



SIXTY YEARS  
**BUILDING JUSTICE**  
**FIGHTING FOR EQUALITY**  
**AND WINNING FOR**  
**WORKERS**



# RESOLUTIONS AND CONSTITUTIONAL AMENDMENTS



# RESOLUTIONS

**Resolutions****Res. No.**

Equity	1 - 13
Health and Safety	14 - 21
Political Action	22 - 36
Policy and Structure	37 - 51
Privatizations and Bargaining	52 - 63
Campaigns and Education	64 – 76

## Resolutions Committee

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<b>Member</b>	<b>Local</b>
Melinda McClean (Co-Chair)	79
Terry Rochefort (Co-Chair)	148
Francine Meledoro	2357
Kyle Morrison	3906
Leslie GreenE	4705
Rhonda Grisby	4914
Mohammed Akbar	9125
Diane Zawadzki	CUPE National Staff
Mike Maddock	CUPE National Staff
Dhananjai Kohli	CUPE Ontario Staff
Kareena Kawall	CUPE Ontario Staff
Debra Maxfield	Executive Board Liaison

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**Resolution No. 1**

**Submitted by Local 4207, Local 9103 and International Solidarity Committee**

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**CUPE Ontario will:**

1. Lobby the provincial government to recognize the work of Migrant Rights Network, take action on their Status for All campaign and support their cause.
2. Work with CUPE National to lobby the federal government to create a regularization program, which gives a permanent residency status to undocumented people and to give low-wage migrant workers a temporary resident status.
3. Continue to work alongside with migrant and undocumented workers movements and commit to advocate for the migrant workers' rights to defend themselves when facing exploitation at work and live and work in a healthy and safe condition.
4. Commit to educating our locals about the working and living conditions of migrants and the ways to support and advocate for migrant rights.

**Because:**

- End discrimination against and criminalization of migrants, refugees, and racialized people (particularly anti-Black racism and Islamophobia) and ensure gender justice.
- Actively stop Canadian involvement in climate change, war, economic exploitation, mining injustice and social oppressions abroad that force people to migrate.
- To grant all migrants (international students, refugees, temporary foreign workers, undocumented) permanent residency status and grant permanent residency on arrival to those that come in the future and end detentions and deportations.

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**Resolution No. 2**

**Submitted by Local 4207, Local 9103 and International Solidarity Committee**

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**CUPE Ontario will:**

1. Stand opposed to imperialism, colonialism, and all forms of military and economic oppression.
2. Commit to educating our unions and locals about the roles of imperialism and colonialism in creating global inequalities and the responses to these systems by the international labour movement.
3. Commit to strengthening our bonds with workers worldwide so that we can offer true international solidarity with their actions.

**Because:**

- The dominance of large capitalist powers over the rest of the world leads to extreme global inequalities and pits workers against each other, diminishing working-class solidarity.
- Increased solidarity between workers in capitalist countries gives us all greater negotiating leverage.
- By strengthening our union and the international labour movement, workers from around the globe can fight for a just world together.

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**Resolution No. 3**

**Submitted by Local 4207, Local 9103 and International Solidarity Committee**

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**CUPE Ontario will:**

1. Lobby the provincial government to establish a working relationship with the Congolese Solidarity Association of Toronto (CSAT) and support their organising efforts.
2. Commit to educating our locals on the history of the Congo and encourage all locals to engage in solidarity actions with CSAT.

**Because:**

- Canadian companies have invested heavily in mining in the Congo and have stoked local violence to keep their claims.
- Congolese workers suffer from deplorable working conditions, low pay, and a lack of basic worker rights.
- As Canadian workers, we stand in solidarity with our brothers, sisters, and friends in the Congo and around the world.

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**Resolution No. 4**

**Submitted by Local 1281, Local 4207 and Local 9103**

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**CUPE Ontario will:**

1. Request that CUPE National deliver an update on action to CUPE Ontario's Executive Board within 4 weeks of this convention (June 30<sup>th</sup>, 2024) about Emergency Resolution 804, passed at CUPE National Convention in October 2023 which reads:
  - Demand the Canadian government call for an immediate ceasefire in Israel-Palestine, an end of its sale of arms to Israel, an end to diplomatic immunity for the state of Israel, and for an end to Israel's blockade of Gaza and the restoration of aid and the basic necessities of life.
  - Conduct member education about the history of Israel's occupation and colonization of Palestine, Canada's complicity and what trade unions can do to support a just peace.

**Because:**

- This resolution was passed at the CUPE National Convention in October 2023.
- It is actionable.
- The principles of democratic trade unionism require that it be put into effect.
- To date no plan for member education has been communicated by CUPE National to CUPE Ontario.



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**Resolution No. 5**

**Submitted by Local 1281, Local 3906, Local 9103 and Pink Triangle Committee**

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**CUPE Ontario will:**

1. Support calls for trans inclusive feminism and speak out against transmisogyny, transphobia and hate in all its forms.
2. Ensure resources and measures on anti-harassment and violence prevention (including gender-based violence) include Two-Spirit, trans, non-binary and gender diverse people.
3. Promote the full participation of Two-Spirit, trans, non-binary and gender diverse people in the union and include trans women in women's spaces, such as women's committees and women's caucuses.
4. Ensure trans women are included in CUPE's resources and communications on women's equality, such as statements for December 6th and International Women's Day.

**Because:**

- CUPE is committed to fighting oppression in all its forms.
- Two-Spirit, trans, non-binary, and gender diverse people continue to experience disproportionate levels of violence, harassment, and discrimination - including in the workplace.
- Trans people are too often excluded from union activism.
- Trans women specifically are too often excluded from women's spaces and women's organising.

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**Resolution No. 6**

**Submitted by Local 4207 and International Solidarity Committee**

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**CUPE Ontario will:**

Commit to work alongside with and continue strengthening our working relationship with Palestinian Youth Movement, Labour for Palestine, and Independent Jewish Voices to call for the immediate ceasefire, the end of Israeli occupation of Palestine, and the end of Canadian armed trade to Israel.

**Because:**

- CUPE National passed the Palestine resolution in 2023 and this is an actionable item on a provincial level.
- More education and collaboration is necessary to build larger pressure on the Canadian government to act on these calls.
- More than 40,000 Palestinian people have been killed in the ongoing Israeli genocide since October 2023.

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**Resolution No. 7****Submitted by Ontario Municipal Workers**

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**CUPE Ontario will:**

1. Develop and implement a provincial campaign on the importance of Equal Pay for Equal Work (EPEW) and bringing back legislation similar to Bill 148, a plan for fair workplaces and better jobs.
2. Encourage locals, sectors, and committees to solidify relationships with community grassroots coalitions and organizations on the importance of EPEW.
3. Engage and educate members on building workers power and how to work with Members of Provincial Parliament.
4. Submit a similar resolution to the Ontario Federation of Labour calling for other unions to do the same.
5. Engage in discussions with the Association of Municipalities of Ontario (AMO) on implementing these priorities.

**Because:**

- Bill 48 was passed in 2017 with recommendations from the Changing Workplaces Review Report that provided significant benefits to workers.
- Bill 47 Making Ontario Open for Business Act in 2018 by Premier Ford removed the rights of part-time workers to have their rate of pay reviewed.
- Some employers applied for EPEW then withdrew it months after.
- There is an increased need to ensure precarious part-time workers are paid the same hourly wage as full-time workers, including paid sick days.
- Municipal employers continue to benefit by having people do similar work at substantially different wages and benefits.

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**Resolution No. 8****Submitted by Local 3906**

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**CUPE Ontario will:**

1. Condemn the Hong Kong government's suppression of freedom of speech and assembly for workers.
2. Demand the immediate repeal of the Hong Kong National Security Law and all associated ordinances of Article 23.
3. Educate and promote awareness about the importance of supporting independent unions in Hong Kong.
4. Advocate for support at the international level, such as the United Nations and Global Unions, to endorse Hong Kong trade unions and workers facing restrictions on freedom of speech and assembly.
5. Work with CUPE National to lobby the Federal Government to publicly support the unconditional release of all political prisoners and union leaders in Hong Kong, including Lee Cheuk-yan.

