



RESOLUTIONS AND CONSTITUTIONAL AMENDMENTS

Tab 1

Resolutions

RESOLUTIONS

Report from the Resolutions Committee

It is an honour to serve on the Resolutions Committee for the 2025 CUPE Ontario Convention. We recognize these are challenging and difficult times but are confident that, working together, we can navigate through them together. We, the Committee members, hope to have served in the best interests of CUPE Ontario and all its locals, members, sectors, committees, and councils.

The appointed members of the Resolutions Committee represent a cross-section of the sectors within CUPE Ontario. The Committee met on April 16 and 17, 2025, to review all the resolutions duly submitted to the CUPE Ontario Division by locals, committees, councils and the Executive Board. The Resolutions Committee reviewed 90 unique resolutions and corrected formatting and grammar if needed.

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

We are aware that during conventions, delegates often engage with the Resolutions Committee asking questions or advocating for resolutions to be brought to the convention floor. This interaction is valued and appreciated, we welcome your questions, we encourage members to continue their lobbying through email at resolutions@cupe.on.ca.

Please note Emergency Resolutions, as per Article 4 (i) of the CUPE Ontario Constitution, are to be submitted by email to resolutions@cupe.on.ca.

We acknowledge and thank the CUPE Ontario staff, the Executive Board and the CUPE National representatives for their support and hard work during this historic and unique convention. We wish all delegates, alternates, staff and guests a wonderful, productive and memorable 61st Annual CUPE Ontario Convention.

In solidarity,

Resolutions Committee

Resolutions Committee

Member	Local
Francine Meledoro (Co-Chair)	2357
Melinda McClean (Co-Chair)	79
Darcy Botterill	4685
Fiona Barr	1287
Jake Matta	905
Marilen Barreda	3651
Nwakerendu (Kay) Waboso	4207
Mike Biggin	CUPE National Staff
Mike Maddock	CUPE National Staff
Rebecca Miller	CUPE National Staff
Dhananjai Kohli	CUPE Ontario Staff
Ada Fung	CUPE Ontario Staff
Leslie Greene	Executive Board Liaison

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Resolution Number: 1

Local Number: 9103

CUPE ON will:

- CUPE Ontario stands in opposition to imperialism, colonialism, and all forms of military and economic oppression.

Because:

- The dominance of large capitalist powers over the rest of the world leads to extreme inequality between nations and pits workers against each other. By strengthening our union and the international labour movement, workers can fight for a just world.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 2

Local Number: CUPE ON Workers with Disabilities Committee

CUPE ON will:

- Ensure the CUPE Ontario executive board and staff complete in-person Accessibility for Ontarians with Disabilities Act (AODA) training. This training will be completed by the next CUPE Ontario Convention 2026.

Because:

- Recognizing the history of discrimination against persons with disabilities in Ontario, 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 receive training on the AODA.
- The AODA is intended to reduce barriers for people with disabilities.
- Addressing accessibilities 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.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 3

Local Number: 5335

CUPE ON will:

- Recognize Franco-Ontarian Day on **September 25th** of each year as an important event within CUPE Ontario and will participate in and encourage Locals to take part in events related to this day.

Because:

- CUPE Ontario has never recognized this day, even though the government officially named it in 2010. This day is an opportunity to celebrate Ontario's Francophone community and its rich history.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 4

Local Number: 1974

CUPE ON will:

- Semi-annually, by **April 30th** and **September 30th**, request a list of anticipated retirees from each affiliated Local in the subsequent six (6) months.
- Facilitate a meeting between CUPE-affiliated Locals and the National Secretary-Treasurer to actively explore how best to expedite an automatic issuing of the Retiring Members Card for CUPE's retiring members.

Because:

- Retirees are still an underutilized resource in most Locals across Ontario.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 5

Local Number: 2936, 2486, 2191

CUPE ON will:

- Submit a resolution to the CUPE National Convention 2025 to change the age of Young Workers at the national level to 35 and younger.

Because:

- CUPE Ontario, CUPE Manitoba, and CUPE Alberta have increased the age limit to 35.
- This will match other organizations (United Nations, Ontario Public Service Employees Union (OPSEU), Public Service Alliance of Canada (PSAC), Canadian Office and Professional Employees (COPE), UNIFOR, and more).
- This will allow Young Workers to establish roots, develop skills, and implement change within our union before aging out.
- CUPE Ontario and CUPE National should draw on a larger pool of workers to fill their young workers' positions.
- Workers enter the labour market and union spaces at later stages in life.

Convention Decision: Carried	Defeated	Referred
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Resolution Number: 6

Local Number: CUPE ON Pink Triangle Committee

CUPE ON will:

- Submit a resolution to CUPE National to revise and update all currently available training materials, including but not limited to programs, workshops, and documents, using an equity-focused lens.

Because:

- CUPE ON is committed to ensuring training documents are up-to-date.
- Periodic review of training materials available to Locals is appropriate.
- The current training materials may not fully address the quickly changing political climate and increased workplace precarity.
- The current training materials will benefit from an equity-focused review to update any outdated language and ensure CUPE training materials remain at the forefront of promoting equity.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 7

Local Number: CUPE ON Executive Board

CUPE ON will:

- Develop a campaign on issues that international and non-status workers face, particularly how employers sometimes weaponize their immigration status during bargaining.
- Create resources for Locals that have diverse memberships.
- Reaffirm the principle that “a worker is a worker is a worker,” regardless of their immigration status, and that all workers deserve to be treated fairly and equitably rather than being discriminated against based on their status.
- Call for a streamlined process that provides residency and status to migrant workers.

Because:

- The right-wing always tries to divide workers on issues of identity, and recent examples, including housing, universities, jobs, and the economy, have shown that rather than admit that the problem stems from underfunding, privatization, and bad policy, right-wing governments would rather resort to xenophobia.
- There have been examples during recent rounds of bargaining where employers have tried to weaponize workers’ immigration status to break worker solidarity.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 8

Local Number: 1974, 9117

CUPE ON will:

- Urge all Locals to promote the CUPE Ontario Retirees Network to their retired (and soon-to-retire) members.
- Develop print and digital promotional materials on the Network for wide distribution on all platforms.
- Request CUPE National support and funding for a vigorous campaign to grow the CUPE Ontario Retirees Network, to grow its numbers and then secure its recognition by the Ontario Municipal Employees Retirement System (OMERS) Sponsor Corporation Board of Directors.

Because:

- The Municipal Retirees Organization of Ontario (MROO), the Police Pensioners Association of Ontario and the Ontario Retired Fire Fighters Association share an important seat and vote on the OMERS Sponsor Corporation Board of Directors.
- 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.
- Many retirees and their respective Locals are unaware of the Retirees Network or how to access the Network.
- Retired members give and receive strength, knowledge, energy, and solidarity.
- Retirees should be able to continue to participate in CUPE beyond retirement.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 9

Local Number: 4207

CUPE ON 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.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 10

Local Number: 5335

CUPE ON will:

- Submit a constitutional amendment to the CUPE National Convention 2025 to add a seat on the National Executive Board to represent French-speaking workers.

Because:

- This will contribute to the equity and inclusion of all Francophone members and will make it possible to build relationships and create alliances with Francophones from all provinces in Canada while encouraging and supporting the voices of marginalized members.

Convention Decision: Carried	Defeated	Referred
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Resolution Number: 11

Local Number: 5335

CUPE ON will:

- Lobby CUPE National to provide training in French for all courses currently available in English and no longer require a minimum number of French-speaking participants to administer the training.

Because:

- Not all of the courses offered by CUPE National are available in French.
- CUPE should offer the resources provided in English equally in both languages.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 12

Local Number: CUPE ON Executive Board, 2191

CUPE ON will:

- Submit a constitutional amendment to the CUPE National Convention 2025 as follows:
- Under Article 7.2 of the CUPE National Constitution, 7.2 Composition (a) The members of the Board are: the National President, the National Secretary-Treasurer, five (5) General Vice-Presidents, fourteen (14) Regional Vice-Presidents and ~~two~~ seven (7) Vice-Presidents.
- Add the new 7.2 (d) The Diversity Vice-Presidents represent the following members:
 - 2SLGBTQI+ Workers..... 1
 - Workers with Disabilities..... 1
 - Women..... 1
 - Young Workers..... 1
 - Francophone..... 1
 - Indigenous Workers..... 1
 - Black and Racialized Workers..... 1
- 11.10 Vacancy on National Executive Board (c) ~~Two~~ Seven alternate Diversity Vice-Presidents are elected at Convention. If an office of Diversity Vice-President becomes permanently vacant, the alternate Diversity Vice-President will fill the office for the rest of the term.

