



SECOND CALL

Ontario Municipal Workers 2025 Conference

Monday, April 7, 2025 – Friday, April 11, 2025

Pre-conference Caucus Day: Monday, April 7, 2025

CAUCUS DAY 2025

*You must be registered for the conference in order to attend the caucus.

	Library Workers April 7	CACO April 7	Public Health Workers April 7
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Sheraton Parkway Hotel

600 Highway 7 East, Richmond Hill, Ontario L4B 1B2

Hotel Guest Room Fee: \$219.00

Hotel room rate is subject to tax and fee per room.
 Guest room reservations are to be made through W.E Union Travel by March 5, 2025.
 Phone: 1(833) 778-9669 [Mention **OMW Conference** when booking your room(s)]
 Guestroom booking link: www.weuniontravel.ca

Registration Fee

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

Affiliates:	\$350.00 by March 7, 2025, after cut-off date is \$400.00
Non-Affiliates:	\$450.00 by March 7, 2025, after cut-off date is \$500.00

Important Accommodation Notice – Please read:

If you require French translation, ASL interpretation, childcare services, or any other accessibility accommodations, please submit your request by filing out the access request form by March 7, 2025.
 (The link to the access request form can be found in your confirmation email.)

[Click HERE to Register](#)

No refunds or cancellations will be available after March 28, 2025



OMW 2025 Education Day

Education Day is scheduled for Wednesday, April 9, 2025, from 9:00am – 4:30pm.

*Please choose one workshop in the morning, one workshop in the afternoon.

Morning 9:00am – 12:00pm | Afternoon 1:30pm – 4:30pm

Understanding Mental Health – 30 Spots

Explore the steward's role in supporting and representing members dealing with mental health issues. Learn how to challenge stigma, and how to approach a conversation with a member about a possible mental health issue.

Intro to CUPE – 30 Spots

In this workshop you will:

- Explore union values
- Learn about CUPE's structure
- Find out how unions solve problems
- Gain skills that will help you play a stronger role in your CUPE local.

How Bargaining Works – 30 Spots

This module can be added to other parts of the Bargaining Education Program. It covers the legal framework for collective bargaining and where we get our power as a union.

Bylaw Essentials – 30 Spots

Good by-laws are an essential component of a well-functioning local. In this workshop, you will learn the principles of good bylaws and how to make sure they are in compliance with CUPE's national constitution. We'll also look at how clear language bylaws help our members get involved in the work of the union.

NOTE: Please bring your local bylaws to the workshop.

Mediating member to member conflict – 30 Spots

Practice coaching members who are in conflict with other members, and work with a four-step approach to basic mediation.

Making Municipal Deputations – 60 Spots

When you get the chance to be heard, make it count. How to develop and deliver effective deputations to change the game.

Representing members in front of management – 30 Spots

This module equips stewards to be proactive when meeting with management. Learn tips for effective meetings and build confidence by practicing meeting situations.

Global People Power: Building worker solidarity in a global economy – 30 Spots

This workshop explains the role that capitalism plays in workers' lives and examines the links between local and global issues. We will explore how building solidarity with workers in other countries makes the labour movement stronger in Canada and around the world.

Anti-Harassment and Bystander Training – 30 Spots

When we are disrespected in our union, or when harm, harassment, and discrimination happen we are unsafe. We would not accept it from our supervisors and managers at work, and it is not ok in our union space. When we witness others being harmed, oppressed or injured, we can intervene in safe and effective ways before, during, or after a harassing or violent situation. In this 3-hour workshop, learn and practice how to intervene.

Creating Accommodation-friendly workspaces – 30 Spots

Learn how to recognize harassment, educate members about harassment, and represent members who are involved in harassment complaints.



