



CELEBRATING SOLIDARITY
BUILDING
POWER
TO MAKE CHANGE
CONVENTION 2023

RESOLUTIONS AND CONSTITUTIONAL AMENDMENTS



RESOLUTIONS

Report from the Resolutions Committee

It is an honour to serve on the Resolutions Committee for the 2023 CUPE Ontario Convention. We hope to have served in the best interests of CUPE Ontario and all its locals, members, sectors, committees, and councils. The appointed members of this committee represent a cross-section of sectors and diversity within CUPE Ontario.

The Resolutions Committee met on April 19, 20 and 23, 2023 to review all the resolutions duly submitted to CUPE Ontario by locals, committees, councils, and the Executive Board. The Resolutions Committee reviewed 119 resolutions, corrected formatting and grammar if needed. The Resolutions Committee also ensured that each resolution was within the 200-word count.

All the resolutions that were submitted to the committee will be displayed in the resolutions book but only resolutions that comply with CUPE National and CUPE Ontario constitution will be debated on the convention floor.

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

We thank the CUPE Ontario staff, the Executive Board and the National Representatives for their support and hard work. We wish all delegates, alternates, staff and guests a wonderful, productive and memorable 59th Annual CUPE Ontario Convention.

In solidarity,

The Resolutions Committee

cope 343

List of Acronyms

| |
|--|
| 2SLGBTQI+ – Two-spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, and Intersex |
| AMO – Association of Municipalities of Ontario |
| CGM – Continuous Glucose Monitoring |
| CPI – Consumer Price Index |
| ESA – <i>Employment Standards Act</i> |
| HCCSS – Home and Community Care Support Services |
| IHRA – International Holocaust Remembrance Day |
| JHSC – Joint Health and Safety Committee |
| LGBTQ2IA+ – Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Two-spirit, Intersex, and 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 – <i>Occupational Health and Safety Act</i> |
| OMERS – Ontario Municipal Employees Retirement System |
| OPIRG – Ontario Public Interest Research Group |
| OW – Ontario Works |
| PPE – Personal Protective Equipment |
| PSW – Personal Support Worker |
| WHSC – Workers Health and Safety Centre |
| WSIB – Workplace Safety Insurance Board |

RESOLUTIONS

Res. No.

Building the Base

1 – 13

Health and Safety

14 – 17

Human Rights

18 – 28

Pension

29 – 31

Policy and Structure

32 – 69

Political Action

70 – 112

Union Education

113 – 119

Resolutions Committee

| MEMBER | LOCAL |
|----------------------------|-------------------------|
| Juanita Forde (Co-Chair) | 2191 |
| Terry Rochefort (Co-Chair) | 148 |
| Kevin Cadore | 2331 |
| Nathan Cecckin | 4207 |
| Leslie Greene | 4705 |
| Melinda McClean | 79 |
| Robert Kerfoot | 905 |
| Mike Maddock | CUPE National Staff |
| Diane Zawadzki | CUPE National Staff |
| Amrit Koonar | CUPE Ontario Staff |
| Shantelle Cromwell | CUPE Ontario Staff |
| Elizabeth Pratt | CUPE Ontario Staff |
| Aubrey Gonsalves | Executive Board Liaison |

Resolution No. 1

Submitted by CUPE Ontario Executive Board, Health and Safety Committee, Local 1281, and Local 2316

CUPE Ontario will:

1. Submit a constitutional amendment to the National Convention to add one retiree per local to be seated with the local's delegation, with voice but no vote, at national conventions.
2. Submit a related amendment for the convention fee structure in order to ensure no registration fee will be charged to a local for a retiree delegate.

Because:

- CUPE's retired members bring experience, knowledge, activist passion, and availability to the work of our union.
- Waiving registration fees for retiree delegates has proven to give incentive to locals to add a retiree activist despite the cost of travel and accommodation to be borne by each local.

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

Resolution No. 2**Submitted by CUPE Ontario Executive Board**

CUPE Ontario will:

1. Strengthen our relationships, renew our commitment, and rebuild meaningful solidarity with grassroots coalitions, community organizations, and networks.
2. Encourage locals, sectors, and committees to solidify relationships with community grassroots coalitions and organizations.
3. Engage members in community organizing with a working-class lens.
4. Submit a similar resolution to the Ontario Federation of Labour Convention calling for other unions to do the same.

Because:

- All social and political struggles stem from working class issues, which don't discriminate between grassroots and trade union organizations.
- The Ford Conservatives track record on legislating away workers' rights reveal their continued bias in favour of the big business agenda and against ordinary working people.
- The strength of the labour movement is in the numbers. Mass mobilization that is impactful and effective is reliant on effective connections between the labour movement, grassroots community coalitions, and struggles.
- Movements are as powerful as the people who are in them. We need all involved.
- Community solidarity is important to continue to build upon and grow.
- Class struggle must be involved because it is integrally a part of working people's formation of trade unions.

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

Resolution No. 3**Submitted by CUPE Ontario Executive Board**

CUPE Ontario will:

1. Implement organizing methods to build workers power in all CUPE Ontario campaigns. This will include setting high member participation targets for member engagement through one-on-one conversations and structure tests that are systematically tracked to assess and evaluate progress in all campaigns.
2. Develop a training on organizing methods, including structured organizing and conversations, that are widely available to all members.
3. Support locals in organizing worker power by making campaign tools available such as a phone banking platform.

Because:

- These are proven organizing methods that will engage all CUPE members, not just CUPE activists, to strengthen solidarity, build public support, defeat regressive legislation, and achieve real gains for workers.

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

Resolution No. 4

Submitted by CUPE Ontario Health and Safety Committee, Local 1281, Local 2316, Local 4156, Local 4207, Local 9103, and Local 9112, Retirees Network

CUPE Ontario will:

1. Urge all locals to sign up their retired (and soon-to-retire) members for CUPE Ontario's Retirees Network.
2. Develop print and media promotional materials on the Network for wide distribution on all platforms.
3. Request CUPE National support and funding for a vigorous campaign to grow the CUPE Ontario Retirees Network, with the goal of securing its recognition by the Ontario Municipal Employees Retirement System (OMERS) Sponsor Corporation board of directors.

Because:

- The Municipal Retirees Organization of Ontario (MROO), the Police Pensioners Association of Ontario (PPAO), and the Ontario Retired Fire Fighters Association share an important seat and vote on the OMERS Sponsor Corporation board of directors.
- The 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.

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

Resolution No. 5**Submitted by CUPE Ontario Health and Safety Committee, Local 1281, and Local 2316**

CUPE Ontario will:

1. Request notification annually, on April 30 and September 30, for each affiliated local to include a list of members that are expected to retire in the subsequent 6 months.
2. Meet with CUPE National Secretary-Treasurer to actively explore how best to expediate an automatic issuing of the retiring member's card for CUPE's retiring members.

Because:

- Retirees are still an untapped resource in most local unions across Ontario.
- The re-engagement of member activists following retirement requires a continuity of contact by our local unions.

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

Resolution No. 6**Submitted by CUPE Ontario Injured Worker Advocacy Committee**

CUPE Ontario will:

Organize against and educate workers about proposed changes to the Workers Safety and Insurance Board and the Workplace Safety and Insurance Appeals Tribunal (WSIB and WSIAT) processes.

Because:

- Proposed changes will result in more claims denied and workers refused their rightful entitlement.
- There will be greater difficulties for workers appealing claim denials, and a reduction of time to collect relevant medical documents, information, and opinions.

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

Resolution No. 7**Submitted by CUPE Ontario Injured Worker Advocacy Committee**

CUPE Ontario will:

Join in the fight to oppose Workers Safety and Insurance Board (WSIB) "Excellence" and employer reimbursement programs through awareness campaigns, petitions, informational resources, and formal recommendation writing to redirect funding to labour forward initiatives.

Because:

- WSIB funds are to be allocated and invested back into injured workers programs. not into the pocket of employers.
- Reimbursement programs encourage a poor safety culture and underreporting of incidents and workplace accidents.
- The labour movement supports 'hazard-based' safety programs and not 'behaviour-based' safety programs.

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

Resolution No. 8

Submitted by CUPE Ontario University Workers Coordinating Committee, Local 1281, Local 2626, Local 3902, Local 3903, Local 3906, Local 3908, Local 4207, and Local 9102

CUPE Ontario will:

Develop, resource, and implement a comprehensive action plan that will:

- Educate members on how to respect other CUPE local's picket lines.
- Provide strategies for members on how to speak to their employer or supervisor on refusing to cross picket lines.
- Provide strategies for local union executive boards on how to negotiate with employers on refusing to cross other CUPE local picket lines.
- Include printed and digital materials about respecting picket lines that are accessible to locals and members.

Because:

- CUPE members want to show solidarity with members of striking CUPE locals.
- Many collective agreements no longer have articles that protect workers from refusing to cross other local picket lines at a shared work site.
- Members need to know how to not cross picket lines.

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

Resolution No. 9

Submitted by Local 2484, Social Service Workers Coordinating Committee

CUPE Ontario will:

Work with CUPE National and the National Child Care Working Group to seek advice from early learning and child care sector experts to develop and resource a new organizing campaign for the Canada-wide Early Learning and Child Care Plan that includes:

- Developing provincial mapping to identify and prioritize communities with union and child care community strength;
- Prioritizing large, regional, non-profit multi-site child care agencies, including the YMCAs and YWCAs;
- Collaborating with ECEs and child care workers to develop effective, innovative organizing approaches and messages specifically designed to appeal to the child care workforce.

Because:

- The Canada-Wide Early Learning and Child Care Plan is anticipated to create 86,000 new child care spaces in Ontario, with priority in the non-profit and public sector.
- Over 75% of the child care workforce works in public and non-profit child care, but it is estimated that less than 25% of the child care workforce is unionized.
- CUPE will be well-positioned to organize and represent the expanding child care workforce anticipated over the next 5 years.

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

Resolution No. 10**Submitted by Local 4400**

CUPE Ontario will:

Advocate for funding to promote the importance of early childhood development provided by our members.

Because:

- There is a lack of awareness in the general public of the benefits of early childhood development and the services our members provide.

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

Resolution No. 11**Submitted by Local 9103 -Toronto District Council, Retirees Network**

CUPE Ontario will:

1. Urge all locals to sign up their retired members for the CUPE Ontario Retirees Network.
2. Develop promotional materials for the CUPE Ontario Retirees Network.
3. Work with CUPE National to fund a campaign to grow the CUPE Ontario Retirees Network, with the goal of securing its recognition by the Ontario Municipal Employees Retirement System (OMERS) Sponsor Corporation board of directors.

Because:

- The Municipal Retirees Organization of Ontario (MROO), the Police Pensioners Association of Ontario (PPAO), and the Ontario Retired Fire Fighters Association share an important seat and vote on the OMERS Sponsor Corporation board of directors.
- The 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.

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

Resolution No. 12**Submitted by CUPE Ontario Retirees Network**

CUPE Ontario will:

1. Write to all affiliates to encourage retired members to join the CUPE Ontario Retirees Network.
2. Develop promotional materials for the CUPE Ontario Retirees Network.
3. Work with CUPE National to fund a campaign to grow the CUPE Ontario Retirees Network, with the goal of securing recognition by the OMERS Sponsor Corporation board of directors.

Because:

- The MROO, the Police Pensioners Association of Ontario (PPAO), and the Ontario Retired Fire Fighters Association share an important seat and vote on the OMERS Sponsor Corporation board of directors.
- The 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 leadership of MROO has been largely taken over by former management and non-union employees.
- The MROO claims to speak on behalf of all OMERS retirees yet has a track record of voting against retirees' interests, such as the elimination of guaranteed indexing for future retirees.
- The CUPE Ontario Retirees Network has the potential to represent the interests of retired workers more genuinely.
- Building the membership of the CUPE Ontario Retirees Network is critical to developing a credible alternative to MROO.

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

Resolution No. 13**Submitted by Local 9103 - Toronto District Council**

CUPE Ontario will:

1. Make public all the CUPE locals in Ontario and provide each district council with a recording secretary.
2. Provide, no later than January 31 of each year, an updated list to the recording secretary of the locals in the district area to ensure greater affiliation and to strengthen district councils.

Because:

- District councils cannot represent districts without knowing who is in their area;
- Strong district councils are needed to organize against attacks on our rights.

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

Resolution No. 14**Submitted by CUPE Health and Safety Committee**

CUPE Ontario will:

Implement Health and Safety training days for rank-and-file CUPE members that are accessible to workers in all regions/districts/councils of Ontario.

Because:

Members who are actively engaged in Health and Safety in their workplaces would benefit greatly from these training days and be better prepared to address hazards in their workplaces.