Because:

- We will be a stronger and more effective union when we include the perspective of equity-owed groups in decision-making at the highest level of our union.
- CUPE Ontario believes that advancing the work of our National Constitution and guiding principles like the equality statement means building a more inclusive National Executive Board through equity representation.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 13

Local Number: CUPE ON Workers with Disabilities Committee

CUPE ON will:

- Encourage CUPE National to provide a no-cost or low-cost AODA-compliant and accessible online voting system that will be available to CUPE Locals to use when conducting voting during an online meeting that requires a secret ballot.

Because:

- In 2024, CUPE National advised using a third-party online voting system provider such as Simply Voting or D.O.T.S. (Data On The Spot) for all online meetings that require a secret ballot.
- These options are quite costly, and only one option is Canadian-based, meaning limited competition.
- Simply Voting and D.O.T.S. are not fully accessible for members with temporary or permanent disabilities.

Convention Decision: **Carried**

Defeated

Referred

Resolution Number: 14

Local Number: 2486

CUPE ON will:

- Ensure the Human Rights Committee has a booth at every CUPE conference/convention.

Because:

- This provides equity-deserving members a space to speak to conference delegates about the importance of representation within union events/spaces and workplaces.
- This will provide a space to advocate and discuss work done by the Human Rights Committee and other equity-deserving committees.

Convention Decision: Carried	Defeated	Referred
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Resolution Number: 15

Local Number: CUPE ON Executive Board

CUPE ON will:

- Build and resource a provincial campaign to fight privatization, which will act as an umbrella campaign for all sectors.
- Develop resources that show privatization's impact by sector and by community.
- Develop materials for Locals to educate members about the threat of privatization in their sector and communities, and work with Locals in developing internal organizing campaigns to build member power and high participation in their unions.

Because:

- Every sector and community across this province is facing the impacts of increased privatization.
- While each sector is fighting the privatization of public services, it is important to show that this fight unites us all. To fight this issue, we need cross-sector solidarity.
- In a time of global uncertainty and a cost of living crisis, a strong safety net can ensure that working-class people can survive. Instead, this government is hell-bent on dismantling that very safety net.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 16

Local Number: Ontario Municipal Workers Committee

CUPE ON will:

- Advocate to the Association of Municipalities of Ontario (AMO) to have CUPE host a panel on bargaining and workers issues at the AMO Conference.

Because:

- The municipal sector has had multiple strikes over the last two (2) 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 Chief Administrative Officers to learn more about the bargaining process and the challenges CUPE workers face.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 17

Local Number: Ontario Council of Hospital Unions/CUPE

CUPE ON 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 for a massive campaign to recruit and retain health care staff, in part by improving 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 increased, exposing the inability of the Ford government to plan for health care needs effectively.
- 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 and New Brunswick are 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.

Convention Decision: Carried	Defeated	Referred
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Resolution Number: 18

Local Number: Ontario Municipal Workers Committee

CUPE ON will:

- Continue to work with the Associations of Municipalities of Ontario (AMO) to highlight services being downloaded onto lower-tier municipalities because of chronic underfunding by the Provincial government.
- Write a letter to the Ontario NDP and AMO asking that they collaborate 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 Public-Private Partnerships.

Because:

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

Convention Decision: Carried

Defeated

Referred

Resolution Number: 19

Local Number: 2191, 4705

CUPE ON will:

- Work with CUPE National to develop, resource and implement a comprehensive action plan that supports coordinated bargaining language among CUPE Locals, including, but not limited to, workload, staffing levels and retention, forced overtime, new employee union orientation and denials of union leaves.

Because:

- Building worker power is the cornerstone of CUPE and trade unionism.
- Coordinated bargaining language and resources will help to strengthen collective agreements and make continued meaningful gains for workers.
- This will facilitate ongoing information sharing and the use of collective resources.
- We are stronger together.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 20

Local Number: CUPE ON Climate Justice Committee, 2316

CUPE ON will:

- Submit the following resolution to the CUPE National Convention 2025:
 - CUPE National will lobby the Federal Government for Canada Pension Plan Investment Board (CPPIB) transparency in reporting their investments.

Because:

- We want to ensure that their investments are invested in an ethical manner that does not violate human rights or international law.
- Investments should be done in the best interests of our members who contribute to the Canadian Pension Plan (CPP) and their beneficiaries.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 21

Local Number: CUPE ON Executive Board

CUPE ON will:

- Fight austerity measures implemented by all levels of government by developing resources and prioritizing public spending to strengthen public services.
- Work with Locals to fight austerity at the bargaining table to ensure that we keep the momentum developed during recent rounds of bargaining.
- Develop a campaign highlighting the importance of public services in fighting against the cost of living crisis.
- Work with other affiliates in the labour movement to develop an economic strategy that includes expanded and properly funded public services and an industrial strategy that brings manufacturing back to Ontario while creating well-paying unionized jobs.

Because:

- The Conservative playbook uses any crisis as an opportunity to cut public spending, transfer services to the private sector, and implement austerity measures.
- Workers are expected to bear the burden of a struggling economy by accepting wage freezes and concessions.
- We must equip our members to fight back and demand our fair share.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 22

Local Number: CUPE ON Climate Justice Committee

CUPE ON will:

- Work with the sectors to identify the Locals who do not have a pension plan and determine how we can support those Locals in securing a pension plan for their members.

Because:

- We want to better understand the scope of Locals who do not have a pension plan and determine how we can support them in securing a pension so they can retire with dignity.
- A secure pension plan is a right for all members.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 23

Local Number: 2316

CUPE ON will:

- Work with the divisions looking at the status of the pension demographics within the CUPE.

Because:

- We want to better understand the scope of the Locals who do not have a pension plan and determine how we can support them in securing a pension so they can retire with dignity.
- A secure pension plan is a right for all members.

Convention Decision: Carried	Defeated	Referred
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Resolution Number: 24

Local Number: 2357

CUPE ON will:

- Collaborate with CUPE National to research, develop, and propose alternative pension plan options for its members.

Because:

- Without a clear timeline or viable alternatives, we cannot continue to mobilize efforts to address issues with the Ontario Municipal Employees Retirement System (OMERS).
- OMERS has consistently mismanaged our funds, implemented changes that do not benefit our members, and maintained higher salaries than other pension plans.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 25

Local Number: Ontario Municipal Workers Committee

CUPE ON will:

- Hold a minimum of five (5) forum days in a virtual setting for municipal sector job classifications, with the Ontario Municipal Workers (OMW) committee determining the classifications.

Because:

- These classification forums allow CUPE municipal workers from across the province to connect, share, plan, and action on issues they face in our worksites.
- Understanding that the sub-sectors may not represent all workers, we would provide them a place to discuss their issues virtually.
- It allows members to share worker issues, build worker power and feel heard and acknowledged by CUPE Ontario, which will also create more engagement and fewer disaffiliations within the sector.
- It also gives staff and committee members a better understanding of workplace issues.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 26

Local Number: 1480

CUPE ON will:

- Support the Ontario School Board Council of Unions to lobby the Crown at the Central Bargaining table to make it mandatory that all Registered Early Childhood Educator (RECE) full-time equivalent positions in school boards across Ontario are paid for seven (7) hours of work per day, (35 hours per week).

Because:

- The Ontario government funds RECE positions based on a seven (7) hour workday, but not all school boards pay their RECEs for the full seven (7) hours.
- RECEs perform all classroom teachers' tasks except entering the information into the report card. Paying RECEs for the seven (7) hour workday ensures they do this effectively and in true justice to the intention of the full-day kindergarten program.
- By capping hours, school boards save costs by perpetuating financial insecurities and undervaluing the crucial role RECE's play in children's development.
- With a six (6) hour workday, RECE's make between \$35,165 and \$41,191 per year, which is not far off the poverty line for a single-family household. Most RECEs must work a second job to survive with the increasing inflation costs.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 27

Local Number: CUPE ON Climate Justice Committee

CUPE ON will:

- Recommit to pension education for new workers and current workers.
- Develop tools and resources to help Locals and divisions bring pension awareness to new and current workers.

Because:

- This information will be pertinent to members entering the workforce at different career stages.
- Our members are using various forms of social media, and we want to ensure we are reaching them with relevant pension information.

Convention Decision: **Carried**

Defeated

Referred

Resolution Number: 28

Local Number: CUPE ON Climate Justice Committee

CUPE ON will:

- Request CUPE National support and help fund a vigorous campaign to:
 - Advocate for pension divestment from coal, oil, and fossil fuel and reinvest in renewable and alternative energy to protect our pensions from the ravages of climate change and,
 - Advocate for a legislation change to the Ontario Occupational Health and Safety Act (OHSA) to address the impacts of extreme weather on working conditions.
- Develop a public campaign that includes a CUPE Ontario Climate Justice Townhall, and print and digital promotional materials on urgent climate justice priorities to implement the campaign, using all platforms (e.g., social media, video messages).
- Urge all Locals to protect their members from extreme weather through their Workplace Joint Health and Safety Committee.

