




FINAL CALL

Ontario Municipal Workers 2024 Conference

Monday, April 8, 2024 – Friday, April 12, 2024

Pre-conference Caucus Day: Monday, April 8, 2024

CAUCUS DAY 2024		
 Library Workers April 8	CACO April 8	Public Health Workers April 8

Caesars Windsor

377 Riverside Drive, East, Windsor, ON N9A 7H7

Hotel Guest Room Fee: \$179.00 (Hotel room rate is subject to tax and fee per room)
Guest room reservations are to be made through W.E. Union Travel by March 8, 2024 .
Phone: 1(888) 676-7747 [Mention OMW Conference when booking your room(s)] Guestroom booking link: https://weuniontravel.ca/

Registration Fee

On-line registration will be closed 5 business days prior to the Conference

Affiliates:	\$350.00 by March 8, 2024, after cut-off date is \$400.00
Non-Affiliates:	\$450.00 by March 8, 2024, after cut-off date is \$500.00

Important Accommodation Notice – Please read:

Please complete the access request form if you require French translation, ASL interpretation, childcare services, or any other accessibility accommodation.

The majority of rooms in the main hotel tower require that you walk across the casino floor. Please note that children are not permitted to walk across the casino nor access the pool area. For more information and options please see attached Accommodation Information Sheet.

If you would like an accommodation in the alternate hotel tower to avoid the casino floor, please indicate this on your access request form. Please complete the Access Request Form by **March 8, 2024** (The link to the Access Request Form can be found in your confirmation email.)

[Click HERE to Register](#)

No refunds or cancellations will be available after March 25, 2024

Important information:

Each registered conference delegate will receive a confirmation email from CUPE Ontario.

This email contains a link that allows you to choose the workshop at the conference.

Please check your inbox.





Workers Rising, Organizing Our Bargaining Power

DRAFT AGENDA 2024 Conference

****subject to change****

Monday, April 8, 2024

9:00AM	5:00PM	Library Workers Conference
9:30AM	4:00PM	CACO Caucus
9:30AM	4:00PM	Public Health Caucus
5:00PM	7:00PM	Registration
6:00PM	7:00PM	New Delegate Orientation

Tuesday, April 9, 2024

7:30AM	8:45AM	Registration
9:00AM	10:30AM	<u>Opening Plenary</u> Land Acknowledgement Equality Statement Aboriginal Greetings Welcome Remarks, CUPE Ontario Equality Representative Welcome Remarks, Windsor Area CUPE District Council Welcome Remarks, CUPE National President, Mark Hancock Welcome Remarks, CUPE National Secretary Treasurer, Candace Rennick OMW Chair Report, Krista Laing Sub-Sector Reports: CACO, Library, Public Health AROAP Presentation
10:30AM	10:45AM	BREAK
10:45AM	11:30AM	Sector Team Update and Bargaining Landscape
11:30AM	1:00PM	LUNCH
1:00PM	2:30PM	“Behind the Picket Line” – Bargaining and Strike Lessons Learned Panel Q&A
2:30PM	3:00PM	OMW Campaign – Building Foundations for the Future
3:00PM	3:15PM	BREAK
3:15PM	5:00PM	Breakout into Area Meetings
5:00PM	6:00PM	Welcome Social
6:00PM	8:00PM	Fellowship Room
6:00PM	7:00PM	Health & Safety and Injured Worker Caucus

DRAFT AGENDA 2024 Conference

Workers Rising, Organizing Our Bargaining Power

Wednesday, April 10, 2024

7:00AM	8:30AM	OMERS Breakfast with Fred Hahn – Breakfast Provided
9:00AM	9:20AM	Welcome Remarks, CUPE ON President, Fred Hahn
9:00AM	10:00AM	Elections: Chair Health and Safety Representative WSIB Injured Worker Representative Trades Representative
10:00AM	10:30AM	By-Laws and Resolutions
10:30AM	10:45AM	BREAK
10:45AM	11:30AM	Keynote Speaker (TBD) + Q&A
11:30AM	12:00PM	Equity Election Caucus
12:00PM	1:30PM	LUNCH
1:30PM	4:45PM	Education Workshop
7:00PM	9:00PM	Fellowship Room
7:30PM		SOCIAL – Location: Caesars Windsor