- Joint Health and Safety committees' members and/or Health and Safety representatives across the province need improved access to CUPE's Health and Safety training.
- Members will have the opportunity to complete the Health and Safety Learning Series as developed by CUPE National.

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

Resolution No. 15**Submitted by CUPE Injured Worker Advocacy Committee**

CUPE Ontario will:

Work with each local to introduce language in bargaining to promote return to work protections for injured workers and workers on WSIB using language developed by the Injured Worker Advocacy Committee (IWAC).

Because:

- Workers injured at work often are not represented by the union during return-to-work processes, resulting in poor outcomes and failures to properly accommodate.
- Unions are the members and should represent all members, including those injured at work.

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

Resolution No. 16**Submitted by CUPE Injured Worker Advocacy Committee**

CUPE Ontario will:

Encourage all affiliated locals to have at least one (1) designated individual responsible for workers compensation and WSIB issues (e.g., by naming this as a responsibility in local's bylaws).

Because:

- Having at least one (1) individual focused on worker's compensation will result in improved communication with members about the WSIB services CUPE provides.
- This ensures a better representation for members navigating the WSIB system and the return-to-work process for injured workers.

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

Resolution No. 17**Submitted by Local 4400**

CUPE Ontario will:

Advocate for a cross-sector strategy on violence.

Because:

- Violence against workers has carried on far too long and requires funding for a cross-sector effort to reduce violence across the province.

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

Resolution No. 18**Submitted by CUPE Ontario Library Workers Committee**

CUPE Ontario will:

1. Develop model collective agreement language library locals can table with employers that affirms the employers' commitment to 2SLGBTQI+ inclusion, including promoting and defending 2SLGBTQI+ events and resources, and ensuring the library is a safe space for 2SLGBTQI+ workers and visitors.
2. Develop a best practice guide to help library locals set up Drag Queen Story Hours in the libraries where they work.
3. Develop a tool to help library workers explain and defend Drag Queen Story Hours in the libraries where they work.

Because:

- Libraries and library workers have been subject to anti-2SLGBTQI+ hate and threats for hosting Drag Queen Story Hour events.
- Hateful protests against Drag Queen Story Hour events have occurred in almost every province.
- Hate crimes in Canada based on a person's sexual orientation and gender expression or identity have increased dramatically over the past few years.
- No one should be harassed, threatened, or subject to violence because of their gender expression or identity, or their support for inclusion, equity, and tolerance.
- CUPE has a positive obligation to promote the values of equity, safety, and anti-oppression in our workplaces and communities.

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

Resolution No. 19**Submitted by Local 2626**

CUPE Ontario will:

Discontinue the use of "Brothers" and "Sisters" in its official communications, events, and all related media. Instead, the union will use gender expansive and inclusive language.

Because:

- Using gender expansive and inclusive language upholds the union's Equality Statement.
- All folks, including gender non-conforming people, trans, non-binary, genderqueer, and agender deserve representation.
- "Brother" and "Sister" are terms that conform to an outdated and incorrect gender binary, and their use only perpetuates this binary while marginalizing members.

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

Resolution No. 20**Submitted by Local 3906**

CUPE Ontario will:

1. Discontinue the use of "Brothers" and "Sisters" in its official communications, events, and all related media.
2. Instead, the union will use gender expansive and inclusive language.
3. This may include "Comrade" as a gender-neutral term instead of "Brother" and "Sister."

Because:

- Using gender expansive and inclusive language upholds the union's Equality Statement.
- All folks, including gender non-conforming people, trans, non-binary, genderqueer, and agender deserve representation.
- "Brother" and "Sister" are terms that conform to an outdated and incorrect gender binary, and their use only perpetuates this binary.

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

Resolution No. 21**Submitted by Local 3908**

CUPE Ontario will:

1. Discontinue the use of "Brothers" and "Sisters" in the following contexts (excluding the colloquial use of these labels):
 - a. Official communications, including through official media and social media;
 - b. At CUPE Ontario events;
 - c. CUPE Ontario elected representatives when acting in their official capacity.
2. Instead, the union will use gender expansive and inclusive language. This may include "Comrade" as a gender-neutral term instead of "Brother" and "Sister".

Because:

- Using gender expansive and inclusive language upholds the union's Equality Statement.
- All gender expansive and gender non-conforming folks deserve representation.
- "Brother" and "Sister" are terms that conform to an outdated and incorrect gender binary, and their use only perpetuates this binary.

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

Resolution No. 22**Submitted by Local 3908**

CUPE Ontario will:

1. Provide equity resources for all locals in the form of accessible, digital documents that can be distributed annually. Accessible physical copies can be made and mailed to locals at their request.
2. CUPE Ontario will put out an email call to locals within fourteen (14) business days after the Convention to form a working group that will create these documents. The documents shall be completed in time for the 2024 Convention.
3. The documents shall provide information on, at a minimum:

Federal and Provincial Human Rights legislation, accessibility legislation, a guide to perform equity updates, a local's policy and constitution, anti-racism educational materials, trans inclusivity and pronoun guides, strategies for anti-oppression, a how-to guide on creating accessible materials and improving accessibility, materials on recognizing and addressing harassment, and a guide to decolonize union practices and respecting Indigenous ways of knowing.

Because:

- Not all locals have access to equity, anti-racism, and anti-oppression training in their geographic area.
- These documents would be a comprehensive, step-by-step package that would allow locals to make lasting equity changes in their policy, constitution and working culture.
- There is more to equity than bargaining.

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

Resolution No. 23**Submitted by Local 4400**

CUPE Ontario will:

1. Recognize the harmful impact that offensive language can have on marginalized communities. While the term "Black Friday" has been used in recent decades to refer to the day after significant holidays for some cultures, when retailers offer significant discounts, its origins can be traced back to the enslavement era, when it was used to describe the practice of selling enslaved humans on Fridays.
2. Given the hurtful connotations associated with this term, it is important to acknowledge its historical roots and work towards finding a more appropriate and respectful term. Therefore, we propose the following resolution:

Whereas this term is offensive to many people of color and reinforces painful associations with enslavement.

Be it resolved that we recognize the harmful impact of this term and commit to replacing it with a more appropriate and respectful term, such as "White Sale" or "Holiday Sale."

Because:

- In conclusion, we recognize the importance of language in shaping our perceptions and attitudes towards one another, and we commit to using language that is inclusive, respectful, and reflective of our shared values of diversity and equality.

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

Resolution No. 24**Submitted by Local 9112**

CUPE Ontario will:

1. Send a resolution to CUPE National to develop model collective agreement language library locals can table with employers that affirms the employers' commitment to 2SLGBTQI+ inclusion, including promoting and defending 2SLGBTQI+ events and resources, and ensuring the library is a safe space for 2SLGBTQI+ workers and visitors.
2. Develop a best practice guide to help library locals set up Drag Queen Story Time in the libraries for workers.
3. Develop a tool to help library workers explain and defend Drag Queen Story Time in their workplaces.

Because:

- Libraries and library workers have been subject to anti-2SLGBTQI+ hate and threats for hosting Drag Queen Story Hour events.
- Hateful protests against Drag Queen Story Hour events have occurred in almost every province.
- Hate crimes in Canada based on a person's sexual orientation and gender expression or identity have increased dramatically over the past few years.
- No one should be harassed, threatened, or subject to violence because of their gender expression or identity, or their support for inclusion, equity, and tolerance.
- CUPE has a positive obligation to promote the values of equity, safety, and anti-oppression in our workplaces and communities.

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

Resolution No. 25**Submitted by CUPE Ontario Racial Justice Committee**

CUPE Ontario will:

Work with the Racial Justice Committee and the Ontario School Board Council of Unions, to demand inclusion of Black history as a substantial part of Ontario's K-12 curriculum.

Submit a similar resolution to the Ontario Federation of Labour, the Canadian Labour Congress and CUPE National to ensure inclusion of Black History in K-12 curriculum nationwide.

Because:

- Black and African Canadians have been present in Canada for hundreds of years. Black and African Canadians have contributed to the Canadian Labour force/economy through both employment and business. The curriculum will start from the elementary school level through out grade 12. Black history is Canadian History.

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

Resolution No. 26

Submitted by, CUPE Ontario Library Workers Committee, Ontario Municipal Employees Coordinating Committee, Pink Triangle Committee, Local 9103, Local 9112

CUPE Ontario will:

1. Work with the Pink Triangle committee, Library Workers committee, OSBCU, other committees, locals, and members to fight the alt-right transphobic Drag Storytime and event hate that is being organized around the country.
2. Provide resources for members and locals who want to counter-protest these hateful Drag Storytime protests and gender-neutral washroom protests.
3. Provide resources and education for CUPE members facing these alt-right transphobic protests in their workplaces: such as libraries, schools, and municipal buildings.

Because:

- Trans rights are human rights.
- The Trans community are among the most vulnerable across the various oppressed communities, especially BIPOC trans women.
- Trans equality lags far behind much of the rest of the 2SLGBTQ2IA+ community.
- A higher proportion of trans people are victims of violence.
- Devastating anti-trans legislation is being passed in the United States which could also happen in Canada.

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

Resolution No. 27**Submitted by CUPE Ontario Workers with Disabilities Committee**

CUPE Ontario will:

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

1. All Insulin dependent diabetics have access to continuous glucose or flash glucose monitor.

Because:

- Monitoring glucose levels affects the quality and life expectancy of affected people. Various studies have been done to examine the cost saving and health benefits of continuous monitoring of glucose levels.
- Make Ontario accessible for everyone with regards to the Accessibility for Ontarians with Disabilities Act by 2025.

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

Resolution No. 28**Submitted by CUPE Ontario Workers with Disabilities Committee**

CUPE Ontario will:

1. In partnership with the NDP, lobby the Ontario government to bring the Assistive Devices Program back into government funded programs.

Because:

- Provide better services for persons with disabilities to get the devices they need to live a fulfilling and productive life; and
- Allow persons who have previously purchased devices prior to the approval of benefits to be reimbursed for expenses that would have been covered; and
- Make it more affordable for persons with disabilities to get devices at a reasonable cost.

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

Resolution No. 29

Submitted by CUPE Ontario Climate Justice Committee, Health and Safety Committee, Local 1281 and CUPE Local 2316

CUPE Ontario will:

1. Take steps to ensure that CUPE members' pensions will not lose value because of fossil fuel investments that contribute to disastrous climate disruption.
2. Inform locals and CUPE members of the importance of CUPE members' pension funds divesting from fossil fuels in order to reduce carbon emissions that contribute to disastrous climate disruption.
3. Report back to the 2024 Convention on progress and provide a detailed plan for next steps to ensure that CUPE members' pension funds are divesting from fossil fuels.

Because:

- Portions of CUPE members' pension funds invested in fossil fuels will become worthless as federal climate change policy promotes a transition from fossil-fueled energy to renewable energy technologies.
- Ontario's future is threatened by increased frequency and severity of extreme weather events – floods, wildfires, ice/snow storms, high winds, and heatwaves – caused by profit-driven carbon emissions from combustion of fossil fuels.
- Costs of climate disruption caused by carbon emissions from combustion of fossil fuels will be borne by CUPE Ontario members. Profit-driven, fossil-fueled climate disruption brings increased insurance rates for flood zones. Heatwaves and wildfires bring increased costs for firefighting. Increased frequency and severity of fossil-fueled extreme weather events bring increased costs for evacuation and accommodation of victims.

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

Resolution No. 30**Submitted by Local 2316**

CUPE Ontario will:

1. Continue to support the Cancel the Cuts campaign.
2. Ensure union members are informed of the threat of pension benefit cuts.
3. Collect petition signatures in support of the campaign.
4. Distribute campaign materials in the members' workplace and throughout the union.
5. Identify a campaign lead from our local.
6. Urge the employer to oppose cuts to our OMERS pensions.
7. Request the employer lobby its employer association at the OMERS Sponsors Corporation board of directors to vote against proposed cuts to plan members' pensions (e.g., Association of Municipalities of Ontario [AMO], Ontario Public School Boards Association [OPSBA], Ontario Catholic School Trustees' Association [OCSTA], City of Toronto, Ontario Association of Children's Aid Societies [OACAS], and Electricity Distributors Association [EDA]).
8. Organize and mobilize members for direct action if necessary.
9. Report to the membership about developments on this campaign.
10. Share the campaign with other unions in our community that have members in OMERS.

Because:

- Many workers depend on OMERS pensions during their retirement.
- These proposed cuts will negatively impact our OMERS members in their retirement.
- Our members deserve a supportive beneficial pension plan upon retirement.

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

Resolution No. 31**Submitted by Local 4400**

CUPE Ontario will:

Advocate CUPE National to make funding to ensure a common pension plan for all childcare workers and/or other workers. These workers should be funded to be in defined benefits plans such as, but not limited to, the Healthcare of Ontario Pension Plan (HOOPP) or the Ontario Municipal Employees Retirement System (OMERS), as we wait for an appropriate Canada Pension Plan.

