



**CUPE Ontario Division**  
**WE ARE THE SOLUTION**

**47<sup>th</sup> Annual CUPE Ontario Convention Wednesday May 26<sup>th</sup> – Saturday May 29<sup>th</sup>, 2010, Caesars Hotel, Windsor**

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# **Resolutions and Constitutional Amendments**

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**Resolution No. 1**  
**Submitted by Ontario Council of Hospital Unions**

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**CUPE Ontario will:**

Work with OCHU and the Ontario Health Coalition to stop the layoffs and cuts in beds and services in Ontario hospitals.

**Because:**

- Ontario hospitals are already among the most efficient in the country;
- Cuts in hospitals have already led to dangerously high occupancy levels, dangerous cuts in housekeeping services leading to deaths due to hospital-acquired superbug infections, and the introduction of more and more manufactured, frozen and unpalatable, “food-like” products for patients;
- The McGuinty Liberal government has increased funding for hospitals much less than it has increased funding for private sector providers such as physicians and drug companies;
- The Minister of Health and Long Term Care has made it clear that she wishes to cut thousands of beds from the hospital sector.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 2**  
**Submitted by CUPE Ontario Health Care Workers Coordinating Committee**

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**CUPE Ontario will:**

Revitalize the Standards of Care Campaign, 3.5 hours of hands-on care per resident in long term care per day. Campaign to include but not limited to:

- An intensive coordinated lobby of all Liberal MPPs
- Increased radio and community newspaper awareness ads
- A province wide day of action at Queen’s Park with labour and community groups

**Because:**

- Residents living in long term care facilities are not receiving the level of dignified care they require and deserve;
- We must achieve a standard to enable front line staff to maintain the dignity that residents in long term care facilities deserve;
- Front line staff in the sector are overworked, working short-staffed, injured and physically assaulted on the job. We must achieve a standard to improve the quality of their working lives, simultaneously improving the quality of life for all residents in long term care facilities;
- The government promised on several occasions to implement a care standard but instead has moved to another round of consultations;

- The residents we care for and front line workers can't wait any longer.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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

**CUPE Ontario will:**

Continue to work with the Ontario Health Coalition (OHC), the Ontario Council of Hospital Unions (OCHU) and other labour and community partners to aggressively oppose the further introduction of competition and/or individualized funding and patient-based pricing in health care and hospital funding in Ontario.

**Because:**

- The Ontario Liberals plan to have Ontario hospitals compete for patients based on who can provide care and surgeries more cheaply;
- Hospitals once forced to compete will try to lower their operating costs in order to have the lowest price, and the only way for hospitals to lower their costs is through lowering labour costs by contracting out work done by our members;
- The emergence of private clinics specializing in one procedure will be encouraged to open in this model;
- All communities, especially northern and rural communities, will be negatively impacted with a loss of general health care services in their local hospitals, only accelerating a trend already in place. This is a version of the market-based health care reforms introduced over eight years ago in Britain that have only resulted in increasing costs, providing few benefits, and are fueling debt in the National Health Service (NHS).

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

**Resolution No. 4**  
**Submitted by Local One**

**CUPE Ontario will:**

Work with municipal labour and CUPE Councils to educate, organize and mobilize their members to promote the election of progressive candidates who are labour-friendly and who value the role public services and public employees play in the vitality of municipalities in Ontario;

Seek funding from CUPE National to carry out this vital work.

**Because:**

- In the current City of Toronto elections many of the candidates, including Rocco Rossi and Georgiou Mammoliti, have stated their wish to privatize city services like Toronto Hydro, garbage collection and bus routes, which is all part of the neo-liberal agenda;
- The municipal election will be held on October 25, 2010 and this is an opportunity to elect our employers.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 5**  
**Submitted by the CUPE Ontario Executive Board**

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**CUPE Ontario will:**

Run a comprehensive municipal and school board election campaign for the 2010 elections, involving all parts of CUPE, the labour movement, and community and social justice allies that emphasize equality seeking candidates;

Influence the public debate on the value of public services and public sector workers;

Motivate all of CUPE Ontario members to participate in the election by voting and building the capacity of CUPE Ontario members, and especially stewards, to more actively engage in electoral politics;

Elect progressive community and labour endorsed candidates across the province and builds capacity with our members to follow up and build sustainable and productive relationships with those candidates in between elections.

**Because:**

- The 2010 Ontario Municipal and School Board elections will be pivotal in deciding the future direction of local communities across the province;
- The proponents of privatization and cuts to the public service are seizing the public debate around these elections to support candidates in favour of contracting-out vital public services;
- Those same candidates are proposing the selling-off of value public assets built by generations of Ontarians;
- Every CUPE member in Ontario will be impacted by the outcomes of these municipal and school board elections.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 6**  
**Submitted by Local 4400, CUPE Toronto District Council, CUPE Ontario**  
**Executive Board**

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**CUPE Ontario will:**

Endorse and support campaigns to protect and maintain elementary, middle and secondary schools and their surrounding grounds in all parts of the province.

**Because:**

- Schools are the hubs / hearts of the community;
- Space in schools can be used for hosting seniors, their organizations and provide programs and services for this fast growing segment of the population;
- Adult education, even more important as Canada proceeds through the restructuring of the economy, can be delivered in every community (retraining, upgrading, etc);
- Space can be used for child care centres, parenting centres and other programs;
- Recreation programs and social services can be delivered in all communities;
- Green space can be available to the entire community;
- Solar power and geothermal power generating projects can be created as public/public partnerships;
- These buildings, equipment and land belong to the people of Ontario and should not be sold off to developers, private interests or closed down to save money.

Committee Recommendation:	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
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**Resolution No. 7**  
**Submitted by Local 4400, CUPE Toronto District Council, CUPE Ontario**  
**Executive Board**

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**CUPE Ontario will:**

Press the provincial government to make good on its promise to review the provincial funding formula so that it meets the real, identified needs of learners of all ages.

**Because:**

- Boards are being put under provincial government supervision and communities are losing their democratically elected trustees because they cannot and will not make the kinds of cuts required because of inadequate funding;

- The current funding formula is not now and never has been adequate to meet the needs of urban, suburban or rural school districts (each of which has its own particular challenges);
- Schools, building and land are being sold to generate funding needed for operations, maintenance, repairs and new buildings;
- Boards are being directed into monetizing and commercializing education because they are not adequately funded.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
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**Resolution No. 8**

**Submitted by CUPE Ontario School Board Coordinating Committee**

**CUPE Ontario will:**

Develop a position paper on the alternative use of schools that have been slated for closure including, but not limited to, using the sites as Adult Learning Centres.

**Because:**

- Many adult instructors are working off-site in isolated locations thus creating a health and safety issue;
- The use of these schools would meet the Value to the Community criteria as set out in the Ministry of Education Pupil Accommodation Review Guidelines document;
- By keeping sites open we can prevent job loss and communities will maintain ownership of educational facilities in their neighborhoods.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
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**Resolution No. 9**

**Submitted by Local 3943, Social Service Workers Coordinating Committee**

**CUPE Ontario will:**

Mount an aggressive lobbying campaign with the involvement of booked-off CUPE ACL members to compel the government to continue its prior commitment to provide adequate multi-year funding for wage increases to the salaries of front line CUPE ACL workers.

**Because:**

- The non-profit community agency system is the foundation upon which the provision of consistent, quality supports and services to individuals with intellectual disabilities and their families rests;

- Those consistent quality supports and services are delivered through CUPE members who work for those non-profit community agencies;
- The provincial government is poised to renege on their promise to workers and agencies to continue to provide sufficient, multi-year funding to increase the wages of front line workers so that agencies can retain qualified workers and attract new ones.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
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**Resolution No. 10**  
**Submitted by CUPE Ontario University Workers Coordinating Committee**

**CUPE Ontario will:**

Support and resource a campaign to pressure the provincial and federal governments for a fair funding formula that covers all workers in post-secondary education;

Address the major privatization – user fees, private funding sources, corporate control of research, contracting out, P3s, etc. - that plagues post-secondary education with special attention to the unique nature of privatization in the sector;

Work in solidarity with sister unions (ie. Ontario Public Service Employees Union (OPSEU), Ontario Confederation of University Faculty Associations (OCUFA)) and the Canadian Federation of Students to make the campaign as effective as possible;

**Because:**

- CUPE is vehemently opposed to privatization in all its forms;
  - Post-secondary education is an extremely important social service that must be protected and improved;
  - Post-secondary education workers face mounting attacks on their working conditions;
  - Per-student public financing of colleges and universities is at its lowest point since the early 1980s;
  - Ontario has the second lowest per-student funding in North America which has reduced access to education;
- Education is a right.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
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**Resolutions No. 11**  
**Submitted by Local 3913**

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**CUPE Ontario will:**

Denounce the McGuinty government's approach to and discriminatory treatment of International Students as laid out in the 'Open Ontario' Plan;

Denounce the use of international students as a cash grab to subsidize Ontario's under-funded post-secondary education (PSE) system;

Lobby the Ontario government to live up to its promises and responsibility to increase provincial funding to PSE.

**Because:**

- The McGuinty government plans to increase international student enrolment in post-secondary institutions by 50% with the purpose of subsidizing Ontario's PSE system. This is possible due to the high and unregulated tuition fees International Students must pay to obtain PSE;
- International students are vital members of Canadian society and post-secondary institutions and deserve to be treated with dignity, fairness, and respect;
- The McGuinty government is using international students to abdicate its responsibility and promises to adequately fund PSE;
- 'Open Ontario' is a means for the McGuinty government and post-secondary institutions to solve their self-proclaimed budgetary problems on the backs of international students;
- 'Open Ontario' is a continuation of Canada's shameful history towards immigrants, migrant workers, and ethnic minorities;
- International student fees are a modern-day head-tax, and still racist, discriminatory, and unjust.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
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**Resolution No. 12**  
**Submitted by Local 3913**

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**CUPE Ontario will:**

Take a stand against tuition fees in general and international student fees in particular;

Denounce the use of international students as a cash grab to subsidize Ontario's under-funded post-secondary education (PSE) system;

Lobby the Ontario government to live up to its responsibility to increase provincial funding to PSE;

Support and provide resources to locals in the PSE sector to fight against unregulated international student fees on their respective campuses.