Because:

- The climate crisis is a divisive subject in Canada.
- The Federal and Provincial Conservatives have made criticizing the carbon tax a key component of their election platform. However, they have not provided a concrete climate crisis plan.
- This silence is concerning, given the disproportionate impact of the climate crisis on vulnerable communities in the Global South and racialized and low-income individuals in the Global North.

Convention Decision: Carried	Defeated	Referred
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Resolution Number: 29

Local Number: 250

CUPE ON will:

- Request that CUPE National provide immediate financial support to newly certified Locals negotiating a first collective agreement on a one-time basis in the sum of \$10,000 in addition to existing financial support and loans.

Because:

- This will remove barriers for new groups to negotiate a strong first collective agreement, such as book-off and release time, campaign support and funds for space.
- This will encourage existing Locals to bring in new units.
- This will continue to encourage organizing the unorganized and expanding the scope clauses within the current collective agreement.
- This will give staff assigned to supporting first collective agreement negotiations the ability to assist in representing the members.

Convention Decision: Carried	Defeated	Referred
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Resolution Number: 30

Local Number: 2

CUPE ON will:

- Lobby CUPE National to increase resources, including a dedicated full-time staff representative to organize and engage CUPE trades workers across all sectors and engage with the CUPE Ontario trades committee.

Because:

- CUPE represents multiple trades classifications across sectors and trades workers are currently not a recognized sector themselves.
- Trades issues are nuanced and require greater resources and laws to properly serve members.
- CUPE trades positions are experiencing multiple and lengthy vacancies due to recruitment and retention issues.
- Servicing trades properly will increase solidarity amongst Locals in which they exist.
- Strengthening trades representation within CUPE Locals will improve those Locals' capacity to resist the threat of privatization of essential services.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 31

Local Number: CUPE ON Women's Committee, 1281, 4705

CUPE ON will:

- Share the information about the scope of the Ombuds program with delegates daily at all CUPE Ontario events, conferences, and conventions.

Because:

- There is confusion about how to access the Ombuds-person and that the process was to leave a voice message.
- Someone who is traumatized might not remember the process over a multi-day event.
- It will help embed the process and prevent further trauma.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 32

Local Number: CUPE ON Women's Committee, 1281, 4705

CUPE ON will:

- Use the existing information from the “We Believe You” Sexual Violence & Harassment in Union Spaces document and publish it with all event callouts.
- Create a sexual assault response policy and publish it with all event callouts in line with how we announce accessibility needs.

Because:

- Sexual assault is an urgent matter that needs an immediate response.
- This will create safer spaces and support for survivors.
- It sets clear expectations for behaviour and consequences for violations.
- Everyone’s safety is a top priority.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 33

Local Number: Women's Committee, 1281, 4705

CUPE ON will:

- Provide a safer spaces room for all CUPE Ontario conventions and conferences and events with peer support and harm-reduction supplies.

Because:

- CUPE Manitoba has implemented a similar program at its conferences and conventions.
- We are aware that our members need safer spaces in our union spaces.
- It will help to ensure that there are multiple mechanisms in place that will create safer spaces for delegates attending all CUPE Ontario conventions, conferences and events.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 34

Local Number: 4000

CUPE ON will:

- Publish and communicate the process and mechanisms to become elected to CUPE Ontario's executive positions and various committees at all conferences or conventions.

Because:

- Members and smaller Locals who currently do not participate will be aware of the process.
- This will include all Locals within our union so that no Local is disadvantaged.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 35

Local Number: 2191, 4207, 4156, 9102, 1263, 4705, 1238, 1281, CUPE ON Climate Justice Committee

CUPE ON will:

- Submit a constitutional amendment to CUPE National to amend the National Constitution as follows:
 - 6.3 add: (e) There will be no registration fee for retirees of chartered organizations.
 - 6.4 add: (c) Each chartered organization may register one retiree who will be seated at convention together with the chartered organization and have voice but no vote. This retiree would not be considered to be a delegate.

Because:

- CUPE's retired members bring extensive experience, knowledge, activist passion and availability to the work of our union.
- Continued activism by CUPE's retired members at each level of our union strengthens our resistance to anti-worker legislation and the continuing attack on our social programs.

Convention Decision: Carried	Defeated	Referred
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Resolution Number: 36

Local Number: 9117

CUPE ON will:

- Call on CUPE National to
 - Amend the CUPE Constitution B.X (c) to read: (c) A member who holds an Honorary Retiring Card can attend and speak at membership meetings of the Local Union but cannot vote. A member who holds an Honorary Retiring Card can speak but cannot vote at Convention.

Because:

- The current language reads - (c) A member who holds an Honorary Retiring Card can attend and speak at membership meetings of the Local Union but cannot vote. A member who holds an Honorary Retiring Card cannot speak or vote at Convention.
- Retired members give and receive strength, knowledge, energy, and solidarity and should be able to continue to participate in CUPE beyond retirement.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 37

Local Number: CUPE ON Climate Justice Committee

CUPE ON will:

- Submit a resolution to the CUPE National Convention 2025 on behalf of Retired CUPE Members and the CUPE Ontario Retirees Network as follows:
 - CUPE National will assign a staff representative to service and provide education to our retiring members.

Because:

- CUPE's retired members need to learn about their rights once they leave the workforce.
- Many members face barriers to accessing services due to lack of knowledge, language, and cultural differences.
- A National staff representative will be able to provide extensive pre-retirement preparation for retiring activists to strengthen their passion for resistance to anti-worker legislation and the continuing attack on our social programs.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 38

Local Number: 9117

CUPE ON will:

- Continue to advocate for retaining Northern Ontario Staff Specialists (Workplace Safety and Insurance Board (WSIB), Health & Safety and others) on behalf of all of Northern Ontario to remain in Northern Ontario.

Because:

- Northern Ontario members need to be able to access their support without waiting for staff to travel to them.
- Northern Ontario is unique and requires Northern Ontario staff specialists to focus on the region.
- Northern Ontario members do not want, need or deserve to feel like second-class members.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 39

Local Number: Ontario Municipal Workers Committee

CUPE ON will:

- Advocate to CUPE National to add two (2) additional staff to the CUPE Municipal Sector Team in Ontario, one of whom will be assigned to assist Northern Ontario and rural Locals.

Because:

- Four (4) specialist staff servicing 90,000 members is disproportionate, and as Locals increase in activism and launch campaigns, four (4) staff will not be able to assist appropriately.
- 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 smaller Locals and creating division.
- Rural and Northern Locals feel left behind and like they do not matter.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 40

Local Number: 4705

CUPE ON will:

- Call on CUPE National to:
 - Hire more permanent National Servicing Representative (NSR) for Northern Ontario, especially in the rural areas.
 - Look at the assignment and consider the distance they must travel to service their Locals.

Because:

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

Convention Decision: Carried

Defeated

Referred

Resolution Number: 41

Local Number: Ontario University Workers Coordinating Committee, 4207

CUPE ON will:

- Call on CUPE National to allocate a full-time Sector Coordinator and a full-time Sector Researcher for the Ontario University Workers Coordinating Committee (OUWCC).

Because:

- The sector is under attack from all sides, and we desperately need a dedicated coordinator and researcher to help lead the charge in fighting back.
- These positions are necessary to prevent declining union membership and strengthen our Locals.
- The sector is under attack from a resourceful employer with powerful allies who are well-versed in union-busting tactics.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 42

Local Number: 5678

CUPE ON will:

- Work with CUPE National to provide Locals' with a software system to access all data in one secure, user-friendly system for member records, grievances, collective agreements, employer information, and workplace data.

Because:

- This will bring the power of modern software to every Local to enable them to securely store, analyze, and access data to serve members more efficiently and effectively.

Convention Decision: Carried	Defeated	Referred
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Resolution Number: 43

Local Number: 9103

CUPE ON will:

- Push CUPE National to pay for the development and/or implementation of an electronic voting system used by District Councils for elections.

Because:

- Since CUPE National now requires all Locals, including district councils, to use electronic voting systems rather than polls over Zoom, CUPE National should fully fund these elections.
- Electronic voting systems, such as Simply Voting, are expensive.
- The number of attending delegates changes from meeting to meeting, which makes it difficult to budget.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 44

Local Number: 1281, CUPE ON Women's Committee, 4705

CUPE ON will:

- Submit a Constitutional change to the CUPE National Convention 2025 to move:
 - F.1(m) from Appendix F “the acts of harassment or discrimination based on sex, sexual orientation, gender identity, gender expression, language, age, race, ethnicity, ancestry, colour, place of origin, creed, disability, family status, marital status or record of offences,” and create a new internal process/Appendix to have complaints on the basis of harassment or discrimination against other members dealt with fairly and impartially.
 - F.2 (a) iii) “The complaint will be sent within 60 days after the complainant became aware of the offence”, and create a separate process for members to submit harassment and discrimination complaints that does not include the 60-day timeframe as there is often a pattern that is longer than 60 days.

