



Constitutional  
Amendments  
Resolutions



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# TABLE OF CONTENTS

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| <b>CONSTITUTIONAL AMENDMENTS</b> | <b>Amendment No.</b> | <b>Page</b> |
|----------------------------------|----------------------|-------------|
| Article II .....                 | C1.....              | 3           |
| Article IV.....                  | C2-C3 .....          | 3           |
| Article VI.....                  | C4-C7 .....          | 4           |
| Article VII.....                 | C8-C9 .....          | 6           |
| Article VII & XI .....           | C10-C15 .....        | 7           |
| Article XI.....                  | C16-C17 .....        | 11          |
| Article XIV.....                 | C18-C20 .....        | 12          |
| Appendix B.....                  | C21.....             | 13          |
| Appendix E .....                 | C22-C25 .....        | 13          |
| Appendix F .....                 | C26-36 .....         | 15          |

| <b>RESOLUTIONS</b>                              | <b>Resolution No.</b> | <b>Page</b> |
|---|-----------------------|-------------|
| Anti-Privatization.....                         | 1-7 .....             | 23          |
| Anti-Racism .....                               | 8 .....               | 25          |
| Child Care .....                                | 9 .....               | 25          |
| Collective Bargaining.....                      | 10-11.....            | 26          |
| CUPE Governance.....                            | 12-23.....            | 26          |
| Environment.....                                | 24-39.....            | 31          |
| Harassment, Bullying & Violence .....           | 40-42.....            | 36          |
| Health and Safety .....                         | 43-51.....            | 37          |
| Health Care.....                                | 52-56.....            | 39          |
| Indigenous Rights .....                         | 57-66.....            | 41          |
| International Solidarity & Migrant Rights ..... | 67-70.....            | 45          |
| Labour & Workers' Rights .....                  | 71-81.....            | 47          |
| LGBTQ2+ Rights.....                             | 82-87 .....           | 50          |
| Libraries.....                                  | 88-91.....            | 53          |
| Member Education.....                           | 92-101.....           | 54          |
| Member Engagement .....                         | 102-104.....          | 57          |
| National Conferences & Meetings .....           | 105-106.....          | 58          |
| National Staffing.....                          | 107 .....             | 59          |
| Organizing .....                                | 108 .....             | 59          |
| Pensions & Retirement .....                     | 109-114.....          | 60          |
| Political Action.....                           | 115-132.....          | 62          |
| Post-Secondary Education .....                  | 133-135.....          | 67          |
| Strike Fund .....                               | 136-140.....          | 68          |
| Supporting CUPE Locals .....                    | 141-145.....          | 69          |
| Women's Rights .....                            | 146.....              | 71          |





# Constitutional Amendments



## ARTICLE II

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### Constitutional Amendment No. C1 Submitted by Local 4092 (Ont.)

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CUPE NATIONAL WILL:

Amend Article 2.1 of the Constitution

"(d) to improve the wages, working conditions, job security and other conditions of all workers and the pensions and benefits of retirees

(e) to promote efficiency in the public service

(f) to promote peace and freedom in the world and to work with free and democratic labour movements everywhere"

TO THE FOLLOWING :

"(d) to improve the wages, working conditions, job security and other conditions of all CUPE and Canadian workers and the pensions and benefits of CUPE and Canadian retirees

(e) to promote efficiency in the public service

(f) to encourage members to promote peace and freedom in the world on a voluntary basis and to work with free and democratic labour movements everywhere"

BECAUSE:

- CUPE's primary focus should be to improve the wages, working conditions and benefits of its members.
- Time and resources, especially union dues which have been severely impacted by the pandemic, should be focused, and used on the betterment of its members.
- CUPE should not meddle in the affairs of other nations.
- CUPE is not an NGO.
- CUPE National risks taking a foreign policy position which can be the exact opposite of its members, which in turn, cause internal conflict.

*Convention decision* \_\_\_\_\_

## ARTICLE IV

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### Constitutional Amendment No. C2 Submitted by CUPE British Columbia

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CUPE NATIONAL WILL:

Amend the National Constitution to allow chartered organizations to hold their meetings and conduct business virtually, as follows:

Amend Article 4.2 (c) as follows:

4.2 (c) Notwithstanding Appendix B.3.14, the District Council Executive Board will meet at least four times a year before the regular membership meeting. **The District Council can choose to hold meetings virtually or in person.** The only duties of the Executive Board are those set out in the bylaws of the District Council.