**Because:**

- International students pay high, discriminatory, unregulated tuition fees to obtain PSE in Ontario;
- International students are vital members of Canadian society and post-secondary institutions and deserve to be treated with dignity, fairness, and respect;
- International students stimulate the economy, pay taxes, and contribute to CPP and EI yet will never be able to access these benefits, nor are they eligible for OHIP;
- Post-secondary institutions are using international fees to solve their self-proclaimed budgetary problems, rather than taking responsibility for their own mismanagement and unequal distribution of institutional resources;
- International fees are a continuation of Canada's shameful history towards immigrants, migrant workers, and ethnic minorities;
- These fees are a modern-day head-tax, and still racist, discriminatory, and unjust.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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

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**CUPE Ontario will:**

Work with the Canadian Federation of Students to organize a public campaign to address inadequate and chronic under funding in the post-secondary system stressing the need to keep the system public and targeting the provincial government in the lead up to the 2011 election to defend post-secondary education workers and the needs of the sector;

Lobby for a designated federal transfer for post-secondary education, the introduction of a federal post-secondary education Act, and for increased provincial funding to ensure the elimination of all tuition and ancillary fees and stop budget cuts in each university;

Utilise member book-offs to assist with campaign and materials development for a campaign.

**Because:**

- Ontario's post-secondary education system has been chronically under-funded;
- University administrations pit students against workers to address budget constraints;
- Budget cuts target equity based education, including gender, Aboriginal and critical arts courses;

- Tuition fees are user fees and a form of privatization, and loan reliance fosters a cycle of life-long debt;
- Budget cuts are not necessary, but are political decisions made by the Board of Governors and result from a lack of priorities of the government.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
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**Resolution No. 14**  
**Submitted by Local 1281, CUPE Ontario Executive Board**

**CUPE Ontario will:**

Campaign and lobby the government, with the Canadian Federation of Students, to demand that a two-tier system between international and domestic students ends, as differential fees are a discriminatory form of deregulating public services for non-citizens;

Write to the government and encourage locals and members to write, to condemn any government or institution's proposal that recruits international students to offset funding shortfalls;

Continue its demand and lobbying to remove all user fees, tuition and ancillary fees, and work to ensure that the government provides funding to address the chronic under-funding of post-secondary education and enable all students, domestic or international, to attend with no financial barriers.

**Because:**

- The Ontario Throne Speech proposed to offset funding short falls in post-secondary education and to keep the lid on the cost of tuition fees for domestic students through an intensive recruitment program to attract more international students to Ontario;
- A two-tier system of different fees for international students is discriminatory and reinforces deregulation for non-citizens;
- Ontario has the highest undergraduate and graduate tuition fees in Canada and provincial funding ranks second last in North America next to Alabama.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 15**  
**Submitted by CUPE Ontario University Workers Coordinating Committee**

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**CUPE Ontario will:**

Adopt a “No Tiered Agreements” policy opposing the negotiation of tiers into collective agreements and promoting the negotiation of tiers out of existing collective agreements;

Inform members and local leadership about the dangers of tiered collective agreements;

Lobby CUPE National through the National Convention to adopt this policy as part of the National No Concessions bargaining policy;  
Submit resolutions to the upcoming Ontario Federation of Labour convention, and lobby to have them debated on the floor, calling on them to adopt the same policy.

**Because:**

- Collective agreements that include lower wage rates and/or benefits for workers hired after specific dates can be considered “tiered” (ie. two-tiered collective agreements);
- Tiers are a way for employers to slip concessions into agreements;
- Tiers have become more and more prevalent over the past 30 years, now even creeping into CUPE agreements;
- Tiered agreements represent negotiating concessions for future members without their input;
- These agreements are a scourge to young workers, securing their second-class status and alienating them from their unions;
- CUPE Ontario already maintains positions against concession bargaining and in favour of equal pay for equal work.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 16**  
**Submitted by Local 2484, and CUPE Ontario Young Workers Committee**

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**CUPE Ontario will:**

Adopt a “No Tiered Agreements” Policy opposing the negotiation of tiers into collective agreements and promoting the negotiation of tiers out of existing collective agreements;

Inform members and local leadership about the dangers of tiered collective agreements;

Submit resolutions to upcoming CUPE National and Ontario Federation of Labour Conventions – and lobby to have them debated on the floor – calling on them to adopt the same policy.

**Because:**

- Collective agreements that include lower wage rates and/or benefits for workers hired after specific dates can be considered “tiered” (ie. Two-tiered collective agreements).
- Tiers are a way for employers to slip concessions into agreements;
- Tiers have become more and more prevalent over the past 30 years, now even creeping into CUPE agreements;
- Tiered agreements represent negotiating concessions for future members without their input;
- These agreements are a scourge to young workers, securing their second-class status and alienating them from their unions;
- CUPE Ontario already maintains positions against concession bargaining and in favour of equal pay for equal work;
- Local leadership needs support to resist the difficult conditions that lead to tiered agreements;
- What we want for ourselves, we want for all workers.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 17**

**Submitted by CUPE Ontario School Board Coordinating Committee**

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CUPE Ontario will:

Lobby the provincial government through a central bargaining table for the following:

- standardized wages, allowances and job descriptions with no red circling for the highest paid workers and seniority based job protection for Journey person Trainers of Apprentices within the public sector;
- Market value adjustments and to promote all trades publicly for the work they do and insist that all skilled work be performed by unionized licensed tradespersons.

**Because:**

- Maintenance and Trade workers in the public sector have been undervalued for far too long for the work they do in our public facilities; and
- Maintenance and trades workers in the public sector are constantly under attack from employers with regards to de-skilling and the contracting out of their services.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 18**  
**Submitted by CUPE Toronto District Council and CUPE Ontario Pink Triangle Committee**

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**CUPE Ontario will:**

Secure resources for a full provincial campaign to actively promote model employment equity bargaining language that includes lesbians, gay, bisexual, trans and queer-identified peoples as a 5th designated group;

Vigorously advocate that each Ontario local bargains employment equity plans into their next collective agreement.

**Because:**

- Harassment or the threat of harassment is a day-to-day reality for many Queer/LGBT workers;
- The inclusion of lesbians, gay men, bisexuals, trans and queer-identified people as a 5th designated group for the purpose of workplace environment measures under employment equity is strongly supported by the Ontario Federation of Labour and equity advocates;
- Homophobia, transphobia, sero-positive phobia and all non-hetero-normative prejudices have no place in our work environment;
- Whenever systemic action is being taken against sexism, racism and ableism, action against heterosexism and homophobia must be included;
- Since to be openly LGBT at work can be unsafe, the employment equity requirement of numerical representation, at present, is not a demand of this group. However, it is strongly advised that Queer/LGBT workers be counted as a designated group.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 19**  
**Submitted by CUPE Ontario Executive Board**

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**CUPE Ontario will:**

Continue to work with CUPE National, local unions, the Ontario Federation of Labour and community allies to push the provincial government to develop an economic plan for Ontarians that includes:

- Provincial and federal investments in social infrastructure and public services;
- A livable wage labour force strategy;
- Creation of green jobs, including jobs in the public sector, to promote an environmentally sustainable economy;
- Economic equity for women, Aboriginals, racialized groups, the working poor and workers with disabilities;

- Pensions for all workers, including strengthened public pensions;
- Increased unionization in Ontario through the restoration of card-check certification;
- A fair tax policy with higher taxes on profits, high incomes and wealth;
- A guarantee of a job for every person.

**Because:**

- The 2008 economic recession has had a devastating impact on working people, their families and communities. Nearly 400,000 Ontario workers –primarily in the industrial, manufacturing and resource sectors – have lost their jobs. The provincial government has failed to deliver an economic strategy to benefit the working class through the creation of good jobs and will cut spending to the social programs that working people rely on in order to bring down the deficit.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

**Resolution No. 20**

**Submitted by Local 2484, CUPE Ontario University Workers Coordinating Committee, CUPE Ontario Young Workers Committee**

**CUPE Ontario will:**

Create, develop and resource a campaign to promote the nationalization of the commanding heights of the economy;

Lobby CUPE National, the Ontario Federation of Labour, and the Canadian Labour Congress to do the same.

**Because:**

- CUPE has fought strongly against privatization for decades. Expanding the public sector through nationalization is a logical extension of this struggle;
- The economy should be publicly owned and democratically controlled;
- Our labour should benefit society, not a handful of capitalists;
- Even more obvious during the current events such as the Vale Inco strike and the so-called "Great Recession", private enterprise is incapable of responsibly managing the economy.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 21**  
**Submitted by Local 1281**

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**CUPE Ontario will:**

Endorse the events throughout the week of June 21st, including the Friday June 25, 2010 Day of Action and the Saturday June 26, 2010 demonstration in Toronto against the G20;

Work with community partners and unions across the province to encourage and assist participation and involvement in a mass mobilization to protest the G20;

Outreach to members across the province and encourage their participation on the various events.

**Because:**

- The G-20 leaders are meeting in Toronto in June 2010;
- The G-20 was established to bring together major advanced and emerging economies to stabilize the global financial market and to promote neoliberal reforms;
- The G-20 has consistently ignored the rights of communities, workers, and Indigenous peoples, and has consistently failed to address human rights, and protecting the environment;
- A number of civil society organizations and trade unions including the Canadian Labour Congress are actively mobilizing for the G20 meetings in Toronto, including a family-friendly People's Demonstration in Toronto on Saturday June 26, 2010 promoting a people-centered view of globalization;
- There are also grassroots community-based mobilizations occurring in Toronto based on the themes of indigenous sovereignty, environmental justice, economic justice, and migrant rights.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 22**  
**Submitted by CUPE Ontario Executive Board**

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**CUPE Ontario will:**

Work with civil society groups to mobilize our members and the general public against the corporate-friendly agenda of the G8/G20 and participate in mass demonstrations;

Organize the People's Summit with labour and community partners in opposition to the planned leaders Summit of the G8/G20 nations in Huntsville and Toronto in June 2010;



Educate our members, locals and district councils about the regime of globalization, deregulation and privatization that the G8/G20 push constantly and aggressively.

**Because:**

- The G8/G20 leaders Summits are undemocratic and promote an agenda that does not serve the best interests of working people in Canada or anywhere else.

Committee Recommendation:	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
Convention Decision:	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 23**

**Submitted by Local 2316**

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**CUPE Ontario will:**

Support the Recession Relief Coalition by:

- Supporting public education events showing human impacts of the recession, advocating for government actions including: reforms to EI, Social Assistance, affordable housing and pensions and funding social services;
- Assisting with research/media activities;
- Promoting events to CUPE locals;
- Providing a donation of \$3,000 to support the coalition's work: community-based research, advocacy and community mobilization.