Because:

- The current Trial procedure was never designed to deal with harassment and discrimination complaints.
- The mental health impacts on the members should allow for a personalized method when going through the process.
- The restriction hinders the opportunity for the member to remove or change their work environment before submitting the complaint.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 45

Local Number: 2191, 4705

CUPE ON will:

- Allocate resources for an ongoing campaign that educates and informs members and the public about pending elections and policies that affect their work and workplaces ahead of municipal, provincial, and federal elections.

Because:

- More education and awareness will build worker power and solidarity with community members.
- Supporting this with clear messaging and methods to engage all levels of government and communities about government policies, practices, and plans that will or are impacting their work.
- Members are well-positioned in their workplaces and communities to do outreach and have one-to-one conversations about election issues.
- The working class has the potential to influence political party platforms and, thus, election results.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 46

Local Number: 2191

CUPE ON will:

- Lobby for a fulsome review and update to the Ontario Works Act (1997) and consultation with frontline staff, including the regulation amendment that removed Consolidated Municipal Service Managers (CMSM) and District Social Services Administration Boards (DSSAB) from Delivery Agents to Delivery Partners.

Because:

- CMSMs and DSSABs must retain their status as Delivery Agents to support delivery standards and Local priorities.
- Removing the status of CMSMs and DSSABs as Delivery Agents to Delivery Partners alters the definition of who can deliver essential public services in Ontario.
- By redefining CMSMs and DSSABs as Delivery Partners there is a potential for further reduction of publicly funded social assistance programming and privatization.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 47

Local Number: CUPE Ontario Workers with Disabilities Committee

CUPE ON will:

- Continue lobbying the Ontario government to make Ontario accessible in compliance with the Accessible Ontario Disability Act (AODA).
- Develop a membership-wide campaign to promote AODA and provide guidance for Locals in making their spaces accessible.

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.
- AODA became law on **June 13, 2005**. The due date to make Ontario accessible has arrived, and no improvements have occurred.
- The pandemic highlighted the inequalities and lack of accessibility to vital services for individuals with disabilities.
- Union spaces need to be accessible to promote advocacy and equality and to ensure Ontarians with disabilities have a safe place.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 48

Local Number: 2191, 4705, CUPE ON Injured Workers Advocacy Committee, 1750

CUPE ON will:

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

Because:

- WSIB has fallen behind the rest of Canada and has the least number of workplaces covered.
- WSIB is the most chronically underfunded workers' compensation system in Canada.
- 26 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 and made mandatory for all workplaces because all of Ontario's workers deserve no-fault compensation for workplace injuries, illnesses, and fatalities.
- Injured workers need reliable coverage to support them in their health and healing if they have a workplace injury. Private insurance companies do not provide sufficient coverage, and keeping public services public is vital to continue the fight against privatization.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 49

Local Number: 9117, 4705

CUPE ON will:

- Vigorously campaign for amendments to the Ontario Occupational Health and Safety Act to ensure that:
 - Every worker in Ontario has the Right to Refuse unsafe work due to extreme weather, including but not restricted to extreme heat, extreme cold, wildfire smoke, and flooding.
 - The Act specifically ensures that the Employer has a duty to accommodate employees when facing extreme climate barriers on the way to and from work, such as flooding, ice storms and forest fires.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 50

Local Number: 1559, Ontario Municipal Workers Committee

CUPE ON will:

- 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 the severely underfunded Public Health System.
- Mergers of health units are destabilizing for members and threaten job security. This will result in the centralization of services, making them less accessible to the community's most vulnerable members.
- Sustained, long-term investment is critical because Public Health keeps people and communities healthy through various 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 and job cuts and have contributed to the current crisis the health care system is experiencing.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 51

Local Number: CUPE ON Injured Workers Advocacy Committee

CUPE ON 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 (PTSD) arose out of and in the course of employment) to Children's Aid Society (CAS) workers.

Because:

- The presumption clause limits coverage to only specified groups.
- A disproportionate amount of CAS workers with PTSD go through the appeal process, which often causes reinjury or regression in the progress they have made with healing.
- Having these workers covered under the presumption clause would allow them to access therapy, treatment, and support without delay, which is vital to healing.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 52

Local Number: 9229

CUPE ON will:

- Call on the Ministry of Labour, Immigration, Training and Skills Development to review the Occupational Health and Safety Act (OHSA) regulations to ensure they reflect the unique risks and working conditions education workers face.
- Advocate for the creation of sector-specific OHSA regulations and enforcement measures for the education sector, including clear standards on class composition, student aggression protocols, and adequate staffing levels to ensure safe working environments.

Because:

- Education workers face distinct and escalating health and safety risks that current legislation fails to adequately address, such as chronic understaffing and increasing incidents of violence.
- Education workers deserve protections that reflect the realities of their workplaces.
- Sector-specific OHSA regulations would be a meaningful step toward safer schools for workers and students.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 53

Local Number: Health Care Workers' Coordinating Committee

CUPE ON will:

- Lobby Workplace Safety and Insurance Board for a grace period without impunity option before returning to work.

Because:

- Bodies require time to properly heal to prevent further injury.
- Employers need to take the health and safety of workers seriously.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 54

Local Number: 1281, CUPE ON Women's Committee

CUPE ON will:

- Lobby the Provincial government to protect and improve our human rights, personal rights around health care, and protections against workplace violence.

Because:

- We must protect our hard-won victories.
- Rights are being eroded and denied in the United States.
- Conservatism and racism are on the rise in Canada.

Convention Decision: Carried	Defeated	Referred
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Resolution Number: 55

Local Number: CUPE ON Women's Committee, 1281, 4705, 9103

CUPE ON will:

- Lobby the provincial government to declare gender-based violence a provincial epidemic.

Because:

- In Canada, Intimate Partner Violence (IPV) is an epidemic. Approximately 44 per cent (44%) of women who have been in an intimate relationship – about 6.2 million women aged 15 and older – have reported experiencing some form of psychological, physical or sexual abuse in a relationship at some point in their lives.
- To date, 95 municipalities in the province have recognized intimate partner violence as an epidemic. Other provinces in Canada are taking similar steps. Nova Scotia recently adopted a bill to declare IPV an epidemic. Yet the Ontario government seems resistant to doing so officially.

Convention Decision: Carried	Defeated	Referred
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Resolution Number: 56

Local Number: 9103

CUPE ON will:

- Lobby the Provincial government to support Bill 173, the Intimate Partner Violence Epidemic Act of 2024, supported by a number of MPPs. This bill addresses the growing problems IPV is creating in the province, at times resulting in death.

Because:

- Bill 173 will highlight the issues and address the overall impact on health—physical and mental—and, unfortunately, death. This will further increase public awareness, decrease the stigma, and create more preventative methods.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 57

Local Number: Health Care Workers' Coordinating Committee

CUPE ON will:

- Lobby the Ford government for sustained funding in Homecare to create full-time jobs and job security in the sector.

Because:

- Homecare Personal Support Workers (PSWs) work precarious jobs with no full-time guaranteed work hours and/or job security.
- Many skilled PSWs are leaving the sector to secure job security in nursing homes, Long Term Care (LTC), and hospitals.
- The shortage of PSWs in home care is at its highest now since the pandemic due to a lack of job security.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 58

Local Number: Health Care Workers' Coordinating Committee

CUPE ON will:

- Lobby the government for staffing ratios in health care appropriate to the clients', patients', and residents' needs for holistic care.

Because:

- Establishing staffing ratios will prevent employers from creating and operating understaffed units.
- The absence of such ratios is contributing to the decline in mental health.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 59

Local Number: Health Care Workers' Coordinating Committee

CUPE ON will:

- Lobby the Government of Ontario for increased funding along with transparency in the allocation of funds in the health care sector.

Because:

- It is essential to ensure adequate funding for staffing and training.
- It is essential to identify staffing gaps that are contributing to overwork and burnout.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 60

Local Number: Ontario Municipal Workers Committee

CUPE ON will:

- Lobby the Provincial government and write a letter to the Ministry of Transportation, the Ontario NDP and the Association of Municipalities of Ontario to ask for another review of the Commercial Vehicle Operator Registration (CVOR) system and its ineffectiveness when it comes to municipalities.
- Hold a webinar to understand the CVOR in municipal Locals, as vehicle accidents and discipline are concerns in the sector.