Amend Appendix B.VI as follows:

B.VI MEMBERSHIP MEETINGS ~~AGENDA~~

B.6.1 Meeting Agenda

The President will chair the meeting and follow this order of business:

1. Acknowledgment of Indigenous territory
2. Roll call of officers
3. Reading of the Equality Statement
4. Voting on new members and initiation
5. Reading of the minutes
6. Matters arising from the minutes
7. Secretary-Treasurer's Report
8. Communications and bills
9. Executive Committee Report
10. Reports of committees and delegates
11. Nominations, elections, or installations
12. Unfinished business
13. New business
14. Good of the Union
15. Adjournment

**B.6.2 The Local Union may hold membership meetings in person or virtually. Where virtual meetings are held, all voting will be conducted electronically provided secrecy can be maintained, where mandated.**

Appendix B.2.3 will be amended as follows:

B.2.3 Elections

All officers are elected by majority vote of unspoiled ballots at a membership meeting of the Local Union, **by electronic vote at a virtual membership meeting**, or by referendum vote if voting at a membership meeting is not practical. Adequate notice must be given where the vote is held at a membership meeting. A referendum vote must be held in a way that permits all members to participate. The Local Union can choose whether to elect officers by majority or plurality vote when it holds a referendum vote.

Appendix B.3.14 will be amended as follows:

B.3.14 Meetings and Duties of Executive Board

The Executive Board will meet at least eight times a year before the regular membership meeting. **The Executive Board may meet virtually or in person.** The only duties of the Executive Board are those set out in the bylaws of the Local Union.

Amend B.7.1 as follows:

7.1(a) A Local Union can form a Retired Members' Association. The National Union will charter the Retired Members' Association. All members of the Local Union who hold an Honorary Retiring Card and their spouses can join the Association. The association will hold regular membership meetings **in person or virtually. Any voting at virtual meetings will be conducted electronically, provided secrecy can be maintained where mandated.**

BECAUSE:

- Virtual meetings are more accessible and inclusive for CUPE members, and allow members of all abilities and family status obligations to participate, overcoming barriers inherent in in-person meetings;
- Restrictions in place since the COVID-19 pandemic arose have meant chartered organizations could not consistently meet in person;
- Local Unions' bylaws do not universally allow for meetings to be conducted virtually, and votes electronically, so they were required to submit amendments in order to be in compliance;

- Amendments to the National Constitution removes the requirement for individual bylaw changes to permit virtual meetings in each Local Union; and
- Many of CUPE's chartered organizations have implemented the use of virtual meetings and electronic voting to conduct their business.

*Convention decision* \_\_\_\_\_

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

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CUPE NATIONAL WILL:

Amend the Constitution to insert a NEW Article 4.6 (c) which would read:

"If a Council of Unions chartered by CUPE National is required by provincial legislation to negotiate binding collective agreements on behalf of one or more Local Unions, then all Locals/Bargaining Units bound by that collective agreement will be required to affiliate to the Council of Unions."

BECAUSE:

- The government of Ontario structured the law to create central bargaining processes for all school board workers, which requires every local and all their members to be covered by a central collective agreement. Currently the CUPE Constitution does not require affiliation, and this causes ongoing problems for locals who won't affiliate and yet enjoy the benefits of, and are held to the provisions of, a central collective agreement that they have not official role in helping to bargain.

*Convention decision* \_\_\_\_\_

**ARTICLE VI**

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**Constitutional Amendment No. C4**  
**Submitted by the National Executive Board**

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CUPE NATIONAL WILL:

Amend the following clause to read:

6.3 Convention Call and Fees

- b) Each delegate shall fill out **and submit** the credential form ~~and a copy of the form~~. Each delegate shall retain the **electronic confirmation**.



~~original credential form and shall send the copy to reach the National Secretary-Treasurer at least 45 days before the start of a regular Convention or 15 days before the start of a special Convention. On site registration will open on Sunday the week of a regular convention and close at 8:30 a.m. local time on the Wednesday morning. Onsite registration for a special convention will be in place for the first morning of the convention before the convention is called to order.~~ The registration fee for each delegate shall be attached to the copy of the credential form sent **paid electronically or by sending a cheque** to the National Secretary-Treasurer's office.

BECAUSE:

- The existing clause doesn't reflect the new electronic online registration system, nor the onsite registration practice that has been in place for decades.