**Because:**

- Hundreds of thousands of Ontario residents and CUPE members have lost jobs in this recession and many of those jobs are not going to return;
- Unemployed people are suffering in this new economy with fewer good jobs and lack of government and community supports;
- 500,000 thousand people will see EI benefits end in months ahead with no good job in sight. Many face a debt crisis, risk of losing housing and poverty level wage/incomes;
- Social assistance applications have sky-rocketed in Ontario;
- Social agencies and non-profits have been hard-hit in this recession with a surge in demand for services, while they face cuts in funding;
- Community mobilization of labour and community groups is vital to get action from the federal and provincial governments.

Committee Recommendation:	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
Convention Decision:	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 24**

**Submitted by CUPE Ontario School Board Coordinating Committee**

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**CUPE Ontario will:**

Lobby for a fully government-funded apprenticeship program in the unionized public sector;

Ensure that equality is a factor when awarding apprenticeships;

Lobby for changes to the Education Act to promote apprenticeships and the reintroduction of shop classes in elementary and secondary schools using a standardized curriculum;

Lobby for a standardized curriculum in respect to the trades in post-secondary institutions.

**Because:**

- The public sector workforce is aging and in dire need of a new influx of unionized trades workers.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 25**

**Submitted by Local 3902 and CUPE Ontario University Workers Coordinating Committee**

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**CUPE Ontario will:**

Hold an annual Health & Safety School;

Offer only courses in Health & Safety including Level 1, Level 2 – Law, Level 2 – Committees, hazard-specific training, etc.;

Broadly promote the school in all sections of the union.

**Because:**

- We should encourage our members to access health & safety training;
- Education is crucial to protecting our health & safety in the workplace;
- Employers continue to ignore their responsibilities under the Occupational Health & Safety Act;
- Union training is far superior to employer-based training;
- Creating health & safety activists in our unions is important to building our capacity to struggle at all levels.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 26**  
**Submitted by CUPE Ontario School Board Coordinating Committee**

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**CUPE Ontario will:**

Actively lobby CUPE National for the necessary resources to effectively provide the skills and training to local WSIB activists to assist them in protecting and supporting our members.

**Because:**

- Major changes to the WSIB Act have been initiated;
- Boards have proposed revisions to the Return to Work Policies in accordance with the changes to the Act;
- These changes and revisions will have significant impact on members across the province.

Committee Recommendation:	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
Convention Decision:	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 27**  
**Submitted by Local 2484 and CUPE Ontario Young Workers**

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**CUPE Ontario will:**

Develop, implement, and resource a CUPE Ontario fem/mentorship program;

Create a pool of fem/mentors consisting of executive board members, Ontario Division staff, district council and local presidents, and any other experienced activists within CUPE Ontario;

Create a pool of fem/mentees consisting of new member-activists;

Ensure an open and transparent application process in filling these pools and in filling assignments;

Work with equality and sectoral committees to broadly promote the program;

Work with CUPE National Union Development to include training modules as part of the program;

Assign the first fem/mentees by Convention 2012.

**Because:**

- Developing our new activist base is *very* important to building CUPE Ontario's strength into the future;
- We need to protect our institutional memory, and pass it on to a new generation of activists;

- Fem/mentorship is an extremely effective method of training;
- CUPE Ontario has massive amounts of experience which must not be lost;
- New CUPE activists often need support beyond the local level to build their skills and gain experience;
- We should invest in our people.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

**Resolution No. 28**  
**Submitted by CUPE Ontario University Workers Coordinating Committee**

**CUPE Ontario will:**

Develop, implement, and resource a CUPE Ontario fem/mentorship program;

Create a pool of fem/mentors consisting of executive board members, Ontario Division staff, district council and local presidents, and any other experienced activists within CUPE Ontario;

Create a pool of fem/mentees consisting of new member-activists;

Ensure an open and transparent application process in filling these pools and in filling assignments;

Work with equality and sectoral committees to broadly promote the program;

Work with CUPE National Union Development to include training modules as part of the program;

Assign the first fem/mentees by Convention 2012.

**Because:**

- Developing our new activist base is very important to building CUPE Ontario's strength into the future;
- We need to protect our institutional memory, and pass it on to a new generation of activists;
- Fem/mentorship is an extremely effective method of training;
- CUPE Ontario has massive amounts of experience which must not be lost;
- New CUPE activists often need support beyond the local level to build their skills and gain experience;
- We should invest in our people since we are the future.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 29**  
**Submitted by Local 1521**

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WHEREAS the responsibility of chairing meetings takes training and experience; and

WHEREAS the Ontario Division has numerous committees; and

WHEREAS the occupational committees have annual conferences that can number upwards of three hundred delegates; and

WHEREAS the Division and a number of its committees hold special forums with a significant number of delegates present; and

WHEREAS the role of the chair is vital to ensuring that the proceedings unfold in an organized and respectful manner.

THEREFORE BE IT RESOLVED that the Division ensure that all chairs of all committees are given the opportunity to be trained in the effective chairing of meetings.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 30**  
**Submitted by Local 1521**

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WHEREAS financial literacy is not taught in the school curriculum; and

WHEREAS this financial literacy shortfall has a life-long impact; and

WHEREAS financial literacy is extremely helpful in trade union activities such as bargaining.

THEREFORE BE IT RESOLVED that the Ontario Division work with CUPE National Union Development to create a course/materials to act as a primer regarding economic and financial matters; and

BE IT FURTHER RESOLVED that this information be designed so as to highlight the differing budgetary language, terminology and processes utilized by the government ministries that fund the services provided by CUPE members.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 31**  
**Submitted by Local 3943 and CUPE Ontario Trades Committee**

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**CUPE Ontario will:**

Lobby the provincial government to ensure representation and voice on the new College of Trades (Bill 183) in regards to membership, qualifications and education within Public Sector employee Unions;

**Because:**

- Bill 183 will again allow employers proportionally more representation and voice on the College of Trades Board which will make it increasingly difficult to have our voices heard in regards to trades jobs.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 32**  
**Submitted by Local 4222**

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**CUPE Ontario will:**

Carry out research into the benefits and drawbacks of wellness and attendance management programs;  
Provide local unions with guidelines to inform our members about the shortcomings of such policies;

Develop a policy on wellness and attendance management programs.

**Because:**

- CUPE members must deal with increasingly complex health and safety issues as well as occupational injuries resulting from, among other factors, new employment practices and strategies such as wellness programs and attendance management programs being implemented by employers;
- These new management models are used to reduce workers' compensation costs;
- These management models interfere with certain workers' rights and freedoms by giving access to confidential and/or personal information;
- These new management models are used to adapt workers to their workplaces instead of the opposite.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 33**  
**Submitted by CUPE Ontario Injured Workers Committee**

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**CUPE Ontario will:**

Support and resource a joint campaign of the CUPE Ontario Health & Safety and Injured Workers & Advocacy committees aimed at addressing the issue of violence in the workplace. The goal of the campaign will be to educate members on Bill 168 including how to identify, report and resolve issues of workplace violence.

**Because:**

- All workers deserve to work in a safe environment free from harassment, bullying, intimidation or other behaviour that creates a poisonous atmosphere.
- The physical and psychological effects that result from workplace violence are not always recognized or accepted by the Workplace Safety and Insurance Board as resulting from work.
- The introduction of Bill 168 puts the onus on employers to create policy and to deal with violence in their workplaces. Our joint Health & Safety committees must have the knowledge and power to challenge employers who refuse to comply with legislation.

Committee Recommendation:	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
Convention Decision:	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 34**  
**Submitted by Local 1281, Local 3902, Local 3907, CUPE Ontario Workers with Disabilities Committee**

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**CUPE Ontario will:**

Support and resource the work of the Workers with Disabilities Committee so as to enable it to highlight the importance of the Accessibility for Ontarians with Disability Act (AODA) to the membership and our communities.

**Because:**

- It falls within CUPE Ontario's mandate to support all workers to achieve safe, healthy and equitable workplaces.

Committee Recommendation:	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
Convention Decision:	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 35**  
**Submitted by Local 1281, Local 3902, Local 3907, Local 4400, CUPE Ontario**  
**Workers with Disabilities Committee**

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**CUPE Ontario will:**

Support and resource the work of the Workers With Disabilities Committee to compile inclusive employment equity language from collective agreements and support the creation of policies, plans and procedures in our workplaces and locals that must target workers with disabilities as per the Accessibility for Ontarians with Disability Act (AODA) and include other equity seeking groups.

**Because:**

- The AODA gives us a legislated basis to increase access that can be used to support access for all equity seeking groups.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 36**  
**Submitted by CUPE Ontario Aboriginal Committee**

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**CUPE Ontario will:**

Continue its efforts initiated by way of the 2009 Resolution No. 69 pertaining to the 35 Aboriginal communities which have no choice but to drink bottled water since their drinking water is contaminated.

**Because:**

- Water is life and there is clear demonstration that water quality in many First Nation communities is very poor with improper sewage facilities;
- It is noted that unclean drinking water for Aboriginal people, while not a primary concern over the past 100 years for mainstream Canada, is an issue repeatedly identified as a major source of concern and a perennial cause of illness;
- There are 93 First Nation communities that were under a Health Canada drinking water advisory which includes “boil water” and “do not drink” advisories. That is nearly one out of every six communities;
- A further 300 First Nation communities; water systems have been classified as “medium risk” and it would not take much to move them to “high risk”.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>



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**Resolution No. 37****Submitted by Local 1521, Local 3902, Local 3907, Local 4400, CUPE Toronto District Council, CUPE Ontario Racial Justice Committee**

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**CUPE Ontario will:**

In conjunction with other labour and social justice organizations, develop and implement a campaign that will mobilize casual workers and locals in opposition to the casualization of CUPE workplaces across all sectors in the province of Ontario.

**Because:**

- Part-time, relief, casual and temporary workers are increasing in workplaces across all sectors of CUPE and in the current economic climate might continue to do so in even larger numbers;
- These precarious workers function in a work environment with low pay and without benefits, pensions or job security;
- Aboriginal workers, women, young workers, racialized workers and workers with a disability make up a large proportion of casual workers.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 38****Submitted by CUPE Ontario Aboriginal Council**

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**CUPE Ontario will:**

Hold Aboriginal Awareness workshops for the CUPE Ontario Executive Board;

Encourage all CUPE Ontario District Councils and locals to promote Aboriginal Awareness and offer the workshop to their members;

Work with Union Development to develop Aboriginal Awareness workshops to suit the needs of the councils, locals and executive board.