Thursday, April 11, 2024

8:30AM	9:00AM	Elections – All Area Representatives
9:00AM	12:15PM	Education Workshop
12:15PM	1:30PM	LUNCH
1:30PM	1:45PM	Laura Walton, OFL President
1:45PM	3:15PM	Goldblatt Presentation
3:15PM	3:30PM	BREAK
3:30PM	4:15PM	Goldblatt Q&A
4:15PM	5:00PM	By-Laws & Resolutions, Local Reports
7:30PM		Game Night

Friday, April 12, 2024

9:00AM	9:30AM	Yolanda McClean, CUPE Ontario Secretary – Treasurer Oath of Office of New Committee
9:30AM	9:45AM	Stephen Seaborne – Retirees Committee
9:45AM	10:00AM	Lisa Gretzky, Windsor West MPP
10:00AM	10:20AM	Climate Justice – Amy Conwell
10:20AM	10:30AM	Day of Mourning – Pause. Reflect. Remember. Renew.
10:30AM	11:30AM	Local Reports / Success Stories

*Subject to change





CUPE

Ontario Municipal Workers

Committee

(CUPE OMW)

~~2023~~ **2024**

BYLAWS

April 2023

April 2024

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ARTICLE 1 – NAME

This organization shall be known as the CUPE Ontario Municipal Workers Committee (CUPE OMW), a Committee of the Ontario Division of the Canadian Union of Public Workers Employees (CUPE Ontario), hereinafter referred to as “the Committee”. For greater clarity, “Municipal Workers” shall be understood to include all Workers Employees who work for a Municipality, including those who work for Agencies, Boards, and Commissions, which are funded by the Municipalities.

For the purpose of these bylaws, sub-jurisdictions shall include any group of Workers from a particular sector/area of work within the Municipal sector. The current recognized sub-jurisdictions who each hold a seat on CUPE OMW and who are referenced in these bylaws are: Library Workers, Paramedic Workers, Public Health, and Energy Workers.

The President of the Ontario Division may recognize additional sub-jurisdictional group and these bylaws shall be amended accordingly.

ARTICLE 2 – PURPOSE

The Committee shall determine its program of activity to provide for:

- Coordination of bargaining agendas, where feasible;
- Facilitation of the development of coordinated bargaining, where feasible;
- Coordination of information between CUPE OMW locals and between the CUPE OMW Committee and the locals;
- Coordination of political and non-political activities and campaigns which pertain to CUPE OMW locals and their members;
- Research and identification of problems that are peculiar to this jurisdiction, with a view to having them dealt with further through the Ontario Regional Office and the Ontario Division.

Such program shall be confined strictly to this jurisdictional group and will not depart from same, except to the extent that some portions of this jurisdictional group overlap with other jurisdictional groups.

ARTICLE 3 – OBJECTIVES

- 1) To unite Municipal Workers Employees in Ontario in coordinating and presenting common objectives in matters pertaining to Municipal Employee Locals and members.
- 2) To present matters, legal and legislative, of concern to Municipal Workers to the Legislative Committee of the Ontario Division, Canadian Union of Public Employees.
- 3) To submit to the CUPE Coordinator of Municipal Workers Locals of Ontario, those matters referred to the Committee by the Locals for his consideration, advice and/or assistance.
- 4) To, at all times, work for the good and welfare of the members of the Ontario Municipal Workers Local Unions and for the support of the programs of the Ontario Division of the Canadian Union of Public Workers Employees .
- 5) The Committee as a body shall not participate in or support a person or persons for elected positions at conventions.
- 6) The Committee shall take all possible steps to establish close cooperation and communication between Municipal Workers Local Unions in Ontario.
- 7) The Committee, through the Ontario Division, shall establish and maintain an up-to- date file of current collective agreements pertaining to Ontario Municipal Locals.
- 8) To assist and work in co-operation with the Officers and Representatives of the Canadian Union of Public Employees.

ARTICLE 4 – ANNUAL CONFERENCE

- 1) A conference of Ontario Municipal Workers Local Unions shall be held annually.
- 2) The time and place shall be set by Committee in consultation with the President of the Ontario Division.
- 3) The theme and program of the Annual Conference shall be set out by the Committee.
- 4) The Annual Conference will reserve one (1) full day for sub-jurisdictional groups to meet, which shall be a day added to the conference.
 - a. The Library sub-jurisdictional committee can apply to the Committee for an additional one (1) day caucus to be added to the conference and to be decided on by the Committee.
 - b. The Committee may also permit a caucus day for any sub-committee it creates per Article 6.4.