*Convention decision* \_\_\_\_\_

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**Constitutional Amendment No. C5  
Submitted by Local 8920 (N.S.)**

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CUPE NATIONAL WILL:

Amend Article 6.4 (a) Convention Representation

a) Representation at Convention is: Local Union

|                             |              |
|-----------------------------|--------------|
| Up to 100 members.....      | 2 delegates  |
| 101 to 200 members.....     | 4 delegates  |
| 201 to 500 members.....     | 6 delegates  |
| 501 to 1,000 members.....   | 8 delegates  |
| 1,001 to 1,500 members..... | 10 delegates |
| 1,501 to 2,000 members..... | 12 delegates |
| 2,001 to 2,500 members..... | 14 delegates |
| 2,501 to 3,000 members..... | 16 delegates |

2 more delegates for each additional 500 members or part of 500 members.

|                                   |                           |
|-----------------------------------|---------------------------|
| Provincial Division.....          | 2 delegates               |
| District Council.....             | 1 delegate                |
| Service Division.....             | 1 delegate                |
| Provincial Council of Unions..... | 1 delegate                |
| Council of Unions.....            | 1 delegate                |
| Airline Division Component.....   | 1 delegate<br>per airline |

Each national equity-seeking committee is entitled to one delegate with full voice at the expense of the National Union.

BECAUSE:

- The Canadian Union of Public Employees is Canada's largest union and represents over 700,000 workers from coast to coast.
- CUPE is a democratic union in which the members at the national convention make the decisions and set the policies of what CUPE does.
- A greater number of members need to have the opportunity to participate at our decision, making process at National Convention.
- More and more locals are merging and becoming larger yet have a small voice at National Convention.

*Convention decision* \_\_\_\_\_

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**Constitutional Amendment No. C6  
Submitted by CUPE Ontario and Local 1777 (Ont.)**

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CUPE NATIONAL WILL:

Amend its Constitution as follows:

1. Adding to 6.4 (a) [Representation at Convention] is:

Local Union: 1 delegate holding an Honorary Retiring Card may attend meetings with voice but no vote.

2. Amending 6.8 (d) [Delegate Requirements] to read:

One retired member holding an Honorary Retiring Card who delegated by National Union's Retiree Members Committee is considered a member in good standing.

3. Amending Appendix B.VII [Retired Members' Associations] to read:

B.7.1 Retired Members' Association (Locals)

B.7.2 Retired Members' Association (Divisions)

The National Union will charter a Division Retired Members' Association upon request of the Division.

B.7.3 to be added Retired Members Committee (National)

The National Union will convene a National Retired Members Committee with up to one retiree representative per Division.

4. Amending Appendix B.X to read:

B.10.1 Honorary Retiring Card

- c) A retired member may attend membership meetings of the Local Union with voice but no vote. With the approval of the local union, one member who holds an Honorary Retiring Card may attend Division and National conventions with voice but no vote.

BECAUSE:

- CUPE Goal (2.1.b) is to advance the social, economic and general welfare of workers including retired workers.
- Our retirees have the time and motivation to support CUPE's campaigns.
- Continued activism by CUPE's retiring members at each level of our union strengthens our resistance to anti-worker legislation and the continuing attack on our social programs.
- CUPE's retiring members bring a wealth of knowledge, experience and energy to our union.

*Convention decision* \_\_\_\_\_

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**Constitutional Amendment No. C7**  
**Submitted by Locals 1281 (Ont.) and 2316 (Ont.)**

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CUPE NATIONAL WILL:

Amend its Constitution as follows:

1. Adding to 6.4 (a) [Representation at Convention] is:

Local Union: 1 delegate holding an Honorary Retiring Card may attend meetings with voice but no vote.

2. Amending 6.8 (d) [Delegate Requirements] to read:

One retired member holding an Honorary Retiring Card who delegated by National Union's Retiree Members Committee is considered a member in good standing.

3. Amending Appendix B.VII [Retired Members' Associations] to read:

B.7.4 Retired Members' Association (Locals)

B.7.5 Retired Members' Association (Divisions)

The National Union will charter a Division Retired Members' Association upon request of the Division.

B.7.6 to be added Retired Members Committee (National)

The National Union will convene a National Retired Members Committee with up to one retiree representative per Division.

Amending Appendix B.X to read:

B10.1 Honorary Retiring Card

- (c) A retired member may attend membership meetings of the Local Union with voice but no vote. With the approval of the local union, one member who holds an Honorary Retiring Card may attend Division and National conventions with voice but no vote.