**Because:**

- Since the introduction of the Hong Kong National Security Law, independent unions have faced unprecedented repression. The largest independent union federation in Hong Kong, was dissolved due to political pressure, and former Secretary-General Lee Cheuk-yan, former Chairperson Carol Ng, and former HA Employees Alliance Chairperson Winnie Yu remain imprisoned.
- In March 2024, the Hong Kong government escalated its crackdown by legislating 23 subsidiary ordinances, using vague charges to undermine the development of unions and civil society, further suppressing human rights, and disregarding the rights of workers in Hong Kong.

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**Resolution No. 9****Submitted by Local 3903**

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**CUPE Ontario will:**

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

**Because:**

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

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**Resolution No. 10****Submitted by Local 3903**

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**CUPE Ontario will:**

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

**Because:**

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

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**Resolution No. 11****Submitted by Indigenous Council**

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**CUPE Ontario will:**

Help promote the CUPE Ontario's Indigenous Council's Red Dress campaign by working with CUPE National's Indigenous Council to support NDP MP Leah Gazan's call to the Federal Public Safety Minister to implement a Red Dress Alert to help notify the public when an Indigenous woman, girl or two-spirited person goes missing.

**Because:**

- The response time to report and find missing murdered Indigenous women, girls and Two-spirit people are far too slow and a Red Dress Alert, like an Amber Alert, would help increase awareness and build urgency in finding them.
- Indigenous women and girls' homicide rates are 4.5 times higher than that of all other women in Canada.
- This call to action would comply with one of the 231 recommendations of the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls.

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**Resolution No. 12****Submitted by Local 79**

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**CUPE Ontario will:**

Commit to a “housing for all” campaign in conjunction with the Ontario Federation of Labour (OFL) and community allies to address the chronic lack of affordable housing in Ontario including an enhanced commitment to publicly owned and operated social housing and an expansion of programs such as co-op housing.

**Because:**

- An over reliance on the private sector, lack of investment in affordable housing options such as Rent Geared to Income (RGI), negative impacts from legislation such as Bill 23, surge in Renovictions in the Greater Toronto and Hamilton Area (GTHA) along with other harmful effects has undermined affordability in the Ontario housing market.
- The union movement has a moral and political responsibility to defend affordable housing for all.



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**Resolution No. 13****Submitted by Local 1281**

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**CUPE Ontario will:**

1. Support the CUPE Ontario Women's Committee in hosting a Signal for Help webinar for CUPE members in partnership with the Canadian Women's Foundation.
2. Work with CUPE Ontario Women's Committee to launch a Signal for Help Responder at Work campaign that will be available to CUPE locals in Ontario.

**Because:**

- There's a lot of stigma and silence around gender-based violence in our society. Too many people who experience abuse are shamed, silenced, and stigmatized, and don't feel they have the confidence or knowledge to support them.
- The "Signal for Help" is a tool to help those experiencing gender-based violence, created by the Canadian Women's Foundation. It signifies "reach out to me safely," and it's an essential tool for union members.
- Over 35 per cent of workers reported knowing at least one co-worker who they believe was experiencing domestic abuse.
- The campaign will be an additional tool members can use in conjunction with the "We Believe You" toolkit.
- This training supports the spirit of the resolution to create the Women's Advocacy Program passed at previous conventions.
- Webinars are a low-cost way to engage members.

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**Resolution No. 14**

**Submitted by Local 885, Local 1281 and Local 4207, Local 9103 and Workers with Disabilities Committee**

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**CUPE Ontario will:**

1. Ensure that the CUPE Ontario Executive Board and Staff complete the free and virtual Accessibility for Ontarians with Disabilities Act (AODA) Training or even more comprehensive training on accessibility.
2. Encourage locals and their members to sign up and complete the same training.

**Because:**

- Recognizing the history of discrimination against persons with disabilities in Ontario and the purpose of the Act will benefit CUPE Ontario elected leaders, staff, and members.
- According to the AODA, all employees and volunteers – including paid and unpaid – regardless of whether they are in contact with the public need to get training on the AODA.
- The AODA is intended to reduce barriers for people with disabilities.
- Advising accessibility in CUPE Ontario is a framework that will help us continue to identify and remove barriers for people with disabilities making CUPE Ontario more accessible.

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**Resolution No. 15**

**Submitted by Local 1281, Local 4207 and Local 9103**

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**CUPE Ontario will:**

1. Continue lobbying the Ontario government to make Ontario accessible by 2025 in compliance with the Accessibility for Ontarians with Disabilities Act (AODA).
2. Develop membership wide campaign and/or training leading up to next provincial election to make AODA an election priority.
3. Work with the Workers with Disabilities Committee to establish a process to vet and/or questions candidates running in the election on how they are going to pressure the next government to implement and enforce the 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.
- During the pandemic it made the situation worse as many people with disabilities were left in isolation with no, or limited access to proper services as the lockdowns closed most services and programs available to persons with disabilities.

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**Resolution No. 16**

**Submitted by Local 855 and Workers with Disabilities Committee**

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**CUPE Ontario will:**

1. Continue lobbying the Ontario government to make Ontario accessible by 2025 in compliance with the Accessible Ontario Disability Act.
2. Develop a membership wide campaign and/or training leading up to the next provincial election to make AODA an election priority.
3. Work with the Workers with Disabilities Committee to establish a process to vet and/or question candidates running in the election on how they will ensure that the next government will implement and enforce the Act.

**Because:**

- Over 3 million people in Ontario have disabilities and several reports have been given to the Ford government to advise them that we are no closer to making Ontario accessible by 2025.
- During the pandemic it made the situation worse as many people with disabilities were left in isolation with no, or limited access, to proper services as many services and programs available to persons with disabilities were temporarily or permanently closed.

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**Resolution No. 17****Submitted by Local 1750 and Social Service Workers Coordinating Committee**

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**CUPE Ontario will:**

Continue to actively support a provincial campaign to achieve compulsory the Ontario Workplace Safety and Insurance Board (WSIB) coverage for all workplaces.

**Because:**

- 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.

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**Resolution No. 18****Submitted by Local 1750**

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**CUPE Ontario will:**

Actively support a Provincial campaign to dramatically improve funding for all Health and Safety Associations.

**Because:**

- The Ontario Government has cut funding by 17% in the past decade for the six (6) Health and Safety Associations who deliver health and safety training, and crucial research.
- According to research from the Institute for Work and Health for every dollar spent on health and safety, the financial gains will range from \$1.24 to \$2.14.
- There has been a notable increase in lost time injury rates for the automotive sector, chemical process, education, electrical, health care, manufacturing, municipal sector, primary metals, pulp & paper, and services industry.
- More funding for health and safety training is needed to prevent injuries and illnesses.

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**Resolution No. 19****Submitted by Injured Workers Advocacy Committee**

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**CUPE Ontario will:**

Assist injured worker advocates, locals, and district councils to set up regional Injured Workers Advocacy Committees (IWAC).

**Because:**

- Local IWACs assist injured worker advocates educate members about the workers compensation system and navigate the early stages of members appeals.
- Local IWACs help build broader campaigns that can benefit injured members.

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**Resolution No. 20****Submitted by Injured Workers Advocacy Committee**

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**CUPE Ontario will:**

Encourage all affiliated Locals to have at least one (1) designated individual responsible for Workers Compensation and Workplace Safety and Insurance Board (WSIB) issues (e.g., by naming this as a responsibility in Local bylaws).

**Because:**

- Having at least one (1) individual focused on workers compensation will result in improved communication with members about the WSIB services CUPE provides.
- Will improve representation and assist members navigating the WSIB system and in returning to work from injury.



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**Resolution No. 21****Submitted by Injured Workers Advocacy Committee**

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**CUPE Ontario will:**

Organize a campaign, including mobilizing members and lobbying government officials, to extend the Workplace Safety and Insurance Act's presumption (that Post Traumatic Stress Disorder arose out of and in the course of employment), to Children's Aid Society (CAS) workers.

**Because:**

- CAS workers are frequently exposed to traumatic events in the workplace that result in serious mental health injuries.
- Extending the presumption will make it easier for impacted CAS workers to access benefits to assist their recovery.