**Because:**

- Aboriginal awareness is a new initiative that needs to be promoted within our union;
- CUPE has traditionally played a leading role in influencing social change and advancing equality issues;
- Both Aboriginal and non-Aboriginal people need to be educated on our tradition and history;
- There is a need to establish an understanding between Aboriginal communities and labour.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 39**  
**Submitted by CUPE Ontario Aboriginal Council**

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**CUPE Ontario will:**

Endorse the Aboriginal Council's initiative to bring awareness to the people of Ontario of this cultural genocide which denied Aboriginal communities the basic human rights to transmit their traditions and maintain their cultural identity.

**Because:**

- Aboriginal children that were forced to attend residential schools could be viewed as an act of cultural genocide;
- The United Nations 1948 Article #2 states that "acts committed with the intent to destroy in whole or in part, a national, ethnic, racial or religious group forcibly transferring children of the group to another group is defined as a crime of genocide";
- Five generations of Aboriginal children in Canada were taken away from their families to be taught that their heritage, language, customs and spiritual traditions were shameful.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 40**  
**Submitted by CUPE Ontario Aboriginal Council**

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**CUPE Ontario will:**

Encourage CUPE National to lobby the federal government to establish June 21, known as Aboriginal Day, as a Canada wide statutory holiday;  
Encourage all members and locals to assist in celebrating National Aboriginal Day in their communities.

**Because:**

- The foundation of Canada's cultural identity is formed of Aboriginal heritage;
- National Aboriginal Day is currently under-represented and it is important to recognize that this day is, in many ways, a reminder that we have to be vigilant to the conditions Aboriginal people face in their everyday lives.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 41**  
**Submitted by CUPE Ontario Aboriginal Council**

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**CUPE Ontario Will:**

Demand the Ontario government conduct a full environmental assessment of the Grassy Narrows First Nation watershed in Ontario;

Demand the Ontario government put forth a remedial plan to reverse the mercury contamination of the Grassy Narrows First Nation watershed from years of industrial emissions.

**Because:**

- The people of the Grassy Narrows First Nation in Ontario are battling the severe health effects of mercury exposure;
- The emissions that polluted the watershed where they live began decades ago and the federal government says the problem has been fixed, but young people in the community are still showing the horrific symptoms of mercury poisoning.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 42**  
**Submitted by Local One, Local 3393, Local 4557, CUPE Ontario International Solidarity Committee**

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WHEREAS the United Nations High Commissioner for Human Rights in her address stated that “in Sri Lanka the opportunity for peace and reconciliation continues to be marred by the treatment of journalists, human rights defenders and other critics of the government”; and

WHEREAS Reporters sans Frontieres identified Sri Lanka as one of the most dangerous countries in the world for journalists; and

WHEREAS since 2005 over 20 journalists and media workers were abducted and killed including Lasantha who was murdered in broad daylight and over 50 journalists were forced to leave the country for protection from abduction and involuntary disappearances; and

WHEREAS journalist Tissanayagam was sentenced to 20 years of hard labour for writing two articles about the suffering of the Tamil People.

THEREFORE BE IT RESOLVED that CUPE Ontario call on CUPE National, the Canadian Labour Congress, Civil Society Organizations, political parties and the Canadian government to demand that the Sri Lankan Government recognize the right

to freedom of expression as a fundamental right and immediately stop the harassment, abductions and involuntary disappearances of journalists; and BE IT FURTHER RESOLVED that CUPE Ontario stand in solidarity with Sri Lankan journalists who are courageously reporting and advocating for human rights.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 43**

**Submitted by the CUPE Ontario International Solidarity Committee**

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WHEREAS Colombia is considered by the International Labour Organization as the most dangerous country in the world for unionized workers, resulting in the murder of 2800 activists in the last 25 years; and

WHEREAS the United States legislators have refused the passage of a trade agreement with Colombia, because of gross human rights abuses against labour unions, social organizations, women and Aboriginal peoples, the Obama's government has installed seven new military bases in Colombia with the excuse to combat drug trafficking; and

WHEREAS Plan Colombia, the previous military initiative only contributed to more violations of human rights and the displacement of indigenous people, the U.S. government is now committed to a Continental military strategy against the progressive governments of Venezuela, Bolivia and Ecuador, which had increased political tensions and the real possibility of a military conflict in the region.

THEREFORE BE IT RESOLVED that CUPE Ontario work with CUPE National to educate our members about the implications of a military conflict in South America and proposes dismantling the new military bases in Colombia.

THEREFORE BE IT FURTHER RESOLVED that CUPE Ontario and CUPE National call on our affiliates, the Canadian Labour of Congress, and work with our counterparts in Latin America to demand the U.S. and Colombian governments to stop the militarization of that country.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 44**

**Submitted by Local 3393 and International Solidarity Committee**

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**CUPE Ontario will:**

Work with the Canadian Labour Congress and labour allies to lobby the Canadian government to investigate how Canadian relations with the Philippines contribute to the repression of workers in the Philippines and the exploitation of Filipino migrant workers in Canada;

Continue to support a worker-to-worker relationship with Philippine labour organizations such as COURAGE and ACT as they struggle against privatization and defend human rights in the Philippines.

**Because:**

- Over 1,000 human rights and trade union activists in the Philippines have suffered extra-judicial killings, enforced disappearances and political persecution since 2001;
- The government of the Philippines, through the Philippine National Police (PNP) and the Armed Forces of the Philippines (AFP) have been deemed responsible for these crimes by several international bodies including the United Nations and Amnesty International;
- The Canadian government trains the PNP and the AFP through the Military Training and Assistance Program (MTAP) and the Police Training and Assistance Program (PTAP);
- ACT National Chairperson and COURAGE National President, who have recently completed a CUPE National Global Justice Tour to Canada, have had, and continue to have members who are the victims of multiple forms of violence and harassment, including killings.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 45**  
**Submitted by Local 3902**

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**CUPE Ontario will:**

Call on the Canadian government to step up international pressure on the Government of Uganda to end the criminalization of sexual orientation and gender identity;

Insist that the Canadian government actively join international efforts to decriminalize sexual orientation and gender identity in all nations.

**Because:**

- Proposed legislation designed to strengthen the criminalization of homosexuality in Uganda has led to death threats and physical assaults against Ugandans suspected of being gay;
- The United Nations High Commissioner for Human Rights has urged Uganda to shelve the legislation and decriminalize homosexuality;
- In too many countries, lesbian, gay, bisexual, transgender and intersex people continue to face criminal sanctions, killings, violence or torture because of how they live or who they love;

- Nations responsible for human rights violations continue to “interpret down” international human rights law to leave LGBTI people unprotected.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

**Resolution No. 46**

**Submitted by CUPE Toronto District Council, CUPE Ontario Pink Triangle Committee**

**CUPE Ontario will:**

Call on the Canadian government to step up international pressure on the Government of Uganda to end the criminalization of sexual orientation and gender identity;

Insist that the Canadian Government actively join international efforts to decriminalize sexual orientation and gender identity in all nations.

**Because:**

- Proposed legislation designed to strengthen the criminalization of homosexuality in Uganda has led to death threats and physical assaults against Ugandans suspected of being gay;
- The United Nations High Commissioner for Human Rights has urged Uganda to shelve the legislation and decriminalize homosexuality;
- In too many countries, lesbian, gay, bisexual, transgender and intersex people continue to face criminal sanctions, killings, violence or torture because of how they live or who they love;
- States responsible for human rights violations continue to “interpret down” international human rights law to leave LGBTI people unprotected.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

**Resolution No. 47**

**Submitted by Local 3393, Local 3907, CUPE Ontario International Solidarity Committee**

**CUPE Ontario will:**

Send a letter to the Government of Canada requesting its intervention in calling for the return of President Jean Bertrand Aristide from forced exile in South Africa and the removal of undue barriers to the participation of political parties in the electoral process;

Work with the Canada Haiti Action Network in educating Ontarians about the effects of the privatization of public assets, free trade on the agricultural sector, neo-liberalism on the delivery of public services, work of non-governmental organizations (NGOs) and the Canadian government's action in undermining the capacity of the Haitian people to determine their economic, political and social priorities;

Provide material to a provincial educational and fundraising tour by Haiti-based trade unionists and other Haitian stakeholders;

Promote educational activities as a key approach to educating, organizing and mobilizing CUPE's members to get involved in the global movement in support of Haiti's struggle for social justice;

Participate in a future solidarity delegation to Haiti.

**Because:**

- Haitians need the solidarity of allies to push back against an agenda that promotes attacks on workers' rights, government delivery of public services, free trade, globalization and the control of Haiti by western interests.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 48**  
**Submitted by the CUPE Ontario Aboriginal Council**

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**CUPE Ontario will:**

Call upon the government of Canada to oppose the extraditions of Zachary Leonard and to cease the practise of appeasing the United States governments oppressive control imposed on Canada's Aboriginal people;

Renew its commitment to pressure the Canadian government to conduct a public inquiry of Leonard Pelletier's extradition to the U.S;

Encourage all locals to get involved in a letter writing campaign to support this resolution.

**Because:**

- In 2007 this floor passed Resolution No. 56 calling upon the Canadian government to conduct a public inquiry on the wrongful extradition of Leonard Pelletier with no justifiable cause;
- The evidence gathered through wire taps by the U.S. government fails to directly associate Zachary Leonard to any crime;
- The hearing to extradite Zachary Leonard is not substantiated by any evidence of wrong doing and as such would be a repeat of the human rights violation imposed on Leonard Pelletier as a diplomatic scapegoat to the US government.

<input type="checkbox"/>
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Committee Recommendation:       Concurrence                       Non Concurrence  
Convention Decision:                       Carried                       Defeated                       Referred

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**Resolution No. 49**  
**Submitted by Ontario Council of Hospital Unions**

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**CUPE Ontario will:**

Work with OCHU and the Ontario Health Coalition to stop the commercialization and commodification of health care through market-based contracting for services.

**Because:**

- This model has already proven to be disastrous in home care;
- It is driving wages, benefits, and working conditions to fall far below the hospital and long term care sectors;
- It is undermining the continuity of care for patients as workers move on to other employment opportunities and employers lose contracts;
- It is taking work away from unionized, not-for-profit community organizations and giving it to non-union, for-profit corporations;
- The McGuinty Liberal government is bringing back this model to home care despite being forced to suspend the bidding process for over five years due to community outrage;
- The Liberal government is now threatening to bring a similar contracting model to the hospital sector, despite the ongoing disaster in home care.