- 5) The Conference Call shall be in the hands of the Local Unions at least sixty (60) days prior to the date of the conference. Any proposed resolutions and/or bylaw amendments shall be sent to the Secretary-Treasurer of CUPE OMW forty (40) days prior to the date of the conference and in the hands of the Local Unions at least thirty (30) days prior to the date of the conference.
- 6) The number of delegates who may attend conferences shall not be limited. No Local shall be entitled to votes in excess of that allowed under the CUPE Ontario Division Constitution. The following shall be how the number of voting delegates are selected from each Local Union.

Number of Local Members	Voting Delegates
Up to 100	2
101-250	3
251-400	4
Each additional 150 members	1
District Council	1

In addition, the President of the Ontario Division, or their appointee, shall be accorded delegate status. Area Councils shall be allowed one (1) voting delegate. Fraternal delegates shall be permitted voice in any debate which is of a non-constitutional nature. A coordinated bargaining committee composed of five (5) or more Local Unions shall be allowed one (1) voting delegate. At no time shall any one local have more than ten (10) voting delegates.

- 7) Registration fees for delegates shall be determined by the Committee for each conference, having regard to costs involved.
- 8) The sitting member of the Coordinating Committee who is not an accredited delegate at the time of the annual conference in the even-numbered years shall be entitled to attend the conference at the expense of the Division, with voice but no vote. They shall not be eligible for re-election.

The sitting member of the Coordinating Committee who is not an accredited delegate at the time of the annual conference shall be entitled to attend the conference at the expense of the Division with voice and vote, in the odd-numbered years of the conference when no elections are held.

Notwithstanding the above, no sitting member of the Coordinating Committee shall be entitled to attend the annual conference unless the local union, of which they are a member, is entitled to representation at the annual conference.

- 9) The Annual Conference shall be governed by Rules of Order in accordance with the Constitution of the Canadian Union of Public Employees.

ARTICLE 5 – COMMITTEE REPRESENTATION

1)

- a) The Chairperson of the Committee shall be elected for a two-year term by voting delegates on the convention floor in the even numbered years. Whereas they automatically sit on the CUPE Ontario Executive Board by way of this title, the Chair cannot be considered for any additional positions on the Committee.

The Chairperson of the Committee:

- Shall represent the Sector on the CUPE Ontario Executive Board and as such be from an affiliated local.
- Shall work closely with the CUPE National staff and Ontario Division staff assigned.
- Shall be responsible, in conjunction with the CUPE Ontario President, for the promotion of good relations with other groups as well as interacting with other unions, organizations, and relevant structures.
- Shall be required to attend or assign a designate to attend Government relations meetings with relevant agencies and ministries, to establish working relationships in order to better the interests of workers in their sector in every way.
- Shall preside at all Conferences and at all meetings of the committee and in the event of a central or coordinated bargaining process within the bargaining structures unless there is an alternative elected structure.
- Shall have the authority to interpret and enforce bylaws subject to appeal firstly to the President of CUPE Ontario, secondly to the delegates at a sectoral conference, and ultimately the National President.
- Chair or designate shall be an ex-officio member of all sub-committees, or working groups, within their sector.
- Shall, with the support of the staff assigned to the sector, prepare and present a report on the work of the sector to the annual conference, Ontario Executive Board and Convention.
- Shall, where possible and appropriate, be sent at the committee's expense to any convention, conference, or seminar, etc. deemed pertinent by the sector committee.
- Shall actively encourage the recruitment of non-affiliated locals to join CUPE Ontario and to become more active in their sectoral work.