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**Resolution No. 22**

**Submitted by Local 1238, Local 1281, Local 2316, Local 4207, Local 9103 and CUPE Ontario Executive Board**

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**CUPE Ontario will:**

1. Accelerate its campaign to expand the membership of the CUPE Ontario Retirees Network with the goal of securing its seat at the Ontario Municipal Employees Retirement System (OMERS) Sponsor Corporation Board of Directors.
2. Urge all locals to submit twice annually the names of their retired (and soon-to- retire) members to CUPE Ontario.
3. Develop promotional materials about the Network for wide distribution on all platforms.

**Because:**

- Presently the Municipal Retirees Organization of Ontario (MROO) represents CUPE retirees at the OMERS Sponsor Corporation Board of Directors together with the Police Pensioners Association of Ontario and the Ontario Retired Fire Fighters Association.
- However, 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.
- OMERS makes decisions about the way that pension funds are deployed and the CUPE Ontario Retirees Network needs to have a voice when these decisions are made.

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**Resolution No. 23**

**Submitted by Local 855, Local 1281, Local 4207, Local 9103 and Workers with Disabilities Committee**

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**CUPE Ontario will:**

Work with the Ontario NDP to pressure the Ford Government to implement the Federal Pharmacare program in Ontario as soon as possible.

**Because:**

- The Ford government has historically delayed the implementation of Federal Social support programs such as the National \$10/day daycare.
- The Ford government was one of the last provinces to sign on to the deal and still has not fully implemented the program in Ontario.
- Universal Pharmacare that has been introduced at this moment will be a relief to many Ontarians in need.

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**Resolution No. 24**

**Submitted by Local 2361, Local 4207, Local 9102, Ontario University Workers Coordinating Committee and Trades Committee**

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**CUPE Ontario will:**

Work with the Ontario Federation of Labour to develop, resource and implement a campaign that opposes any reduction in the Secondary School requirements for entry into skilled trades apprenticeships; including maintaining high school diploma requirements, Learn to Age 18 policies in the Education Act, and repeal changes to the definition of “equivalent learning”.

**Because:**

- The Ontario Provincial Government is implementing a program which encourages high school students to leave school as early as grade 11 in order to begin apprenticeship training.
- By doing so this puts students at risk of:
  - not obtaining their high school diploma should they fail or decide not to complete their apprenticeship training.
  - becoming less educated, less informed “economic units” to be used and abused in the name of corporate greed as opposed to educated “citizens” capable of participating in the shaping and governance of society.
- The successful Ontario Youth Apprenticeship Program (OYAP) already exists in our public education system and simply needs more funding and resources.

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**Resolution No. 25**

**Submitted by Local 855, Local 1281, Local 4207, Workers with Disabilities Committee and Social Service Workers Coordinating Committee**

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**CUPE Ontario will:**

1. Increase advocacy and awareness for the Raise the Rates campaign and continue coordinating with stakeholders and community members and organizations.
2. Lobby the Ontario government to:
  - double the rates for Ontario Works (OW) and Ontario Disability Support Program (ODSP) recipients.
  - to ensure that the rates are adjusted each year to match the rate of inflation.
  - institute annual increases to OW and ODSP to reflect consumer price index.
  - adjust the amount that a person with disabilities can earn without decreasing the benefit.

**Because:**

- People living with disabilities are usually dependent on ODSP and OW and are living well below the poverty line making it almost impossible to live in Ontario.
- The ODSP payment for a single person is \$1,308.00. Of the \$1,308.00, \$672 is allocated for basic needs and \$636.00 for shelter.
- The OW payment for a single person is \$733.00. Of the \$733.00, \$343 is allocated for basic needs and \$390.00 for shelter.
- Despite the negligible increases to ODSP the amount for each program remains insufficient.

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**Resolution No. 26****Submitted by Local 2316 and Social Service Workers Coordinating Committee**

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**CUPE Ontario will:**

1. Work with the Social Service Workers Coordinating Committee (SSWCC) Children's Aid Society (CAS) reps and all CAS locals to:
  - Demand that the Ministry increase baseline funding to address systemic issues leading to children being placed in unlicensed settings.
  - Restore the Child Advocate.
  - Fight non-profit and privatization of child protection services.

**Because:**

- Child protection agencies are forced to place children and youth in unlicensed settings, including hotels, air bnbs, cottages, offices, etc.
- The rights of the children and youth's rights are being violated as they are not receiving the appropriate services and supports needed to address their complex needs, including mental health treatment, education, etc. that they need and are entitled to receive.
- Children and youth are being placed outside of their jurisdiction which is resulting in disconnection from their family, community, school and supports.
- Staff are working in unsafe environments and are unable to ensure their own safety or that of the children and youth they are mandated to protect.

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**Resolution No. 27****Submitted by Ontario Municipal Workers**

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**CUPE Ontario will:**

1. Advocate for increased provincial investment that aligns with the actual needs of public health.
2. Educate members, communities, and governments about the pivotal role of public health and its positive impact on the health care system.
3. Support public health members affected by mergers by allocating necessary resources and staff support.

**Because:**

- Public health keeps people and communities healthy through a variety of programs and services that protect, promote, and improve health. Investment in public health reduces the burden on the health care system by keeping people out of emergency rooms and hospitals.
- Decades of underfunding have starved the health units to the point of service cuts and job cuts.
- Mergers of health units are destabilizing for members and threaten job security.
- Mergers will result in centralization of services which will make them less accessible by the most vulnerable members in the community.

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**Resolution No. 28****Submitted by Ontario Municipal Workers**

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**CUPE Ontario will:**

1. Send a letter to the Association of Municipalities of Ontario (AMO) calling on them to advocate or jointly advocate with CUPE for more public health funding from the province to ease the burden on municipalities.

**Because:**

- The public health sector has been underfunded for decades resulting in reduction of important community services and cutting of public health jobs.
- Financial incentives associated with voluntary mergers of health units will result in a larger public health entity with the same funding shortfalls.
- Municipalities have been responsible for funding public health from 25-35 % in some cases, creating a financial burden on the municipality.
- In other Canadian provinces public health is funded provincially.



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**Resolution No. 29****Submitted by Local 4600**

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**CUPE Ontario will:**

1. Publicly condemn the actions of City by-law and police, who have issued tickets against individuals in the community, as well as solidarity and labour organizations for using megaphones at planned demonstrations, protests, and picket lines.
2. Publicly condemn over-policing and police violence against individuals, and solidarity and labour organizations.
3. Support Local campaigns that defend the right to dissent and encourage all CUPE members to support such campaigns.
4. Support the electronic petition calling for Ottawa's "Defend the Right to Dissent" Campaign that calls for Ottawa's city council to amend the Noise by-law and to recommend to the Justice of the Peace that the tickets be withdrawn.
5. Provide assistance with Local campaigns' legal costs.

**Because:**

- Fines are a threat to the Charter right to freedom of expression.
- Protecting the right to protest and strike is in the interest of union members.
- Use of voice amplification systems at protests and picket lines are essential safety tools that allow communication with protesters and picketers.
- Imposing fines threatens the safety of participants and makes protests less accessible.
- By-law and Police have dramatically escalated the number of fines they have issued, with fines levied at protesters supporting Palestine, trans rights demonstrations, and labour leaders.

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**Resolution No. 30****Submitted by CUPE Ontario Executive Board**

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**CUPE Ontario will:**

Use every effort to push Ontario Municipal Employees Retirement System (OMERS) to:

- Divest from arms manufacturing.
- Increase transparency to ensure that our members' deferred wages are not being used to fund genocide.

**Because:**

- Over 126,000 CUPE members are OMERS members, representing 43% of all workers in the pension plan.
- According to independent research, in 2023 OMERS had investments of \$461,491,037 in three companies supplying weapons or component parts of weapons.
- One of these companies, Honeywell, produces component parts for Lockheed Martin's F-35s.
- This information only came to light through a network of independent researchers, as OMERS provides very little information around its investments.
- In the past, OMERS has updated its investment strategies in response to the climate catastrophe.

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**Resolution No. 31****Submitted by CUPE Ontario Executive Board**

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**CUPE Ontario will:**

Develop, resource, and implement a campaign that will:

- Educate our members on the dangers of Pierre Poilievre and the Conservative Party of Canada for working people.
- Engage our members to become involved in the next federal election.
- Support Locals in striking Political Action Committees.
- Work to defeat Pierre Poilievre and the Conservative Party of Canada.