Because:

- All workers deserve a defined benefit plan.

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

Resolution No. 32**Submitted by Local 4156, Local 4207, Local 9103, and Local 9112**

CUPE Ontario will:

Advocate to CUPE National to increase the number of union education staff in Ontario to 5 from the current 3.

Because:

- Three staff for the whole province is not sufficient given the increase in education that the membership have been requesting.
- The more educated members are, the stronger their locals will become.

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

Resolution No. 33**Submitted by Local 4400**

CUPE Ontario will:

Commit to a genuine rank-and-file democracy:

Whereas the commitment of the OSBCU (Ontario School Board Council of Unions) to rank-and-file democracy and engagement was a step in the right direction with noticeable results.

Whereas this principle was allegedly violated when the OSBCU leadership undemocratically halved the wage demands during bargaining without consulting the membership and denied them from speaking against the proposed agreement at their members meetings.

Be it resolved that CUPE Ontario rejects these actions of the OSBCU and recommits to genuine rank-and-file democracy and open bargaining.

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

Resolution No. 34**Submitted by Local 4400**

CUPE Ontario will:

Advocate to CUPE National to make funding available to ensure that all workers are covered by WSIB and paid for by the employers.

Because:

- All workers should have access to paid WSIB benefits.

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

Resolution No. 35**Submitted by Local 4400**

CUPE Ontario will:

Advocate to CUPE National to provide funding for workers who work in high-risk classifications be eligible for early retirement without loss of income who are not currently allowed.

Because:

- Due the high violence levels and traumatic stress members face every day, workers need to retire in dignity earlier.

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

Resolution No. 36**Submitted by Local 4705, and Local 9117**

CUPE Ontario will:

Hold a Northern Ontario Conference on every even number year and work with Union Education Department to provide at minimum two (2) days of education included in the Conference.

Because:

- This will give an opportunity to get Northern Ontario workers who do not have access to traditional CUPE Ontario spaces the chance to get together to discuss Northern Ontario issues.
- This will encourage more Northern Ontario workers to become active within their union.
- This will give an opportunity for workers across Northern Ontario to discuss shared concerns and how to strategize in solving them.
- This will provide Northern Ontario workers with the necessary skills and resources to organize within their locals.

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

Resolution No. 37**Submitted by Local 5678**

CUPE Ontario will:

Reimburse affiliated CUPE Ontario locals 50% of the cost of locals to affiliate with their respective labour councils.

Because:

- It increases engagement with local labour councils as cost may be an inhibitor.

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

Resolution No. 38**Submitted by Local 5678**

CUPE Ontario will:

Reimburse travel mileage at the current rate after 5,000 km CRA rate if this rate is more than the current CUPE Ontario rate.

Because:

- CUPE reimbursement should not be less than the established CRA rate at any time.

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

Resolution No. 39**Submitted by Local 79, Local 9103, and Local 9112**

CUPE Ontario will:

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

Because:

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

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

Resolution No. 40**Submitted by CUPE Ontario School Board Council of Unions**

CUPE Ontario will:

Lobby CUPE National to review and amend National Strike Fund Regulations to reflect the needs of bargaining councils and centralized and/or province-wide strikes.

Because:

- The language in the current National Strike Fund Regulations does not currently address the diversity of bargaining units and/or councils, nor does it contemplate centralized or province-wide strikes. Workers need to be confident that the resources that they require will be there regardless of the make-up of the striking body.

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

Resolution No. 41**Submitted by CUPE Ontario School Board Council of Unions**

CUPE Ontario will:

Submit a constitutional amendment to the CUPE National Convention in 2023 to add a seat on the National Executive Board, representing Francophone workers.

Because:

- This will contribute to the equitable and inclusive diversity of all Francophone members and to be able to build relationships and allies with Francophone members across all provinces in Canada. The inclusion of this seat will encourage and support Francophone members whose voices have been marginalized for too long.

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

Resolution No. 42**Submitted by CUPE Ontario School Board Council of Unions**

CUPE Ontario will:

Working with sectors and the Education Committee, develop an annual week-long school in Northern Ontario.

Because:

- Northern Ontario locals are small and have limited funds. Currently all education opportunities, including the CUPE Ontario Fall and Spring School, are located in Southern Ontario, making it a barrier to participation for Northern Locals on the basis of financial hardship.

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

Resolution No. 43**Submitted by Local 9103**

CUPE Ontario will:

Submit a resolution to CUPE National Convention requesting that CUPE district councils have access to contact lists and information of officers and delegates from locals in their regions, including the regional areas.

Because:

- CUPE district councils are stronger when there is access to information and robust communication. This meets the obligation under Article 4.2 B of the CUPE National Constitution.

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

Resolution No. 44**Submitted by CUPE Ambulance Committee of Ontario**

CUPE Ontario will:

Provide a full-time book-off for the Chair of the CUPE Ambulance Committee of Ontario (CACO), or designate, for the purposes of conducting the business of the Committee. CUPE Ontario will pay for all lost wages, benefits, and pension contributions of the booked off representative of CACO.

Because:

- The ongoing threat of modernization by the provincial government will require the attention of the CACO to assist in the potential representation votes of paramedics and dispatchers across the Province of Ontario.
- The ongoing health care and pre-hospital care staffing crisis does not allow for short notice and irregular interval book-offs and as such the work of the Committee is difficult to complete.
- The Committee requires a time to address the mental health crisis facing the profession via CACO specific and cross-sector campaigns.
- The profession as a whole needs resources to elevate the profile of the profession.

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

Resolution No. 45**Submitted by CUPE Ambulance Committee of Ontario**

CUPE Ontario will:

1. Work with the CACO to rename the Committee to something that better reflects the composition of the sector.
2. Once a name is selected by the Committee and its affiliates, CUPE Ontario will issue direction to all committees that mention CACO in their bylaws to revise and amend the documents to reflect the new name.

Because:

- The Committee is not composed of the vehicles they may or may not drive.
- There is little name recognition in either the media or amongst paramedics and dispatchers for the CUPE Ambulance Committee of Ontario (CACO).

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

Resolution No. 46**Submitted by CUPE Ambulance Committee of Ontario**

CUPE Ontario will:

With the assistance of CUPE National, fund a general levy for the CUPE Ambulance Committee of Ontario (CACO) in the amount of \$1 per bi-weekly pay period for every affiliated paramedic member.

Because:

- The current budget is inadequate to advocate for paramedics, dispatchers, and logistics professionals.
- Modernization of paramedic services is looming and there is a need for coordination within the sector.
- Threats of privatization of health care with this current Conservative government will also impact pre-hospital care.

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

Resolution No. 47**Submitted by CUPE Ambulance Committee of Ontario**

CUPE Ontario will:

Have a three (3) day long CACO Conference in the fall of 2023, and subsequent years, to allow for coordinated bargaining with the affiliated locals in the sector.

Because:

- A resolution was passed at the 2018 CACO Conference that requested the additional day.
- The 2019 CACO Conference was extended by an additional day by CUPE Ontario for the last in-person conference before the COVID-19 pandemic

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

Resolution No. 48**Submitted by CUPE Ontario Climate Justice Committee**

CUPE Ontario will:

Work with the Climate Justice Committee using an environmental, climate justice, and anti-oppression framework and lens to edit CUPE Ontario's Policy Manual.

Because:

- The CUPE Ontario Policy Manual is a living document.
- CUPE Ontario does have green policies in the manual, but the Policy Manual has not been reviewed in some time.

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

Resolution No. 49**Submitted by CUPE Ontario Climate Justice Committee**

CUPE Ontario will:

1. Host a Climate Summit in 2024 to consult with locals, district councils, and activists on the climate emergency, workplace issues, and collectivism, and to review organizing opportunities and issues.
2. Work towards organizing further regional summits.

Because:

- The climate emergency is rarely on the agenda of other conferences, conventions, and events.
- CUPE Ontario has not had an event on this issue, and it is one of the biggest existential threats of our time. There are no jobs on a dead planet.
- This is an organizing opportunity on the issue of climate justice.

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

Resolution No. 50

Submitted by CUPE Ontario Health Care Workers Coordinating Committee and Health and Safety Committee

CUPE Ontario will:

Advocate for additional positions for provincial staff representatives to service the rank- and-file members of CUPE Ontario locals.

Because:

- Ontario Public Service sector is struggling as a result of staff shortages, overwork, inflation, and increasing violence, some of which that could be a relieved through the support of provincial staff representatives.
- As our membership frows, so must our staff representative numbers.
- The support of our staff representatives is vital for the success of our membership.

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

Resolution No. 51**Submitted by CUPE Ontario Health and Safety Committee**

CUPE Ontario will:

Lobby CUPE National to review and amend The National Strike Fund Regulations to reflect the needs of bargaining councils and centralized and/or province wide strikes.

Because:

- The language in the current National Strike Fund Regulations does not currently address the diversity of bargaining units and/or councils, nor does it contemplate centralized or province wide strikes. Workers need to be confident that the resources that they require will be there regardless of the make up of the striking body.

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

Resolution No. 52**Submitted by CUPE Ontario Health and Safety Committee and Local 2557**

CUPE Ontario will:

Decrease the kilometer requirements for hotel accommodation for CUPE Ontario executive and committee members from 100km to 75km in an effort to allow full participation of our membership in union meetings and planning sessions.

Because:

- Currently CUPE Ontario will only pay for hotel accommodation for members attending a pre-approved meeting and who live more than 100km from the meeting location.
- The current 100km stipulation puts forward barriers to participation for some CUPE Ontario members who must commute each morning and evening.
- Decreasing the mileage requirements would encourage full participation.
- The opportunity for a member to spend the duration of a planning session or meeting with their respective committee builds the vital solidarity we need in order to grow as a union.

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

Resolution No. 53**Submitted by Local 79**

CUPE Ontario will:

1. Increase the age limit of a young worker to 35 and list the change on its website.
2. Recommend that CUPE National increase the age limit of a young worker to 35 and list the change on its website.

Because:

- Workers are entering the labour market at later stages in life.
- Young workers involved in union matters age out just as they are getting comfortable in affecting change.
- CUPE Ontario and CUPE National should draw on a larger pool of workers to fill their young worker positions.

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

Resolution No. 54**Submitted by Local 1182**

CUPE Ontario will:

Hold a Northern Ontario Conference on every even numbered year.

Because:

- This will give an opportunity to get Northern Ontario workers, who do not have access to traditional CUPE Ontario spaces, the chance to get together to discuss Northern Ontario issues.
- This will encourage more Northern workers to become active within their unions.
- This will give an opportunity for workers across Northern Ontario to discuss shared concerns and how to strategize in solving them.
- This will provide Northern workers with the necessary skills and resources in order to organize within their locals.

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

Resolution No. 55**Submitted by Local 1182, Local 4705, and Local 9117**

CUPE Ontario will:

Call on CUPE National to:

1. Hire more permanent national servicing representatives (NSR) for Northern Ontario especially in the rural areas.
2. Look at the assignments and consider the distance they must travel to service their locals.

Because:

- They are required to travel a variety of distances to service their locals, under a variety of unpredictable winter weather and road conditions.
- The number of assignments, coupled with the distances needed to travel to service their locals, is upsetting the work/family balance, which can lead to failed marriages, health issues, depression, and stress.

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

Resolution No. 56**Submitted by Local 1182, Local 4705, and Local 9117**

CUPE Ontario will:

Call on CUPE National to change their policy of excluding retired, trained member facilitators from continuing to contribute within the Education Department of CUPE.

Because:

- Retired member facilitators have a wealth of knowledge they want to continue to share.
- Retired member facilitators have immeasurable past experience they want to continue to share.
- Retired member facilitators give and receive strength, knowledge, energy, and solidarity.
- Retired member facilitators request no lost wages, only out-of-pocket expenses, and mileage; and saving CUPE National resources.
- All retired members need to feel useful, not just hear how useful they were.

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

Resolution No. 57

Submitted by Local 1281, Local 3902, Local 3903, Local 4156, Local 4207, Local 9102, and Ontario University Workers Coordinating Committee

CUPE Ontario will:

Develop, resource, and implement a plan to propose, urgently and via constitutional amendment at the next CUPE National Convention the following amendment:

Amend Article 2.1 of the CUPE National Strike Fund Regulations to say:

In these regulations, "strike" includes a cessation of work caused by a strike, including political strikes, a lockout or honouring the picket line of another CUPE local or trade union at a shared work site.