BECAUSE:

- CUPE Goal (2.1.b) is to advance the social, economic and general welfare of workers and retired workers.
- Our retirees have the time and motivation to support CUPE's campaigns.
- Continued activism by CUPE's retiring members at each level of our union strengthens our resistance to anti-worker legislation and the continuing attack on our social programs.
- CUPE's retiring members bring a wealth of knowledge, experience and energy to our union.

*Convention decision* \_\_\_\_\_

**ARTICLE VII**

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**Constitutional Amendment No. C8**  
**Submitted by CUPE Nova Scotia and Locals 8920 (N.S.), 101 (Ont.) and 2348 (Man.)**

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CUPE NATIONAL WILL:

Amend the National Constitution to recognize, include and name Black people explicitly when defining the representation and eligibility for the position of Diversity Vice-President, by adding the following language to Article 7.2 (d).

Amend 7.2 (d) to read:

d) The Diversity Vice-Presidents represent the following members:

|   |          |
|---|----------|
| Indigenous Workers.....                   | 1        |
| <b>Black and Racialized Workers .....</b> | <b>1</b> |

BECAUSE:

- Naming Black people explicitly is a form of racial equity as it validates the unique stories and experiences that Black people have endured; and
- Anti-Blackness permeates and one way this is demonstrated is how institutions write, talk and speak about Black people; and
- Language acts as a divisive tool that harms and devalues Black people, their humanity and well-being; and
- Reclaiming language is an important part of the history of the Black communities' struggle for racial justice; and
- Black CUPE members would like to be recognized, acknowledged, welcomed and celebrated in their National Union.

*Convention decision* \_\_\_\_\_

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**Constitutional Amendment No. C9  
Submitted by Locals 37 (Alta.), 38 (Alta.)  
and 1169 (Alta.)**

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CUPE NATIONAL WILL:

Amend Article 7.6 of the National Constitution to read:

The National Executive Board can examine the internal servicing facilities and requirements of Local Unions, District Councils, Provincial Divisions and Service Divisions. **Upon written request of a Local, the Board shall ~~can~~ return sufficient money needed to maintain internal servicing in place of direct assistance from employees of the National Union. The requesting Local shall provide proof of internal servicing if the Board deems it advisable.** The number and result of requests under Article 7.6 must be reported to the next Convention.

BECAUSE:

- CUPE prides itself as a grassroots, democratic organization that puts members' needs first; and,

- The concern raised by locals across the country about inadequate servicing has been raised within CUPE since 1977; and,
- CUPE has lost locals by not addressing this issue; and,
- Many locals are forced to pay for full-time officers, business agents, specialty staff, and administrative staff to address their servicing needs; and,
- Locals across the country now seek specialty support outside CUPE at a considerable cost to the local; and,
- Locals are no longer able to contact specialty Representatives directly, thereby creating lengthy and cumbersome bureaucratic delays; and,
- CUPE members expect, and deserve, a consistent level of servicing for the per capita they pay.

*Convention decision* \_\_\_\_\_

**ARTICLES VII & XI**

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**Constitutional Amendment No. C10  
Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Add three additional Diversity Vice-President positions to the National Executive Board by amending the National Constitution as follows:

Amend Article 7.2 (a)

- a) The members of the National Executive Board are elected by majority vote at Convention. The members of the Board are: the National President, the National Secretary-Treasurer, five General Vice-Presidents; fourteen Regional Vice-Presidents and ~~two~~ **four** Diversity Vice-Presidents.

Amend Article 7.2 (d)

d) The Diversity Vice-Presidents represent the following members:

|  |          |
|--|----------|
| Indigenous Workers .....               | 1        |
| Racialized Workers .....               | 1        |
| <b>2SLGBTQ Workers .....</b>           | <b>1</b> |
| <b>Workers with Disabilities .....</b> | <b>1</b> |

Add new 11.9 (c)

11.9 Vacancy on National Executive Board

- c) ~~Two~~ **Four alternate Diversity Vice-Presidents are elected at Convention. If an office of Diversity Vice-President becomes permanently vacant, the alternate Diversity Vice-President will fill the office for the rest of the term.**

BECAUSE:

- The culture in CUPE needs to change to reflect the increasingly progressive culture of our communities;
- We will be a more effective union when we include diverse perspectives in the highest level of decision-making;
- CUPE's leadership should reflect the diversity of our membership; and
- CUPE's commitment to equality must be evident in its structures.