Strong Jobs, Stronger Communities

2025 OMW Conference Agenda

Subject to Change

Monday, April 7, 2025

8:30AM	9:00AM	Caucus Registrations
9:00AM	5:00PM	Library Workers Caucus
9:30AM	4:00PM	CACO Caucus
9:30AM	4:00PM	Public Health Caucus
5:00PM	7:00PM	Registration
6:00PM	7:00PM	New Delegate Orientation – What to expect at the Conference, overview of the agenda and understanding motions. Local Reports

Tuesday, April 8, 2025

7:30AM	8:45AM	Registration
9:00AM	10:30AM	Opening Plenary
		Welcome, Krista Laing, OMW Chair
		Land Acknowledgement
		Equality Statement
		UN International Decade for People of African Descent
		Indigenous Greeting
		Equity Greeting, CUPE Ontario Equality Representative
		Welcome Greetings, CUPE 905
		Welcome Greetings, CUPE National President, Mark Hancock
		Welcome Greetings, CUPE National Secretary – Treasurer, Candace Rennick
		Welcome Greetings, CUPE Ontario President, Fred Hahn
		Welcome Greetings, CUPE Ontario Secretary – Treasurer, Yolanda McClean
		OMW Chair Report, Krista Laing
		Sub – Sector Reports: CACO, Library, Public Health
10:30AM	10:45AM	BREAK
10:45AM	11:30AM	Sector Team Update and Bargaining Landscape
11:30AM	12:00PM	Equity Election Caucus

11:30AM	1:00PM	LUNCH
1:00PM	2:45PM	"Behind the Picket Line" Panel – Learned Bargaining Experiences + Q & A – CUPE Locals 2, 905, 2067
2:45PM	2:50PM	5 Minute Stretch
2:50PM	3:10PM	Climate Justice
3:10PM	3:30PM	BREAK
3:30PM	4:45PM	Area Breakout Discussion Groups
4:45PM	5:00PM	Area Elections for: Area 3 – Counties of Renfrew, Lanark, Prescott-Russell, Stormont Dundas & Glengarry and City of Ottawa Area 4 – Counties of Leeds & Grenville, Frontenac, Lennox & Addington, Hastings and Prince Edward Area 9 – Counties of Wellington, Brant, Perth, Oxford, Huron, Middlesex, Elgin and Region of Waterloo
5:00PM	6:00PM	Welcome Social
6:00PM	8:00PM	Fellowship Room

Wednesday, April 9, 2025

8:00AM	9:00AM	Health & Safety and Injured Workers Caucus
9:00AM	12:00PM	Morning Education Workshop
12:00PM	1:30PM	LUNCH
1:30PM	4:30PM	Afternoon Education Workshop
7:00PM	9:00PM	Fellowship Room
7:30PM		Social – Location TBD

Thursday, April 10, 2025

7:15AM	9:00AM	OMERS Presentation Breakfast with Fred Hahn – Breakfast Provided
9:00AM	9:05AM	Oath of Office for New Committee Members – Fred Hahn
9:05AM	10:00AM	Nas Yadollahi, President CUPE 79 – Building and Mobilizing Your Local + Q & A
10:00AM	10:30AM	OMW By-Laws, Resolutions
10:30AM	10:45AM	BREAK
10:45AM	12:00PM	Anti Privatization
12:00PM	12:30PM	Trades Caucus
12:00PM	1:30PM	LUNCH
1:30PM	1:45PM	Campaigns
1:45PM	3:15PM	Goldblatt Presentation
3:15PM	3:30PM	BREAK
3:30PM	4:30PM	Laura Walton, OFL President
4:30PM	4:50PM	Retirees Committee
7:30PM		Game Night

Friday, April 11, 2025

9:00AM	9:20AM	Anti-Racism Organizational Action Plan (AROAP) Presentation
9:20AM	10:30AM	CUPE Legal Presentation – Q+A
10:30AM	12:00PM	OMW By-Laws & Resolutions CUPE Ontario Resolutions Day of Mourning - Pause. Reflect. Remember. Renew. Local Reports/Success Stories Attendance Draw



Logo to be changed to OMW, Ontario Municipal Workers

Ontario Municipal **Workers** ~~Employees~~ ~~Coordinating~~ Committee (**CUPE OMW** ~~OMECC~~)

2023 ~~2017~~ BYLAWS

Draft March 2023
(~~Revised April 2017~~)

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ARTICLE 1 – NAME

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

For the purpose of these bylaws, sub-jurisdictions shall include any group of ~~Workers Employees~~ from a particular sector/area of work within the Municipal sector. The current recognized sub-jurisdictions who each hold a seat on ~~CUPE OMW OMECC~~ and who are referenced in these bylaws are Library Workers, Paramedic Workers, and Energy Workers. The President of the Ontario Division may recognize additional sub-jurisdictional group and these bylaws shall be amended accordingly.