Because:

- Political strikes are a powerful tool to fight for workers' rights.
- The labour movement must be flexible in putting pressure on employers and worker-hostile government

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

Resolution No. 58

Submitted by Local 1281, Local 2626, Local 3902, Local 3903, Local 3906, Local 3908, and Ontario University Workers Coordinating Committee

CUPE Ontario will:

Develop, resource, and implement a plan to propose, urgently and via resolution at the next CUPE National Convention if action has not yet been taken, that CUPE National give locals the option to use an effective electronic system of National Strike Fund Forms E, F, and G in lieu of paper-based versions of these forms, and that CUPE National ensures that all locals know of this option.

Because:

- Paper-based National Strike Fund forms are prone to loss or damage under any circumstances, and environmentally unsustainable.
- The volume of paperwork they create places an unnecessary administrative burden on local unions.
- An integrated electronic system can support the coordination of effective strike action while maintaining improved accountability.
- Many other CUPE locals have received approval from CUPE National for electronic strike pay administration.
- The OSBCU strike would have been impossible without electronic forms.
- All locals should have access to the information they need to facilitate effective strike action.

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

Resolution No. 59

Submitted by Local 1281, Local 2626, Local 3902, Local 3903, Local 3906, Local 3908, Local 4156, Local 4207, and Ontario University Workers Coordinating Committee

CUPE Ontario will:

Develop, resource, and implement a plan to propose, urgently and via resolution at the next CUPE National Convention if action has not yet been taken, that CUPE National give locals the option of using e-transfers and direct deposit (in addition to cheques) for strike pay, and that CUPE National ensures that all locals know of this option.

Because:

- Cheques, as a means of remitting strike pay, create administrative, logistic, and accessibility issues. They can be lost or damaged, requiring costly stop payment requests and reissued cheques.
- E-transfers allow striking members to receive much needed strike pay in a safe, secure, and timely way.
- An integrated electronic system can support the coordination of effective strike action while maintaining improved accountability.
- Many other CUPE locals have received approval from CUPE National for electronic strike pay administration.
- All locals should have access to the information they need to facilitate effective strike action.

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

Resolution No. 60

Submitted by Local 1281, Local 2626, Local 3902, Local 3903, Local 3906, Local 3908, Local 4207, and Ontario University Workers Coordinating Committee

CUPE Ontario will:

Develop, resource, and implement a comprehensive action plan that:

1. Provides each university campus with the ability to book-off one member organizer to support and assist OUWCC locals.
2. Permit the locals on each campus to decide amongst themselves where to prioritize union organizing and member engagement.

Because:

- CUPE locals on university campuses need support in achieving the goals of CUPE National and CUPE Ontario.

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

Resolution No. 61

Submitted by CUPE Local 1281, Local 3902, Local 3903, Local 3906, Local 3908, Local 4156, Local 4207, Local 9103 and Ontario University Workers Coordinating Committee

CUPE Ontario will:

Develop, resource, and implement a comprehensive action plan to advocate that article 5.1(d) of the National Strike Fund Regulations be changed to accommodate striking workers on the grounds of precarity, status (contract, part-time, full-time), by assigning strike duties with flexible hours, including pro-rated strike pay. Such action plan may include requests to amend 5.1(d) of the National Strike Fund Regulations.

Because:

- Locals often have more workers requiring accommodation that can be scheduled to work out of strike offices.
- This resolution will build capacity in part-time, contract-based locals.
- Many CUPE members work multiple jobs and requiring the current minimum hours (20 hours) this may endanger the status of the members' other jobs.
- The labour movement must be flexible to fight the bosses.

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

Resolution No. 62

Submitted by CUPE Local 1281, Local 3902, Local 3903, Local 3908, Local 4156, Local 4207, and CUPE Ontario University Workers Coordinating Committee

CUPE Ontario will:

Develop, resource, and implement a plan to propose, urgently and via constitutional amendment at the next CUPE National Convention the following amendment:

Add Article 16.8 to the CUPE National Constitution to read:

All members in good standing shall not cross any CUPE local picket line.

Because:

- All members must respect picket lines.
- Solidarity among locals is a fundamental part of CUPE.
- The only way to achieve the goals of CUPE National is by showing solidarity across locals.

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

Resolution No. 63

Submitted by Local 1281, Local 3902, Local 3903, Local 3606, Local 3908, Local 4207, and CUPE Ontario University Workers Coordinating Committee

CUPE Ontario will:

Develop, resource, and implement a plan to propose, urgently and via constitutional amendment at the next CUPE National Convention the following amendment:

Amend F.1(l) of the CUPE National Constitution to read: fails to respect the **legal** Local Union's picket line, works for the employer during a legal strike or labour dispute or engages in any strike-breaking activity.

Because:

- Picket line solidarity should not end with your local and include all CUPE national picket lines.
- CUPE workers must show solidarity with other striking CUPE locals.
- This amendment will provide support for workers who refuse to cross CUPE picket lines.

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

Resolution No. 64**Submitted by Local 1559**

CUPE Ontario will:

Recognize Public Health as a sub-jurisdictional group of OMECC, as voted on by its delegates at the 2023 OMECC Conference.

Because:

- With the threat of budget cuts to public services, mergers, and amalgamations due to "Modernization" from the Provincial Progressive Conservative Party in Ontario, it is important to have a structure in place to advocate for Public Health members in Ontario.
- We must recognize that Public Health is a distinctive group of workers within OMECC.
- OMECC is stronger when specific sectors feel included and represented at a provincial level.

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

Resolution No. 65**Submitted by Local 2626**

CUPE Ontario will:

Develop a fair and equitable compensation and/or honorarium model for elected sitting members of all CUPE Ontario sector teams, including the Health Care Workers' Coordinating Committee (HCWCC), the Ontario Municipal Employees Coordinating Committee (OMECC), the Ontario School Board Council of Unions (OSBCU), the Social Service Workers Coordinating Committee (SSWCC), and the Ontario University Workers Coordinating Committee (OUWCC). This includes but is not limited to the Chair, Vice-Chair, Health and Safety Representative, Recording Secretary, Injured Workers Representative, and Employment and Equity Chair.

Because:

- Sector teams are essential for advancing sector-specific goals, increasing worker power, and building broader momentum for CUPE members and the labour movement.
- Members of the committees are already under undue pressure to work multiple jobs and contribute meaningfully to their own locals and the labour movement generally.
- Sector work is actively hampered when committees' members must prioritize other commitments to support themselves financially.
- We believe in equal pay for equal work and condemn the exploitation of free labour.

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

Resolution No. 66**Submitted by Local 3903, Local 3908**

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 and state violence.
4. Sponsor a CUPE National resolution supporting the above and supporting efforts of 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 |
|-----------------------------|----------------|-----------------|-----------------|

Resolution No. 67**Submitted by Local 1777**

CUPE Ontario will:

Publicly call for:

1. The removal of Russian troops and weapons from all Ukrainian territory and end the conflict.
2. Russia to rebuild Ukraine's cities, towns, and basic infrastructure when war ends.
3. Ukrainian workers to receive all unpaid wages and unrestricted collective bargaining rights.
4. Ending sanctions against Russia that hurt working people more.
5. Freeing all the imprisoned opponents of Putin's war on Ukraine.
6. Removal of U.S. nuclear arms from all of Europe.

Because:

- Putin's invasion of Ukraine has caused the deaths of hundreds of thousands of civilians and soldiers – both Ukrainians and Russians – and millions of Ukrainian refugees. Millions more suffer high inflation, food shortages, and continued conflict.
- The courageous working class of Ukraine is, with material support, pushing back and destroying the demoralized Russian conscript army.
- The employer class in Canada and other imperialist nations are pushing the Ukrainian people into an unacceptable surrender of their national sovereignty and national territory.

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

Resolution No. 68**Submitted by CUPE Health and Safety Committee, Local 2626, and OSBCU**

CUPE Ontario will:

Working with sectors and committees, develop a Political Action Summit. The Summit would be open to all workers and would offer educational and learning opportunities around organizing to fight legislation, lobbying at different levels of government, and working within our communities.

Because:

- The government will continue to use legislation powers to oppress workers. It is only when we educate, agitate, and organize that we can defeat the government and make the gains that workers need.

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

Resolution No. 69

Submitted by CUPE Ontario Workers with Disabilities Committee

CUPE Ontario will:

1. Submit a constitutional amendment to the 2023 CUPE National Convention, as follows:

Under Article 7.2 of the CUPE National Constitution,

7.2 Composition

*(a) The members of the National Executive Board are elected by a majority vote at Convention. The members of the Board are: the National President, the National Secretary-Treasurer, five General Vice Presidents, fourteen Regional Vice Presidents and ~~two~~ **seven** Diversity Vice-Presidents.*

Add the new 7.2 (d)

The Diversity Vice-Presidents represent the following members:

- 2SLGBTQI+ Workers.....1**
- Workers with Disabilities.....1**
- Women.....1**
- Young Workers.....1**
- Francophone.....1**
- Indigenous Workers.....1**
- Black and Racialized Workers.....1**

11.10 Vacancy on National Executive Board

*(c) ~~Two~~ **Seven** alternate Diversity Vice-Presidents are elected at Convention. If an office of Diversity Vice-President becomes permanently vacant, the alternate Diversity Vice-President will fill the office for the rest of the term.*

Because:

- CUPE Ontario should have a clear mandate from our membership heading into the 2023 CUPE National Convention.
- CUPE Ontario believes that advancing the work of our National Constitution and guiding principles like the equality statement means building a more inclusive National Executive Board through equity representation.

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

Resolution No. 70

Submitted by CUPE Ambulance Committee of Ontario and the Ontario Municipal Employees Coordination Committee

CUPE Ontario will:

1. Approach the Association of Municipalities of Ontario (AMO) to issue a joint statement to the Ministries of Health and Long-Term Care requesting that funding for community paramedicine be enshrined in legislation on a permanent basis with funding coming from the provincial government at 100%.
2. Lobby the provincial government, jointly with the assistance of the CACO Chair, to ensure permanent funding is in place for community paramedicine.

Because:

- There is a mutual interest in securing permanent funding from the provincial government for services provided by our paramedics.
- AMO has already requested clarification on the permanency of funding in stakeholder meetings with the Ministries of Health & Long-Term Care, which was not answered publicly.

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

Resolution No. 71**Submitted by CUPE Ambulance Committee of Ontario**

CUPE Ontario will:

1. Work with the CACO to organize, produce, and support quarterly virtual town hall meetings to discuss issues facing Paramedics and Dispatchers across Ontario.
2. The Division will provide a budget to ensure that expert speakers are available to provide their advice to members and local leaders on a variety of subjects.

Because:

- The sector is facing a variety of threats and issues that require constant communication and assistance for the members.

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

Resolution No. 72**Submitted by CUPE Climate Justice Committee**

CUPE Ontario will:

1. Work with locals, other unions, and the Ontario Federation of Labour to organize and educate now towards a long-term vision of bringing essential industries into the public sector from profit-driven capitalists and co-operatively running these industries in the public good.
2. Send a resolution calling on CUPE National and the Ontario Federation of Labour to do the same.

Because:

- The roots of the climate crisis include the private control of the economy by a miniscule capitalist class, which makes decisions on increasing their own profits, unrestrained industrialization, corporate greed, and settler-colonialism, where Indigenous peoples are removed from their lands.
- Capitalism incentivizes resource exploitation which has led to a period of human-induced (anthropogenic) climate warming, which has resulted in the climate crisis.
- The capitalist logic is based on the concept of infinite growth, which is impossible on a finite planet.
- The only people who benefit from our current dependence on fossil fuels are the fossil fuel corporations and their shareholders.
- There are no jobs on a dead planet.
- A better world is possible where workers collectively manage our workplaces for the benefit of our communities

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

Resolution No. 73**Submitted by CUPE Climate Justice Committee**

CUPE Ontario will:

1. Work with and provide resources to the Anishinabek Nation (Ontario), the Bad River Band of the Lake Superior Tribe of Chippewa (Wisconsin), and the Bay Mills Indian Community (Michigan) in asserting their self-determination, including their struggle against the Canadian crude oil pipeline Enbridge Line 5.
2. Submit this resolution to the Ontario Federation of Labour and CUPE National Conventions.

Because:

- We are all treaty people. We are all bound by the treaties signed between settlers and the Indigenous nations on which we reside. Respecting treaties is a minimum obligation because many treaties were signed under duress.
- Our government's support for Enbridge Line 5 violates several articles under the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).
- Anishinabek Nation leadership says that supporting the continued operation of Enbridge Line 5 violates treaties.
- All 12 Michigan tribes recognized by the US government "View Line 5 as an existential threat to our treaty-protected rights, resources and fundamental way of life as Anishinaabe people of the Great Lakes."
- Reconciliation is not possible while corporations and courts in Canada continue to deny the right of Indigenous Peoples to self-determination.