**Because:**

- While Pierre Poilievre claims he's a friend of the working class, he's spent years attacking Canadian workers.
- He has a long track record of attacking workers' rights and siding with profitable corporations over everyday people.
- Pierre Poilievre has a previous record in government, having served in a Conservative government that cut health care, imposed austerity on everyday people, introduced anti-labour laws and helped rich corporations pay even less in taxes.
- Pierre Poilievre voted to cut support for unemployed workers and repeatedly attacked workers' rights.

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**Resolution No. 32****Submitted by Local 3903**

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**CUPE Ontario will:**

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

**Because:**

- Former Broadbent Institute Executive Director Rick Smith has been observed publicly to attack the NDP and union leaders engaging in Palestinian solidarity actions.
- CUPE Ontario has been a leader in maintaining critical solidarity with the Palestinian movement through its international solidarity work against the Israeli apartheid and ongoing support for the Boycott, Divestment and Sections (BDS) campaign since 2006, as well as the work of its regional committees and activists engaged on racial and social justice.
- Broadbent Institute represents a significant independent institutional interest, engaging both union and corporate sponsorships for fundraising, and at times partnering with corporate partners including Facebook, Loblaws, and Google, on areas of mutual political interest not aligned with the interest of CUPE Ontario members.

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**Resolution No. 33****Submitted by Social Service Workers Coordinating Committee**

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**CUPE Ontario will:**

Allocate resources for a campaign that educates and informs members about federal government policies that affect their work and workplaces ahead of the 2025 federal election. The campaign will include ways to ensure your time off to vote and determine ability for political action at their respective workplaces.

**Because:**

- More members and community members will cast informed votes in the 2025 Federal Election when they are supported with clear messaging and methods to engage government and communities about government policies impacting their work. Members are well positioned in their workplaces and in their communities to do outreach and have one-on-one conversations about election issues. The working class has the potential to influence federal party platforms, as well as the 2025 federal election results.

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**Resolution No. 34****Submitted by Ontario Council of Hospital Unions**

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**CUPE Ontario will:**

Working in conjunction with the Health Care Workers Coordinating Committee (HCWCC) and Ontario Council of Hospital Unions (OCHU-CUPE), fight to change the new health care Oversight Authority.

**Because:**

- The Oversight Authority will regulate Personal Support Workers (PSWs), CUPE's biggest single classification, without proper rules and respect for PSWs.
- The Oversight Authority could be used to oversee other health care professions in the future.
- The Oversight Authority does not provide self-regulation for PSWs, unlike other professions.
- PSWs will be expected to pay significant costs for the Oversight Authority.
- While the government does not currently require PSWs to pay into and join the Oversight Authority now, employers may require it in the future.
- Grandparenting rules (for those who were trained under different education requirements than exist today) remain vague and could exclude some long-serving PSWs.
- Most importantly because no clear rules for due process for those being investigated for alleged ethics breaches have been established yet.

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**Resolution No. 35****Submitted by Ontario Council of Hospital Unions**

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**CUPE Ontario will:**

Mobilize CUPE members to support the Health Care Workers Co-ordinating Committee and the Ontario Council of Hospital Unions-CUPE campaign to push the provincial government to:

- Move much more rapidly to 4 hours of care in long term care.
- Begin to convert existing for-profit long term care facilities to not-for-profit.

**Because:**

- 4,000 seniors died in long-term care during the SARS-CoV-2 pandemic, many of dehydration, malnutrition and in deplorable conditions which were revealed by the Canadian Armed Forces – more than any other country with a developed economy and ¾ of those died in for-profit care.
- The death rate of 5.7% in for-profit homes contrasts with 2.8% in not-for-profit and 1.4% in municipal homes, directly related to higher staffing levels.
- We can afford to move to a higher care standard and should do so immediately for the sake of these seniors.
- It is possible to convert for-profit facilities to not-for-profit, taking all the workers over and ensuring a much higher quality of life for these seniors.

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**Resolution No. 36****Submitted by Social Service Workers Coordinating Committee**

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**CUPE Ontario will:**

1. Work with allies to demand the new National School Food Program isn't income-tested; instead, is universally provided for all children in every school province wide from K-12.
2. Demand the Ford government quickly and effectively work with the Federal government to implement these funds, unlike its mismanagement of federal childcare funding, which led to an eight-month delay and Ontario being the last province to get a deal.

**Because:**

- Nearly one in four children live in food-insecure households.
- Canada is the only G7 country that doesn't have a national school food program or national standards.
- Current patchwork of school food initiatives is inconsistent and insufficient.
- The \$38 million provided by the government is deeply inadequate, and government efforts to hide this austerity by fundraising an additional \$5 million from the private sector is shameful and an abdication of its responsibility.
- Universal food programs remove the stigma associated with child hunger.
- Groceries have gone up 21.1% since January 2021 in Ontario and Ontario food bank usage has gone up 101% since pre-pandemic levels.
- Poverty level social assistance remains the primary source of income for the majority of food bank visitors with 26% relying on OW and 28% relying on ODSP.



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**Resolution No. 37**

**Submitted by Local 1281, Local 3651, Local 4207, Local 9103 and Young Workers Committee**

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**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:**

- To match the precedent set by other organizations (e.g., United Nations, other provincial branches of CUPE, OPSEU, PSAC, UNIFOR).
- To allow the opportunity for young workers to establish roots, develop skills and implement change within our Union prior to aging out.
- CUPE Ontario and National should draw on a larger pool of workers to fill its Young Worker positions.
- Workers are entering the labour market at later stages in life.
- The timing of when CUPE conferences and conventions take place is a barrier in preventing any young worker who is in school from participating.
- It creates a stronger stability within the Young Workers Committee and a smoother transition for members joining the committee to be mentored by the older members.

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**Resolution No. 38**

**Submitted by Local 1281, Local 1559, Local 3902, Local 3906, Local 4600, Local 9103 and Ontario University Workers Coordinating Committee**

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**CUPE Ontario will:**

1. Eliminate the current minimum threshold requiring 6 children for onsite childcare to be provided at CUPE Ontario events where on-site childcare would normally be provided.
2. Provide spaces at CUPE Ontario events for nursing parents including private, comfortable, dignified, and sanitary spaces to express milk and/or breast/chestfeed.
3. Ensure that such spaces include an option to remain engaged with and where possible participate in CUPE Ontario conferences, conventions or activities.
4. Ensure that there are adequate accommodations for children with special needs.

**Because:**

- Lack of access to onsite, quality, fully-covered, unionized childcare is a barrier for members to participate in their union.
- Carework is gendered.
- The lack of access to childcare disproportionately impacts women, particularly single mothers.
- Expressing milk, breast/chestfeeding should not act as a barrier for participation.

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**Resolution No. 39**

**Submitted by Local 855, Local 1281, Local 4207, Local 9103 and Workers with Disabilities Committee**

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**CUPE Ontario will:**

1. Lobby and work with CUPE National to establish a project to document and categorize grievances based on protected Human Rights grounds, to determine what grievances were filed and what was the outcome.
2. Develop educational workshops or webinars for Locals who are having issues with grievances about Human Rights violations and/or how to speak to the employer about the duty to accommodate and duty to enquire.
3. Develop a campaign regarding duty to accommodate and duty to inquire.

**Because:**

- Workers with disabilities face multiple barriers to employment.
- Workers with disabilities issues are not always understood by Local executives.
- The destructive effects of ableism harm us all, whether we like it or not.
- Human Rights are human rights.

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**Resolution No. 40**

**Submitted by Local 1281, Local 3651, Local 4207, Local 9103 and Young Workers Committee**

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**CUPE Ontario will:**

Hold a Young Workers Conference on every even number year and work with Union education to provide at minimum one (1) day of education attached to the conference.

**Because:**

- This will give an opportunity to get young workers who do not have access to traditional CUPE Ontario spaces the chance to get together to discuss young workers' issues.
- This will encourage more young workers to become active within their unions.
- This will give an opportunity for workers to discuss shared concerns and how to strategize in solving them.
- This will provide young workers with the necessary skills and resources to organize within their locals.
- Many CUPE conferences and conventions take place during times when it is barrier for young workers to attend or participate (i.e., during the school year).
- It allows CUPE ON and its affiliated locals to be more intentional about the way it connects and engages with young workers.