ARTICLE 2 – PURPOSE

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

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

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

ARTICLE 3 – OBJECTIVES

- 1) To unite Municipal ~~Workers Employees~~ in Ontario in coordinating and presenting common objectives in matters pertaining to Municipal ~~Employee Locals~~ and members.
- 2) To present matters, legal and legislative, of concern to Municipal ~~Workers Employees~~ to the Legislative Committee of the Ontario Division, Canadian Union of Public Employees

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

ARTICLE 4 – ANNUAL CONFERENCE

- 1) A conference of Ontario Municipal ~~Workers Employees~~ Local Unions shall be held annually.
- 2) The time and place shall be set by Committee in consultation with the President of the Ontario Division.
- 3) The theme and program of the Annual Conference shall be set out by the Committee.
- 4) The Annual Conference will reserve one (1) full day for sub-jurisdictional groups to meet, which shall be a day added to the conference.
 - a. ~~The Library sub-jurisdictional committee can apply to the Committee for an additional one (1) day caucus to be added to the conference and to be decided on by the Committee.~~
 - b. ~~The Committee may also permit a caucus day for any sub-committee it creates per Article 6.4 This shall include a meeting for Workers in services other than Libraries and Utilities.~~
- 5) The Conference Call shall be in the hands of the Local Unions at least sixty (60) days prior to the date of the conference. Any proposed resolutions and/or bylaw amendments shall be sent to the Secretary-Treasurer of ~~CUPE OMW OMECC~~ forty (40) days prior to the date of the conference and in the hands of the Local Unions at least thirty (30) days prior to the date of the conference.
- 6) The number of delegates who may attend conferences shall not be limited. No Local shall be entitled to votes in excess of that allowed under the CUPE Ontario Division Constitution. The following shall be how the number of voting delegates are selected

from each Local Union.

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

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

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

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

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

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

ARTICLE 5 – COMMITTEE REPRESENTATION

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

The Chairperson of the Committee:

- Shall represent the Sector on the CUPE Ontario Executive Board and as such be

from an affiliated local.

- Shall work closely with the CUPE National staff and Ontario Division staff assigned.
- Shall be responsible, in conjunction with the CUPE Ontario President, for the promotion of good relations with other groups as well as interacting with other unions, organizations, and relevant structures.
- Shall be required to attend or assign a designate to attend Government relations meetings with relevant agencies and ministries, to establish working relationships in order to better the interests of workers in their sector in every way.
- Shall preside at all Conferences and at all meetings of the committee and in the event of a central or coordinated bargaining process within the bargaining structures unless there is an alternative elected structure.
- Shall have the authority to interpret and enforce bylaws subject to appeal firstly to the President of CUPE Ontario, secondly to the delegates at a sectoral conference, and ultimately the National President.
- Chair or designate shall be an ex-officio member of all sub-committees, or working groups, within their sector.
- Shall, with the support of the staff assigned to the sector, prepare and present a report on the work of the sector to the annual conference, Ontario Executive Board and Convention.
- Shall, where possible and appropriate, be sent at the committee's expense to any convention, conference, or seminar, etc. deemed pertinent by the sector committee.
- Shall actively encourage the recruitment of non-affiliated locals to join CUPE Ontario and to become more active in their sectoral work.
- Shall be involved in and provide leadership to the development and implementation of campaigns within the sector with the support of the CUPE Ontario Campaigns Coordinator.
- Shall be engaged concerning all communications that go out concerning issues in the sector.
- Shall, on the recommendation of the committee, set the time and place of the annual conference. This shall be done in conjunction with the CUPE Ontario events coordinator.
- Have the ability to be booked off from their regular positions with their employer up to one (1) day per month for committee business, should their applicable collective agreement allow them to do so and that no conflicts exist with their Locals bylaws or ability to support. The pay for the day shall come from the committees budget and be paid back as per the agreed upon process between the parties.

b) A Vice-Chairperson of the Committee shall be elected for a two (2) year term in even

numbered years following the annual conference from amongst the members of the committee and shall assist the Chairperson as well as take the chair in the absence of the Chairperson. Should the Chairperson permanently vacate the position during the term of office, the Vice-Chair will assume the Chair's role until the Committee can be convened and elect a new Chairperson.