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

Resolution No. 74**Submitted by CUPE Climate Justice Committee**

CUPE Ontario will:

1. Oppose Canada's planned purchase of 88 nuclear-armed F-35 fighter jets.
2. Through a resolution, demand that CUPE National oppose this planned purchase and join the No Fighter Jets campaign.
3. Organize members to join actions demanding No Fighter Jets.

Because:

- The projected lifetime costs of the 88 new F-35 fighter jets are over \$70 billion CAD. This money should instead be spent on public transit, public housing, paid sick days, free childcare, combating climate change, and other socially-constructive endeavors that benefit all workers.
- The Canadian military causes half of the federal government's greenhouse gas (GHG) emissions and is by far the federal government's biggest single GHG emitter, which makes demilitarization essential to avoiding catastrophic climate change.
- The nuclear-armed fighter jets will contribute to the global escalation of military conflicts, in which the vast majority of victims are civilians, mainly workers and their families and oppressed peoples around the world. The only benefactors of war are the weapons manufacturers and other international corporations.
- The Canadian government routinely sells weapons to oppressor nations who use arms against civilians.
- As a supporter of Labour Against the Arms Trade, CUPE Ontario previously committed to opposing Canada's participation in the international arms trade.

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

Resolution No. 75**Submitted by CUPE Ontario Executive Board**

CUPE Ontario will:

1. Work with the Health Care Workers Coordinating Committee (HCWCC), the Ontario Council of Hospital Unions (OCHU), and the Ontario Health Coalition (OHC) to oppose Bill 60, the *Your Health Act 2023*, and any and all attempts to privatize public health care services.
2. Organize and mobilize members into action in communities, taking the lead from health and hospital leadership, and in concert with the OHC, to stop the Ford Conservatives attempts to move some surgeries and diagnostic procedures out of public hospitals and into for-profit, private clinics.
3. Work in coalition with others to reverse any privatization that might take place, and campaign with others for the expansion of publicly funded, publicly delivered health care services in Ontario.

Because:

- Private clinics have a proven track record of introducing illegal user fees for medically necessary health care.
- Research shows that private, for-profit clinics have higher death rates.
- Unlike public hospitals, private clinics have no recourse but to call 911 when emergencies arise, and this delays treatment in life-and-death circumstances.
- This will threaten the viability of hospitals, especially small and rural hospitals.

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

Resolution No. 76**Submitted by CUPE Ontario Executive Board**

CUPE Ontario will:

1. Campaign on the strong, multipronged connection between austerity and cuts to public services with crime and concerns over public safety.
2. Work with our community allies against the misguided and unsuccessful attempts to deal with concerns about public safety by simply pouring more money into policing.
3. Resist and oppose the provincial government's overspending on policing and campaign, in coalition with others; to invest in rebuilding health and community services that focus on public safety and through community growth. Submit a similar resolution to the Ontario Federation of Labour Convention to enlist the rest of the labour movement.

Because:

- Evidence points to crime rates that are at historic lows and there is a mountain of research over many years that demonstrates there is no direct relation between increased policing and crime rates.
- The ravages of the economy on working people, government austerity and a lack of investment in public services do have real and demonstrated impacts on public safety and crime rates.
- It is essential to recognize that any call for increased policing in response to concerns about public safety disproportionate impacts on people who are Black, Indigenous, or experiencing poverty or mental illness.

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

Resolution No. 77**Submitted by CUPE Ontario Health and Safety Committee and OCHU**

CUPE Ontario will:

1. Working with the Health Care Workers Coordinating Committee, mobilize CUPE members, as requested, to support the campaign against the privatization of hospital surgical, diagnostic and support services being mounted by the Ontario Council of Hospital Unions- CUPE, Ontario Nurses Association, Service Employees International Union, Ontario Public Service Employees Union, and Unifor, including building support for rallies at community hospitals.
2. Work with CUPE local unions to organize workplace votes outside the hospital sector in support of the Ontario Health Coalition's referendum against the privatization of hospital surgical, diagnostic and support services.

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

Resolution No. 78**Submitted by CUPE Health and Safety Committee and OCHU**

CUPE Ontario will:

1. Organize and mobilize CUPE members across all sectors, as requested by the Ontario Council of Hospital Unions, to join and support community-based actions in support of the common front bargaining by CUPE, Service Employees International Union, and Unifor for nursing, support, service and clerical staff in the hospital sector in their drive to achieve a just collective agreement in 2023.
2. Highlight the OCHU-CUPE, SEIU, and Unifor joint bargaining campaign on its website and social media platforms.

Because:

- Equality must include economic equality.

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

Resolution No. 79**Submitted by CUPE Health and Safety Committee and OCHU**

CUPE Ontario will:

Support the ongoing campaign of the Ontario Council of Hospital Unions-CUPE and the HCWCC to increase funding and staffing levels in Ontario hospitals from last place in Canada per capita to the average of the Canadian provinces – at an estimated annual cost of \$2 billion.

Because:

- With a 15,000 per year annual turnover of workers and 37,000 current vacancies, Ontario hospitals have the fewest staff to patients in any country with a developed economy.
- Ontario spends the least of any province on hospital staff.
- The impacts are felt in terms of unsafe staffing levels, high rates of injury, and terrible workloads.

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

Resolution No. 80

Submitted by CUPE Health and Safety Committee and Health Care Workers Coordinating Committee

CUPE Ontario will:

Promote and engage the CUPE Ontario membership in the campaign for employment security and fighting against privatization with the HCCSS (Home and Community Care Support Services) through lobbying, awareness tools, and social media posts.

Because:

- Privatization has been proven not to deliver better services or care.
- We must protect our vulnerable populations receiving health care at home through adequate staffing and keeping our services public.
- HCCSS provide vital services that must be protected.
- Job security concerns and precarious work are not how we build ourselves up as a labour movement.

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

Resolution No. 81

Submitted by CUPE Health and Safety Committee and Health Care Workers Coordinating Committee

CUPE Ontario will:

1. Defend against privatization and service cuts in health care across the province.
2. Stand in solidarity with the Ontario Health care Coalition.
3. Endorse petitions and campaign tools organized through the Ontario Health Coalition.
4. Develop allyship and member mobilization through public engagement and collaborative political action campaigns.

Because:

- The COVID-19 pandemic has only highlighted the equity disparities and the importance of keeping our services public and accessible for all workers in Ontario.
- Privatization has been proven not to lower costs or deliver better services.
- Privatization and deregulation are the pathways to budget cuts which threaten the structure of our public services.
- Our strength is in our grassroots actions and rank-and-file members.
- Building solidarity is how we grow as a union.

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

Resolution No. 82**Submitted by CUPE Ontario Health and Safety Committee**

CUPE Ontario will:

Together with the Ontario Council of Hospital Unions-CUPE and the HCWCC, organize a lobby of the members of the Ontario Provincial Parliament in support of legislation sponsored by France Gélinas, MPP for Nickle Belt, that would prohibit reprisal against any worker who reports violence at work or who speaks up about the problem of violence in the workplace.

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

Resolution No. 83**Submitted by CUPE Ontario Health and Safety Committee**

CUPE Ontario will:

Push the provincial government to remain accountable for the stockpile of personal protective equipment (PPE) to the people of Ontario in order to prevent PPE shortages in the event of a future endemic or pandemic.

Because:

- The government of Ontario must be transparent in the number of masks, isolation gowns, face shields, and other vital items of PPE available.
- The province of Ontario went through hardships throughout the COVID-19 pandemic as a result of the province's negligence by allowing our provincial N95 stock to expire without replenishment.
- All workers deserve adequate, accessible, well-fitting PPE.

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

Resolution No. 84**Submitted by CUPE Health and Safety Committee, OCHU**

CUPE Ontario will:

1. Campaign with the Health Care Workers Coordinating Committee and the Ontario Council of Hospital Unions for the immediate implementation of the average of 4 hours of care per resident per day in long-term care which was promised in the Fixing Long-Term Care Act, 2021 and which is just not happening, despite an implementation goal of 2025.
2. Work with the HCWCC and the Ontario Council of Hospital Unions to highlight the impact on long-term care residents and staff of the ongoing delay in implementing the staffing standard, while thousands of alternate level of care patients with complex medical conditions are moved from hospital to long-term care.

Because:

- Progress on achieving additional staff has been slow in coming.
- Residents in Ontario long term care facilities desperately need higher staffing levels as the acuity of patients pushed out of hospital under Bill 7 is higher and higher and these patients have multiple complex medical conditions

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

Resolution No. 85**Submitted by CUPE Health and Safety Committee**

CUPE Ontario will:

Support our Ontario public services through developing and the implementation of a robust campaign and provide assistance to referendum voting in support of all locals returning to bargaining after the defeat of the unjust Bill 124.

Because:

- The Provincial PC government has created deep disparities and inequities in our public services through making cuts at the expense of our workers.
- Our public service workers demand and deserve respect and fair income protections at all levels.
- Improved income protections are a critical measure to ensure we can retain the workers we have and protect our public services.
- Wage enhancements will be an important step to regain adequate staffing levels.

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

Resolution No. 86**Submitted by CUPE Health and Safety Committee, HCWCC**

CUPE Ontario will:

Continue to promote the importance and lobby the provincial government for a permanent, three dollar (\$3) an hour wage enhancement for all workers in the long-term care sector of Ontario.

Because:

- Recruiting and retention of health care workers is critical to ensuring the success of our public services.
- Temporary measures are not sufficient in combating inflation and attrition.
- The COVID-19 pandemic has only further highlighted the importance of public health care and protecting those in precarious work.

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

Resolution No. 87**Submitted by CUPE Indigenous Council**

CUPE Ontario will:

Work with and support CUPE National's Water is Life campaign by campaigning and encouraging our members and locals to join the pledge and be an ally with Indigenous People in our quest for clean, safe, and accessible drinking water in Indigenous communities.

Because:

- Water is Life and water is a human right that must be available to all Canadians living in all regions of this country.
- Many Indigenous communities have no tap water or wastewater treatment.
- Undrinkable water, polluted streams, rivers, and lakes are part of Indigenous Peoples everyday lives due to the continual pollution and damage caused by corporations that extract natural resources in and near Indigenous communities.

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

Resolution No. 88**Submitted by CUPE Ontario Indigenous Council**

CUPE Ontario will:

Campaign and lobby the Ontario provincial government to act and educate the public about the true realities and consequences of climate change and make environmental education and prevention part of the school curriculum so current and future generations can be part of the solution to protect and restore our planet.

Because:

- Climate change affects us all and we need our government to take real actions to tackle the challenges and consequences of continual environmental pollution, climate neglect and denial.
- Every season we are all witnessing and experiencing the damages of climate change that brings in more severe weather storms, floods and droughts that cause wildfires that disproportionately harm vulnerable and marginalized communities that rely on Mother Earth for sustenance and survival.
- We need to make climate and environment protection a part of our education curriculum so current and future generations can help restore and protect our planet for the next seven generations and beyond.

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

Resolution No. 89**Submitted by Local 1281**

CUPE Ontario will:

1. Lobby the provincial and federal governments to establish strong international relations with Cuba, opposing the blockade and sanctions, and that Cuba be removed from the US list of states sponsoring terrorism.
2. Join the Canadian Network on Cuba and encourage locals to get involved with their local CNC affiliates.

Because:

- CUPE has worked closely with labour partners in Cuba, particularly the Workers.
- Central Union of Cuba (CTC), the National Union of Public Administration Workers (SNTAP), and their local affiliates to oppose the blockade and sanctions and foster solidarity.
- The United Nations has passed a resolution every year since 1992 to lift the 60-year-old embargo on Cuba.
- The Canadian Network on Cuba is an organization that was formed to bring together Canadians and Cubans to promote cross-cultural solidarity and includes labour partners such as Canadian Union for Postal Workers.
- While CUPE Ontario members have been resisting privatization and austerity measures head-on against a government that is in the pockets of corporations, Cuban workers have been struggling against an economic blockade forced upon them by the US government and US corporate interests.

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

Resolution No. 90**Submitted by Local 1777**

CUPE Ontario will:

Call on CUPE National and the Canadian Labour Congress to demand the federal government enact non-contributory unemployment insurance covering all unemployed workers, for the full duration of their unemployment, and at union-scale rates.

Because:

- Fewer than 40% of contributors are eligible to collect EI when they need it, despite paying into it, while employers have enjoyed significant contribution holidays.
- The benefit top-ups during COVID have ended and benefits are reduced.
- Inflation of prices and interest rates are leading to another recession that is unnecessarily causing hundreds of thousands of job losses.
- The EI fund was raided for 30 years to finance corporate tax cuts while workers' access was reduced, and benefits are unlivable.
- Thousands of unemployed workers marched and fought to win unemployment insurance, labour must rise and fight for the unemployed today.

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

Resolution No. 91**Submitted by Local 1777**

CUPE Ontario will:

Call on the Canadian Labour Congress to launch a workers fightback campaign to be led by the labour councils and CUPE district councils, with funding for this project, and with an emphasis of on-the-ground mobilization.