Committee Recommendation:	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
Convention Decision:	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 50**  
**Submitted by Local 2289, Local 2484 and CUPE Ontario Executive Board**

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**CUPE Ontario will:**

Work closely with coalition and labour allies to stop the push to privatization from the commercial child care lobby;

Organize to pressure the McGuinty government to implement and fully fund the Pascal report recommendations that will keep child care public.

**Because:**

- The Pascal Report outlined a comprehensive plan to reform and improve Early Learning in Ontario;
- This plan would finally stabilize child care funding and make child care service delivery public;
- The Liberal government is failing to properly fund and implement the Pascal Report;
- The impact of the Liberal's Early Learning Plan is being felt across the child care, municipal and education sectors;



- The commercial child care lobby is actively promoting the closure of not-for-profit and public programs, lowering of standards and advancing the privatization of child care service delivery.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

**Resolution No. 51**  
**Submitted by CUPE Ontario Executive Board**

**CUPE Ontario will:**

Demand and mobilize its members to ensure the provincial government rescinds its decision to sell shares in the province’s biggest public assets including hydro, LCBO, and lottery and gaming and keep them wholly public for the benefit of all Ontario for generations to come.

**Because:**

- If the government is successful in endeavor, then all public assets would be vulnerable;
- The Ontario government is preparing to sell shares in some of the province’s biggest assets including Hydro One, Ontario Power Generation (OPG), the LCBO and the Ontario Lottery and Gaming Corporation;
- These assets are among the province’s greatest annual revenue generators, supporting vital social programming in Ontario including, but not limited to, education and healthcare;
- These assets were built, bought and paid for by our parents, grandparents and many previous generations of Ontario citizens and taxpayers;
- Selling shares in these assets will weaken the province by permanently reducing its revenue base.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

**Resolution No. 52**  
**Submitted by Local 3943 and the CUPE Ontario Trades Committee**

**CUPE Ontario will:**

Create an aggressive campaign to fight Bill 175 (Labour Mobility Act) which is another attack on all workers in regards to qualifications and certification across provincial borders.

**Because:**

- Bill 175 is the provincial government’s legislation to bring Ontario in line with Harper’s Agreement on Internal Trade (AIT) which will bring Qualifications and Standards across Canada to the lowest common denominator and impose fines of up to \$5 million on those who create barriers to their agenda.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

**Resolution No. 53**  
**Submitted by the CUPE Ontario Executive Board**

**CUPE Ontario will:**

Categorically oppose the present “free trade” regime that includes all internal and international trade deals such as the Canada-wide Agreement on Internal Trade, the Comprehensive Canada-EU Trade Agreement, the Ontario-Quebec deal, Ontario’s Labour Mobility Act and the “Buy America” agreement;

Continue our educational campaign for members and the general public about the dangers of the internal and international trade agreements that are currently being negotiated;

Lobby local, provincial and federal politicians on the local impact of these deals at the provincial and municipal levels;

Specifically target the “free trade” agenda’s prevention of local communities from being able to target procurement money to local needs;

Work with members, locals, district councils, community and coalition partners to organize publicly in opposition to this new “free trade” regime with the goal of re-creating the anti-globalization movement that opposed the North American Free Trade Agreement, the Free Trade Area of the Americas, the Multilateral Agreement on Investment and the Security and Prosperity Partnership.

**Because:**

- Deals such as this always exploit workers and reduce our ability to democratically direct our governments to serve our interests.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

**Resolution No. 54**  
**Submitted by CUPE Ontario Aboriginal Committee**

**CUPE Ontario will:**

Encourage our provincial government to stop the “perfect storm” of new trade deals which can obliterate local democracy, sustainable local economies, local food production and the protection of natural resources;

Encourage CUPE National to lobby the federal government to stop this “perfect storm” from happening.

**Because:**

- The deals would give the two largest private water utilities in the world (Suez & Veolia) access to bid on water contracts across Canada and compete with local utilities;
- Currently our governments have the right to determine where our taxpayers’ monies go, protecting and utilizing monies for job retention and creation, all which assists in rebuilding our communities;
- As Aboriginal communities are facing revitalization because of the horrid statistics, procurements may be beneficial to these communities.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 55**

**Submitted by Local 4400, CUPE Toronto District Council**

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**CUPE Ontario will:**

Eliminate the use of “concurrence/non-concurrence” practices to introduce resolutions (remove from Constitution, Bylaws, Policies, Procedures or any other place it may occur).

**Because:**

- Delegates come to convention in order to debate and vote on the resolutions and Constitutional Amendments submitted by affiliated locals – not to debate and vote on the assessment of those submissions;
- The practice of “concurrence/non-concurrence” is neither democratic nor transparent;
- The last convention of CUPE Ontario decided to only recommend “concurrence” as a way of demonstrating the outmoded uselessness of the practice;
- The practice was eliminated at the last CUPE National Convention.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 56**

**Submitted by Local 4400, CUPE Toronto District Council**

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**CUPE Ontario will:**

Adopt a process to develop, discuss and approve the budget, prior to and at the Ontario convention;

The Ontario convention requests that CUPE National develop and discuss the budget prior to the convention and approve their budget at the National convention.

**Because:**

- The process of building a budget concretizes political priorities;
- Control of the finances is an important part of democratic control.

Committee Recommendation:	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
Convention Decision:	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 57**

**Submitted by Local 3902, Local 3907, CUPE Ontario Racial Justice Committee**

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**CUPE Ontario will:**

Instruct the CUPE Ontario Executive Board not to schedule the Ontario Division convention on a major religious holiday.

**Because:**

- Our convention should be as accessible to as many members as possible;
- We need to improve our practice. The 2007 and 2009 Ontario Division conventions both fell on a major Jewish holiday and the 2005 National Convention fell on major Jewish and Muslim holidays.

Committee Recommendation:	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
Convention Decision:	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 58**

**Submitted by CUPE Toronto District Council**

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**CUPE Ontario will:**

Emphasize resolutions and Constitutional Amendments in the convention schedule.

**Because:**

- Delegates submit resolutions and Constitutional Amendments in order to debate them and vote on them and, as a result of that democratic process, determine the direction and actions of the union and its elected officers;
- Resolutions and Constitutional Amendments should shape CUPE Ontario's Action Plan, therefore they should make up the majority of time spent at convention.

Committee Recommendation:	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
Convention Decision:	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 59**  
**Submitted by Local 1521**

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WHEREAS the Ontario Division undertakes many campaigns on behalf of all CUPE members in Ontario; and

WHEREAS it is important that these activities are financially supported by the Division; and

WHEREAS the Division has numerous committees funded through the Division budget; and

WHEREAS the Division budget is determined at convention; and

WHEREAS presently the delegates do not receive the Secretary-Treasurer's Report until Convention; and

WHEREAS CUPE has the technology to communicate electronically with its members.

THEREFORE BE IT RESOLVED that the Secretary-Treasurer's Report be made available in electronic format to all locals at least 7 days in advance of the Convention; and

BE IT FURTHER RESOLVED that this process be undertaken to encourage greater transparency as a result of a healthier, more informed budget debate.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 60**  
**Submitted by Local 3913**

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**CUPE Ontario will:**

Create a Union Activist Award for International Students who are also CUPE members, to be presented at the CUPE Ontario Convention annually;

Distribute a call for nominations and a nomination package with all Convention calls sent to Locals. (All nominations will be forwarded to the CUPE Ontario Executive Board for review and selection of the successful candidate).

**Because:**

- CUPE should recognize the contributions of international students to Union Service, and demonstrate the value of this service;
- International students are found on our local executives, our bargaining teams, our Stewards' Councils, and our organizing drives often at the risk of their livelihoods and their student status in this country;

- The union provides international students with a means to make their voices heard, to participate actively, to raise awareness about issues facing international students, and to contribute to the labour movement;
- This award will affirm that International Students are not the “cash cows” that the McGuinty government believes them to be, but rather are vital members of Canadian society who deserve to be treated with fairness, dignity, and respect.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

**Resolution No. 61**  
**Submitted by Local 1281**

**CUPE Ontario will:**

Launch an affiliation campaign to encourage affiliation of all CUPE Ontario locals to the provincial Division;

Encourage all locals to amend their by-laws to formalize affiliation in the Division through the Local’s governance structures;

Work with CUPE National to strengthen affiliation of all Ontario locals.

**Because:**

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

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 62**  
**Submitted by Local 1281**

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**CUPE Ontario will:**

Strongly encourage all affiliated locals to provide regular up-to-date membership lists that include contact information and up to date local executive lists and contacts on an annual basis.

**Because:**

- Access to members is crucial for building support, conducting education and mobilizing a political fight back in our communities and in pursuing campaign affiliations and involvement;
- Organizing and engaging our membership is a crucial element of building a strong union on every level: locally, provincially and nationally;
- Members change addresses and the list of members is ever evolving and the challenge to maintain up-to-date contact lists is a large task that can be assisted directly by the local.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 63**  
**Submitted by Local 3902 and CUPE Ontario University Workers Coordinating Committee**

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**CUPE Ontario will:**

Strike an Ad Hoc Committee on Affiliation, made up of members, to assess the status of local affiliation to CUPE Ontario and develop a campaign to encourage locals to affiliate to CUPE Ontario;

Resource the Committee and the Campaign;  
Set timetables and benchmarks for increasing CUPE Ontario's affiliation rate;  
Allow the Committee to report their findings to Convention 2011;

Appoint members to the Committee through an open, transparent, and accountable process, and ensure fair representation from all sectors and equity-seeking groups.

**Because:**

- CUPE Ontario's affiliation rate is low;
- Previous affiliation campaigns have not succeeded in increasing the affiliation rate;
- The Division is stronger when more locals are in the house.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 64**  
**Submitted by CUPE Ontario School Board Coordinating Committee**

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**CUPE Ontario will:**

Step up its affiliation drive as it pertains to Ontario School Board locals.

**Because:**

- Bargaining operates within a political context and to be more effective at the bargaining table, the Ontario School Board Coordinating Committee (OSBCC) requires full participation of Ontario locals in political campaigns which support bargaining;
- Ontario Division funds allocated to our sectoral committee are based, in part, on the number of members in our sector;
- OSBCC requires more financial resources in order to effectively provide support to the locals both for campaigns and in bargaining centrally.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 65**  
**Submitted by Local 1521**

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WHEREAS the Division sends out Personal Appeals regularly as a part of its mailings to locals; and

WHEREAS the number of appeals has increased significantly over the last few years; and

WHEREAS locals may find themselves struggling to make donations to each and every one of the appeals they review; and

WHEREAS there is no established format or protocol to be followed when submitting these appeals to the Division.