Because:

- High fleet insurance costs for municipalities divert funds from workers.
- The CVOR system, last reviewed in 2013, does not properly account for municipal fleet operations. The model links higher travel distances to increased collision risk but still deems municipalities higher risk even after adjusting for mileage.
- This leads to disproportionately high violation rates compared to private carriers.
- Despite this, municipalities face different enforcement measures, limiting the Ministry's ability to improve safety.
- The intervention model does not reflect municipal fleet realities. The Ministry must remove municipalities from the CVOR program and create a better system to assess collision exposure, improve audits, inspections, and enforcement.
- An adjusted threshold for municipalities would lower violation rates and reduce unnecessary Ministry of Transportation interventions, ensuring a fairer system.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 61

Local Number: Ontario Municipal Workers Committee

CUPE ON will:

- Work with Ontario Municipal Workers (OMW) to create a campaign around the importance of Municipal and School Board elections and will hold two in-person training days, one (1) to be scheduled prior to the Ontario School Board Council of Unions and one (1) to be scheduled prior to the OMW conference.

Because:

- Elections give us an opportunity to pick our own bosses.
- The Ford government continues to overreach in Municipal governance and has given more powers to mayors, which in some cases can negatively impact members.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 62

Local Number: CUPE ON Pink Triangle Committee

CUPE ON will:

- Develop anti-oppression and anti-racism training for Locals and Local executive boards that address how to recognize and dismantle the intersectional overlapping of racism, homophobia, transphobia, sexism, ableism, and the resulting forms of harassment that exist in the Local and the workplace.

Because:

- There are gaps in the current training offered by CUPE ON that do not fully address the reality that oppression and racism continue to persist within Locals, Local executive boards and workplaces.
- Local executive boards are not fully prepared to handle oppression and racism.
- There needs to be more education around the manifestations of oppression and racism as harassment including, hard-to-recognize psychological, emotional, and financial harassment.
- This training can create a Local culture of anti-oppression and anti-racism that executive boards can bring into bargaining and help create strong equity language.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 63

Local Number: 4600

CUPE ON will:

- Develop resources and implement a campaign to call on higher education institutions in the broader sector to be transparent about upcoming cuts to jobs and programs and be more forthcoming given Freedom of Information and Protection of Privacy Act (FIPPA) requests in revealing information on how funds are allocated between the operating budget and other budgets.
- Call on higher education institutions in the broader sector to address the drop in quality of post-secondary education and the potential impact on students in Ontario caused by the elimination of union positions
- Call on higher education institutions in the broader sector to protect good union jobs through job security and wage protection language

Because:

- There is currently a financial crisis across post-secondary education institutions in Ontario, which has led to multiple institutions cutting jobs and programs.
- The Ontario Progressive Conservatives have created this financial crisis, exacerbated by measures from the federal government and mismanagement at the administrative level, and have made it clear that they do not intend to solve it.
- Education is a right that is currently under attack by these austerity measures. Students and workers across Ontario deserve quality post-secondary education, good union jobs, and stability.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 64

Local Number: Ontario Council of Hospital Unions/CUPE

CUPE ON will:

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

Because:

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

Convention Decision: Carried

Defeated

Referred

Resolution Number: 65

Local Number: Ontario Council of Hospital Unions/CUPE

CUPE ON will:

- Increase its strong support for the Ontario Health Coalition (OHC)

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 vital 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.
- The Ford government is stepping up the privatization of all sorts of health care services while cutting the quality of public health care services.

Convention Decision: Carried	Defeated	Referred
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Resolution Number: 66

Local Number: 2191, 4705

CUPE ON will:

- Continue to increase advocacy and awareness for the Raise the Rates campaign and be active coalition members.
 - Coordinating with stakeholders, community members, and organizations
 - Increasing funding and support for the Ontario Works (OW) and Ontario Disability Support Program (ODSP).

Because:

- Too many people have been legislated into poverty and are kept there by systemic and ongoing barriers.
- Deep poverty is pervasive and impacts both individuals and communities.
- The strength of our communities is reflected in how the most vulnerable members are supported.
- It is about restoring dignity, investing in good public services, and supporting healthy citizens and communities.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 67

Local Number: 2191, 4705

CUPE ON will:

- Support the Ontario Coalition for the Rights of Homeless People (OCRHP) to increase awareness of the impact of the notwithstanding clause to force people out of encampments without any reasonable and supportive alternatives.

Because:

- Housing is a basic human right, and the correlation between austerity measures and deep poverty impacts the design and delivery of good public services.
- Using the notwithstanding clause against encampments without safe, affordable and sustainable housing options violates the human rights of people in encampments.
- Supporting a housing-first approach respects the human rights of unhoused Ontarians.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 68

Local Number: 1281, 1943, CUPE ON Women's Committee

CUPE ON will:

- Work with the Ontario Federation of Labour and other allied labour groups to amend the Occupational Health and Safety Act to reflect the following two issues:
 - That the exercise of force, attempts to exercise force, or threats of physical force against a worker that could cause psychological injury will be captured under the definition of workplace violence.
 - That all incidents of sexual assault against a worker will be recognized and treated as workplace violence.

Because:

- Psychological injury at work is preventable. Unwanted acts of a sexual nature against a worker are not part of their job and should never be tolerated.
- Acts of workplace violence, sexual assault and psychological injury can create potentially long-lasting and devastating repercussions for workers.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 69

Local Number: CUPE ON Pink Triangle Committee

CUPE ON will:

- Work with the Ontario NDP to introduce a Bill into the Ontario legislature that addresses the gaps in gender-affirming care in the Ontario Health Insurance Plan (OHIP).

Because:

- OHIP only covers procedures that focus on people transitioning from female to male or male to female, excluding all other non-binary gender identities.
- Access to good healthcare is controlled by multiple, hard-to-access health care providers, including a family practitioner and psychologist who may arbitrarily deny care to transgender patients.
- Gender-affirming care requires more than access to hormones and surgeries, which OHIP does not recognize.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 70

Local Number: 1559, Ontario Municipal Workers Committee

CUPE ON will:

- Send a letter to the Association of Municipalities of Ontario (AMO) and Rural Ontario Municipal Association (ROMA) calling on them to advocate or jointly advocate with CUPE that 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 a reduction of important community services and the 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 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 per cent to 35 per cent in some cases, creating a financial burden on the municipality.
- In other Canadian provinces public health is funded provincially.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 71

Local Number: 2191

CUPE ON will:

- Establish, re-establish, and maintain relationships with community partners, labour unions, and professional associations to further advocate for worker's rights and mobilization around common interests and protect essential public services.
- Including, but not limited to, the Ontario Municipal Social Services Association (OMSSA), Association of Municipalities Ontario (AMO), Federation of Canadian Municipalities (FCM) and Northern Ontario Service Deliverers Association (NOSDA).

Because:

- Relationships and connections are key to growing collective power.
- Mobilizing across common concerns builds solidarity and community support.
- Organizing around essential public services is a key objective for labour, ensuring reinvestment in building stronger Locals and communities.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 72

Local Number: 6364

CUPE ON will:

- Collaborate with allies, including relevant drug policy coalitions and people with lived experience, to lobby all levels of government to stop the toxic drug crisis by providing a safe supply of drugs to people who use drugs.
- Advocate for including Treatment Services as part of Universal Health Care under the five (5) core principles of the Canada Health Act of publicly administered, comprehensive, universal, portable, and accessible health care.
- Continue to educate members/communities on the toxic drug crisis and why providing a safe supply is an appropriate way to save lives.
- Lobby all levels of government for more resources for public addiction treatment and increasing support services, including public counselling services, and public replacement therapy, including safe supply.

Because:

- The toxic drug crisis is an epidemic in Canada.
- More than 5,626 people died because of toxic drug deaths in 2024, and nearly 51,000 people died because of toxic drug deaths, as reported between January 2016 and September 2024.
- No one chooses to die due to drug toxicity.
- Supporting and maintaining healthy and non-judgmental relationships with people who use drugs leads to more people seeking help and various recovery strategies.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 73

Local Number: 250

CUPE ON will:

- Educate members on the negative effects of Artificial Intelligence (AI) in our workplace and the future of our jobs.
- Ensure each conference has a section dedicated to AI and promotes the CUPE National resource: Understanding of Artificial Intelligence: A guide for CUPE members and other relevant resources.
- Collect members' impact statements and create videos to hear the members' perspectives directly.

Because:

- AI affects all of us and can eliminate jobs nationwide if left unchecked.
- AI and other digital innovations can harm work quality and workers' rights.
- These technologies can enable surveillance, facilitate unjust hiring and firing decisions, increase the pace of work, and expose workers to new occupational risks.
- Some AI systems are known to discriminate against equity-deserving groups placing, women, Indigenous, Black, racialized, precarious and migrant workers at risk.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 74

Local Number: CUPE ON Climate Justice Committee

CUPE ON will:

- Advocate that CUPE National develop and review a Climate-Change/Climate Resiliency in the Workplace course, with course topics to include Just Transitions, Pensions, Health & Safety, etc., and offer this course at CUPE Ontario schools.
- Encourage the development and review of this workshop in collaboration with the CUPE Ontario Climate Justice Committee.