Because:

- Over the past year, workers have been in motion organizing new union members and resisting exploitative employers like the Ontario government and big corporations.
- Rents are skyrocketing, grocery bills rising, inflation is still high, CEO salaries are higher, corporate profits are at record levels, and the wealth of ruling capitalists has grown exponentially.
- Workers are getting angry and are ready to fight back. United, unions fought off some of the worst Tory attacks on collective bargaining this past year and won. Gains have been made in affordable childcare and in increased dental services but lost from a lack of trained workers.

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

Resolution No. 92**Submitted by Local 1979, Local 2484**

CUPE Ontario will:

1. Work with and support the Ontario Coalition for Better Child Care (OCBCC) and our national advocacy partner Child Care Now (Child Care Advocacy Association of Canada).
2. Work alongside our childcare allies to advance the goals and objectives set out in the federal/provincial child care agreement to expand childcare services in the not-for-profit sector.
3. Support efforts of the OCBCC to establish a strong, well-organized, diverse, broad-based advocacy effort to push the Ford government to focus expansion of childcare, as set out in the bilateral childcare agreement in the non-profit sector.

Because:

- The OCBCC and Child Care Now have worked with allies and the trade union movement to lead the struggle for universal publicly funded and managed childcare systems in this country for decades.
- These advocacy efforts have brought about a federal commitment to act and to use its substantial spending power to develop community-based non-profit systems of quality' childcare.
- We must work together to ensure this commitment is achieved and to bring about transformative change on a scale of previous generations of Canadians who built public school systems and the public health care system.

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

Resolution No. 93**Submitted by Local 1979**

CUPE Ontario will:

1. Work with CUPE National and the National Child Care Working Group to develop an organizing campaign to be carried out over a 5-year period in the public and non-profit childcare sector, including:
 - a. YMCA/YWCAs;
 - b. Large non-profit multi-service childcare agencies;
 - c. The broader non-profit childcare sector.
2. Develop effective, innovative organizing approaches and messages specifically designed to appeal to the childcare workforce.
3. Take advantage of opportunities being created by the expansion of non-profit childcare spaces flowing from the federal/provincial childcare agreement.

Because:

- The majority of the childcare workforce is employed in the public and community-based non-profit sector.
- Only 21.5% of the childcare workforce is unionized.
- CUPE would be well-positioned to organize and represent the expansion of the public and non-profit childcare workforce anticipated over the next 5 years.

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

Resolution No. 94

Submitted by Local 2204, Local 2484, and the Social Service Workers Coordinating Committee

CUPE Ontario will:

Commit to work with and support the Ontario Coalition for Better Child Care (OCBCC), and their national advocacy partner Child Care Now to advance the OCBCC and Association of Early Childhood Educators Ontario's Roadmap to Universal Child Care in Ontario, including advocating to the Ontario government to:

- a) Cap childcare fees at \$10 per day per family and introduce a sliding fee scale;
- b) Develop and implement a workforce strategy including a salary scale;
- c) Place a permanent moratorium on licensing new for-profit childcare; and
- d) Develop an ambitious expansion plan for public and non-profit childcare.

Because:

- The OCBCC and Child Care Now have worked with allies and the trade union movement to lead the struggle for universal publicly funded and managed childcare systems in this country.
- These advocacy efforts have brought about a federal commitment to act and to use its substantial spending power to develop community-based public/non-profit systems of quality childcare.
- We must continue to work together to ensure this commitment is achieved through federal and provincial/territorial agreement that will bring about transformative change on a scale of previous generations of Canadians who built public school systems and the public health care system.

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

Resolution No. 95**Submitted by Local 2204 and CUPE Ontario Social Service Workers Coordinating Committee**

CUPE Ontario will:

Work with CUPE National and the National Child Care Working Group and seek advice from early learning and childcare sector experts to develop and resource a new organizing campaign for the Canada-Wide early learning and child care system that includes:

- a) Developing provincial mapping to identify and prioritize communities with union and childcare community strength;
- b) Prioritizing large, regional, non-profit multi-site childcare agencies, including the YMCAs and YWCAs;
- c) Collaborating with ECEs and childcare workers to develop effective, innovative organizing approaches and messages specifically designed to appeal to the childcare workforce.

Because:

- The Canada-wide Early Learning and Child Care Plan is anticipated to create 86,000 new childcare spaces in Ontario, with priority in the non-profit and public sector.
- Over 75% of the childcare workforce works in public and non-profit childcare, but it is estimated that less than 25% of the childcare workforce is unionized.
- CUPE will be well-positioned to organize and represent the expanding childcare workforce anticipated over the next 5 years.

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

Resolution No. 96**Submitted by Local 2316 and the Social Service Workers Coordinating Committee**

CUPE Ontario will:

Support, fund, and resource a workload campaign for the children's aid society sector.

Because:

- CAS workers face continued and increasing burnout and stress in the workplace.
- CAS child protection files are becoming increasingly complex due to dual-diagnoses and concurrent disorders.
- The Ford government and employers fail to acknowledge, in real and meaningful fashion, the ongoing workload and staffing concerns including, but not limited to, recruitment and retention.
- The funding formula for the CAS sector has remained unchanged and is in decline.

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

Resolution No. 97**Submitted by Local 2484**

CUPE Ontario will:

Lobby the provincial government and Ministry of Education to provide guidelines/processes to individuals when alleged that they have acted in a manner not in compliance with Section 48 of Regulation 137/15 under the *Childcare and Early Years Act, 2014*. This includes amendments to legislation and regulations to have an appeal process that provides access to all materials relied on to assess non-compliance and that the timeline for response to a preliminary notice be more than thirty calendar days. The appeal process must clearly set out their right to representation.

Because:

- The *Child Care and Early Years Act* and its regulations provide an important framework for the protection of children in childcare settings in the province.
- Childcare workers must be recognized as professionals and have rights and responsibilities clearly set out in a way that is transparent.
- Childcare workers are often provided direction regarding how to structure their day-to-day work according to employer policies.
- There is currently no provision in the legislation or regulations that allows individuals access to the information an inspector uses to assess non-compliance.
- Those who are deemed to comply after a finding of non-compliance have their names published for three years

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

Resolution No. 98**Submitted by Local 4400**

CUPE Ontario will:

Commit to a "hard defiance" policy:

Whereas in November education workers proved that letter-writing, lobbying MPs, etc., doesn't work - only strike action and a threat of general strike can defeat back-to-work legislation.

Whereas anti-worker governments will try to use back-to-work legislation to crush unions in the future, and we need to be prepared for that in advance.

Be it resolved that CUPE Ontario commits to a policy of 'hard defiance', organizing a CUPE Ontario-wide general strike at the next use of back-to-work legislation.

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

Resolution No. 99**Submitted by Local 4400**

CUPE Ontario will:

Commit to fight inflation with COLA (Cost of Living Adjustments):

Whereas the cost-of-living crisis continues to undermine the living standards of our members and our collective agreements trail far behind inflation.

Whereas the only way to fight inflation is through COLA (cost-of-living adjustments), which protect our wages by tying our collective agreements to the rate of inflation.

Whereas some unions such as British Columbia General Employees' Union have compromised with the employer and adopted a "diet" version of COLA, with limitations and conditions which reduce its effectiveness.

Be it resolved that CUPE Ontario commits to adopting a genuine COLA clause as its official policy for the fight against inflation.

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

Resolution No. 100**Submitted by Local 9112**

CUPE Ontario will:

Devote resources to building strong CUPE district councils where they are functional, revitalized councils who are not currently functional, and create a district council campaign and 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 |
|-----------------------------|----------------|-----------------|-----------------|

Resolution No. 101**Submitted by Ontario Council of Hospital Unions**

CUPE Ontario will:

1. Working with the Health Care Workers Coordinating Committee, mobilize CUPE members, as requested, to support the campaign against the privatization of hospital surgical, diagnostic and support services being mounted by the Ontario Council of Hospital Unions- CUPE, Ontario Nurses Association, Service Employees International Union, Ontario Public Service Employees Union and Unifor, including building support for rallies at community hospitals.
2. Work with CUPE local unions to organize workplace votes outside the hospital sector in support of the Ontario Health Coalition's referendum against the privatization of hospital surgical, diagnostic and support services.

Because:

- Privatized surgeries will be much more expensive, with higher death rates, and poorer outcomes.
- Private surgical/diagnostic clinics will compete with public hospitals for scarce staff.
- Waiting lists in the public sector will grow.
- Multinational health corporations will consolidate their holdings and usher in a robust private health care system.

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

Resolution No. 102**Submitted by CUPE Ontario Council of Hospital Unions**

CUPE Ontario will:

Together with the Ontario Council of Hospital Unions-CUPE and the HCWCC, organize a lobby of the members of the Ontario provincial parliament in support of legislation sponsored by France Gélinas, MPP for Nickle Belt that would prohibit reprisal against any worker who reports violence at work or who speaks up about the problem of violence in the workplace.

Because:

- Violence is one of the most serious problems facing health care workers.
- The level of physical, sexual, and racially motivated assault is a national shame.
- Many health care workers who have spoken up about the problem of violence at work have been threatened or fired.

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

Resolution No. 103**Submitted by CUPE Ontario Municipal Employees Coordinating Committee**

CUPE Ontario will:

Monitor government activity for signs that their public health amalgamation scheme is being resurrected. And if so, will:

Develop and deliver a campaign against restructuring.

- a. Engage community allies and the broader labour community to resist the attacks.
- b. Work with CUPE Organizing Department to defend our members in the situation of *Public Sector Labour Relations Transition Act* representation votes.
- c. Will continue to lobby and resist current and future provincial funding cuts to Public Health Units.

Because:

- The provincial government has provided no assurances that they are abandoning their amalgamation model announced in 2019.
- The COVID-19 pandemic has illustrated the dire need for properly funded Public Health Units.
- The COVID-19 pandemic has demonstrated the need to have local decision-making to evaluate and quickly respond to public health crises.
- This threatens the integrity of the health of our population, attacking immunity of the public from infectious diseases, water borne illnesses, and health protection of the citizens of our communities.

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

Resolution No. 104**Submitted by CUPE Ontario Municipal Employees Coordinating Committee**

CUPE Ontario will:

Continue to support OMECC's "Reclaim Our Cities: Repeat Bill 23" campaign with the resources and tools necessary to counter the Ontario provincial government's attack, through Bill 23, on:

- a) Municipal revenue sources (as it relates to development charges).
- b) Environmental and conservation protections.
- c) Truly affordable housing.

Because:

- Municipalities have very few revenue tools to support maintaining services and infrastructure.
- The loss of development charges puts pressure on municipalities to cut costs, creating the potential for layoffs, and contracting-out of public services.
- Developers should not get a pass on paying development fees, as growth should be paying for growth.
- Climate change is real, so it is vitally important to have strong oversight to protect our environment, especially in areas like the Greenbelt.
- Bill 23 does nothing to build affordable housing. In fact, it makes affordable housing even more unattainable for the average Ontarian.

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

Resolution No. 105**Submitted by CUPE Ontario Municipal Employees Coordinating Committee**

CUPE Ontario will:

1. Commit to surveying municipal members to discern the impact that substance use disorders (SUDs), like what is being observed with the growing opioid crisis, is having on the health and well-being of frontline staff.
2. If the results are significant, create a campaign that raises public awareness and assists locals in advocating that municipalities have the appropriate tools and resources needed, like mental health and well-being supports, to protect frontline workers.
3. Provide resources and support to municipal locals to advocate for Consumption and Treatment Services (CTS) centres in their communities.

Because:

- Many municipal occupations have daily exposures to the devastating impacts of SUDs.
- These workers experience the trauma associated with working in environments where they are exposed to witnessing residents/clients in distress, witnessing overdosing and death, violence and threats of violence, and physical harm through contact with contaminated products.
- Municipal employers must take meaningful steps to ensure the appropriate health and safety tools and resources are in place to protect and support workers.
- CTS centres have a proven track record of being an effective harm reduction strategy to help those afflicted and keep communities safe, thus reducing the risks to municipal workers.

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

Resolution No. 106**Submitted by CUPE Ontario Social Service Workers Coordinating Committee**

CUPE Ontario will:

Continue to actively support the Raise the Rates Campaign for Ontario Works recipients.

Because:

- Ontario Works rates have not increased since October 2018.
- Current rates continue to keep people living in poverty.

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

Resolution No. 107**Submitted by CUPE Ontario Social Service Workers Coordinating Committee**

CUPE Ontario will:

Actively support a provincial campaign to achieve compulsory WSIB coverage for all workplaces.