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**Resolution No. 41**

**Submitted by Local 2361, Local 4207, Local 9102, Trades Committee and Ontario University Workers Coordinating Committee**

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**CUPE Ontario will:**

1. Submit a resolution to the 2025 CUPE National Convention calling on CUPE National to create a National Trades Committee.
2. Develop, resource, and implement an awareness campaign to support the adoption of this resolution at the National Convention.
3. Work with all Ontario locals and other provincial CUPE divisions to ensure support at the National Convention.

**Because:**

- CUPE is losing trades workers at an alarming rate! Unionized and non-unionized trades workers in the private sector have made significant wage gains keeping pace with the rapid rise in inflation, whereas public sector trades workers have fallen further and further behind creating major challenges around recruitment and retention.
- Job positions are not being filled, for years in many situations, and the work is being contracted out. Once the skilled trades jobs in our Locals have been lost through attrition, we may never get them back!
- CUPE is affected by the skilled trades shortage across Canada. Having a National Trades Committee will allow CUPE trades workers to coordinate efforts Canada wide to ensure these good jobs stay within CUPE; allow CUPE trades workers to pressure public sector employers to participate in replenishing the trades by hiring and training apprentices.

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**Resolution No. 42**

**Submitted by Local 1281, Local 4207, Workers with Disabilities Committee and Ontario University Workers Coordinating Committee**

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**CUPE Ontario will:**

End the practice of booking conferences, conventions, schools, and other union events at venues where there is on-site gambling.

**Because:**

- Casinos are often associated with excess, indulgence, and luxury. Holding union events in such a setting may send the wrong message to the public.
- Casinos are controversial due to concerns about alcohol and gambling addictions. Personal, religious, or ethical objections to entering a casino can exclude members from participating in union events.
- Casinos are typically designed for adult entertainment and may not provide a family-friendly atmosphere.
- Casinos may pose challenges for individuals with certain medical conditions or disabilities. The layout of a typical casino and hotel may be difficult for people with mobility issues, visual impairments, or other health conditions to navigate comfortably.
- Casinos are known for their stimulating environments, including bright flashing lights, loud sounds, and a bustling atmosphere. For individuals who have experienced trauma or suffer from sensory sensitivities these stimuli can serve as trigger, leading to discomfort or emotional distress.

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**Resolution No. 43**

**Submitted by Local 3906, Local 4705, Ontario Municipal Workers and the Libraries Sub-Committee**

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**CUPE Ontario will:**

Call on CUPE National to:

- Hire more permanent National Servicing Representatives (NSRs) for Northern Ontario, especially in the rural areas and consider the distance they must travel to service their locals.
- Add 2 additional Staff to the CUPE Ontario Municipal Sector. One staff will be assigned to assist Northern Ontario and Rural Locals.
- Increase in the number of full-time organizing staff in Ontario and re-evaluation of the Member-Organizer role with direction to make the role more permanent and stable.

**Because:**

- NSRs travel a variety of distances to service locals, under a variety of unpredictable winter weather/road conditions upsetting the work/family balance which can lead to failed marriages, health issues, depression, and stress.
- Four Specialist staff servicing 90,000 members is disproportionate and as Locals increase in activism and launch campaigns, 4 staff will not be able to appropriately assist.
- Many locals reach out for assistance, but the Staff workload makes it difficult to get answers specific to our issues.
- Locals feel abandoned when resources are diverted to larger locals further isolating locals and creating division.
- CUPE retains fewer organizing staff than other unions and is being outcompeted by other unions and quick responses by employers.

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**Resolution No. 44****Submitted by Local 3906**

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**CUPE Ontario will:**

1. Bring a resolution to National convention calling on CUPE to:
  - Provide funds for newly established locals to cover the costs of negotiating their first collective agreement.
2. Bring a resolution to National convention calling on CUPE to:
  - Only collect dues after the first collective agreement is reached.

**Because:**

- Newly formed bargaining units are the most vulnerable and a strong first collective agreement sets out a path for future success.
- Locals that begin their lifetime in debt are set up for failure.



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**Resolution No. 45****Submitted by CUPE Ontario Executive Board**

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**CUPE Ontario will:**

1. Submit a Constitutional Amendment to the next CUPE National Convention, to amend the National Constitution to require mandatory affiliation of CUPE locals to their provincial divisions.

**Because:**

- Provincial divisions support the objectives of CUPE National within the provinces by:
  - Promoting suitable legislation to further the interests, aims and objectives of its members.
  - Assisting in the organization of unorganized workers, particularly public employees.
  - Promoting such educational, legislative, social and other activities as many assist all public employees and retirees.
  - Facilitating the maximum participation of all locals in programs of the Canadian Union of Public Employees and other labour bodies.
- The operations of provincial divisions are currently supported by funding from affiliated locals on a per capita contribution set by provincial conventions.
- Divisions are the voice of change for all CUPE members at the provincial level, not just members for affiliated locals.

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**Resolution No. 46****Submitted by Local 3903**

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**CUPE Ontario will:**

Petition CUPE National to increase strike pay to make the amount indexed to inflation or minimum wage, whichever is higher.

**Because:**

- Inflation is currently so high that union members are having an increasingly difficult time making ends meet. Members who are unable to pay for basic necessities on strike pay may be more inclined towards strike breaking activities.

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**Resolution No. 47****Submitted by Local 5100**

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**CUPE Ontario will:**

Lobby CUPE National to create a member database that locals can use to maintain membership information.

**Because:**

- Each local is left to develop and maintain membership information and the cost of using a third-party database is cost prohibitive for most locals.

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**Resolution No. 48****Submitted by Local 4207**

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**CUPE Ontario will:**

Draft and propose a constitutional amendment to CUPE National that creates a designated Young Worker Trustee position.

**Because:**

- Trustee positions facilitate accountability within CUPE.
- Young Workers are the present and future of CUPE. A designated trustee position for Young Workers would allow for Young Workers to be more involved with these mechanisms of accountability and therefore improve trust and appreciation for CUPE.
- Young Workers can bring unique perspectives and skill sets to the trustee responsibilities.

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**Resolution No. 49****Submitted by Local 1571**

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**CUPE Ontario will:**

Effective 2025, provide electronic voting devices at all meetings where delegates have to vote at Conventions.

**Because:**

- This will allow voting to be easier, time efficient, and more accurate.

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**Resolution No. 50****Submitted by Local 1571**

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**CUPE Ontario will:**

1. Effective 2025, dedicate 1 full day, or more as needed, to constitution and by-law amendments & resolutions, for the beginning of Convention.
2. Educationals/trainings/presentations/guest speakers be scheduled for the latter part of Convention.

**Because:**

- As delegates to convention, we are sent by our members to complete Union business. This is required so we are able to have fulsome discussions and healthy debate on By-law Amendments & Resolution matters.
- Currently, at Conventions, we only get through 10% of the above noted, while unfinished business goes unheard of.

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**Resolution No. 51**

**Submitted by Local 1281, Local 3906, Local 4600, Local 9103 and Ontario University Workers Coordinating Committee**

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**CUPE Ontario will:**

1. Call on CUPE National to assess CUPE staffing levels for all sector workers on a good-faith basis, and advocate for increased sector staffing positions.
2. At all priorities and planning meetings and CUPE budget consultations, regularly raise the need for increased CUPE staffing levels in all sectors.
3. Involve sector chairs in articulating sector staffing needs.
4. Advocate that CUPE refrain from moving National Reps while any Local is engaged in a bargaining campaign.
5. Lobby CUPE National to better ensure bilingual staff support for all Locals that require it.

**Because:**

- Members across all sectors have seen working conditions continue to deteriorate over 10 years of Provincial funding cuts, which makes for a heavy load upon our National Representatives.
- The revolving door of staff support, at some locals, results in unacceptable gaps in support and critical technical knowledge at the bargaining table.
- Changes in staffing during a bargaining campaign often slows down the process, delays reaching a tentative agreement, and increases the risk of interrupting progress and workflow for a local.
- Ontario locals requiring access to bilingual support deserve consistent and uninterrupted support to meet the needs of their members.

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**Resolution No. 52**

**Submitted by Local 1281, Local 3903, Local 3906, Local 4600 and Local 9103**

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**CUPE Ontario will:**

1. Research and work with sector committees to identify problems with the traditional picketing model and propose possible solutions to address these problems. Including strategies for virtual or hybrid picketing that can supplement physical picketing in the event of a strike.
2. Develop a report and proposal to present to the National Executive Board and advocate for any necessary changes to the National Strike Fund Regulations based on the proposed solutions from the sectors.
3. Present the results at the next CUPE Ontario Convention.
4. Submit a resolution at the next CUPE National Convention to implement those results.