*Convention decision* \_\_\_\_\_

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

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CUPE NATIONAL WILL:

Add four additional Diversity Vice-President positions to the National Executive Board by amending the National Constitution as follows:

Amend 7.2 (a)

- a) The members of the National Executive Board are elected by majority vote at Convention. The members of the Board are: the National President, the National Secretary-Treasurer, five General Vice-Presidents; fourteen Regional Vice-Presidents and ~~two~~ six Diversity Vice-Presidents.

Add new 7.2 (d)

- d) The Diversity Vice-Presidents represent the following members:

|                                 |   |
|---------------------------------|---|
| Indigenous Workers .....        | 1 |
| LGBTQ2+ Workers .....           | 1 |
| Racialized Workers .....        | 1 |
| Women .....                     | 1 |
| Workers with Disabilities ..... | 1 |
| Young Workers .....             | 1 |

Amend 11.9 (c)

11.9 Vacancy on National Executive Board

- c) ~~Two~~ Six alternate Diversity Vice-Presidents are elected at Convention. If an office of Diversity Vice-President becomes permanently vacant, the alternate Diversity Vice-President will fill the office for the rest of the term.

Add new 11.9 (d)

- d) Only members who self-identify as part of the represented community, and who fulfill the requirements of Article 6.8, are eligible for election to the office of Diversity Vice- President. A Diversity Vice-President who ceases to meet these requirements cannot continue in office.

BECAUSE:

- CUPE's leadership should reflect the diversity of our members; and
- We will be a stronger and more effective union when we include the perspective of equity-seeking groups in decision-making at the highest level of our union; and
- Under the current structure, there are voices and view missing around the table; and
- In many regions, members have added Equity Representation for groups of members who are historically absent or underrepresented to strengthen their leadership in their region, and those benefits need to be enjoyed by CUPE National; and
- CUPE's commitment to diversity and equality must be evident in its structures.

*Convention decision* \_\_\_\_\_

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**Constitutional Amendment No. C12  
Submitted by CUPE Metropolitan Vancouver District Council (B.C.)**

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CUPE NATIONAL WILL:

Add three additional Diversity Vice-Presidents to the National Executive Board by amending the National Constitution as follows:

Amend Article 7.2 (a)

- a) The members of the National Executive Board are: the National President, the National Secretary-

Treasurer, five General Vice-Presidents; fourteen Regional Vice-Presidents and ~~two~~ five Diversity Vice-Presidents.

Amend article 7.2 (d)

d) The Diversity Vice-Presidents represent the following members:

|                                 |   |
|---------------------------------|---|
| Indigenous Workers .....        | 1 |
| Racialized Workers .....        | 1 |
| 2SLGBTQ+ Workers.....           | 1 |
| Workers with Disabilities ..... | 1 |
| Women.....                      | 1 |

Add new 11.9 (c)

11.9 Vacancy on National Executive Board

c) Five alternate Diversity Vice-Presidents are elected at Convention. If an office of Diversity Vice-President becomes permanently vacant, the alternate Diversity Vice-President will fill the office for the rest of the term.

BECAUSE:

- The culture in CUPE needs to change to reflect the increasingly progressive culture of our communities; and
- We will be a more effective union when we include diverse perspectives in the highest level of decision-making; and
- CUPE’s leadership should reflect the diversity of our membership; and
- CUPE’s commitment to equality must be evident in its structures.

Convention decision \_\_\_\_\_

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**Constitutional Amendment No. C13**  
**Submitted by CUPE Nova Scotia and Locals 8920 (N.S.) and 2348 (Man.)**

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CUPE NATIONAL WILL:

Add three additional Diversity Vice-President positions to the National Executive Board by amending the National Constitution as follows:

Amend 7.2 (a)

a) The members of the National Executive Board are elected by majority vote at Convention. The

members of the Board are: the National President, the National Secretary-Treasurer, five General Vice-Presidents; fourteen Regional Vice-Presidents and ~~two~~ **five** Diversity Vice-Presidents.

Amend 7.2 (d)

d) The Diversity Vice-Presidents represent the following members:

|  |          |
|--|----------|
| Indigenous Workers .....               | 1        |
| <b>LGBTQ2+ Workers</b> .....           | <b>1</b> |
| Racialized Workers.....                | 1        |
| <b>Women</b> .....                     | <b>1</b> |
| <b>Workers with Disabilities</b> ..... | <b>1</b> |

Amend 11.10 (c)

11.10 Vacancy on National Executive Board

c) ~~Two~~ **Five** alternate Diversity Vice-Presidents are elected at Convention. If an office of Diversity Vice-President becomes permanently vacant, the alternate Diversity Vice-President will fill the office for the rest of the term.