Because:

- The Ontario Workplace Safety and Insurance Board (WSIB) has fallen behind the rest of Canada with the least number of workplaces covered and the most underfunded workers compensation system in Canada.
- Twenty-six per cent (26%) of the workforce representing over 1.6 million workers are not covered under the *Workplace Safety and Insurance Act (WSIA)* making them the most vulnerable.
- According to a report commissioned by the WSIB, if all industry sectors and workers were covered, the system would be better funded and able to extend more services to help injured workers. WSIB coverage should be expanded because 100% of Ontario's workers deserve no fault compensation for workplace injuries, illnesses, and fatalities.

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

Resolution No. 108**Submitted by CUPE Ontario Trades Committee**

CUPE Ontario will:

Develop and implement a public facing campaign highlighting the pay discrepancies between private sector trades workers and CUPE public sector trades workers, and the compounding effect of Bill 124.

Because:

- CUPE continues to relegate trades workers to the sidelines of our union.
- While the number of unfilled trades jobs, in both the public and private sector, is at record highs, the private sector is rapidly increasing wages to attract new trades workers, leading to unprecedented recruitment and retention issues for CUPE locals representing trades workers.
- The pay discrepancies with our private sector counterparts, compounded by record inflation and cost of living challenges, make it challenging to remain in public sector trades.
- Job security, pensions, and hours of work are no longer sufficient to explain away the large pay gaps between private and public sector workers.

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

Resolution No. 109**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 |
|-----------------------------|----------------|-----------------|-----------------|

Resolution No. 110**Submitted by CUPE Ontario Workers with Disabilities Committee**

CUPE Ontario will:

Lobby the Ontario government in partnership with the Ontario New Democratic Party to make Ontario accessible by 2025 in compliance with the *Accessibility for Ontarians Disabilities Act*.

Because:

- Over 3 million people in Ontario have disabilities and several reports have been given to the Ford government to advise that we are no closer to making Ontario Accessible by 2025. The pandemic made the situation worse as many people with disabilities were left in isolation with no or limited access to proper services as the lock downs closed most services and programs available to persons with disabilities.

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

Resolution No. 111**Submitted by CUPE Ontario Workers with Disabilities Committee**

CUPE Ontario will:

1. Lobby the Ontario government in partnership with the ONDP to double the rates for Ontario Works (OW) and Ontario Disability Support Program (ODSP) recipients.
2. Work with the ONDP to ensure that the rates are adjusted each year at the rate of inflation.
3. Adjust the amount that a person with disability can earn without affecting the benefit being decreased.
4. Allow the person to keep their benefit even if married.

Because:

- People living with disabilities dependent on ODSP are living well below the poverty line and are unable to manage living in Ontario. Currently, the rate for shelter allowance is \$500 for a single person in Ontario.

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

Resolution No. 112**Submitted by CUPE Climate Justice Committee**

CUPE Ontario will:

Submit a resolution to the CUPE National Convention calling on CUPE National Union Education Department to develop educational awareness strategies on the climate crisis, how the climate emergency impacts all workers and our communities, environmental racism, sector-specific bargaining language, the economic roots of the climate crisis, climate-proofing our workplaces and pensions, and more.

Because:

- The climate emergency is real, and it is not on the union agenda.
- CUPE needs to consider educational awareness strategies that will work to inform all CUPE members about issues related to their jobs and the climate emergency.
- Members need the resources and tools to fight for climate justice.

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

Resolution No.113**Submitted by CUPE Ontario Executive Board**

CUPE Ontario will:

1. Through its Anti-Racism Organizational Action Plan Committee (AROAP), work with the CUPE National and the Union Education department to develop material and create a module to be inserted in the Leadership Executive Training workshop to facilitate the integration of an AROAP lens and AROAP principles into the training.
2. Post these materials, once developed, on the AROAP section of the CUPE Ontario website to be available to all locals.

Because:

- AROAP principles apply an equity lens to identify systemic barriers and can assist in guiding locals to making the necessary changes to their by-laws and policies to fortify local unions by ensuring equity for all members.
- AROAP training within locals strengthen local union capacity to fight back, as it creates space and opportunities for all equity deserving members who might not be already active in their locals.

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

Resolution No. 114**Submitted by CUPE Ontario Health and Safety Committee**

CUPE Ontario will:

Encourage CUPE National to provide health and safety training to CUPE national representatives, including basic certification and sector-specific training (as per provincial requirements/guidelines), that will ensure members' health and safety rights are protected.

Because:

- Members may rely upon national representatives to assist with health and safety issues in the workplace or as the subject matter of a grievance.
- National representatives may be called upon to assist in interpreting employer policies that are health and safety policies either for appropriateness or effective implementation.
- National representatives may be serving a sector-specific local or a local with a multitude of sectors that have specific health and safety hazards.
- National representatives will be able to assist locals in engaging membership through their health and safety committees.

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

Resolution No. 115

Submitted by Local 1281, Local 2626, Local 3902, Local 3903, Local 3906, Local 3908, Local 4156, Local 4207, Local 9102 and Ontario University Workers Coordinating Committee

CUPE Ontario will:

Develop, resource, and work with sectors and committees to create, print, and distribute a songbook of labour songs and chants including music notes, chants for picket lines, rallies, marches, and more.

Because:

- The victories of the labour movement are told by song.
- Labour songs and chants should be accessible to all.
- Being able to find chants compiled in one place would be amazing for locals and activists.
- A songbook could easily be placed on the CUPE Ontario website.
- A similar resolution on an archive of chants was passed in 2018 but has yet to be enacted.
- No boss can stop our voice

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

Resolution No. 116**Submitted by CUPE Local 1281**

CUPE Ontario will:

1. Biannually continue to fund, expand, and support the Women in Leadership Development (WILD) program and launch this as a permanent initiative. Work towards building a permanent, sustainable funding model that will support the WILD program for future years.
2. Encourage local unions to support and promote WILD with their membership and work to remove obstacles to participation for interested members.

Because:

- The WILD program enables CUPE Ontario to continue to make progress in fulfilling its commitment to the Anti-Racism Organization Action Plan (AROAP) and it empowers members who are systemically underrepresented.

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

Resolution No. 117**Submitted by CUPE Local 9103 and Local 9112**

CUPE Ontario:

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.
- A similar resolution was passed in 2018 but has yet to be enacted.

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

Resolution No. 118**Submitted by CUPE Local 9112**

CUPE Ontario will:

Host an educational event or school specifically for CUPE members who are women and gender diverse members who feel comfortable in a space centred on women's issues, experiences, and identities. This includes, for example, people who are women (cis or trans), and two-spirited people and non-binary people who are femme and/or experience sexism and misogyny.

Because:

- We need to connect, support, and build women's power in the union, in the workplace, and in our communities.
- Women and gender diverse members may be more likely to participate in this space.
- This builds on the organizing that began at the CUPE National Women's Conference.

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

Resolution No. 119

Submitted by CUPE Local 3902, Local 3906, Local 3908, Local 4207, Local 9103 and Ontario University Workers Coordinating Committee

CUPE Ontario will:

Propose, urgently and via resolution at the next National Convention if action has not yet been taken, that CUPE National:

- 1) Develop anti-fascism workshops to teach CUPE members across the country how to:
 - a. collectively organize against fascism and white supremacy;
 - b. individually combat fascism and white supremacy;
 - c. promote anti-fascist perspectives in public and private venues; and
 - d. provide a toolkit with the workshop materials to locals so that these workshops can be adapted and run at the local level.
- 2) 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 |
|-----------------------------|----------------|-----------------|-----------------|

CONSTITUTIONAL AMENDMENTS

CONSTITUTIONAL AMENDMENTS

| | |
|---|------|
| Article 5 (b), 8 (b) | CA1 |
| Article 4 (d), 2 (b) | CA2 |
| Article 6 (h) | CA3 |
| Article 10 | CA4 |
| Article 5 (a), 6 (a), 7 (n), 8 (a), 8 (d) | CA5 |
| Article 9 (c) 1 | CA6 |
| Article Appendix 'A' | CA7 |
| Article 2 (c) | CA8 |
| Article 4 (d), 2 (f), 4 (s) | CA9 |
| Article Appendix 'B' | CA10 |
| Article 4 (k) | CA11 |
| Article 4 (l) | CA12 |

Constitution Committee

| MEMBER | LOCAL |
|-------------------------------|-------------------------|
| David Simao | Executive Board Liaison |
| Colleen Ferreira (Co-Chair) | 1356 |
| Jean-Marc St-Amour (Co-Chair) | 3549 |
| Jenn Smith | 894 |
| Joy Davis | 4400 |
| Elsa Perez | 2191 |
| Elizabeth Nurse | CUPE National Staff |
| Devon Paul | CUPE National Staff |
| Kelly Belbin | CUPE Ontario Staff |
| Shantelle Cromwell | CUPE Ontario Staff |
| Elizabeth Pratt | CUPE Ontario Staff |

2023 REPORT FROM THE CONSTITUTION COMMITTEE

April 21, 2023

We are pleased to serve on the Constitution Committee in preparation for the 2023 CUPE Ontario Convention. We did our best to represent the interests of CUPE Ontario and all its locals, members, sectors, committees, and councils and to assist the Convention to properly consider the important issues brought forward in these constitutional amendments.

The Constitution Committee met on April 20th and 21st, 2023 in Markham and reviewed a total of 28 proposed constitutional amendments submitted by CUPE locals, committees, and bargaining councils, and by the CUPE Ontario Executive Board. Upon review, the Committee determined that one amendment was more properly classified as a resolution rather than a constitutional amendment, and so was referred to the Resolutions Committee. In some instances, the same or similar constitutional amendments were submitted by more than one local or committee; after combining such amendments, the Committee ended up with a total package of 12 constitutional amendments to be forwarded to the Convention.

In a number of cases, we made 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, the Executive Board, the CUPE National staff, and all those who took the time and effort to submit constitutional amendments.

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

In Solidarity,

| | |
|-------------------------------|------------|
| Colleen Ferreira - Co-Chair | Local 1356 |
| Jean-Marc St-Amour - Co-Chair | Local 3549 |
| Jennifer Smith | Local 894 |
| Joy Davis | Local 4400 |
| Elsa Perez | Local 2191 |

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

CUPE Ontario will:

Amend Article 5(b) of the CUPE Ontario Constitution as follows:

(b) School Board Workers in Ontario are represented by the Ontario School Board Council of Unions, ~~which affiliates all of its locals to CUPE Ontario~~. The Ontario School Boards Council of Unions shall function in place of a sector and as a sector representative for school board workers wherever “sector” or “sectors” is mentioned in this Constitution. For clarity, the Ontario School Board Council of Unions shall be entitled to only one seat on the Executive Board.

AND

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

(b) School Board Workers in Ontario are represented by the Ontario School Board Council of Unions, ~~which affiliates all of its locals to CUPE Ontario~~. The Ontario School Boards Council of Unions shall function in place of a sector and as a sector representative for school board workers wherever “sector” or “sectors” is mentioned in this Constitution. For clarity, the Ontario School Board Council of Unions shall be entitled to only one seat on the Executive Board.

Because:

- These amendments make the CUPE Ontario Constitution consistent with newly adopted amendments to the Ontario School Board Council of Unions Constitution.

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

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

CUPE Ontario will:

Amend Article 4(d) 2(b) of the CUPE Ontario Constitution as follows:

2. b) To be entitled to representation in Convention, a local union shall have paid per capita tax on its total membership up to and including March 31st of each year in which the Convention is held. Such payment must be received ~~by April 30th~~ **before the commencement of Convention**. Locals must pay before being seated. ~~Any local which has not paid up its per capita will be subject to the Convention late fee for all delegates being seated.~~

Because:

- CUPE Ontario has developed a new online per capita payment system that will allow locals to pay their per capita right up to the beginning of the Convention.
- The late fee that was in the Constitution was intended to encourage locals to send cheques via Canada Post, along with per capita forms, by the deadline of March 31st, however many local unions did not have their wage information from the employer in time to do this. As a result, locals made estimates that had to be adjusted after the fact. The new online per capita system eliminates this problem and, therefore, we should eliminate the late fee.

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

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

CUPE Ontario will:

Amend Article 6 (h) of the CUPE Ontario Constitution as follows:

(h) Immediately following the close of voting, **the Election Committee Chairperson will request each candidate standing for election to designate one (1) scrutineer.** The Election Committee shall proceed to count the ballots **while the scrutineers observe the count,** and upon completion of same, they **Election Committee** shall notify the Chairperson, and their report shall be made immediately. The total number of ballots for each candidate shall be recorded and reported to the Convention.

- The existing language is silent on scrutineers; however, it has been the practice at Convention, so this housekeeping is necessary.