- c) A Trades Committee representative shall be elected for a two-year term **by voting delegates on the convention floor** in even numbered years following the annual conference from amongst the members of the committee and shall be the **CUPE OMW OMECC** representative on the Trades Committee. **The successful candidate must be a voting delegate and be employed as a Provincially recognized tradesperson. They will also be responsible for submitting a report to committee by the first week of December to the committee ahead of presenting it at the next conference.**
- d) **In our continuing efforts to better reflect the membership of our union and the communities we serve, CUPE OMW OMECC, like other CUPE Ontario Committees will work diligently to have more diversity representation to ensure all our members' voices and issues are represented in our sector.**

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

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

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

- 2) The CUPE Coordinator of the Municipal **Workers** ~~Employees~~ Local Unions for Ontario shall act as liaison to the Committee shall assist in every way possible to provide the Committee with the facilities and services of the National Organization.
- 3) Representation on the Committee shall be one (1) representative from each of the following areas:

AREA 1:	Districts of Kenora, Rainy River and Thunder Bay
AREA 2:	Districts of Algoma, Manitoulin, Sudbury, Cochrane, Timiskaming, Nipissing and City of Sudbury
AREA 3:	Counties of Renfrew, Lanark, Prescott-Russell, Stormont Dundas & Glengarry and City of Ottawa
AREA 4:	Counties of Leeds & Grenville, Frontenac, Lennox & Addington, Hastings and Prince Edward
AREA 5:	Counties of Haliburton, Peterborough, Northumberland, City of Kawartha Lakes and Region of Durham

AREA 6:	Regions of York, Peel, Halton and City of Toronto
AREA 7:	Districts of Parry Sound and Muskoka, Counties of Simcoe, Grey, Bruce and Dufferin
AREA 8:	Cities of Hamilton, Haldimand, Norfolk and Region of Niagara
AREA 9:	Counties of Wellington, Brant, Perth, Oxford, Huron, Middlesex, Elgin and Region of Waterloo
AREA 10:	Counties of Lambton, Kent and Essex

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

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

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

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

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

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

The Area Representatives shall:

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

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

The Secretary-Treasurer shall:

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

- Have the ability to be booked off from their regular positions with their employer up to one (1) day per month for committee business, should their applicable collective agreement allow them to do so and that no conflicts exist with their Locals bylaws or ability to support. The pay for the day shall come from the committees budget and be paid back as per the agreed upon process between the parties.

7) The committee shall put forward materials as needed to be presented by the chair at the Ontario Division Conventions Retiree Caucus in an attempt to recruit a retired municipal member to assist in the creation of new role in the hopes of engaging the retired members in the sector to support the work of the committee.

8) Vacancies – Area representatives

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

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

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

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

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

- 10) An Injured Worker Representative shall be elected for a two (2) year term to represent

~~CUPE OMW OMECC~~ on the Ontario Division Injured Workers Committee by all delegates present at the Annual Conference in the even numbered years.

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

- 10) In the event that either the Health and Safety Representative or the Injured Worker Representative position falls vacant, the vacancy shall first be offered to the runner up on the ballot and then if accepted, shall serve the remaining term office until the next general election at the even numbered year conference. In the event that the Health and Safety Representative and/or the Injured Worker Representative was acclaimed and therefore no runner up on the ballot, or, in the event that the runner up declines, the Representative shall be appointed by the President of the Ontario Division.
- 11) Should the Chairperson permanently vacate the position during the term of office, the Vice Chair will assume the Chair's role until the committee can be convened and elect a new Chairperson as soon as reasonably possible.

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

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

- f) No more than one (1) committee member may be elected from any given bargaining unit.