BECAUSE:

- CUPE’s leadership should reflect the diversity of our membership; and
- We will be a stronger and more effective union when we include the perspective of equity-seeking groups in decision-making at the highest level of our union; and
- Under the current structure, there are voices and views missing around the table; and
- CUPE’s commitment to diversity and equality must be evident in its structures.

Convention decision \_\_\_\_\_

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**Constitutional Amendment No. C14**  
**Submitted by Local 2191 (Ont.)**

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CUPE NATIONAL WILL:

Add three additional Diversity Vice-Presidents to the National Executive Board by amending the National Constitution as follows:

Amend 7.2 (a)

a) The members of the National Executive Board are: the National President, the National Secretary-Treasurer, five General Vice-Presidents; fourteen Regional Vice-Presidents and ~~two~~ **five** Diversity Vice-Presidents.

Amend 7.2 (d)

d) The Diversity Vice-Presidents represent the following members:

|                                |   |
|--------------------------------|---|
| Indigenous Workers.....        | 1 |
| Racialized Workers .....       | 1 |
| 2SLGBTQ+ Workers.....          | 1 |
| Workers with Disabilities..... | 1 |
| Women.....                     | 1 |

Amend 11.10 (c)

11.10 Vacancy on National Executive Board

c) ~~Two~~ **Five** alternate Diversity Vice-Presidents are elected at Convention. If an office of Diversity Vice-President becomes permanently vacant, the alternate Diversity Vice-President will fill the office for the rest of the term.

BECAUSE:

- The culture in CUPE needs to change to reflect the increasingly progressive culture of our communities; and
- We will be a more effective union when we include diverse perspectives in the highest level of decision-making; and
- CUPE’s leadership should reflect the diversity of our membership; and
- CUPE’s commitment to equality must be evident in its structures.

*Convention decision* \_\_\_\_\_

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**Constitutional Amendment No. C15**  
**Submitted by CUPE Vancouver Island District Council**  
**(B.C.) and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

Add three additional Diversity Vice-President positions to the National Executive Board by amending the National Constitution as follows:

Amend 7.2 (a)

a) The members of the National Executive Board are elected by majority vote at Convention. The members of the Board are: the National President, the National Secretary-Treasurer, five General Vice-Presidents; fourteen Regional Vice-Presidents and ~~two~~ **five** Diversity Vice-Presidents.

Add new 7.2 (d)

d) **The Diversity Vice-Presidents represent the following members:**

|                                       |          |
|---------------------------------------|----------|
| <b>Indigenous Workers .....</b>       | <b>1</b> |
| <b>2SLGBTQ+ Workers.....</b>          | <b>1</b> |
| <b>Racialized Workers.....</b>        | <b>1</b> |
| <b>Women.....</b>                     | <b>1</b> |
| <b>Workers with Disabilities.....</b> | <b>1</b> |

Add new 11.1 (d)

d) **Only members who self-identify as part of the represented community, and who fulfill the requirements of Article 6.8, are eligible for election to the office of Diversity Vice-President. A Diversity Vice-President who ceases to meet these requirements cannot continue in office.**

Amend 11.9 (c)

11.9 Vacancy on National Executive Board

c) ~~Two~~ **Five** alternate Diversity Vice-Presidents are elected at Convention. If an office of Diversity Vice-President becomes permanently vacant, the alternate Diversity Vice-President will fill the office for the rest of the term.

BECAUSE:

- CUPE’s leadership should reflect the diversity of our membership; and
- We will be a stronger and more effective union when we include the perspective of equity-seeking groups in decision-making at the highest level of our union; and
- Under the current structure, there are voices and views missing around the table; and
- CUPE’s commitment to diversity and equality must be evident in its structures.

*Convention decision* \_\_\_\_\_

## ARTICLE XI

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### Constitutional Amendment No. C16 Submitted by CUPE Vancouver Island District Council (B.C.) and Local 951 (B.C.)

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CUPE NATIONAL WILL:

Amend Article 11.6 of the Constitution to read:

#### 11.6 Oath of Nomination and Office

b) A candidate who is elected to office must come forward to the podium and clearly and audibly take this oath:

"I, \_\_\_\_\_, promise to perform the duties of my office, as set out in the Constitution and laws of the Canadian Union of Public Employees, faithfully and to the best of my ability for my term of office. As an Officer of the Union, I will always promote the harmony and dignity of its sessions by counsel and example. **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 four months or shortly thereafter.** I also promise to turn over all property of the Union to my successor at the end of my term."