Because:

- The transformative power of education under-pins other principles, making their successful adoption more likely to acculturate a deeper awareness of human rights and climate justice than is presently found.
- Achieving climate stabilization and Just Transition will necessitate radical lifestyle, behaviour, and education changes.
- This course has the power to equip future generations with the skills and knowledge they will need to thrive and survive.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 75

Local Number: 4148

CUPE ON will:

- Increase the number of in-depth union education offerings accessible to Northern members by adding two (2) CUPE Ontario weekend schools in Northern Ontario.
- Lobby CUPE National to increase in-depth union education offerings for Northern Locals nationwide.

Because:

- Many small Locals do not have the dues income necessary to send members to the Greater Toronto Area. Having dedicated CUPE Schools for Northern communities will ensure that Locals in the Northern part of the Province can have equitable access to education opportunities. A rotation of schools in Northern Communities will increase the capacities and functionality of Northern Locals over time.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 76

Local Number: 250, 4156, 4207, 9102

CUPE Ontario will:

- Create a campaign to promote CUPE Councils.
- Hold two (2) meetings a year with Presidents of CUPE Councils.
- Identify CUPE Councils that are not active and encourage them to restart.

Because:

- CUPE Councils provide a space for members from different sectors, Locals, and job classifications to talk about worker issues.
- CUPE Councils can promote and support the work of CUPE Ontario Committees
- This strengthens CUPE's voice within the community.
- This helps communication all around and creates a space to mentor and help each other as CUPE executives and members.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 77

Local Number: Ontario Municipal Workers Committee, 2191, 4705

CUPE ON will:

- Create and implement a campaign with labour and community allies through political action and lobbying to revise Social Assistance Modernization to:
 - Achieve the cancellation of the Centralized Intake (CI) and Integrated Employment Services (IES),
 - Reverse the privatization of Employment Services in many regions of Ontario, including WCG, an American-owned Australian company, and
 - Reverse cuts to client participation support as part of the Raise the Rates campaign.

Because:

- Consolidated Municipal Service Managers (CMSM), District Social Services Administrative Boards (DSSAB), municipalities, and CUPE members deliver high-quality public services and support with a distinct knowledge of community-based resources and needs.
- Social Assistance Modernization plans systematically harm vulnerable individuals and families through chronic underfunding and the erasure of good public services.
- Austerity measures continue to compound ongoing staffing crises, unmanageable workloads, health and safety concerns, and impacts of burnout and trauma. WCG, its parent company APM, a private employment services and health care company bought out by U.S.-based private equity firm Madison Dearborn Partners (MDP), poses a creeping threat of privatization of public services.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 78

Local Number: CUPE ON Injured Workers Advocacy Committee

CUPE ON will:

- Help build and support a campaign to ensure all workers in Ontario understand the importance of completing all documentation related to any workplace hazard and injury. This campaign shall also include education on the importance of completing hazard, near-miss and incident reports, and including injury reporting to the Workplace Safety and Insurance Board (WSIB).

Because:

- Incidents, accidents, exposures and near misses are underreported. Members are unaware of the importance of filling out and filing off reports. Reporting all incidents at work is vital to securing WSIB benefits for future impact of any injury.
- Members need help and support in completing the documentation vital to navigating WSIB.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 79

Local Number: 1750

CUPE ON will:

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

Because:

- The Ontario Government has cut funding by 17 per cent in the past decade for the six (6) Health and Safety Associations that deliver health and safety training and crucial research.
- 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.
- 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.
- More funding for health and safety training is needed to prevent injuries and illnesses.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 80

Local Number: 1281

CUPE ON will:

- Support a campaign to use the nationalization of corporations as a credible and strong threat against the reduction or removal of jobs from Canada to the United States (U.S.).

Because:

- The Trump administration is trying to move jobs and industries to the U.S., and Ontario and Canada need industries, services, and jobs.
- Many of our for-profit corporations are aligned or controlled by the U.S. and will respond to pressure from the U.S. government.
- Ontario and Canada need a credible and strong threat to keep Trump and U.S. corporations in line.

Convention Decision: Carried	Defeated	Referred
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Resolution Number: 81

Local Number: 3903

CUPE ON will:

- 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 (RCMP).
- Discontinue any current or future allocation of resources towards the unionization of state security forces.
- Work to deepen the trust in CUPE Ontario by supporting individuals affected by police and state violence, and movements created to address these ongoing issues.
- Sponsor a CUPE National resolution supporting the above and support efforts at the Ontario Federation of Labour and Canadian Labour Congress for the same.
- Release a letter outlining this position as an important value to CUPE Ontario and the Canadian labour movement.

Because:

- The unionization of state security forces is at odds with CUPE's stated positions on former Bills C-51 (2015) and C-59 (2018).
- State security forces can be used to repress workers on strike.
- State security forces have monitored and repressed social justice movements that have involved members of CUPE, including monitoring of Indigenous and labour activists through Project SITKA.
- State security forces repress social movements that CUPE Ontario supports (e.g., Toronto G20 Summit, Black Lives Matter, Solidarity with Palestine).

Convention Decision: Carried

Defeated

Referred

Resolution Number: 82

Local Number: 4207, 4156, 9102

CUPE ON will:

- Focus on maintaining and updating the membership master contact list bi-annually.
- Collaborate with CUPE Ontario committees to update the master contact list.

Because:

- CUPE Ontario is comprised of over 290,000 members and mobilization is key to successful campaigns.
- Engagement is necessary to combat privatization and employment scarcity.
- Members are unaware of actions, events and campaigns and are missing key engagement opportunities.
- Committee members and volunteers received feedback regarding the master contact list, and they know that action to update it is required.
- Automated call systems are going to people who are not CUPE members or deceased members, which wastes money.

Convention Decision: Carried	Defeated	Referred
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Resolution Number: 83

Local Number: CUPE Ontario Executive Board

CUPE ON will:

- Reinitiate a Tax Campaign to demand that the rich and corporations pay their fair share in taxes to raise the money we need to fund the services we all benefit from.
- Advocate for a tax framework that mandates equitable contributions from corporations and the affluent segment of society, ensuring they fulfill their obligations to support public services and societal welfare.
- Call for implementing a wealth tax targeting those who have significantly accumulated wealth.

Because:

- One of the first acts of the new Prime Minister was to cancel the proposed increase in the capital gains tax.
- While the NDP is currently proposing to use taxation to increase revenue, all other parties are proposing tax cuts that will decrease how much the wealthy and corporations contribute to our tax base.
- One of the main arguments the right-wing uses to defund public services is deficits, which are often manufactured and can easily be rectified by implementing a fair taxation model.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 84

Local Number: 6364

CUPE ON will:

- Lobby CUPE National to campaign actively for proper federally resourced and legislated national long-term care and home care standards.

Because:

- COVID-19 exposed a fragmented and highly privatized long-term care system with wide wage gaps, benefits, and working and caring conditions.
- Despite promises to legislate national standards, the federal government supported voluntary standards for long-term care.
- Staff in long-term care, the residents and their families need firm quality standards to which providers can be held accountable.
- Our materials including the report, “Residential Long-Term Care in Canada: Our Vision for Better Seniors Care” (2009), require updating so we can campaign more effectively.

Convention Decision:	Carried	Defeated	Referred
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Resolution Number: 85

Local Number: 1559, Ontario Municipal Workers Committee

CUPE ON will:

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

Because:

- Public Health Workers are a diverse workforce; all classifications are important to Public Health.
- The campaign highlights Public Health Workers’ vital roles in preventing disease and promoting wellness, ensuring better policies and resources to improve community health outcomes cost-effectively.
- There is a need for increased investment at the provincial level to ensure the sustainability of the Public Health system.
- 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 health care system.
- Resources will be directed towards pursuing the following campaign goals:
 - Increase awareness of Public Health within CUPE, the broader community, and government.
 - Advocate for more funding from the provincial government.
 - Preserve existing Public Health jobs, prevent future layoffs, and ensure wages keep pace with the rising cost of living.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 86

Local Number: 9229

CUPE ON will:

- Continue to support and expand a province-wide campaign to raise awareness about the growing issue of workplace violence in the education sector and across all public sector workplaces.
- Work with sector unions and allies to push for stronger enforcement, employer accountability, and preventative measures in all workplaces experiencing rising violence.

Because:

- Workplace violence is no longer isolated—it is widespread and growing across public services, with education workers reporting some of the highest rates.
- A renewed campaign will help build public awareness, support legislative change, and protect workers' mental and physical health in every sector.