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

MISSION STATEMENT

The Library Workers Committee of Ontario endeavours to:

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

In addition, the Library Workers Committee is committed to:

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

Library Affiliations / Memberships

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

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

Recognition of Ontario Public Library Week and Library Workers.

ARTICLE 6 – COMMITTEE MEETINGS AND DUTIES

- 1) The Committee shall meet ~~three (3)~~ **four (4)** times per year at the call of the Committee Chair and such meetings shall be at the CUPE Ontario Regional Office, unless otherwise decided upon by the Committee. The sub-jurisdictional groups shall meet **a minimum of two (2) times per year at the call of the respective sub-jurisdictional Chair, and to a maximum of three (3) times per year. Sub-jurisdictional groups may convene virtually for two days in lieu of one in person meeting.**
- 2) The Committee shall conduct all business referred to it by the Annual Conference and shall, in the interval between conferences, have full and complete charge of all business.
- 3) Members of the Coordinating Committee shall be designated Area Committee members and shall be responsible for the establishment of liaison with the Local Unions in their geographic areas and reporting Local Union problems to the Committee.
- 4) The Committee shall be empowered to set up sub-committees for study and reporting on special issues.
- 5) The Committee, in conjunction with the Coordinator, shall advise Local Unions on all matters of contractual, legislative or similar matters which may affect the welfare of the Local Union or its membership in general.
- 6) The Committee or the Annual Conference, recognizing the autonomy of Local Unions, shall have no right or authority to bind Local Unions to any course of action or decision of the Committee or Annual Conference unless such decision is ratified by the Local Unions concerned.
- 7) The members of the Committee or the Committee as a whole shall not in any way interfere in the operation of Local Unions unless so authorized by the Local Union concerned.

ARTICLE 7 – FINANCE

- 1) Financing shall be as provided in the Constitution of the Ontario Division of the Canadian Union of Public Employees. A separate accounting of all monies received and disbursed shall be maintained by the Ontario Division.

- 2) The Secretary-Treasurer of the Ontario Division shall provide the Chairperson, Secretary-Treasurer and Coordinator reports of expenditures and receipts no less frequently than quarterly. Additional reports shall be provided when requested by the Chairperson, Secretary-Treasurer or Coordinator.
- 3) The recognized sub-jurisdictions shall be fully funded by ~~CUPE OMW OMECC~~ and shall be identified separately on all reports provided to ~~CUPE OMW OMECC~~ by the Secretary-Treasurer of the Ontario Division.
- 4) The recognized sub-jurisdictions shall maintain their own and separate levies which shall be kept in a separate accounting by the Secretary-Treasurer of the Ontario Division.

ARTICLE 8 – EXPENDITURES

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

ARTICLE 9 – NEWS BULLETINS, REPORTS AND PUBLICATIONS

- 1) The Committee shall, through the Ontario Division of the Canadian Union of Public Employees, endeavour to publish such reports as required, giving a brief summary of Committee activities and provincial news.
- 2) The Committee may, from time to time, publish reports, pamphlets, newsletters, etc., in order to acquaint Local Unions with urgent problems or to convey information to the Local Unions.
- 3) Conference Report

A summary of the Annual Conference shall be prepared by the Secretary in conjunction with the Coordinator and forwarded to all Locals within four (4) months, where possible, after the close of the conference.

- 4) Reports to the Conference

All Committee members and the Chairpersons of sub-committees shall submit a written report to the Secretary, of all their actions during their term of office, at least thirty (30) days prior, where possible, to the Annual Conference and same shall be part of the General Conference Report.

ARTICLE 10 – INTERPRETATION

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

ARTICLE 11 – AMENDMENTS TO THE CONSTITUTION

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

ACCESSIBILITY STATEMENT

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

ENVIRONMENTAL SUSTAINABILITY AND FISCAL RESPONSIBILITY STATEMENT

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

APPENDIX “A”

RULES AND ORDER OF BUSINESS

The Rules and Order of Business governing conferences shall be:

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

13. A delegate shall not move a motion to refer back after he has spoken on the question at issue.
14. A motion to refer back is not debatable and when properly seconded, the question shall immediately be put to the Conference.
15. If a report is adopted, it becomes the decision of the Conference.
16. When a question is pending before the Conference no motion shall be in order except:
 - a) to refer;
 - b) to adjourn for the previous question;
 - c) to postpone for a definite time.If any of the foregoing motions is negated it cannot be renewed until after an intermediate proceeding.
17. A motion may be reconsidered providing the mover of the motion to reconsider voted with the majority and a notice of motion is given for consideration at the next sitting and said notice of motion is supported by two-thirds of the delegates qualified to vote.