- Shall be involved in and provide leadership to the development and implementation of campaigns within the sector with the support of the CUPE Ontario Campaigns Coordinator.
 - Shall be engaged concerning all communications that go out concerning issues in the sector.
 - Shall, on the recommendation of the committee, set the time and place of the annual conference. This shall be done in conjunction with the CUPE Ontario events coordinator.
- b) A Vice-Chairperson of the Committee shall be elected for a two (2) year term in even numbered years following the annual conference from amongst the members of the committee and shall assist the Chairperson as well as take the chair in the absence of the Chairperson. Should the Chairperson permanently vacate the position during the term of office, the Vice-Chair will assume the Chair's role until the Committee can be convened and elect a new Chairperson.
- c) A Trades Committee representative shall be elected for a two-year term by voting delegates on the convention floor in even numbered years following the annual conference from amongst the members of the committee and shall be the CUPE OMW representative on the Trades Committee. The successful candidate must be a voting delegate and be employed as a Provincially recognized tradesperson.
- d) In our continuing efforts to better reflect the membership of our union and the communities we serve, CUPE OMW, like other CUPE Ontario Committees will work diligently to have more diversity representation to ensure all our members' voices and issues are represented in our sector.

An Equity Representative shall be elected for a two-year term, in even numbered years, at an Equity Election Caucus, attended by voting delegates identifying as Indigenous, 2SLGBTQI+ members, Racialized, Women, Workers with Disabilities and Young Workers.

The person so elected must self-identify as either Indigenous, 2SLGBTQI+, Racialized, Woman, Worker with Disabilities, or a Young Worker.

The Equity Representative will be a member of the Committee and will bring an equity and inclusion lens to all the work of the committee, as we build a more equitable and inclusive union.

- 2) The CUPE Coordinator of the Municipal Workers Local Unions for Ontario shall act as liaison to the Committee, shall assist in every way possible to provide the Committee with the facilities and services of the National Organization.

- 3) Representation on the Committee shall be one (1) representative from each of the following areas:

AREA 1: Districts of Kenora, Rainy River and Thunder Bay
AREA 2: Districts of Algoma, Manitoulin, Sudbury, Cochrane, Timiskaming, Nipissing, and City of Sudbury
AREA 3: Counties of Renfrew, Lanark, Prescott-Russell, Stormont Dundas & Glengarry, and City of Ottawa
AREA 4: Counties of Leeds & Grenville, Frontenac, Lennox & Addington, Hastings, and Prince Edward
AREA 5: Counties of Haliburton, Peterborough, Northumberland, City of Kawartha Lakes, and Region of Durham
AREA 6: Regions of York, Peel, Halton, and City of Toronto
AREA 7: Districts of Parry Sound and Muskoka, Counties of Simcoe, Grey, Bruce, and Dufferin
AREA 8: Cities of Hamilton, Haldimand, Norfolk and Region of Niagara
AREA 9: Counties of Wellington, Brant, Perth, Oxford, Huron, Middlesex, Elgin, and Region of Waterloo
AREA 10: Counties of Lambton, Kent, and Essex

- 4) CUPE OMW recognizes Library, Paramedic, Public Health, and Energy Workers as sub-jurisdictional groups. These sub-jurisdictional group Chairpersons or their designate shall be seated on the CUPE OMW Board with voice and vote.

Sub-jurisdictional group Chairpersons will be elected in accordance with the Respective procedures of that sub-jurisdictional group. If no procedures exist, the sub-jurisdictional group Chairperson shall be elected at the annual CUPE OMW conference in even numbered years at their caucus as per above.

The CUPE Associate Coordinators assigned to each sub-jurisdictional group shall act as the liaison with the CUPE Coordinator of the Municipal Workers Local Unions for Ontario.

Representation on the paramedic sub-jurisdictional committee shall be in accordance with the CACO bylaws as amended from time to time (attached).

Area 3 shall be permitted one (1) Executive and Areas 1 and 2 shall each be permitted two (2) executive members.

- 5) Area Representatives listed in Article 5.3 shall be elected for a two (2) year term in even numbered years by the delegates from the geographical area present at the Annual Conference. To be eligible to run for election, the candidate must be a delegate from a local who is affiliated to the Ontario Division.

The Area Representatives shall:

- Be responsible for carrying out the objectives of the Committee.
- Hold 2 Annual Area Meetings to promote the Campaigns of the committee, encourage Local Solidarity and affiliation with the Ontario Division.

- 6) The Committee shall elect for a two (2) year term in even numbered years following the annual conference from its members one (1) member to be Secretary-Treasurer to the Committee.

The Secretary-Treasurer shall:

- **Take minutes of all committee meetings, conference calls and conference proceedings and provide them to the Chair and the sector coordinator in a timely manner.**
- **Receive any monies handled by the Committee and Conference.**

7) Vacancies

Members of the Committee will be deemed to have vacated their position and will be replaced in the following instances: if the member resigns; if the member's local disaffiliates from the Ontario Division; if the member is absent from two (2) consecutive duly called meetings of the Committee without reasonable excuse.