THEREFORE BE IT RESOLVED that the Ontario Division establish a protocol for the submission of Personal Appeals.

<b>Committee Recommendation:</b>	<input type="checkbox"/> Concurrence	<input checked="" type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 66**  
**Submitted by Local 1521**

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WHEREAS in most workplaces both temporary and permanent job opportunities are posted so that workers who are interested can make application; and



WHEREAS in unionized workplaces a number of qualifying factors, including seniority, form part of the job posting; and

WHEREAS the Ontario Division regularly has both temporary and/or permanent job opportunities available; and

WHEREAS CUPE National posts job opportunities on its website.

THEREFORE BE IT RESOLVED that the Ontario Division post all job opportunities with the Division on its website; and

THEREFORE BE IT FURTHER RESOLVED that the Ontario Division establish a fair and equitable method to screen applicants.

Committee Recommendation:	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
Convention Decision:	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 67**

**Submitted by CUPE Ontario School Board Coordinating Committee**

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**CUPE Ontario will:**

Commit to lobbying CUPE National to allocate funds and resources to provide for an increase of three National Health & Safety representatives with at least one to be bilingual.

**Because:**

- As of March 2010 there is only one National Health & Safety representative for the province of Ontario;
- Health & Safety issues affect all CUPE members in the province;
- Our locals' Health & Safety Committees need more support in order to be effective in preventing injuries.

Committee Recommendation:	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
Convention Decision:	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Resolution No. 68**

**Submitted by CUPE Ontario School Board Coordinating Committee**

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**CUPE Ontario will:**

Commit to lobbying CUPE National to allocate funds and resources to provide for an increase of one bilingual WSIB representative.

**Because:**

- As of March 2010 there is no bilingual WSIB representative for the province of Ontario;
- WSIB issues effect all CUPE members in the province;
- Being able to communicate on WSIB issues in French is not a privilege but is a right;
- Our locals' Return to Work and WSIB activists need more support in order to be effective in assisting employees with WSIB related claims.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 69**

**Submitted by CUPE Ontario University Workers Coordinating Committee**

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**CUPE Ontario will:**

Ensure that a full time coordinator for the Ontario University Workers Coordinating Committee (OUWCC) be a provincial priority;

Undertake all processes or campaigns necessary to ensure that this full time coordinator position be in place prior to the 2011 CUPE National and Provincial budgets being set.

**Because:**

- Post-secondary workers in CUPE are demanding more coordination on issues such as a fair funding formula, tuition and user fees for workers and students, and the on-going corporatization and privatization of Ontario campuses;
- Post-secondary locals are enthusiastically participating in coordinated bargaining and need the support of a full time coordinator;
- OUWCC continues to mobilize its membership to ensure a publicly-funded, fully accessible post-secondary education system in this province and country;
- A strategic and coordinated fight-back campaign is crucial in demanding a safe learning and working environment;
- The delegates at three previous CUPE Ontario conventions have supported the need for the sectoral committee to have a full time coordinator.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Resolution No. 70**  
**Submitted by CUPE Ontario Trades Committee**

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**CUPE Ontario will:**

Make the Trades Committee a standing committee of the Division with a mandate to deal with all Trades issues and with a budget similar to all other committees and with Terms of Reference;

CUPE Ontario will also support an Annual Conference for the Trades.

**Because:**

- There is a need for trades to have an advocate for them when dealing with their different issues at the provincial level such as the College of Trades.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

# CONSTITUTIONAL AMENDMENTS

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**Constitutional Amendment No. C1**

**Submitted by Local 2484, Local 3902, CUPE Ontario University Workers  
Coordinating Committee, CUPE Ontario Young Workers Committee**

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**CUPE Ontario will:**

Amend Article 4(d)2.a) to read:

From district councils the basis for representation shall be two delegates per affiliated council. For councils of unions, the basis for representation shall be one delegate per affiliated council of unions. District councils and councils of unions shall be permitted one additional delegate each so long as the additional delegate is a young worker (30 & under). Representatives from district councils or councils of unions must hold membership in an affiliated local union.

**Because:**

- Convention is the highest decision-making body in the union where the Action Plan, the budget, and other crucial CUPE Ontario policies are debated. It is important for the union to increase capacity of young members to participate in this process and the work of the union;
- This will help ensure CUPE Ontario's Action Plan appeals to and takes into account young members;
- It provides young members opportunities to become part of the broader union movement;
- Council Presidents are uniquely positioned to provide fem/mentorship at the Convention.

<b>Committee Recommendation:</b>	<input type="checkbox"/> Concurrence	<input checked="" type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Constitutional Amendment No. C2**

**Submitted by Local 3902, Local 3907, CUPE Toronto District Council**

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**CUPE Ontario will:**

Amend the constitution by substituting the following language in Article 4:

Article 4 (d) 2 (a):

Representatives from district councils must hold membership in a local union affiliated to the district council.

Article 4 (e) 2

Representation from district councils must hold membership in a local union affiliated to the district council.

**Because:**

- CUPE Councils are mandated and constituted by the National Constitution, which is the highest decision-making body in CUPE;
- Under the National Constitution Article 4.2 (b) “The Council shall coordinate activities of Locals in its area and assist the National Executive Board, National Officers, and national staff in implementing National and Provincial policies and programs of the Canadian Union of Public Employees”;
- District councils are thus mandated by the National Constitution to implement provincial and national campaigns and are an essential component for the successful grassroots organizing and mobilizing of members across the province;
- The Ontario Division constitution as presently worded could prohibit the democratic representation of district council delegations to the convention.

<b>Committee Recommendation:</b>	<input type="checkbox"/> Concurrence	<input checked="" type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Constitutional Amendment No. C3**  
**Submitted by CUPE Ontario Executive Board**

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CUPE Ontario will amend Article 4 (i) of the constitution to read:

Article 4 (i) Resolutions and Amendments

Resolutions dealing with matters that have arisen less than seventy-five (75) days prior to convention, can only be dealt with and considered as an emergency resolution, exempt from the notice provision, in the event that the resolution meets the following criteria: The resolution pertains to an event or issue that has arisen subsequent to the notice deadline for resolutions.

Emergency resolutions shall be submitted for consideration to the Executive Board and, upon meeting the criteria, shall be submitted to the Resolutions Committee and circulated to the delegates.

Only after majority consent of the delegates in convention, and after the delegates have had the resolution provided to them for a minimum of 2 hours, will the resolution be available to be debated.

Constitutional Amendments submitted later than seventy-five (75) days prior to the convention can only be dealt with by Convention on majority consent of the delegates in convention providing that the Constitutional Amendment has been forwarded to all affiliated organizations at least thirty (30) days prior to convention.

**Because:**

- This wording places in the Constitution of CUPE Ontario the process used by delegates at convention and maintains the right of delegates to the Convention to have final say on the matter of whether an emergency resolution is to be debated.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Constitutional Amendment No. C4**  
**Submitted by Local 1281**

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**CUPE Ontario will:**

Amend Article 6 of its Constitution to add a section before 6(b) to read as the following and all other sections shall be re-numbered:

Any member who has declared for election or makes it know to the Ontario Division in writing to the President and Secretary-Treasurer prior to April 5 during the year of an election, shall be given the opportunity to provide up to a one hundred and fifty word statement that shall be distributed as an elections profile and distributed to locals via mail distribution and publication on the website.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Constitutional Amendment No. C5**  
**Submitted by CUPE Ontario Executive Board**

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**CUPE Ontario will:**

Amend ARTICLE 6 to add a new sub-section (b) and all other sections following shall be re-numbered to read:

NEW Article 6 (b)  
Any member who has declared for election to any position, and makes it known in *writing to the CUPE Ontario officers prior to April 5 during the year of an election*, shall be given the opportunity to provide up to a one hundred and fifty (150) word statement as an election profile that shall be printed and distributed through regular mail and posted online. CUPE Ontario will not be responsible for translating such material.

**Because:**

- This amendment provides a procedure in the CUPE Ontario Constitution that allows all members some form of equal access of notice to locals of their intent to offer for election.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Constitutional Amendment No. C6**  
**Submitted by CUPE Ontario Executive Board**

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CUPE Ontario will amend ARTICLE 6 (k) Obligation of Executive Board and Trustees to read:

Article 6 (k) Obligation of Executive Board and Trustees

" I (give name) do most sincerely promise on my honour that I will truly and faithfully, to the best of my ability, perform the duties of my office for the ensuing term, as prescribed in the Constitution and Laws of this Division.

As an officer, I will follow anti-racism and anti-oppression principles and attend an *Anti-Racism, Anti-Oppression* Training with the entire Executive Board which will be organized within the first month or shortly thereafter. I will at all times, through both word and action, promote the harmony and preserve the dignity of its sessions.

I further promise that at the close of my official term, I will promptly deliver all monies, books, papers or other property in my possession, to my duly elected successor to office."

**Because:**

- Clear language principals dictate that acronyms should be spelled out so that all can understand their meaning.

Committee Recommendation:	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
Convention Decision:	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Constitutional Amendment No. C7**  
**Submitted by CUPE Ontario Executive Board**

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CUPE Ontario will amend Article 7 to add a new Section (a) and to delete wording in Section 11 (g), with all other sections being renumbered to read:

NEW Article 7 (a)

The CUPE Ontario President shall function as the chief executive officer of the Division and the CUPE Ontario Secretary-Treasurer shall function as the chief administrative officer of the Division.

Article 7, Section 11(g)

The Secretary-Treasurer shall ~~be the Administrative Officer of the Division under the authority of the President, and shall~~ utilize the Division office located in ~~Metropolitan~~ Toronto. The Office of the Secretary-Treasurer shall be an elected post and such office shall be filled at an election to be held every two years in the even year. It shall be the responsibility of the elected Secretary-Treasurer to have previously assured leave of absence from employment for the full term of office.

**Because:**

- This clarifies the roles of the Division officers in one spot in the CUPE Ontario Constitution while mirroring the language in the National Constitution

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Constitutional Amendment No. C8**  
**Submitted by Local 3907**

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**CUPE Ontario will:**

Amend Article 7(c) of its Constitution to change the title of “First Vice- President” to “Vice-President, Equity and Human Rights” and furthermore the contents of Article 7(c) shall be deleted and be replaced with:

Vice-President, Equity and Human Rights

The Vice-President, Equity and Human Rights shall, in the absence of the President, preside and perform all duties pertaining to the office of the President and render such assistance as may be required. The Vice-President, Equity and Human Rights shall be empowered to apply equity and human rights lens to all activities of the Division, work closely with the Division’s equality representatives and equality committees, advance international solidarity, co-chair the Human Rights Committee, be a member of the Education Committee, and work in close co-operation with the National Office’s Equality Branch and its assigned equality representatives.