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

Constitutional Amendment No. CA4

Submitted by CUPE Ontario Executive Board

CUPE Ontario will:

Amend Article 10 of the CUPE Ontario Constitution as follows:

(a) CUPE Ontario shall endeavour to publish ~~OURSPACE~~ **a newsletter** at least quarterly **to be distributed to affiliated locals and posted on the CUPE Ontario website.**

~~(b) The Editor of OURSPACE shall be the Secretary-Treasurer who shall have the power of editorship, providing same is not in conflict or contrary to the Constitution of CUPE Ontario or its policies.~~

~~(c) The following declaration shall be printed in each issue:
"OURSPACE is published by the Canadian Union of Public Employees, Ontario Division. The opinions expressed herein are not necessarily those of the Canadian Union, CUPE Ontario, or any of its membership. Address all correspondence to the Editor, 80 Commerce Valley Dr. E., Suite 1, Markham, Ontario L3T 0B2".~~

Because:

- This is general housekeeping of this Article to reflect current practice. OURSPACE has not been published for some time, but members should receive direct communication on the work of CUPE Ontario.

Convention Decision:

Carried

Defeated

Referred

Constitutional Amendment No. CA5

Submitted by CUPE Ontario Health and Safety Committee and Ontario School Board Council of Unions

CUPE Ontario will:

Amend Article 5(a) of the CUPE Ontario Constitution as follows:

- (a) The Executive Board shall consist of a President, Secretary-Treasurer, First Vice-President, Second Vice-President, Third Vice-President, Fourth Vice-President, six (6) Executive Members (at Large), and one (1) representative from each of the Sectors established pursuant to Article 4 of the National Constitution, one (1) representative from each Bargaining Council established pursuant to Article 4 of the National Constitution, one (1) Provincial Retirees Representative with voice only elected by their caucus, six (6) Equality Representatives elected by their appropriate caucus, ~~and one (1) Northern Ontario Representative elected by their caucus~~ **and one (1) Francophone Representative elected by their caucus.**

AND

Amend Article 6(a) of the CUPE Ontario Constitution as follows:

- (a) Election of the Executive Board, except for the representatives of the Sectors and Bargaining Councils, shall be held biennially in the even-numbered years, on the morning of the day prior to the close of the Convention, The Equality, ~~and Northern Ontario~~ **and Francophone** Representatives and the Provincial Retirees Representative shall be elected in their respective caucuses, biennially in the even-numbered years at Convention.

AND

Add a new Article 7(n) to the CUPE Ontario Constitution as follows:

(n) Francophone Representative

- 1. Provide assistance to CUPE Ontario committees that do not have a representative who is Francophone, and to the Provincial Executive Board to ensure the particular issues of Francophone CUPE Ontario members are discussed and acted on.**
- 2. Shall be supported to attend events held by CUPE in Ontario.**
- 3. Encourage involvement of Francophone locals in all events of CUPE Ontario.**

AND

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

(a) The Executive Board shall consist of a President, Secretary-Treasurer, First Vice-President, Second Vice-President, Third Vice-President, Fourth Vice-President, six (6) Executive Members (at Large), and one (1) representative from each of the Sectors established pursuant to Article 4 of the National Constitution, one (1) representative from each Bargaining Council established pursuant to Article 4 of the National Constitution, one Representative - Indigenous Workers chosen by the Indigenous Workers Caucus at Convention, one (1) Representative - Racialized Workers chosen by the Racialized Workers Caucus at Convention, one (1) Representative – Pink Triangle chosen by the Pink Triangle Caucus at Convention, one (1) Representative – Women chosen by the Women’s Caucus at Convention, one (1) Representative – Workers with Disabilities chosen by the Workers with Disabilities Caucus at Convention, one (1) Representative – Young Workers chosen by the Young Workers Caucus at Convention, one (1) Northern Ontario Representative chosen by the Northern Ontario Caucus, **one (1) Francophone Representative chosen by the Francophone Caucus**, and one (1) Provincial Retirees Representative with voice only elected by their caucus.

AND

Amend Article 8(d)7 of the CUPE Ontario Constitution as follows:

7. Should a permanent vacancy occur in the office of the Executive Board for any one of the six (6) Equality Representatives, 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 by the Executive Board, in consultation with:
 8.
 - a) the Racial Justice Committee for the Representative – Racialized Workers;
 - b) the Indigenous Council, for the Representative – Indigenous Workers;
 - c) the Pink Triangle Committee for the Representative – Pink Triangle;
 - d) the Women’s Committee for the Representative – Women;
 - e) the Workers with Disabilities Committee for the Representative – Workers with Disabilities;
 - f) the Young Workers Committee for the Representative – Young Workers.

Should a permanent vacancy occur in the office of the Executive Board for the Northern Ontario Representative or the Francophone Representative, 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 by the Executive Board until the next Northern Ontario Caucus or Francophone Caucus of the Convention.

Because:

This will contribute to the equitable and inclusive diversity of all Francophone members. This will also strengthen and build relationships with Francophones across Ontario.

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

Constitutional Amendment No. CA6

Submitted by CUPE Locals 1281, 2626, 3902, 3903, and 3908

CUPE Ontario will:

Amend Article 9(c)1. of the CUPE Ontario Constitution as follows:

The monies in the Defence Fund are to be used to assist in the defence of the Union, either by: 1) helping financially those local unions which are on strike, **which are legislated back to work, whose members refuse to cross other CUPE Ontario picket lines and are faced with legal or other related expenses related to this refusal**, or which are faced with major legal or other related expenses; or 2) to finance special projects (authorized by the Executive Board of CUPE Ontario) in defence of the Union.

Because:

- CUPE Ontario is a political organization.
- One of CUPE National's objectives is "to defend and add to the civil rights and liberties of workers in the public service and to preserve the rights and freedoms of democratic trade unions." (Article 2.1 (c) of the CUPE National Constitution)
- Workers need protection when showing solidarity.

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

Constitutional Amendment No. CA7

Submitted by CUPE Locals 1281, 2626, 3902, 3908, and 3906 and Ontario University Workers Coordinating Committee

CUPE Ontario will:

Amend Appendix "A" of the CUPE Ontario Constitution as follows:

4. Speeches shall be limited to three (3) minutes except in moving a motion when ~~the~~ a delegates shall be allowed ~~ten (10)~~ five (5) minutes. **Debate shall alternate between pro and con speakers, where appropriate.**

Because:

- Sufficient space should be allowed for debate, and for all sides of debate to be heard.

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

Constitutional Amendment No. CA8

Submitted by CUPE Locals 2626 and 3908

CUPE Ontario will:

Amend Article 2(c) of the CUPE Ontario Constitution as follows:

CUPE Ontario stands unequivocally for equality and will oppose discrimination on the basis of age, ancestry, **citizenship or lack thereof**, class (**socio**economic status), colour, **race**, creed, **religion**, disability (**including, but not limited to, mental, physical, developmental, and learning disabilities**), family status (**e.g., being in a parent-child relationship, chosen family, blended families, kinship, caretaking**), **parental status**, marital status (~~including single status~~), (**including, but not limited to, married, single, widowed, divorced, separated, or living in a conjugal relationship outside of marriage, whether in a same sex or opposite sex relationship, and regardless of sex, gender, and partner configuration**), genetic characteristics, gender identity**ies**, gender expressions, language, **nationality**, national or ethnic origin, place of origin, **place of residence, receipt of public assistance**, political affiliation, ~~race~~, record of offences, ~~religion~~, sex (including, **but not limited to**, pregnancy and breastfeeding **lactation**), or **sexual orientation, or ways of knowing**.

Because:

- It uses updated equity language, which is necessary.
- It includes recognition of peoples and groups not included in the text of the original article which is crucial and upholds the spirit of CUPE Ontario's Equality Statement.
- It re-organizes some of the terms so they appear logically in the text for increased legibility, which should be done.

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

Constitutional Amendment No. CA9

Submitted by CUPE Locals 2626 and 3908

CUPE Ontario will:

Amend Article 4(d) 2(f) of the CUPE Ontario Constitution as follows:

Local unions sending one or more delegates who identify as a member of an equity seeking group (~~indigenous, LGBTQ2S+, racialized, women, workers with a disability and/or young workers~~) to the CUPE Ontario Convention shall be entitled to one (1) additional delegate.

For clarity, the equity seeking groups are as follows:

(i) Indigenous peoples, First Nations, Inuit, Metis;

(ii) Racialized people and people of colour;

(iii) People with non-heteronormative sexualities including, but not limited to, asexual, homosexual, pansexual, bisexual;

(iv) People with non-cisgender identities and expressions including, but not limited to, transgender, people who have, are undergoing, or wish to transition, two-spirited, non-binary, genderqueer, gender fluid, agender;

(v) Intersex people;

(vi) Women;

(vii) People with a disability including, but not limited to, mental, physical, developmental, and learning disabilities;

(viii) Young workers;

(ix) Migrants from countries in conflict and instability, non-citizens and undocumented workers, immigrants, refugees, international students, and persons from colonial-occupied states;

(x) People from communities systemically under-resourced as a result of capitalist colonial and racist legacies.

AND

Add New Article 4(s) to the CUPE Ontario Constitution as follows:

(s) Caucuses

The equity seeking groups referred to in Article 4(d)2(f) shall not be denied admittance to relevant caucuses at any Convention of CUPE Ontario. CUPE Ontario will allow for self-identification for Convention delegates at the time of a local union's registration,

which shall serve as notice by the Convention delegate to attend equity seeking caucuses.

Because:

- This list expands on the existing language by providing visibility and representation for equity-seeking groups often erased and homogenized.
- It de-essentializes “LGBTQ2S+” by separating sexual orientations from gender identities and expressions.
- It includes intersex peoples who are often erased.
- It brings attention to the plight of migrant workers, which is particularly important given the influx of refugees and the government’s ongoing efforts to remove services for those without citizenship status.
- It includes new language regarding representation at equity caucuses. In 2021, the registration for these caucuses occurred after the original registration date, which caused many people to be excluded from their own caucuses, furthering marginalization and oppression that should not be allowed to occur. This new language would allow people to self-identify and increase the accessibility of the currently inaccessible registration process.

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

Constitutional Amendment No. CA10

Submitted by CUPE Locals 2626 and 3908

CUPE Ontario will:

Amend Appendix “B” of the CUPE Ontario Constitution as follows:

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

Equity means recognizing that the needs, resources, and circumstances of individuals and groups vary – especially along the lines of power, privilege, marginalization, and oppression – and that achieving fairness and justice requires taking meaningful account of these differences rather than merely treating all individuals identically. It is understood that accessibility considerations are matters of equity.

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

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

Discriminatory actions, speech, behaviours, materials, or conduct along the lines of sexism, heterosexism, racism, homophobia, transphobia, ableism, Islamophobia, xenophobia, ageism, classism, religious discrimination, and linguistic discrimination hurt and divide us. It is important to recognize that discrimination happens intersectionally and simultaneously across multiple identities.

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

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

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

CUPE Ontario will utilize an equity-focused lens in all of its work to ensure that all members are heard and respected, and can fully access CUPE Ontario events, communications, resources, services, representation, and support.

It is all of our responsibility to lift each other up to address discriminatory practices by embracing equity and supporting a culture of anti-oppression.

Because:

- The Equality Statement needed to have a greater focus on equity across all union actions and activities.
- Discrimination is more than speech and actions, and the Statement has been appropriately expanded.
- More forms of discrimination were added to the existing list because they were missing.
- Equity work is uplifting. The Statement must reflect that further.

Convention Decision:

Carried

Defeated

Referred

Constitutional Amendment No. CA11**Submitted by CUPE Locals 3902, 3903, and 3908**

CUPE Ontario will:

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

(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

For clarity, resolutions and/or constitutional amendments shall be considered on each day of Convention. Sufficient time shall be allotted, on each day of Convention and across the multiple days scheduled for Convention, to allow for debate on the resolutions and/or constitutional amendments submitted for consideration.

Because:

- CUPE Ontario must make space for discussion and debate on matters of importance to locals and other bodies. CUPE Ontario is its members and should work to ensure they have space to participate and be heard at Convention.

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

Constitutional Amendment No. CA12**Submitted by CUPE Local 3908**

CUPE Ontario will:

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

Rules of Order shall be in accordance with Appendix "A" attached hereto and forming part of this Constitution. Bourinot's Rules of Order shall prevail on matters not covered by the Rules of Order. **At the time of registration for Convention, all delegates shall be provided in advance an accessible digital copy of the Constitution, Bourinot's Rules of Order, and a quick guide to the Rules of Order. Copies of these documents shall also be provided to delegates at the Convention and caucuses in accessible formats.**

Because:

- Delegates often do not know how to locate Bourinot's Rules of Order and the Constitution in accessible formats.
- Providing these documents beforehand will encourage engagement and understanding of union practices.
- A quick guide to the Rules of Order will help delegates understand and abide by the rules, allowing for orderly meeting process to be followed.

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