Replacements for members of the Committee who vacate their position within a period of less than one year until the next CUPE OMW conference where elections are regularly held shall be appointed by the Committee in accordance with its procedures whereby the Chair in consultation with the Coordinator appoints a replacement.

Replacements for members of the Committee who vacate their position for a period of more than one year until the next biennial CUPE OMW conference where elections are regularly held shall be elected by the delegates from the appropriate geographical area present at the Annual Conference in the odd numbered years. The Chair in consultation with the Coordinator may appoint a temporary replacement until the delegates may elect the successor for a one (1) year term.

- 8) A Health and Safety Representative shall be elected for a two (2) year term to represent CUPE OMW on the Ontario Division Health and Safety Committee by all delegates present at the Annual Conference in the even numbered years.

The Health and Safety Representative will be a member of the CUPE OMW Committee and will report to the Committee on all Health and Safety issues relating to CUPE OMW.

- 9) An Injured Worker Representative shall be elected for a two (2) year term to represent CUPE OMW on the Ontario Division Injured Workers Committee by all delegates present at the Annual Conference in the even numbered years.

The Injured Workers Representative will be a member of the CUPE OMW Committee and will report to the Committee on all Injured Workers issues relating to CUPE OMW.

- 10) In the event that either the Health and Safety Representative or the Injured Worker Representative position falls vacant, the vacancy shall first be offered to the runner up on the ballot and then if accepted, shall serve the remaining term office until the next general election at the even numbered year conference. In the event that the Health and Safety Representative and/or the Injured Worker Representative was acclaimed and therefore no runner up on the ballot, or, in the event that the runner up declines, the Representative shall be appointed by the President of the Ontario Division.

- 11) Should the Chairperson permanently vacate the position during the term of office, the Vice Chair will assume the Chair's role until the committee can be convened and elect a new Chairperson as soon as reasonably possible.

REPRESENTATION ON THE LIBRARIES AND PUBLIC HEALTH SUB-JURISDICTIONAL COMMITTEE SHALL BE AS FOLLOWS:

- a. Chair of both the Libraries and Public Health Sub-Jurisdictional Committee shall be elected by the sub-jurisdictional committee at both of their caucuses voting delegates off the sub-jurisdictional conference floor in advance of the CUPE OMW conference in even numbered years.
- b. Chair of both the Libraries and the Public Health Sub-Jurisdictional Committee shall be on the CUPE OMW Committee and be responsible for coordinating all library or public health activities with the Associate Coordinator, CUPE OMW Coordinator and Chair of CUPE OMW.
- c. A Vice-chair of both the Library and Public Health Sub-Jurisdictional Committee shall be elected for a two-year term in even numbered years following the annual conference from amongst the members of the committee and shall assist the Chairperson as well as take the chair in the absence of the chairperson. Should the Chairperson permanently vacate during the term of office, the Vice-chair will assume the chair's role until the committee can be convened and elect a new chairperson.
- d. Additional representatives shall be elected at both the Library and Public Health Sub-Jurisdictional Committee caucus in advance of the CUPE OMW conference in even numbered years:
 - i. One (1) member from the north, defined as a member from CUPE OMW areas 1 and 2;
 - ii. Five (5) members at large, i.e. with no geographic restriction;
- e. If no member is elected from the north, defined as a member from CUPE OMW areas 1 or 2, then the position may be filled from members elected at large;
- f. No more than one (1) committee member may be elected from any given bargaining unit.

The CUPE Ontario President and Secretary Treasurer, other CUPE National and CUPE Ontario Staff and CUPE OMW Chair and the Associate Co-ordinator shall be invited to attend at least one meeting during the term.

MISSION STATEMENT

The Library Workers Committee of Ontario endeavours to:

1. Represent the interests of library Workers in CUPE and to work for the good and welfare of Library members and CUPE members in general;
2. To formalize communication, establish networks and give continuity to ideas;
3. To work toward coordinating collective bargaining; and
4. To work in co-operation with the officers and representatives of CUPE in order to achieve the aforementioned;

In addition, the Library Workers Committee is committed to:

Promote the role of library Workers in our communities and educate the public as to the importance of our work and our contribution to those communities, including the Ontario Public Library Week Event.