Convention Decision: Carried	Defeated	Referred
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Resolution Number: 87

Local Number: 132

CUPE ON will:

- Organize a rally and help Personal Support Workers (PSW) address the “Fixing Long-Term Care Act.”
- Lobby the Provincial government to make necessary changes to the Act to enforce resident-to-staff ratios for safe workloads.
- Lobby the Provincial government to help fix the disciplinary process with the Health and Supportive Care Providers Oversight Authority.

Because:

- It is discriminatory. PSWs who have been working for years with certification obtained before **July 2014**, were deemed capable enough to work through COVID and continue to work, but as of **December 1, 2027**, will no longer be considered qualified to work as PSWs.
- PSWs are worthy and qualified to do the work.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 88

Local Number: Ontario Council of Hospital Unions/CUPE

CUPE ON will:

- Fight to increase the capacity of long-term care (LTC)

Because:

- Our society is aging, and the population aged 75+ is rapidly growing.
- For decades, subsequent governments failed to increase LTC capacity despite the growth in Ontario elders.
- The waitlist for an LTC bed has increased to over 40,000 people.
- In 2011, there were 90 beds per 1,000 population aged 75 and older, and now there are only 61 beds.
- The Ford government promised to add 15,000 extra LTC beds by 2023 and 30,000 extra LTC beds by 2028, but has failed to achieve this and added only 2,385 beds by the fall of 2024.
- The Ford government has passed a law forcing patients out of hospitals and into LTC because it is unwilling to add sufficient hospital capacity.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 89

Local Number: Ontario Council of Hospital Unions/CUPE

CUPE ON will:

- Fight to change the new Health and Supportive Care Providers Oversight Authority (HSCPOA), working with the Health Care Workers Coordinating Committee and Ontario Council of Hospital Unions/CUPE.

Because:

- The HSCPOA will regulate Personal Support Workers (PSW), CUPE's biggest single classification, without proper rules and respect for PSWs.
- The HSCPOA could be used to oversee other health care professions in the future.
- The HSCPOA does not provide self-regulation for PSWs, unlike other professions.
- PSWs will pay significant costs for the HSCPOA.
- While the government does not currently require PSWs to pay into and join the HSCPOA now, employers may require it in the future.
- Grandparenting rules (for those trained under different education requirements than exist today) remain vague and could exclude some long-serving PSWs.
- There has yet to be clear rules for due process for PSWs under investigation for alleged ethics breaches.

Convention Decision: Carried

Defeated

Referred

Resolution Number: 90

Local Number: Ontario Council of Hospital Unions/CUPE

CUPE ON will:

- Mobilize CUPE members to support the Health Care Workers Coordinating Committee and the Ontario Council of Hospital Unions-CUPE campaign to push the provincial government to:
 - Move much more rapidly to four (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 COVID pandemic, many from dehydration and malnutrition in deplorable conditions, which were revealed by the Canadian Armed Forces – more than any other country with a developed economy.
- 75 per cent of those who died did so in for-profit care.
- The death rate of 5.7 per cent in for-profit homes contrasts with 2.8 per cent in not-for-profit and 1.4 per cent 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.

Convention Decision: Carried

Defeated

Referred

Tab 2

CONSTITUTIONAL AMENDMENTS

CONSTITUTIONAL AMENDMENTS

Report from the Constitution Committee

We are pleased to serve on the Constitution Committee in preparation for the 2025 CUPE Ontario Convention. We did our best to represent the interests of CUPE Ontario and all its locals, members, sectors, committees, and councils and to assist the Convention to properly consider the important issues brought forward in these constitutional amendments.

The Constitution Committee met in Markham on April 16 and 17, 2025, and reviewed 16 proposed constitutional amendments submitted by CUPE locals, CUPE Ontario Committees, and the CUPE Ontario Executive Board. Two of the proposed amendments were duplicates submitted by the same proposer, two proposed amendments were submitted separately by multiple proposers, three proposed amendments were referred to the Resolutions Committee, and one resolution was referred to the Constitution Committee by the Resolutions Committee. Two amendments were determined to be out of order for not being compliant with Article 4(h)2. After referring the three amendments and combining amendments with the same text, the Committee ended up with 10 constitutional amendments to be forwarded to the Convention.

In several cases, we made revisions to ensure that the amendments correctly identified the areas in the Constitution targeted for amendment, to provide clarity, and, in some cases, to ensure consistency with the intent as stated in the “Because” section of the proposed amendment.

The Constitution Committee would like to thank the CUPE Ontario staff, the Executive Board, the CUPE National staff, and all those who took the time and effort to submit constitutional amendments.

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

In Solidarity,

Constitution Committee

Constitution Committee

Member	Local
Brigett Coleman (Co-Chair)	79
Ina Horner (Co-Chair)	148
Lori Guest	1281
Susan Gapka	2998
Theresa Barone	4148
Devon Paul	CUPE National Staff
Alex Hunsberger	CUPE National Staff
Kelly Belbin	CUPE Ontario Staff
Ada Fung	CUPE Ontario Staff
Aubrey Gonsalves	Executive Board Liaison

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Constitutional Amendments Number: **CA1**

Local Number: **CUPE Ontario Climate Justice Committee**

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

Article 8 (e) 1.

Please include the existing article here:

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

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

Please include the proposed changes of said article here:

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

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

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

- It is vital to include young people, their voices, passion, and ideas in the fight for Climate Justice. Young workers are our next generation of union leaders, progress activists, land defenders and earth's guardians. Ensuring Young Workers are represented on the Climate Justice Committee will enhance the work and help engage another population of our membership.
- The impacts of climate change vary in different regions of our province, having regional representatives will help in understanding the needs of those communities and workers.

Constitutional Amendments Number: **CA2**

Local Number: **CUPE Ontario Executive Board**

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

Article 4. h. 1. and 2.

Please include the existing article here:

1. Resolutions

All resolutions to be considered at a Convention must be submitted by a local union or district council, or by the Executive Board of CUPE Ontario, or committee thereof, so that they are in the office of the Secretary-Treasurer no later than forty-eight (48) days prior to the Convention and must not exceed two hundred (200) words in total. All resolutions must be submitted under the letterhead of the affiliate submitting same, and signed by the presiding officer and secretary of such affiliate.

2. Amendments to the Constitution

All constitutional amendments to be considered at a Convention must be submitted by a local union or district council, or by the Executive Board of CUPE Ontario, or committee thereof, so that they are in the office of the Secretary-Treasurer no later than forty-eight (48) days prior to the Convention. Constitutional Amendments must be formatted to include the existing article, section and sub-section language and proposed changes of said article. The rationale shall be no more than two hundred (200) words and submitted under the letterhead of the affiliate submitting same, and signed by the presiding officer and secretary of such affiliate

Please include the proposed changes of said article here:

1. Resolutions

All resolutions to be considered at a Convention must be submitted by a local union or district council, or by the Executive Board of CUPE Ontario, or committee thereof, so that they are in the office of the Secretary-Treasurer no later than ~~forty-eight (48)~~ **fifty-five (55)** days prior to the Convention and must not exceed two hundred (200) words in total. All resolutions must be submitted under the letterhead of the affiliate submitting same, and signed by the presiding officer and secretary of such affiliate.

2. Amendments to the Constitution

All constitutional amendments to be considered at a Convention must be submitted by a local union or district council, or by the Executive Board of CUPE Ontario, or committee thereof, so that they are in the office of the Secretary-Treasurer no later than ~~forty-eight (48)~~ **fifty-five (55)** days prior to the Convention. Constitutional Amendments must be formatted to include the existing article, section and sub-section language and proposed changes of said article. The rationale shall be no more than two hundred (200) words and

submitted under the letterhead of the affiliate submitting same, and signed by the presiding officer and secretary of such affiliate

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

The turnaround time between the deadline to receive resolutions and the deadline to post resolutions on the website is extremely tight and has been a challenge for staff and members of the Resolutions Committee every year. This change creates 1 week of space.

Convention Decision:	Carried	Defeated	Referred
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Constitutional Amendments Number: **CA3**

Local Number: **CUPE Ontario Executive Board and CUPE Local 2998**

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

Article 10

Please include the existing article here:

- (a) "CUPE Ontario shall endeavour to publish OURSPACE at least quarterly.
- (b) The Editor of OURSPACE shall be the Secretary-Treasurer who shall have the power of editorship, providing same is not in conflict or contrary to the Constitution of CUPE Ontario or its policies.
- (c) The following declaration shall be printed in each issue: "OURSPACE is published by the Canadian Union of Public Employees, Ontario Division. The opinions expressed herein are not necessarily those of the Canadian Union, CUPE Ontario, or any of its membership. Address all correspondence to the Editor, 80 Commerce Valley Dr. E., Suite 1, Markham, Ontario L3T 0B2".

