontario to participate and offer for election.

Convention Decision:	Carried	Defeated	Referred
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Constitutional Amendment No. CA4
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 & Recognition of People 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 Conventions 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 Order of Business 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. CA5
Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

Amend the current Article 4 (m) of the CUPE Ontario Constitution as follows:

(m) Executive Board Reports to Convention

Executive Board members and chairpersons of standing committees shall submit written reports of all their actions during their term of office at least forty-five (45) days prior, where possible, to the convention. The reports shall contain full information on the disposition of resolutions from the previous Convention referred to ~~such officers or chairpersons~~ the Executive Board. These reports shall form part of the general Convention report.

Because:

By removing the reference to “such officers or chairpersons” and replacing that language with “the Executive Board” is housekeeping to ensure the Constitution reflects the current practice of CUPE Ontario.

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

CUPE Ontario will:

Amend the current Article 4 (n) of the CUPE Ontario Constitution as follows:

(n) Convention Report

A summarized report of the Convention shall be prepared by ~~the Secretary-Treasurer, under the supervision of the President,~~ **CUPE Ontario** and forwarded to all affiliated locals. ~~and accredited delegates and, where possible, such report shall be forthcoming~~ **The Convention Report will be distributed** within four (4) months from the close of the Convention.

Because:

This existing language is outdated and inaccurate and the proposed language reflects the longstanding practice of CUPE Ontario regarding convention reports.

Convention Decision:	Carried	Defeated	Referred
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