Library Affiliations / Memberships

Upon agreement of the Ways and Means Committee and the Secretary Treasurer affiliation to the Federation of Ontario Public Library Federation (FOPL) and the Ontario Library Association (OLA) will be funded by CUPE Ontario.

When CUPE Ontario sends delegates to attend FOPL meetings, and to the AMO Conference, the Chair, or their designate, shall be sent as a representative.

Recognition of Ontario Public Library Week and Library Workers.

ARTICLE 6 – COMMITTEE MEETINGS AND DUTIES

- 1) The Committee shall meet ~~three (3)~~ **four (4)** times per year at the call of the Committee Chair and such meetings shall be at the CUPE Ontario Regional Office, unless otherwise decided upon by the Committee. **1 of these meetings shall be dedicated to strategic planning.** The sub-jurisdictional groups shall meet **at a minimum of two (2) times per year and to a maximum of three (3) times per year. Sub-jurisdictional groups may convene virtually for two days in lieu of one in person meeting.**
- 2) The Committee shall conduct all business referred to it by the Annual Conference and shall, in the interval between conferences, have full and complete charge of all business.
- 3) Members of the Coordinating Committee shall be designated Area Committee members and shall be responsible for the establishment of liaison with the Local Unions in their geographic areas and reporting Local Union problems to the Committee.

- 4) The Committee shall be empowered to set up sub-committees for study and reporting on special issues.
- 5) The Committee, in conjunction with the Coordinator, shall advise Local Unions on all matters of contractual, legislative, or similar matters which may affect the welfare of the Local Union or its membership in general.
- 6) The Committee or the Annual Conference, recognizing the autonomy of Local Unions, shall have no right or authority to bind Local Unions to any course of action or decision of the Committee or Annual Conference unless such decision is ratified by the Local Unions concerned.
- 7) The members of the Committee or the Committee as a whole shall not in any way interfere in the operation of Local Unions unless so authorized by the Local Union concerned.

ARTICLE 7 – FINANCE

- 1) Financing shall be as provided in the Constitution of the Ontario Division of the Canadian Union of Public Employees. A separate accounting of all monies received and disbursed shall be maintained by the Ontario Division.
- 2) The Secretary-Treasurer of the Ontario Division shall provide the Chairperson, Secretary-Treasurer and Coordinator reports of expenditures and receipts no less frequently than quarterly. Additional reports shall be provided when requested by the Chairperson, Secretary-Treasurer or Coordinator.
- 3) The recognized sub-jurisdictions shall be fully funded by CUPE OMW and shall be identified separately on all reports provided to CUPE OMW by the Secretary-Treasurer of the Ontario Division.
- 4) The recognized sub-jurisdictions shall maintain their own and separate levies which shall be kept in a separate accounting by the Secretary-Treasurer of the Ontario Division.

ARTICLE 8 – EXPENDITURES

Members of the Committee incurring expenses or lost time, when involved on behalf of and authorized by CUPE OMW, will be reimbursed in accordance with the policy of the Ontario Division, as is applied to members of the Ontario Division Executive, as amended from time to time.

ARTICLE 9 – NEWS BULLETINS, REPORTS AND PUBLICATIONS

- 1) The Committee shall, through the Ontario Division of the Canadian Union of Public Employees, endeavour to publish such reports as required, giving a brief summary of Committee activities and provincial news.
- 2) The Committee may, from time to time, publish reports, pamphlets, newsletters, etc., in order to acquaint Local Unions with urgent problems or to convey information to the Local Unions.
- 3) Conference Report
A summary of the Annual Conference shall be prepared by the Secretary in conjunction with the Coordinator and forwarded to all Locals within four (4) months, where possible, after the close of the conference.
- 4) Reports to the Conference
All Committee members and the Chairpersons of sub-committees shall submit a written report to the Secretary, of all their actions during their term of office, at least thirty (30) days prior, where possible, to the Annual Conference and same shall be part of the General Conference Report.

ARTICLE 10 – INTERPRETATION

Whenever the gender pronoun has been used throughout this Constitution; it shall be taken to include ~~the opposite gender~~ **be gender neutral**, where the context so allows.