**Because:**

- Hybrid and precarious workers are vulnerable to being manipulated by management during a strike.
- Shift workers do not benefit from picket lines conducted during conventional work hours.
- Precarious workers do not benefit from picket lines conducted during conventional work hours.
- Off-site workers are vulnerable to digital strike-breaking tactics.



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**Resolution No. 53**

**Submitted by Ontario Municipal Workers and Social Service Workers Coordinating Committee**

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**CUPE Ontario will:**

Coordinate and provide resources for a fightback campaign against the Ontario government's attack on municipally operated public childcare.

**Because:**

- The Ontario government is requiring value-for-money audits only of municipal public childcare programs.
- The Ontario government is making expansion of public childcare programs a last resort for municipalities.
- Municipal childcare programs provide high-quality programs and provide a model of decent work and pay in the child care community.

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**Resolution No. 54****Submitted by Ontario Municipal Workers**

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**CUPE Ontario will:**

1. Develop a survey to hear from municipal members firsthand on issues around municipal recruitment.
2. Hold a forum to discuss the results of this survey.
3. Develop a report from the information and bring it to the Association of Municipalities of Ontario (AMO) and Rural Ontario Municipal Association (ROMA) conferences to share our data and concerns with Municipal leaders across the province.
4. 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.

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**Resolution No. 55****Submitted by CUPE Ontario Executive Board**

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**CUPE Ontario will:**

1. Build on the strike support it currently provides by publishing a strike tracker on it's website.
2. Work with locals and sectors to encourage the creation of a strike support committee at every local.

**Because:**

- In the shadow of Bill 124 and years of austerity, there has been a surge in labour unrest in Ontario, as our members are demanding more from their employers.
- Our members have shown that they are willing to walk out on strike if employers do not meet their demands.
- When a local is on strike, every other local in CUPE needs to work to support them, because being on strike can be extremely hard on members.
- We have seen locals go above and beyond to support other locals that have been on the line.
- The solidarity that the rest of the labour movement shows a local on strike can sometimes be the difference between a good deal and our members staying out.

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**Resolution No. 56****Submitted by Local 3906**

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**CUPE Ontario will:**

1. Expand the mandate of the strike support committee to include defending the safety of members exercising their rights.
2. Educate members on their rights during interactions with police and upon arrest.

**Because:**

- The past months have seen unprecedented increases in violence by police against CUPE members, other labour unions and activists.

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**Resolution No. 57****Submitted by Local 3902**

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**CUPE Ontario will:**

1. Work with CUPE National to develop, resource, and implement a comprehensive action plan that:
  - Supports coordinated bargaining among CUPE Locals.
  - Educates members and Local leadership on the benefits of coordinated bargaining.
  - Supports Local leaders to reach out to other Locals that share the same employer.
  - Provides strategies and support for Locals on how to develop a plan for coordination at the Local level.
  - Provides strategies to Locals on how to negotiate with employers within a coordinated campaign.
  - Includes printed and digital materials about coordinated bargaining that are accessible to Locals and members.

**Because:**

- Building worker power is the cornerstone of CUPE and trade unionism.
- Coordinating with sibling CUPE Locals helps us build power.
- Members and Local leaders need support in coordinating with other Locals.
- The employer will try to divide us as much as possible.
- United we win.

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**Resolution No. 58****Submitted by Ontario Council of Hospital Unions**

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**CUPE Ontario will:**

Support the call by the Health Care Workers Coordinating Committee and the Ontario Council of Hospital Unions – CUPE for the Ontario government to ban the use of staffing agencies in health care, and the call for a massive campaign to recruit and retain health care staff by lobbying the government to improve pay, reducing violence and workload.

**Because:**

- For-profit staffing agencies are a form of privatization of health care that enriches government corporate cronies.
- The use of staffing agencies has exploded in recent years as the health care staffing crisis has exploded, exposing the inability of the Ford government to effectively plan for health care needs.
- For-profit agencies charge the public system exorbitant amounts of money, reducing health care capacity and making the system less efficient,
- Hospitals are already running deficits due to government austerity and incompetence.
- Quebec is making progress on eliminating the use of staffing agencies.
- Staffing agencies break the continuity of care, undermine the morale of health care employees by treating them like second class citizens, and require employees to spend time training ever changing agency staff.

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**Resolution No. 59****Submitted by Social Service Workers Coordinating Committee**

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**CUPE Ontario will:**

Support the Social Service Worker Coordinating Committee (SSWCC) in developing coordinated language to support collective bargaining, including but not limited to workload, staffing levels and retention, forced over-time, new employee union orientation and denials of union leave and education.

**Because:**

- Access to both coordinated bargaining language and resources will help streamline collective agreements and in turn continue to build solidarity across the social services sector. It will also facilitate ongoing information sharing and pooling of resources. We are stronger together.

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**Resolution No. 60****Submitted by Social Service Workers Coordinating Committee**

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**CUPE Ontario will:**

Work with the Social Service Workers Coordinating Committee and Developmental Services sub-committee to develop information material about the risk of privatization with the “Passport program” funding.

**Because:**

- Developmental Service employers are privatizing potential unionized work by using the funding to replace their budget for staffing.
- Passport funding does not account for WSIB coverage and/or workplace insurance.
- The employers are using this as a reason to cut their expenses and use budgeted monies elsewhere at their benefit and not frontline workers.



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**Resolution No. 61****Submitted by Social Service Workers Coordinating Committee**

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**CUPE Ontario will:**

Support the Social Service Workers Coordinating Committee (SSWCC) Municipal Sector in Creating a Campaign to lobby the Ontario Government to cancel the Centralized Intake and Intake Benefits Administration Unit.

**Because:**

- The system is not functioning in an efficient manner. OW cases are being processed incorrectly thus increasing the workload for staff. Applicants are having extended wait times to have the application processed or referred to local offices.

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**Resolution No. 62****Submitted by Local 79**

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**CUPE Ontario will:**

Work with the Ontario Federation of Labor (OFL) to vigorously advocate for a ban on the use of replacement workers (scabs) during all strikes in Ontario.

**Because:**

- Workers' rights are the foundation upon which other civil, democratic, and human rights are built and Workers' rights are constantly under attack.

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**Resolution No. 63****Submitted by Local 79 and Ontario Council of Hospital Unions**

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**CUPE Ontario will:**

1. Work with the Health Care Workers Coordinating Committee (HCWCC), Ontario Council of Hospital Unions (OCHU), Ontario Federation of Labour (OFL), Ontario Health Coalition (OHC), and CUPE locals on a campaign to oppose any further privatization of public health services in Ontario.
2. Organize and mobilize CUPE 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 surgeries and diagnostic procedures out of public hospitals and into for-profit private clinics.

**Because:**

- Private for-profit hospitals, such as the Don Mills Surgical Unit are rapidly expanding in Ontario.
- Don Mills Surgical Unit has expanded from three operating rooms in 2019 into a 20-bed unit with 6 operating rooms and seven recovery bays in a gross violation of existing legislation.
- Don Mills Surgical Unit received a 278% funding increase from the Ontario Government between 2017-18 and 2021-22 while Christine Elliott was Minister of Health and who is now a registered lobbyist for the said private corporation.
- According to the OHC 1,199 closures of public hospital emergency services have occurred over the past year.

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**Resolution No. 64****Submitted by Local 79 and Ontario Municipal Workers**

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**CUPE Ontario will:**

Create and fund a provincial media campaign (TV, Radio, and Web) to highlight the work that municipal workers do. The Campaign will further highlight that many of these workers work for minimum and poverty wages and that municipal workers are struggling across the province. Municipalities should be living wage, not poverty wage, employers.

**Because:**

- Wages of Municipal workers have fallen far behind the rate of inflation, while private sector wages are more in line with inflation.
- Many Municipal workers work for wages below a living wage.
- The workload of municipal workers is getting to an unbearable level because of the difficulty of retaining workers at this level.

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**Resolution No. 65****Submitted by Local 2220 and Local 4207**

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**CUPE Ontario will:**

Create a tool kit for workers interacting with the public that provides information and guidance in responding to personal online attacks.