BECAUSE:

- CUPE women and women-identified members experience sexual harassment and violence within the union, in high numbers, despite the Code of conduct, equality education and other measures.
- Lack of safety means women (68 per cent of the membership) cannot fully participate, weakening the union.
- Elected leaders set the tone of our Union, demonstrating appropriate behavior to other members; this training program would demonstrate leadership and model behavior that keeps our members safe.
- Women with disabilities, and LGBTQ2+, racialized and Indigenous women face additional harassment and violence.

*Convention decision* \_\_\_\_\_

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### Constitutional Amendment No. C17 Submitted by CUPE British Columbia

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CUPE NATIONAL WILL:

Amend the Oath of Nomination in Article 11.6 and Oath of Membership in Appendix B.8.4 to remove the term "obey", as follows:

#### 11.6 Oath of Nomination and Office

- a) A candidate who accepts nomination for election must clearly and audibly take this oath: "I promise to support and ~~obey~~ **comply with** the Constitution, goals, principles and policies of the Canadian Union of Public Employees."

#### B.8.4 Oath of Membership

New members will take this oath:

"I promise to support and ~~obey~~ **comply with** the Constitution of this Union, to work to improve the economic and social conditions of other members and other workers, to defend and work to improve the democratic rights and liberties of workers and that I will not purposely or knowingly harm or assist in harming another member of the Union."

BECAUSE:

- A commitment to "obey" is oppressive, regressive and may trigger members.
- A change to more neutral language is a positive step forward and is inclusive to all members.
- Words matter, and a change from "obey" to "abide by" preserves the commitment to the constitution while limiting negative impact on members and accommodating them.
- A move toward more neutral language also keeps the oath of office relevant and up to date, so that it is relatable to and resonates with all members.

*Convention decision* \_\_\_\_\_

## ARTICLE XIV

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**Constitutional Amendment No. C18**  
**Submitted by Locals 37 and 38 (Alta.)**

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CUPE NATIONAL WILL:

Amend Article 14.1 (d) of the National Constitution to read:

- Each Local or Provincial Union will pay a monthly per capita tax on behalf of all workers, including Rand formula payees, of .85% of the Local or Provincial union's average regular monthly wages. The per capita tax will be paid no later than the last day of the following month. **Effective January 1, 2022, all Locals certified with the Alberta Labour Relations Board shall be rebated .05% of the per capita tax paid to the National Union. The rebate shall expire on January 1, 2025.**

BECAUSE:

- Bill 32 entitled "Restoring Balance in Alberta's Workplaces" now requires that all locals obtain the expressed opt-in from every individual member to participate in central labour bodies, such as, Labour Councils, the Division and Federation of Labour; and,
- Bill 32 requires all locals to obtain the expressed opt-in from every individual member to participate in any social cause or charity; and,
- Bill 32 requires all locals to obtain the expressed opt-in from every individual member to participate to engage in any campaign or engage in political action; and,
- If the locals fail to get a member's agreement, the local must reduce the individual members' dues accordingly. This creates an inevitable situation of two-tiered dues becoming established in the Local. CUPE has a strong policy opposing two-tiered contracts so it must be opposed to two-tiered dues; and,
- Each central labour body and CUPE National still require full dues to be paid to their organization, thereby downloading the entire cost of the two-tiered dues onto the individual local; and,
- CUPE National has committed to taking every measure possible to aid and assist locals in Alberta while Bill 32 is being challenged in the courts, up to and including the Supreme Court of Canada; and,

- A Supreme Court challenge will likely take at least three years to conclude.

*Convention decision* \_\_\_\_\_

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**Constitutional Amendment No. C19**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

Amend Article 14.7 (a), of the National Constitution by adding the sentence: The National Union will pay all cost associated with first collective agreement bargaining and the establishment of a new local union.

BECAUSE:

- The National Executive Board promotes organizing and growth in the Union.
- Costs associated with first collective bargaining and the establishment of a new local can be a burden to the parent local.
- The membership may not accept the financial cost to assist a new local to become self-sufficient.

*Convention decision* \_\_\_\_\_

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**Constitutional Amendment No. C20**  
**Submitted by CUPE British Columbia and Local 1936 (B.C.)**

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CUPE NATIONAL WILL:

Amend Article 14.7 of the National Constitution as follows:

14.7 Promoting Organizing

- c) **The National Union will pay all costs associated with first collective agreement bargaining and the establishment of a newly organized bargaining unit.**

BECAUSE:

- The National Executive Board promotes organizing and growth in the Union.
- Costs associated with first collective bargaining and the establishment of a new local can be a burden to the parent local.