ARTICLE 11 – AMENDMENTS TO THE CONSTITUTION

These Bylaws, or any of its clauses, may be amended at any regular Annual Conference by form of resolution, or committee recommendation and being approved by a two-thirds (2/3) majority vote of the voting delegates present at the Annual Conference, provided however, that such amendments do not conflict with the Constitution of the Canadian Union of Public Employees or the Ontario Division and shall be subject to approval by the National Executive Board. Unless specifically stated otherwise, all amendments shall take effect immediately following the conclusion of the conference which adopts them.

ACCESSIBILITY STATEMENT

Conferences must be accessible to ensure that all members can participate fully. All meetings, teleconference calls and conferences must be held in locations that are both physically accessible and meet the individual accommodated needs of our members. All individual requests for accommodation shall be submitted to CUPE Ontario division ~~within~~ as outlined in the conference registration package.

ENVIRONMENTAL SUSTAINABILITY AND FISCAL RESPONSIBILITY STATEMENT

Where possible, CUPE OMW members will make an effort to co-ordinate their travel arrangements in a manner that is environmentally sustainable and economically sensible. This will include, but not be limited to, the usage of public transportation, car-pooling, taxi-sharing, choosing ground travel over air travel where possible (i.e. bus or train), amalgamating and/or consolidating committee activity where possible and practical, and soliciting those corporations who invest in environmental sustainability (i.e. those who are committed to environmental research and practice and/or incorporate carbon-offsetting into their business practice).

APPENDIX “A”

RULES AND ORDER OF BUSINESS

The Rules and Order of Business governing conferences shall be:

1. The Chairperson, or in his absence or request, a Vice-Chairperson, shall take the Chair at the time specified at all regular and special conferences. In the absence of both, the Chairperson or his designated representative, a Chairperson shall be chosen by the Committee.
2. No question of a religious character shall be discussed.
3. When the delegate wishes to speak, he shall proceed to one of the microphones provided for that purpose and when recognized by the Chairperson he shall give his name and the organization he represents and shall confine his remarks to the question at issue.
4. Speeches shall be limited to ~~five (5)~~ **three (3)** minutes, except in the moving of a motion, and then the delegate shall be allowed ~~ten (10)~~ **five (5)** minutes.
5. A delegate shall not speak more than once upon a subject until all who wish to speak have had an opportunity to do so.
6. A delegate shall not interrupt a speaker, except to call a point of order.
7. If a delegate is called to order he shall, at the request of the Chairperson, take his seat until the question of order has been decided.
8. Should a delegate persist in unparliamentary conduct, the Chairperson may be compelled to name him and submit his conduct to the judgement of the Conference. In such case the delegate whose conduct is in question should explain and then withdraw and the Conference will decide what course to pursue in the matter.
9. When a question is put, the Chairperson after announcing the question shall ask: “*Are you ready for the question?*” If no delegate wishes to speak, the question shall be put.
10. Questions may be decided by a show of hands, or a standing vote, on the basis of one vote per voting delegate. A role call may be demanded by two-thirds of the delegates present. In a role call vote, each voting delegate shall be entitled to one vote.
11. The Chairperson shall have the same rights as other delegates to vote on any question and in the case of a tie, he shall also cast the deciding vote.
12. When the previous question is moved, no discussion or amendment to either motion is permitted. If the majority vote that “the question be now put”, the original motion has to be put without debate. If the motion to put the question is defeated, discussion will continue on the original motion.

13. A delegate shall not move a motion to refer back after he has spoken on the question at issue.
14. A motion to refer back is not debatable and when properly seconded, the question shall immediately be put to the Conference.
15. If a report is adopted, it becomes the decision of the Conference.
16. When a question is pending before the Conference no motion shall be in order except:
 - a) to refer;
 - b) to adjourn for the previous question;
 - c) to postpone for a definite time.

If any of the foregoing motions is negated it cannot be renewed until after an intermediate proceeding.

17. A motion may be reconsidered providing the mover of the motion to reconsider voted with the majority and a notice of motion is given for consideration at the next sitting and said notice of motion is supported by two-thirds of the delegates qualified to vote.



SUBMITTED BY THE ONTARIO MUNICIPAL WORKERS COMMITTEE

Ontario Municipal Workers will:

Submit a resolution to CUPE Ontario to request that they pressure the Association of Municipalities of Ontario (AMO) to include representatives of the Ontario Municipal Workers Committee in their AMO Workforce Development Advisory Group.