Please include the proposed changes of said article here:

- ~~(a) "CUPE Ontario shall endeavour to publish OURSPACE at least quarterly.~~
- ~~(b) The Editor of OURSPACE shall be the Secretary-Treasurer who shall have the power of editorship, providing same is not in conflict or contrary to the Constitution of CUPE Ontario or its policies.~~
- ~~(c) The following declaration shall be printed in each issue: "OURSPACE is published by the Canadian Union of Public Employees, Ontario Division. The opinions expressed herein are not necessarily those of the Canadian Union, CUPE Ontario, or any of its membership. Address all correspondence to the Editor, 80 Commerce Valley Dr. E., Suite 1, Markham, Ontario L3T 0B2".~~

CUPE Ontario shall endeavour to publish a newsletter quarterly to be distributed to affiliated locals and posted on the CUPE Ontario website.

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

General housekeeping of this article is required to reflect current practice.

Convention Decision: **Carried**

Defeated

Referred

Constitutional Amendments Number: **CA4**

Local Number: **CUPE Ontario Pink Triangle Committee**

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

Article 4 (d) 1 a)

Please include the existing article here:

a) From district councils the basis for representation shall be two (2) delegates per affiliated council. For councils of unions, the basis for representation shall be one (1) delegate per affiliated council of unions. Representatives from district councils or councils of unions must hold membership in an affiliated local union.

Please include the proposed changes of said article here:

a) From district councils the basis for representation shall be two (2) delegates per affiliated council. For councils of unions, the basis for representation shall be one (1) delegate per affiliated council of unions. Representatives from district councils or councils of unions must hold membership in an affiliated local union. **District councils and councils of unions sending one or more delegates who identify as a member of an equity seeking group (indigenous, LGBTQ2S+, racialized, women, workers with a disability and/or young workers) to the CUPE Ontario Convention shall be entitled to one (1) additional delegate.**

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

Because:

- CUPE ON already allows Locals to send equity delegates.
- More equity candidates will make Convention more diverse.
- Increasing equity is good.

Convention Decision: **Carried**

Defeated

Referred

Constitutional Amendments Number: **CA5**

Local Number: **CUPE Ontario Executive Board**

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

Article 9 (a) 3.

Please include the existing article here:

3. Effective April 1, 2012, eight percent (8%) of per capita tax shall be allocated to the five (5) Sectors for the purpose of funding their Coordinating Committee work. The funds shall be divided among the Sectors based on the total number of members in each sector as reported to CUPE Ontario in a fair and equitable fashion.

Please include the proposed changes of said article here:

3. Effective April 1, 2012, eight percent (8%) of per capita tax shall be allocated to the ~~five~~ (5) Sectors for the purpose of funding their Coordinating Committee work. The funds shall be divided among the Sectors based on the total number of members in each sector as reported to CUPE Ontario in a fair and equitable fashion.

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

This language is consistent with the deletion of all references to five (5) sectors as per previous amendments.

Convention Decision: **Carried**

Defeated

Referred

Constitutional Amendments Number: **CA6**

Local Number: **CUPE Ontario Climate Justice Committee**

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

Article 8 (e) 1.

Please include the existing article here:

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

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

Pension Committee	Two (2) members, the Provincial Retirees Representative and Chairperson
Trades Committee	One (1) Executive Board member, one (1) member appointed from each Sector
Violence in the Workplace Committee	One (1) member appointed from each Sector

Please include the proposed changes of said article here:

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

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

Sector Chairs Committee	Executive Officers and Representatives of each Sector on the Executive Board
Pension Committee	Two (2) Three (3) members, the Provincial Retirees Representative, one (1) member of the Climate Justice Committee and Chairperson
Trades Committee	One (1) Executive Board member, one (1) member appointed from each Sector
Violence in the Workplace Committee	One (1) member appointed from each Sector

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

CUPE members' pensions constitute billions of dollars of investments. In this era of dangerous climate change, we want to ensure these funds go towards green investments for the future, creating good jobs that are good for our natural environment.

Convention Decision: Carried

Defeated

Referred

Constitutional Amendments Number: **CA7**

Local Number: **5335**

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

Article 4 (h) 1.

Please include the existing article here:

(h) 1. Resolutions

All resolutions to be considered at a Convention must be submitted by a local union or district council, or by the Executive Board of CUPE Ontario, or committee thereof, so that they are in the office of the Secretary-Treasurer no later than forty-eight (48) days prior to the Convention and must not exceed two hundred (200) words in total. All resolutions must be submitted under the letterhead of the affiliate submitting same, and signed by the presiding officer and secretary of such affiliate.

Please include the proposed changes of said article here:

(h) 1. Resolutions

All resolutions to be considered at a Convention must be submitted by a local union or district council, or by the Executive Board of CUPE Ontario, or committee thereof, **or the French-speaking representative on behalf of French speakers**, so that they are in the office of the Secretary-Treasurer no later than forty-eight (48) days prior to the Convention and must not exceed two hundred (200) words in total. All resolutions must be submitted under the letterhead of the affiliate submitting same, and signed by the presiding officer and secretary of such affiliate.

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

The Francophone representative does not have a committee and therefore, cannot submit resolutions on behalf of Francophones. It would be good for Francophone members to have the same opportunity as the committees of CUPE Ontario.

Convention Decision: **Carried**

Defeated

Referred

Constitutional Amendments Number: **CA8**

Local Number: **CUPE Ontario Executive Board**

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

Article 9 (e)

Please include the existing article here:

(e) **Purchases**

All purchases by CUPE Ontario, in excess of twenty-five dollars (\$25.00) shall be made only with the use of a numbered Purchase Order, duly signed by the President or the Secretary-Treasurer.

Please include the proposed changes of said article here:

(e) **Purchases**

~~All purchases by CUPE Ontario, in excess of twenty-five dollars (\$25.00) shall be made only with the use of a numbered Purchase Order, duly signed by the President or the Secretary-Treasurer.~~

CUPE Ontario purchases shall only be made by an authorized staff member or officer as restricted by the CUPE Ontario Policy Manual as has been approved by the Executive Board.

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

Because:

- Internal processes and controls in the CUPE Ontario office have evolved and general housekeeping of the Constitution is necessary.

Convention Decision: Carried

Defeated

Referred

Constitutional Amendments Number: **CA9**

Local Number: CUPE Local 2191, CUPE Local 2486

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

Article 8 (e) 3 c)

New Article 8 (e) 5 and renumber subsequent

Please include the existing article here:

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

Please include the proposed changes of said article here:

- 3 c) There shall be ~~six (6)~~ **five (5)** 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 from Northern Ontario at the Northern Ontario CUPE Conference 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 (6)~~ **five (5)** Committees, the position shall be offered to the unsuccessful candidates for this office in order of votes received in the previous caucus elections, provided that they receive at least twenty-five percent (25%) of the total votes cast. If the vacancy cannot be filled in this manner, it shall be filled by appointment of the Executive Board, in consultation with the affected Committee, at the next regularly scheduled Executive Board meeting.

- 5 a) There shall be a Young Workers Committee with eight (8) members. Seven (7) members of the Committee shall be elected at each CUPE Ontario Young Workers Conference in even numbered years. One (1) member of the Committee shall be elected by young workers from Northern Ontario at the Northern Ontario CUPE Conference in even numbered years as provided for in Article 8 (e) 4 a).**

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 at the previous elections, provided that they receive at least twenty-five percent (25%) of the total votes cast. If the vacancy cannot be filled in this manner, it shall be filled by appointment of the Executive Board, in consultation with the Committee, at the next regularly scheduled Executive Board meeting.

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

- There is a larger attendance of young workers at the Young Ontario Workers' Conference compared to the Human Rights Conference.
- It encourages Locals to send young workers to attend the Young Worker Conference.
- This will provide an opportunity for new young workers to get involved and learn in a space created for them to return and contribute to their respective Locals.
- It provides an open and safe space for young workers of diverse backgrounds to enter the union movement.

Convention Decision: Carried

Defeated

Referred

Constitutional Amendments Number: **CA10**

Local Number: CUPE Ontario Executive Board

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

Article 4 (f)

Please include the existing article here:

(f) Registration Fees

Delegates, alternate delegates and guests (other than official guests and retirees) to the annual Convention shall pay a registration fee, the amount of which shall be determined by the Executive Board.

Please include the proposed changes of said article here:

(f) Registration Fees

Delegates, alternate delegates, **retiree delegates** and guests (other than official guests and ~~retirees~~) to the annual Convention shall pay a registration fees, ~~the amount of which shall be as~~ determined by the Executive Board.

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

As the CUPE Ontario Convention attendance continues to grow, introducing a multiple fee structure allows for more flexibility rather than a single-fee structure.

Convention Decision: Carried

Defeated

Referred