**Because:**

- Library workers are facing new challenges with protesters sometimes converging upon drag story time reading events held at public libraries.
- Some library workers are being harassed when they work during the time of these events. This harassment sometimes includes doxing. Doxing involves releasing a person's private information on the internet for malicious purposes.
- These challenges are not unique to library workers and are applicable to all of the sectors that CUPE Ontario represents.

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**Resolution No. 66****Submitted by Local 1281 and Local 9103**

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**CUPE Ontario will:**

1. Provide Webinars to End Harassment and Violence in Union Spaces.
2. Support the CUPE Ontario Women's Committee to work with the national Sexual and Gender-Based Harassment Prevention and Support Office in CUPE to promote prevention initiatives to end harassment and violence in union spaces through online town hall meetings.

**Because:**

- As it says in the conclusion of the National Executive Board Safe Union Spaces Working Group Final Report, CUPE is celebrating its 60<sup>th</sup> anniversary this year. We have been operating under a less-than-perfect system for six decades.
- The Safe Union Spaces Working Group found that many CUPE members, particularly women and those from equity-deserving groups, reported experiencing discrimination and harassment in CUPE. Even more reported witnessing acts of violence or harassment in our union, often more than once. These incidents happened in locals and at conventions, CUPE schools and other events.
- Transforming our union into a space that is safe and welcoming for all members should be a goal we all work toward.

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**Resolution No. 67****Submitted by Ontario Municipal Workers**

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**CUPE Ontario will:**

Support and help promote the Ontario Municipal Workers 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.

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**Resolution No. 68****Submitted by Ontario Municipal Workers**

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**CUPE Ontario will:**

1. Create an educational toolkit on how provincial budgets impact municipalities.
2. Hold a webinar on financial literacy that explains the harmful effects of the Ontario Infrastructure Bank.
3. Work with the Ontario Municipal Workers (OMW) to hold a webinar that outlines how Municipalities are funded, what is the Association of Municipalities of Ontario (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.



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**Resolution No. 69****Submitted by Ontario Municipal Workers**

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**CUPE Ontario will:**

1. Encourage all library related locals to find out more about the Library Workers and Ontario Municipal Workers (OMW) Committee.
2. Promote and educate membership in the library sector through a short video to be shared on the CUPE Ontario website and social media platforms.
3. 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.

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**Resolution No. 70****Submitted by CUPE Ontario Executive Board**

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**CUPE Ontario will:**

Continue to develop and share more broadly resources to increase the financial literacy of our members around the Provincial Budget and Economic Statements released by the provincial government.

**Because:**

- The provincial budget dictates the funding our members' employers get, and that affects everything from wages to staffing. The budget allocates funding for the sector services that our province and our communities depend on.
- All the sectors that CUPE members work in have been affected by funding that's falling.
- In the past, CUPE Ontario has provided a political analysis of provincial budgets and economic statements when they come out, to figure out what the real picture is.
- When our members are armed with the facts and figures, they are equipped to fight back.

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**Resolution No. 71****Submitted by Ontario School Board Council of Unions**

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**CUPE Ontario will:**

Work with The Ontario School Board Council of Unions to develop a Violence Campaign to advocate for Education Worker support, to address the increase of violent incidents, and the severity of injuries to Education Workers. This should include but is not limited to providing materials to all Locals to assist with any cost share campaigns that Locals may want to implement for their areas.

**Because:**

- With the rising number of violent incidents and injuries to all Education Workers and the lack of support from the Boards and Provincial Government, we need create public awareness around Violence in Schools to gather support from communities, and gain government attention to the severe crisis we are experiencing in the Education Sector.

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**Resolution No. 72****Submitted by Social Service Workers Coordinating Committee**

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**CUPE Ontario will:**

Commit to work with and support the Ontario Coalition for Better Child Care, the Association of Early Childhood Educators Ontario and their national advocacy partner Child Care Now, to advocate for the successful implementation of the Canada-Wide Early Learning and Child Care (CWELCC) system in Ontario and to advance Roadmap to Universal Child Care in Ontario, including advocating to the Ontario government to:

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

**Because:**

- Childcare advocates and the trade union movement have worked together to lead the struggle for universal publicly funded and managed childcare systems in this country for decades; and
- These advocacy efforts have brought about a federal commitment to the CWELCC plan. The Ontario government is underfunding and undermining the successful implementation of CWELCC in Ontario. Advocates must work together to ensure affordable fees, decent work and enough childcare spaces for all.

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**Resolution No. 73****Submitted by Ontario Council of Hospital Unions**

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**CUPE Ontario will:**

Step up its strong support for the Ontario Health Coalition.

**Because:**

- The OHC unites hundreds of community and labour groups to defend and extend universal, comprehensive, accessible, and publicly delivered health care.
- Community and labour coalitions are a vital way for working people to extend our alliances and power.
- We share so many common interests with our community allies.
- For decades, the OHC has helped us stop the privatization of thousands of health care jobs, helped us win better funding, and helped us win better staffing standards.
- Most importantly because the Ford government is stepping up the privatization of all sorts of health care services while cutting the quality of public health care services.

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**Resolution No. 74****Submitted by Social Service Workers Coordinating Committee**

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**CUPE Ontario will:**

Increase advocacy and awareness for the Raise the Rates campaign and continue coordinating with stakeholders and community members and organizations, focusing on increasing funding and supports for Ontario Works (OW), ensuring rates are reflective of inflation increases and contain cost of living allowance adjustments.

**Because:**

- Too many people have been legislated into poverty and kept there by systemic and ongoing barriers. Deep poverty is pervasive and impacts both individuals and communities. It's about restoring dignity.

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**Resolution No. 75****Submitted by Local 4705**

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**CUPE Ontario will:**

Call on CUPE National to change their policy of excluding retired and 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 experiences 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 we were.

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**Resolution No. 76****Submitted by Local 1281**

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**CUPE Ontario will:**

Support the CUPE Ontario Women's Committee in creating a series of specialized online Union Education opportunities open to CUPE Ontario women members that bring together CUPE Educationals which will support the learning needed to build out the Women's Advocate Program.

**Because:**

- The creation of a Women's Advocacy Program passed at a previous convention.
- CUPE Ontario schools fill up very quickly and many women face barriers to attending multi-day in-person training in Toronto.
- Offering these specialized trainings will strengthen our members and Union.
- CUPE National is offering online training, and we should use this opportunity to encourage more rank-and-file members to be active in their locals and the wider Union.



# **CONSTITUTIONAL AMENDMENTS**

## Constitution Committee

<b>Member</b>	<b>Local</b>
Caroline Ambrose (Co-Chair)	79
Ina Horner (Co-Chair)	148
Darla Rodriques	905
Colleen Ferreira	1356
Erin Williams	2484
Devon Paul	CUPE National Staff
Dave Steele	CUPE National Staff
Kelly Belbin	CUPE Ontario Staff
Kareena Kawall	CUPE Ontario Staff
Sharon Richer	Executive Board Liaison

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**Constitutional Amendment No. 1****Submitted by Executive Board**

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**Please identify the existing article, section, and sub-section here:**

Article 6 (c)

**Please include the existing article here:** (c) No person, except the President and the Secretary-Treasurer, shall be eligible to any office or to the membership of any committee unless such person is a member in good standing of an affiliated local union, and:

1. a delegate from said local union,
2. a delegate from affiliated district council to which their local is affiliated;
3. a delegate from a council of unions to which their local is affiliated.

Such person, if elected, shall retain office only so long as their local union remains an affiliate of CUPE Ontario.

The President and the Secretary-Treasurer shall be deemed to be delegates to Convention with all rights and privileges.

**Please include the proposed changes of said article here:**

(c) No person, except the President and the Secretary-Treasurer, shall be eligible to any office or to the membership of any committee unless such person is a member in good standing of an affiliated local union, and:

1. a delegate from said local union,
2. a delegate from affiliated district council to which their local is affiliated;
3. a delegate from a council of unions to which their local is affiliated.

**Further, no person shall be eligible for election to any office or to the membership of any committee unless such person resides in the Province of Ontario. Exception shall be made for those persons who work in the Province of Ontario but live in a border community.**

Such person, if elected, shall retain office only so long as their local union remains an affiliate of CUPE Ontario.