CUPE Ontario will request a joint survey with AMO that reaches out to front line municipal workers instead of their current focus on upper management recruitment and retention.

Because:

- Recruitment and retention issues in the municipal workforce exists at the front line and not just in upper management.
- The current method of surveying conducted by AMO does not capture the voice of workers.
- CUPE represents the largest number of municipal workers out of any union in Ontario and would be able to expand the reach of AMO's survey.



SUBMITTED BY THE ONTARIO MUNICIPAL WORKERS COMMITTEE

Ontario Municipal Workers will:

Submit a resolution to CUPE Ontario to encourage all library related locals to find out more about the Library Workers OMW Committee.

Promote and educate membership on the library sector through a short video to be shared on the CUPE Ontario website and social media platforms.

Encourage all CUPE Ontario members to get a library card in their communities.

Because:

- Library workers are often precarious and part-time.
- Library work is often misunderstood.
- Library card usage raises statistics for libraries which results in increased funding.



SUBMITTED BY THE ONTARIO MUNICIPAL WORKERS COMMITTEE

Ontario Municipal Workers will:

Submit the following resolution to CUPE Ontario requesting that CUPE Ontario create an educational toolkit on how provincial budgets impact municipalities.

Hold a webinar on financial literacy that explains the harmful effects of the Ontario Infrastructure Bank.

Work with the OMW to hold a webinar that outlines how Municipalities are funded. (AMO) and what we can do as workers to fight back!

Because:

- 3 billion dollars of public funding is going into P3 projects through the Ontario Infrastructure Bank when our public services need more funding.
- Members need to be able to understand the financial funding in order to mobilize against the Ford government in 2026.



SUBMITTED BY THE ONTARIO MUNICIPAL WORKERS COMMITTEE

Ontario Municipal Workers will:

Work with CUPE Ontario to support and promote the internal organizing campaign “Building our Foundations.”

Because:

- We need to continue Engaging with Rank-and-File Members to build bargaining readiness.
- Be prepared and educated to Fight Cuts to Services and Programs.
- To be in a state of readiness.
- This will commit us to mobilize and engage in capacity building at the local level to ensure that they have a level of engagement to where the Local can call on their members when there is a call to action.
- To develop and have resources available to ensure that members in the municipal sector can access a toolbox to lobby the government, with FAQs, with Q&As with resources on how to move forward in building awareness of the work that the municipal sector is comprised of.
- Mobilize Members to engage in Political action leading to the 2026 Provincial and Municipal Elections including utilizing tools such as council watches, education, and building on the capacity attained at the local level.



SUBMITTED BY THE ONTARIO MUNICIPAL WORKERS COMMITTEE

Ontario Municipal Workers will:

Submit a resolution to CUPE Ontario to create a working group to hear from members about these issues.

Develop a survey to hear from members firsthand on issues around municipal recruitment. Hold a forum to discuss the results of this survey.

Develop a report from the information and bring it to the AMO and ROMA conferences to share our data and concerns with Municipal leaders across the province.

Continue to commit to working with AMO on the workforce Development Project Advisory Group.

Because:

- The sector is facing retention and recruitment issues across our sector.
- The sector continues to lose workers to private companies due to the wage.
- Workforce shortages only promote the privatization of projects.
- AMO has identified the issue already with their Workforce Development Project Advisory Group.



2024 CONFERENCE

LOCAL REPORT				
LOCAL #	CONTACT NAME			
CONTACT EMAIL		CONTACT NUMBER		
TYPE OF LOCAL				
TOTAL NUMBER IN LOCAL		TOTAL NUMBER OF MUNICIPAL WORKERS		
NEW HIRES IN LAST YEAR	FULL TIME	PART TIME	CASUAL	
COLLECTIVE AGREEMENT				
EXPIRY		LENGTH OF CONTRACT (YRS)		
COLLECTIVE AGREEMENT CHANGES (GAINS, LANGUAGE ETC.)				

GRIEVANCES AND ARBITRATIONS

TOPICS OF CLOSED OR ON-GOING GRIEVANCES (FOR EXAMPLE: DUTY TO ACCOMMODATE, DISCIPLINE ETC.)

HEALTH AND SAFETY ISSUES

TOPICS OF HEALTH AND SAFETY ISSUES

LOCAL CAMPAIGNS / INITIATIVES