Amend Article 7(d) of its Constitution to change the title of “Second Vice-President” to “Vice President, Education, Bargaining and Political Action” and furthermore the contents of Article 7(d) shall be deleted and be replaced with:

Vice-President, Education, Bargaining and Political Action

The Vice-President, Education, Bargaining and Political Action shall chair the Education Committee, work in close co-operation with the National Office’s Union Development Department, facilitate member political and economic education, assist in the organizing of CUPE Schools, facilitate the mobilization of members for strikes, rallies and other political actions, as well as collaborate with the Provincial Occupational Groups to promote coordinated bargaining.

Amend Article 7(e) of its Constitution to change the title of “Third Vice-President” to “Vice-President, Organizing and Labour/Community Alliance” and furthermore the contents of Article 7(e) shall be deleted and be replaced with:

Vice-President, Organizing and Labour/Community Alliance

The Vice-President, Organizing and Labour/Community Alliance shall work in close co-operation with the National Office’s Organizing and Regional Services Department, work closely with the officers in advancing the organizing of unorganized sisters and brothers, promote and advance strong alliances between



the Division and social movement organizations and community groups, and develop the Division's capacity to undertake organizing initiatives or campaigns.

Amend article 7(f) of its Constitution to change the title of "Fourth Vice-President" to "Vice-President, Research and Affiliate Relations" and furthermore the contents of Article 7(f) shall be deleted and be replaced with:

Vice-President, Research and Affiliate Relations

The Vice-President, Research and Affiliate Relations shall work in close cooperation with the relevant officers, staff and departments, advise the Division on widely spreading research knowledge and skills within the rank-and-file, promote research projects that document in writing the Division's and constituent bodies' history, the way the unions functions and other critical knowledge, facilitate affiliation campaigns, and undertake initiatives to advance the needs and interests of affiliated locals.

Amend or delete relevant articles in the Constitution to reflect the above changes to the title and responsibilities of the Vice-President offices. These new titles and responsibilities will take effect at the May 2012 convention.

**Because:**

- The office of Vice-President should come with specified duties and measures of accountability;
- These changes give real meaning to the following excerpt from CUPE Ontario's Constitution "The Constitution is designed to give proper balance to the administration of the Division. Duties should be shared by many, rather than the few."

<b>Committee Recommendation:</b>	<input type="checkbox"/> Concurrence	<input checked="" type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Constitutional Amendment No. C9**  
**Submitted by Local 1281**

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**CUPE Ontario will:**

Amend Article 7 (g) of its Constitution to read as the following:

Secretary-Treasurer

The Secretary-Treasurer shall be the Administrative Officer of the Division ~~under the authority of the President~~, and shall utilize the Division Office located in ~~Metropolitan~~ Toronto. The Office of the Secretary-Treasurer shall be an elected post and such office shall be filled at an election to be held every two years in the even year. It shall be the responsibility of the elected Secretary-Treasurer to have previously assured leave of absence from employment for the full term of office.

And, further amend item 7 (g) 2:

~~With the approval of~~ *In consultation with* the President, pay all bills, wages, expenses and such other payments as may be necessary, as authorized by the Convention and the Executive Board.

**Because:**

- The Secretary-Treasurer needs to have clearer authority over the administration of CUPE Ontario so that he/she can take the necessary steps to preserve the Division's financial integrity and efficiency.

Committee Recommendation:	<input type="checkbox"/> Concurrence	<input checked="" type="checkbox"/> Non Concurrence	
Convention Decision:	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Constitutional Amendment No. C10  
Submitted by CUPE Ontario Executive Board**

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CUPE Ontario will add language to amend Article 7, Section (h) to read as follows:

Article 7, Section (h) – Executive Board Members

The Executive Board members shall fulfill all duties required or referred to them by the convention, the executive board or president. Each executive board member shall provide regular reports and updates to the board. Such reports shall be in writing whenever possible.

**Because:**

- This amendment makes clearer the expectations of Executive Board members and increases overall accountability to the membership by all elected officers of the Division.

Committee Recommendation:	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
Convention Decision:	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Constitutional Amendment No. C11  
Submitted by CUPE Ontario Executive Board**

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**CUPE Ontario will:**

Amend Article 7, Section 11, Sub-Section G, point 16 by completely removing this section of the Constitution and renumbering all following sections as follows:

Article 7, Section 11, Sub-Section G:

~~16. Be the Editor and Publisher of the Division "OURSPACE", in accordance with Article 10 of this Constitution.~~

**Because:**

- CUPE Ontario has replaced the "OURSPACE" magazine with the Political Pulse and other forms of membership communication;

- Further amendments to Article 10 make clear this point including the responsibility of the Secretary-Treasurer to be the editor of such communications to the membership.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

**Constitutional Amendment No. C12**  
**Submitted by CUPE Ontario Executive Board**

**CUPE Ontario will:**

Amend Article 7, Section 11, Sub-Section G, point 18 as follows:

Article 7, Section 11, Sub-Section G:

18. Be responsible to oversee and ensure the preparation of briefs.

**Because:**

- This amendment to the Constitution accurately reflects the role of the Secretary-Treasurer in relation to the preparation of briefs.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

**Constitutional Amendment No. C13**  
**Submitted by Local 3902 and CUPE Ontario University Workers Coordinating Committee**

**CUPE Ontario will:**

Amend Article 8(a) to read:

The Executive Board shall consist of a President, Secretary-Treasurer, First Vice-President, Second Vice-President, Third Vice-President, Fourth Vice-President, one Diversity Vice-President Aboriginal Workers, one Diversity Vice-President Racialized Workers, five Executive Members, one Trade Representative and one representative from each of the five Provincial Occupational Groups.

**Because:**

- Trades workers are in every jurisdiction;
- Trades workers have an annual conference and a trades committee;
- CUPE needs the expertise of tradespersons to work effectively with the issues of trades shortages, apprenticeship programs, and the College of Trades;
- There is debate over Trade Investment in Labour Mobility Agreements (TILMA) and the trades voices are essential to this debate.

<b>Committee Recommendation:</b>	<input type="checkbox"/> Concurrence	<input checked="" type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Constitutional Amendment No. C14**  
**Submitted by CUPE Ontario University Workers Coordinating Committee**

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Amend Article 8(a) subsection 8(e) to add:

Trades Committee – One (1) Executive Board, one (1) member appointed from each Provincial Occupational Group

**Because:**

- Trades have a committee that is not recognized in the constitution;
- Trades workers are in every jurisdiction;
- Trades workers have an annual conference;
- CUPE needs the expertise of tradespersons to work effectively with the issues of trades shortages, apprenticeship programs, and the College of Trades;
- There is debate over Trade Investment in Labour Mobility Agreements (TILMA) and the trades voices are essential to this debate.

Committee Recommendation:	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
Convention Decision:	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Constitutional Amendment No. C15**  
**Submitted by CUPE Ontario Aboriginal Council**

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**CUPE Ontario will:**

Amend Article 8 part (b) 7 to read:

“in consultation with the Aboriginal Council”

**Because:**

- It read Aboriginal Caucus.

Committee Recommendation:	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
Convention Decision:	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Constitutional Amendment No. C16**  
**Submitted by Local 3907**

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**CUPE Ontario will:**

Amend Article 8(d) 4 of its Constitution to delete the current contents which read:

Should a permanent vacancy occur in the office of the Fourth Vice-President, the office shall be offered to the six (6) Executive Members in the order of votes received in the preceding election.

Article 8(d)4 will now read:

In the case of a permanent vacancy in the office of the Vice-President, the office shall be offered to the unsuccessful candidates for this office in order of votes received at the preceding election, provided that they received at least 25 per cent (25%) of the total votes cast. If the vacancy cannot be filled in this manner, the office will be filled through an election of members of the Executive Board, and if there are no candidates from the Executive Board, it shall be filled by the Executive Board by appointment.

**Because:**

- We should strive to fill permanent vacancies in office of the Vice-President candidates who ran for these positions at our convention and presented electoral platforms for the examination of the delegates;
- The current practice of “bumping up” does not take into considering the existing knowledge and skills of the sisters and brothers who are “bumped” into the vacant offices;
- The proposed change offers a rational way of filling vacancies in the Vice-President office.

Committee Recommendation:	<input type="checkbox"/> Concurrence	<input checked="" type="checkbox"/> Non Concurrence	
Convention Decision:	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Constitutional Amendment No. C17**  
**Submitted by CUPE Ontario Aboriginal Council**

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**CUPE Ontario will:**

Amend Article 8 part (e) 1 to include:

Aboriginal Council One (1) Diversity Vice President Aboriginal workers and five (5) members elected at the CUPE Ontario Human Rights Conference.

**Because:**

- This was decided and established at the first executive board meeting after the 2006 convention.

Committee Recommendation:	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
Convention Decision:	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Constitutional Amendment No. C18**  
**Submitted by CUPE Toronto District Council**

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**CUPE Ontario will:**

Amend Article 8 (e) 1 and 8 (e) 3 a) by replacing:

“Pink Triangle Committee” with “Queer Workers Committee (representing Lesbian, Gay, Bisexual, Trans, Two Spirited, Intersex and other Queer-identified communities)”.

Amend Article 8 (e) 2 a) by replacing:

“Pink Triangle” with “Queer Workers”.

Amend Article 8 (e) 3 a) by replacing:

“Pink Triangle Committee” with “Queer Workers Committee”.

**Because:**

- While the pink triangle has important historical value as a term taken back and redefined by the 1970s Lesbian and Gay community it is not widely recognized by CUPE members;
- The use of the more inclusive LGBTTIQ2SQ is no more recognizable outside these communities;
- After much consultation the newly launched provincial organization of the Lesbian, Gay, Bisexual, Transsexual, Transgender, Intersex, Queer, Two Spirited and Questioning communities has taken the umbrella name of Queer Ontario;
- Many groups have ‘queer’ in either their name or mission statements and clearly define themselves as inclusive of Trans communities;
- In academic literature “queer” also encompasses transgender and transsexual populations;
- Having taken back the previously negative term “queer” and redefining it to best reflect these communities is empowering and self affirming.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Constitutional Amendment No. C19**  
**Submitted by Local 1281 and Local 3907**

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**CUPE Ontario will:**

Amend Article 8 (e) 2 a) by replacing:

“Pink Triangle” with “Queer and Trans Workers”;

Amend Article 8 (e) 3 a) by replacing:

“Pink Triangle Committee” with “Queer Workers Committee”.