2025 CONFERENCE
A BLANK COPY WILL BE AVAILABLE AT THE
CONFERENCE OR EMAIL COMPLETED FORM TO;

omwchair@gmail.com

Subject Line - Local Area Report

LOCAL REPORTS				
LOCAL #		CONTACT NAME		
CONTACT EMAIL		CONTACT NUMBER		
TYPE OF LOCAL				
TOTAL NUMBER IN LOCAL		TOTAL NUMBER OF MUNICIPAL WORKERS		
NEW HIRES IN LAST YEAR		FULL TIME	PART TIME	CASUAL
COLLECTIVE AGREEMENT				
EXPIRY		LENGTH OF CONTRACT (YRS)		

COLLECTIVE AGREEMENT CHANGES (GAINS, LANGUAGE ETC.)

Local #

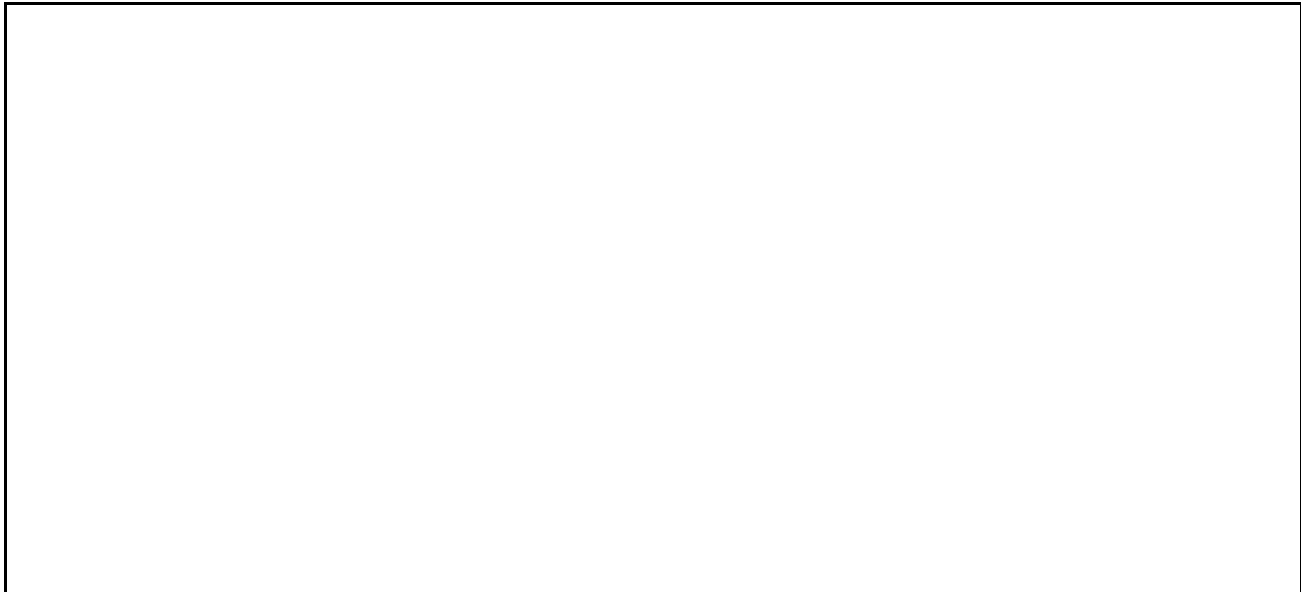
GRIEVANCES AND ARBITRATIONS

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

HEALTH AND SAFETY ISSUES

TOPICS OF HEALTH AND SAFETY ISSUES

LOCAL CAMPAIGNS / INITIATIVES



Stay in touch with other Municipal Workers Via Whatsapp!