The President and the Secretary-Treasurer shall be deemed to be delegates to Convention with all rights and privileges.

**The rationale shall be no more than two hundred (200) words. Please include the rationale for the amendment below.**

CUPE Ontario is the political arm of our union and as such campaigns for political change and electoral change in the Province of Ontario and is principled responsible for strike

support and strike averting activities along with the National Union for locals in our region. Unlike local unions, it is impossible to fully, completely, and properly conduct the work of a CUPE Ontario Executive Board or Committee Member without living in the province.

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**Constitutional Amendment No. 2****Submitted by Local 4705 and Executive Board**

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**Please identify the existing article, section, and sub-section here:**

Article 8 (e) 2 a)

Article 8 (e) 3 c)

New Article 8 (e) 4 and renumber subsequent

**Please include the existing article here:**

2. a) There shall be a Women's Committee elected at each Women's Conference in even numbered years. Four (4) women shall be elected by the Women's Caucus. An additional member of the committee shall be elected by women from each of the following caucuses at the Conference: Indigenous Council, Workers with Disabilities, Pink Triangle, Racial Justice, Young Workers, and Northern Ontario. The committee will have two (2) co-chairs for the committee. One (1) of these co-chairs will be elected by and from the members of the Women's Committee. The other co-chair will be the Women's Representative to the Executive Board, who will be chosen by the Women's Caucus at Convention, every two years. The Women's Committee mandate shall be to promote equality for women in the workplace, the union, and the community.
3. c) There shall be six (6) Committees consisting of the Pink Triangle Committee, the Workers with Disabilities Committee, the Racial Justice Committee, the Indigenous Council, the Young Workers Committee and the International Solidarity Committee. These committees shall be elected in odd numbered years at the Human Rights Conference, by their respective caucus or in plenary session as applicable.

Seven (7) members shall be elected by each respective caucus, or in plenary, as applicable. The Young Workers Committee shall have one (1) additional member who shall be elected by young workers at CUPE National's Northern Ontario CUPE Conference (NOCC) in even numbered years.

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

**Please include the proposed changes of said article here:**

2. a) There shall be a Women's Committee elected at each Women's Conference in even numbered years. Four (4) women shall be elected by the Women's Caucus. An additional member of the committee shall be elected by women from each of the following caucuses at the Conference: Indigenous Council, Workers with Disabilities, Pink Triangle, Racial Justice, **and** Young Workers, ~~and Northern Ontario~~. **There shall also be one (1) member of the Committee who is elected at the Northern Ontario CUPE Conference in accordance with Article 8 (e) 4.** The committee will have two (2) co-chairs for the committee. One (1) of these co-chairs will be elected by and from the members of the Women's Committee. The other co-chair will be the Women's Representative to the Executive Board, who will be chosen by the Women's Caucus at Convention, every two years. The Women's Committee mandate shall be to promote equality for women in the workplace, the union, and the community.

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

Seven (7) members shall be elected by each respective caucus, or in plenary, as applicable. The Young Workers Committee shall have one (1) additional member who shall be elected by young workers at ~~CUPE National's~~ **the Northern Ontario CUPE Conference (NOCC)** in even numbered years. **The Indigenous Council shall have one (1) additional member who shall be elected by Indigenous workers at the Northern Ontario CUPE Conference in even numbered years.**

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

4. a) **There shall be a Northern Ontario Committee with seven (7) members. Six (6) members of the Committee shall be elected at each Northern Ontario CUPE Conference in even numbered years: one (1) member elected in a Women's Caucus who shall also serve as the Northern Ontario Representative on the Women's Committee; one (1) member elected in a Young Workers Caucus who shall also serve as the Northern Ontario**

**Representative on the Young Workers Committee; one (1) member elected in an Indigenous Caucus who shall serve as the Northern Ontario Representative on the Indigenous Council; and three (3) members elected at large during the Northern Ontario CUPE Conference. The Chair shall be the person elected as the Northern Ontario Representative to the Executive Board at Convention. The Northern Ontario Committee mandate shall be to promote issues of CUPE Members in Northern Ontario; to promote our union in Northern Ontario; and to promote the issues of the various communities in Northern Ontario.**

**b) Should a permanent vacancy occur on the committee, the position shall be offered to the unsuccessful candidates for this office in order of votes received in the previous election, provided that they received at least twenty-five percent (25%) of the total votes cast. Those elected in their respective caucus will be replaced only with those from that caucus. If the vacancy cannot be filled in this manner, the Secretary-Treasurer shall issue a public call for applications to members and ensure it is promoted on social media. The Northern Ontario Committee will then select a candidate from the pool of applicants and recommend their appointment to the President who will have it confirmed by the Executive Board.**

**The rationale shall be no more than two hundred (200) words. Please include the rationale for the amendment below.**

Representation from all parts of Ontario are essential to the vibrant participation of members in all parts of our union. The representation for Northern Ontario was enshrined in the CUPE Ontario Constitution a number of years ago, and last year delegates decided that CUPE Ontario should take over responsibly for the Northern Ontario CUPE Conference which has previously been the responsibly of the National Regional Vice President from Northern Ontario. A committee of CUPE Ontario completes this process to best plan a representative event, and truly organize in the northern Ontario.

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**Constitutional Amendment No. 3****Submitted by Executive Board**

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**Please identify the existing article, section, and sub-section here:**

Appendix "A" – Rules and Order of Business, point 12

**Please include the existing article here:** 12. The Chair shall have the same rights as other delegates to vote on any question. In case of a tie vote, the Chair shall cast the deciding vote.

**Please include the proposed changes of said article here:** 12. The Chair shall have the same rights as other delegates to vote on any question. In case of a tie vote, ~~the Chair shall cast the deciding vote~~ **a second and, if necessary, subsequent votes shall be held until a decision is reached.**

**The rationale shall be no more than two hundred (200) words. Please include the rationale for the amendment below.**

CUPE National reviewed the entire CUPE Ontario Constitution and wrote with recommendations on March 26, 2024, to make this amendment by saying, "Having the Chair cast a deciding vote weakens the democratic process and may place the Chair in a situation of conflict. We encourage chartered organizations to hold a second vote in the event of a tie.



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**Constitutional Amendment No. 4****Submitted by Executive Board**

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**Please identify the existing article, section, and sub-section here:**

New Article 4 (s)

**Please include the existing article here:** New text

**Please include the proposed changes of said article here:** (s) As per the CUPE National Constitution Article 12.3 (c), all amendments made to the CUPE Ontario Constitution by Convention shall be submitted to the National President's Office for approval.

**The rationale shall be no more than two hundred (200) words. Please include the rationale for the amendment below.**

CUPE National reviewed the entire CUPE Ontario Constitution and wrote with recommendations on March 26, 2024, to make this amendment to be consistent with the CUPE National Constitution.

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## Constitutional Amendment No. 5

### Submitted by Executive Board

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**Please identify the existing article, section, and sub-section here:**

Article 4 (g) and Article 8 (c)

**Please include the existing article here:**

(g) **Quorum**

A quorum shall be one-half of the voting delegates properly credentialed and seated at any regular Convention of CUPE Ontario.

(c) The Executive Board shall conduct all business referred to it by Convention and shall, in the interval between Conventions, have the full and complete charge of all business of CUPE Ontario not otherwise provided for. The Executive Board shall meet quarterly. The locale shall be designated by the President. Fifty percent plus one (50% + 1) of members shall constitute a quorum.

**Please include the proposed changes of said article here:**

(g) **Quorum**

A quorum shall be one-half of the voting delegates properly credentialed and seated at any regular **or special Convention** of CUPE Ontario.

(c) The Executive Board shall conduct all business referred to it by Convention and shall, in the interval between Conventions, have the full and complete charge of all business of CUPE Ontario not otherwise provided for. The Executive Board shall meet quarterly. The locale shall be designated by the President. **More than Fifty fifty** percent ~~plus one~~ **(50%)** ~~(50% + 1)~~ of members shall constitute a quorum.

**The rationale shall be no more than two hundred (200) words. Please include the rationale for the amendment below.**

CUPE National reviewed the entire CUPE Ontario Constitution and wrote with recommendations on March 26, 2024, to make these amendments to any mention of quorum to be consistent with the CUPE National Constitution.