**Because:**

- While the pink triangle has important historical value as a term taken back and redefined by the 1970s Lesbian and Gay community it is not widely recognized by CUPE members in many of our workplace;
- The use of LGBT or the more inclusive LGBTTIQ2SQ is no more recognizable outside these communities;
- The newly launched provincial organization of the Lesbian, Gay, Bisexual, Transsexual, Transgender, Intersex, Queer, Two Spirited and Questioning communities has taken the umbrella name of Queer Ontario;
- A large number of progressive, LGBT groups have ‘queer’ in either their name or mission statements and clearly define themselves as inclusive of Trans communities
- A search of the academic literature finds that queer also encompasses transgender and transsexual populations;
- We recognize the empowering and self affirmative importance of having taken back the previously negative term queer and redefining it to best reflect the communities of which we are a part.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Constitutional Amendment No. C20**  
**Submitted by Local 1281**

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**CUPE Ontario will:**

Amend Article 8 e, 2 a, Standing Committees, to add a clause as 2a of its Constitution and all other articles shall remain and be re-numbered to read as the following:

Standing Equality Committees - There shall be the following standing equality committees that include: the Aboriginal Council, the International Solidarity Committee, the Pink Triangle Committee, the Racial Justice Committee, Women’s Committee, Workers with Disabilities Committee, and the Young Workers Committee. All equality committees, except the Women’s Committee, shall have five (5) voting members elected to the committee, along with one (1) Board liaison with voice but no vote appointed from the Executive Board. All equality committees shall receive funding and staff resources allocated to them. The voting members of the equality committees, except the Women’s Committee, shall be elected on odd numbered years during a caucus of self-identified members of that caucus held at the CUPE Ontario Human Rights Conference. To be eligible to run for a position on any equality committee the member must be from an affiliated local, in good standing and shall not hold a position on the Ontario Executive Board. Should a permanent vacancy occur on the committee, the position shall be offered to the unsuccessful candidate for this office in order of votes received in the previous election, provided that they received at least 25% of the total votes cast. If the vacancy cannot be filled by the unsuccessful candidate(s) with the required

percentage of votes, it shall be filled by the appointment of the Executive Board in consultation with the members of the committee.

**Because:**

- There is currently no language in the constitution that formalizes equality committees as standing committees;
- There is a need for clarity or consistency on the election process of all committees to ensure all members are aware and democracy is upheld.

<b>Committee Recommendation:</b>	<input type="checkbox"/> Concurrence	<input checked="" type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Constitutional Amendment No. C21  
Submitted by CUPE Ontario Executive Board**

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**CUPE Ontario will:**

Amend Article 8 to add a new Section 2, Sub-Section (a) as follows and renumbering all following sections to read:

NEW Article 8, Section 2, Sub-Section (a)  
Equality Standing Committees -- There shall be the following Equality Standing Committees: Aboriginal Council, Workers with Disabilities Committee, Young Workers Committee, Pink Triangle Committee, Racial justice Committee, Women’s Committee and International Solidarity Committee.

All Equality Standing Committees, with the exception of the Women’s Committee, shall have five voting members, along with one Executive Board Liaison with voice by no vote, appointed from the Executive Board.

Except for the Women’s Committee covered in Article 8, Section 2, Sub-Section (b), the voting members of the Equality Standing Committees shall be elected in odd numbered years during a caucus of members who self identify as part of that caucus, held at the Ontario Human Rights Conference.

To be eligible to run for a position on any Equality Standing Committee, a member must be from an affiliated local, in good standing, and shall not hold a position on the Ontario Executive Board.

**Because:**

- There has been a practice for almost a decade of electing the membership of Equality Standing Committees;
- This amendment solidifies our member’s practice in the Constitution of CUPE Ontario

<b>Committee Recommendation:</b>	<input type="checkbox"/> Concurrence	<input checked="" type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred



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**Constitutional Amendment No. C22**  
**Submitted by Local 3902**

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**CUPE Ontario will:**

Amend Article 8 of the Constitution to include a new clause Article 8(f)2c to read:

The selection of the Affirmative Action Vice-President (Women) from CUPE Ontario to the Executive Board of the Ontario Federation of Labour (OFL) shall be determined in an election caucus of women delegates at the annual convention in the year in which the OFL will be having its biannual convention. The elected person shall have voice and not vote on the Women's Committee and the CUPE Ontario Executive Board.

Article 8(f)2d.

Should a permanent vacancy occur in the position of the OFL's Affirmative Action Vice-President (Women), the position shall be offered to the unsuccessful candidates for this office in order of votes received in the previous election, provided that they received at least 25% of the total votes cast. In the event of the vacancy not being filled through the preceding mechanism, the CUPE Ontario executive board shall make the final decision in consultation with the Division's Women's Committee.

**Because:**

- We need to open up senior leadership posts in the Union and the labour movement to rank and file members;
- The person in this position should not be determined by the executive board, which has used the seniority criterion to make the selection.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>	
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b>	<input type="checkbox"/> <b>Referred</b>

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**Constitutional Amendment No. C23**  
**Submitted by Local 3907**

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**CUPE Ontario will:**

Amend Article 8 of the Constitution to include a new clause Article 8(f)2c to read:

The selection of the Affirmative Action Vice-President (Women) from CUPE Ontario to the Executive Board of the Ontario Federation of Labour (OFL) shall be determined in an election caucus of women delegates at the annual convention in the year in which the OFL will be having its biannual convention. The elected person shall have voice and not vote on the Women's Committee and the CUPE Ontario Executive Board.

Article 8(f)2d

Should a permanent vacancy occur in the position of the OFL’s Affirmative Action Vice-President (Women), the position shall be offered to the unsuccessful candidates for this office in order of votes received in the previous election, provided that they received at least 25% of the total votes cast. In the event of the vacancy not being filled through the preceding mechanism, the CUPE Ontario executive board shall make the final decision in consultation with the Division’s Women’s Committee.

**Because:**

- We need to open up senior leadership posts in the Union and the labour movement to rank and file members;
- The person in this position should not be determined by the executive board, which has used the seniority criterion to make the selection;
- If this position is elected by women’s delegates, it increases the chance of diverse women getting the chance to serve in this position;
- An election for this position would likely give it greater a profile and provide the space for sisters and allies to use this position as a tool to push women and gender equity issues through the OFL.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> <b>X</b> <b>Concurrence</b>	<input type="checkbox"/> <b>Non Concurrence</b>
<b>Convention Decision:</b>	<input type="checkbox"/> <b>Carried</b>	<input type="checkbox"/> <b>Defeated</b> <input type="checkbox"/> <b>Referred</b>

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**Constitutional Amendment No. C24**  
**Submitted by Local 3907**

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**CUPE Ontario will:**

Amend Article 8 of its Constitution to include a new subsection on the creation and mandate of an Executive Board’s Human Resources Committee that will now be Article 8(i) and will read as follow:

(i) 1. The mandate of the Human Resources Committee of the Executive Board shall be to oversee the fair, transparent and effective execution of the human resources activities of the Division, in its capacity as an employer.

2. The Committee shall assist and advise the Executive Board on the formulation, delivery, monitoring and review of the Division’s human resources and organizational development strategy.

3. The Committee shall advise the Division on all matters relating to salary, grievances, conditions of service of staff and recognized employment equity practices as well as will assist the Executive Board and the officers in ensuring they conduct their employee relations fairly and effectively.

4. The Committee shall recommend to the Executive Board the framework for joint negotiation and consultation with the recognized staff union(s). The Committee shall also participate in, monitor and report on joint negotiations and consultations with the recognized staff bargaining agent(s).

5. The Committee shall assist and advise the Secretary-Treasurer in the recruitment, interviewing, selection, retention, training and development and exit interview of staff and will rigorously adhere to recognized employment equity practices.

6. The Committee shall be made up of the Division's President and Secretary-Treasurer, one of the Diversity Vice-Presidents, and two members of the Executive Board who shall be elected by that body.

**Because:**

- The Ontario Division strives to be a progressive employer. Therefore, the Division's employment practices need a level of Board accountability and oversight that puts its activities beyond reproach in this area;
- Transparent and progressive human resources practices are goals that we demand of employers and we endeavour to be the model of what we are demanding.

<b>Committee Recommendation:</b>	<input type="checkbox"/> Concurrence	<input checked="" type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Constitutional Amendment No. C25  
Submitted by CUPE Ontario Executive Board**

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**CUPE Ontario will:**

Amend Article 8, Section 3, Sub-Section (a) with the addition of the following to read:

Article 8, Section 3

a) There shall be a Human Rights Committee consisting of the Diversity Vice-President Racialized Workers and the Diversity Vice-President Aboriginal Workers to the Executive Board and one (1) representative each from the Pink Triangle Committee, the Workers with Disabilities Committee, the Women's Committee, the Racial Justice Committee, the Aboriginal Council, the Young Workers Committee and the International Solidarity Committee. Each respective Equality Standing Committee shall elect a representative from amongst the voting members of the committee to sit on the Human Rights Committee.

**Because:**

- This amendment puts into the CUPE Ontario Constitution the practice in the Equality Standing Committees of deciding on their representative to the Human Rights Committee.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred

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**Constitutional Amendment No. C26**  
**Submitted by CUPE Ontario Executive Board**

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**CUPE Ontario will:**

Amend Article 10 News Bulletin as follows by amending Sections (a) and (b) and completely removing (c) as follows:

Article 10 News Bulletins

(a) The Division shall endeavour to publish at least quarterly a written communication to update the membership on campaigns, issues and work of CUPE Ontario.

(b) The Secretary-Treasurer shall have the power of editorship, to ensure all communications as listed in article 10 (a) above are not in conflict or contrary to the Constitution of this Division 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, the Division, or any of its membership. Address all correspondence to the Editor, 305 Milner Ave. Suite 801, Scarborough, Ontario, M1B 3V4."~~

**Because:**

- This amendment works in conjunction with an amendment proposed to Article 7 to clarify the current practice of replacing the OURSPACE magazine with other forms of membership communication.

<b>Committee Recommendation:</b>	<input checked="" type="checkbox"/> Concurrence	<input type="checkbox"/> Non Concurrence	
<b>Convention Decision:</b>	<input type="checkbox"/> Carried	<input type="checkbox"/> Defeated	<input type="checkbox"/> Referred