OMW and CUPE Ontario will;

Make a social media post and e-blast around Public Works Week to celebrate our members in Public works and the work they do. Most will continue to promote the facts laid out in the “back in house” report that highlights the fact that contracting in the work that we do is more cost-effective in the long run.

Because;

We have a large number of Roads workers who keep their communities safe year round. This is difficult and sometimes dangerous work but unfortunately seems to be work that the employers try to contract out first.

These workers often feel left out by CUPE Ontario and under represented on social media and an e-blast would help them feel more of a part of this union.



OMW and CUPE Ontario will;

Create a campaign around the importance of municipal elections and will hold two in-person training days. One to be scheduled prior to the OSBCU and one to be scheduled prior to the OMW conference.

Because;

Municipal elections give us an opportunity to pick our own bosses. The Ford government continued to overreach into Municipal governance and has given more powers to the mayors which in some cases can have direct negative impacts on the members.



OMW and CUPE Ontario will;

Continue to work with the Associations of Municipalities to highlight services that are being downloaded onto lower tier municipalities because of chronic underfunding by the Provincial Government.

Write a letter to the Provincial NDP and AMO asking that they work with us on a campaign for more funding for Public housing and advocate for greater constraints around these projects including that they remain maintained and administered by municipalities instead of P3s.

Because;

We should prioritize advocating for more public sector projects and jobs. This both improves the quality of life for the community and Municipally run housing can provide better job opportunities within the community. Municipally run public housing also provides the taxpayers and Municipalities with more oversight and control.



OMW and CUPE Ontario will;

Hold classification forum days for Municipal Sector job classifications. Understanding that not all workers may be represented in the Sub- Sectors, we would be providing them a place to talk about their issues in a virtual setting. The Committee will decide the classifications and there will be no less than 5.

Because;

These classifications forums are an opportunity for CUPE Municipal workers from across the province to connect, share, plan and action on issues that they are facing in our schools and worksites. No delegation is required - come ready to learn and grow. It gives members a chance to share worker issues, build worker power and feel heard and acknowledged by CUPE Ontario. Which would also cause more engagement and less disaffiliations within the sector. It also gives staff and committee members a better understanding of workplace issues.



CUPE Ontario will;

Advocate for National staff to have CUPE host a panel on bargaining and workers issues at the association of Municipalities of Ontario conference.

Because;

The Municipal sector has had multiple strikes over the last two years in which elected officials have claimed they do not represent the Municipal workforce which is not true. This is an opportunity for Municipal Councillors and CAO's to learn more about the bargaining process and the challenges faced by CUPE workers.

Public Health Resolution - Advocacy

RESOLUTION SUBMITTED BY CUPE PUBLIC HEALTH WORKERS COMMITTEE

OMW will:

Request that CUPE Ontario send a letter to AMO and ROMA calling on them to advocate or jointly advocate with CUPE for public health funding be provided only by the province to ease the burden on municipalities.

Because:

- Public health has been underfunded for decades resulting in reduction of important community services and cutting of public health jobs
- Municipalities differ in their ability to support public health resulting in variability of services offered by public health units
- Financial incentive 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

Vote Result:

Carried

Fails

Public Health Resolution – Mergers of Health Units

RESOLUTION SUBMITTED BY CUPE PUBLIC HEALTH WORKERS COMMITTEE

In the face of mergers and amalgamations affecting Public Health Units across Ontario, OMW and CUPE Ontario will continue to:

ADVOCATE for increased provincial investment that aligns with the actual needs of Public Health

EDUCATE members, communities, and governments about the pivotal role of Public Health and its positive impact on the health care system

SUPPORT members impacted by Public Health mergers by allocating necessary resources and staff support

Because:

- Merger funding is temporary and not a long-term solution for severely underfunded Public Health system
- Mergers of health units are destabilizing for members and threaten job security. They will result in centralization of services, making them less accessible by the most vulnerable members in the community
- Sustained, long term investment is critical because Public Health keeps people and communities healthy through a variety of programs and services that protect, promote and improve health and prevent illness
- 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 and have contributed to the crisis the health care system is currently experiencing

Public Health Resolution – Campaign Support

RESOLUTION SUBMITTED BY CUPE PUBLIC HEALTH WORKERS COMMITTEE

CUPE Ontario and OMW will:

Provide continued support for the Public Health Campaign “Because Public Health Matters” by means of allocation of resources for book-offs and other campaign or committee needs.

Because:

- Public Health Workers are a diverse workforce and all classifications are important to Public Health as a whole.
- Campaign highlights the vital roles Public Health Workers play in preventing disease and promoting wellness, ensuring better policies, and resources to improve community health outcomes in a cost-effective manner.
- To ensure the sustainability of the Public Health system, there is a need for increased investment at the provincial level.
- Achieving this requires informed awareness among our union members, communities, and governments about the pivotal role of public health and its positive impact on the healthcare system.
- Resources will be directed towards pursuing the following campaign goals:
 1. Increase awareness of Public Health within CUPE, the broader community, and government
 2. Advocate for more funding from the provincial government
 3. Preserve existing Public Health jobs, prevent future layoffs, and ensure wages keep pace with the rising cost of living



Submitted by CUPE Ontario Municipal Workers

CUPE Ontario will:

Advocate to CUPE National to add 2 additional Staff to the CUPE Ontario Municipal Sector. 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. One staff will be assigned to assist Northern Ontario and Rural Locals.

Because:

- Many locals reach out for assistance but as staff have so many portfolios it is difficult to get answers specific to our issues.
- Locals feel abandoned when resources are diverted to larger locals further isolating locals and creating division.
- Rural and Northern locals feel left behind and like they do not matter.





OMW and CUPE Ontario will;

Lobby the provincial government and write a letter to the Ministry of Transportation, the Provincial NDP and AMO to ask for another review of the Commercial Vehicle Operator Registration (CVOR) system and its ineffectiveness when it comes to municipalities.

Also hold a webinar for understanding the CVOR in municipal locals as vehicle accidents and discipline are a topic of major concern in the sector

Because;

Fleet insurance for Municipalities is a high cost which pulls from the budget line that could be used for workers.

The CVOR system is not designed to fully encompass the work we do as Municipal fleets. The last time the effectiveness was studied was in 2013.

The current model indicates that for most carriers high kilometric travel leads to a higher exposure to collisions. However, the municipality indicator in the model suggests that after accounting for kilometric travel, municipalities are still at a higher risk of collision than non-municipalities. The current intervention model results in municipalities facing higher violation rates compared to their non-municipal peers.

Despite these high violation rates, municipalities are treated differently than other carriers for enforcement purposes, resulting in a reduced ability for the Ministry to affect an improvement in safety performance.

We would be asking the Ministry to consider removing municipalities from the CVOR program and developing an alternative that better considers how to measure exposure to collisions and that enables the Ministry to address the audit, inspection, and conviction limitations of the current model, as well as enforcement mechanisms for municipalities.

Further, we would also ask the Ministry to consider offering an additional threshold to municipalities, to account for the unique nature of municipalities among carriers. This further credit would bring down the violation rate of municipalities, and require less MTO intervention.



OMW
Ontario Municipal
Workers



TMO
Travailleurs municipaux
de l'Ontario

Let's Connect!

**It's important to remain informed
and up-to-date on what is going on in
our sector! We have created this
whatsapp to stay in touch!**





OMW
Ontario Municipal
Workers



TMO
Travailleurs municipaux
de l'Ontario

Join The Committee!

**During the OMW conference we will
be holding elections for the following
Committee Representatives;**

- ✓ **Area 3** – Counties of Renfrew, Lanark,
Prescott-Russell, Stormont
Dundas & Glengarry and City of Ottawa
- ✓ **Area 4** – Counties of Leeds & Grenville,
Frontenac, Lennox &
Addington, Hastings and Prince Edward
- ✓ **Area 9** – Counties of Wellington, Brant,
Perth, Oxford, Huron,
Middlesex, Elgin and Region of Waterloo
- ✓ **Equity Representative**

For more Information email :

omwchair@gmail.com