- The membership may not accept the financial cost to assist a new local to become self-sufficient.

*Convention decision* \_\_\_\_\_

## APPENDIX B

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### **Constitutional Amendment No. C21 Submitted by the National Executive Board**

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CUPE NATIONAL WILL:

Amend the following clause to read:

#### B.4.4 Expenditures

Funds can only be spent for the valid purposes of the Local Union and as permitted in the bylaws or as approved by a majority vote at a regular or special membership meeting. The funds cannot be divided among individual members. A petty cash fund may be set up, if approved by a majority vote at a regular membership meeting. The petty cash fund may be used to pay small expenses. All other expenses must be paid by cheque **or recognized electronic payments approved signed** by the Secretary-Treasurer and the President or another signing officer.

BECAUSE:

- The actual clause doesn't reflect the electronic online payment transfers that are being used by chartered organizations;
- These electronic online payment transfers are safe and offer back up electronic proof of payments for any disbursement.

*Convention decision* \_\_\_\_\_

## APPENDIX E

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### **Constitutional Amendment No. C22 Submitted by CUPE Ontario**

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CUPE NATIONAL WILL:

CUPE National will amend its Constitution Appendix "E" – Code of Conduct, to extend the Code of Conduct to cover all CUPE chartered organizations and members as per the proposed amendments as follows:

APPENDIX E – APPLICABLE TO ALL EVENTS ORGANIZED BY CUPE NATIONAL and all bodies of CUPE as per Articles 3 and 4 of this Constitution

### CODE OF CONDUCT

The mandate of our union, the Canadian Union of Public Employees (CUPE), is to organize and defend workers and to promote economic and social justice for our members and for all workers. In carrying out our work, we in CUPE strive to promote our core values which include the principles of solidarity, equality, democracy, integrity, and respect. We are committed to mobilizing our energy and skills to work together to promote these values and to attain these goals in our union, our communities, and globally.

CUPE is committed at all levels to creating a union which is inclusive, welcoming, and free from harassment, discrimination and all types of bullying and intimidation. CUPE needs to ensure that we provide a safe environment for members, staff and elected officers to carry out our work. CUPE's expectation is that mutual respect, understanding and co-operation will be the basis of all our interaction.

The Code of Conduct sets out standards of behaviour for participants at national convention, national conferences, schools, meetings, and all other events organized by CUPE National. It is also applicable to structures of CUPE – locals, Provincial and Service Divisions, District Councils, Provincial Unions, Councils of Unions, Provincial Councils of Unions and Provincial Sectoral Groups. It is consistent with the expectations outlined in the Equality Statement and the CUPE National Constitution.

This Code of Conduct is intended to deal with complaints of inappropriate behaviour at events organized by CUPE National and at events, meetings and activities by other parts of CUPE referenced above. It does not apply to complaints arising in the workplace, as those are dealt with through the grievance procedure and/or the applicable workplace harassment policy.

As CUPE members, staff, and elected officers, we commit to one another and to the union to be governed by the principles of the Code of Conduct and agree to:

- Abide by the provisions of the Equality Statement.
- Respect the views of others, even when we disagree.
- Recognize and value individual differences.
- Communicate openly.
- Support and encourage each other.

- Make sure that we do not harass or discriminate against each other.
- Commit to not engaging in offensive comment or conduct.
- Make sure that we do not act in ways that are aggressive, bullying, or intimidating.
- Take responsibility for not engaging in inappropriate behaviour due to ~~abuse~~ use of alcohol or other drugs while participating in union activities, including social events.

Harassment is objectionable behaviour which may include actions, language, gestures, and/or written material, and which the harasser knows or ought reasonably to know is abusive and unwelcome. Bullying is a form of harassment which is serious ongoing behaviour which targets an individual or group and which threatens that person or persons' mental and/or physical well-being.

A complaint regarding the Code of Conduct will be handled as follows:

1. If possible, a member may attempt to deal directly with the person alleged to have engaged in behaviour contrary to the Code, by asking ~~him/her~~ them to stop such behaviour. If that is not possible, or if it does not resolve the problem, a member may bring forward a complaint.
2. At national convention, national conferences, schools, meetings, and all other events organized by CUPE National, a complaint shall be brought to the attention of an ombudsperson.
3. At a meeting, event, or activity held by a structure of CUPE, should an ombudsperson be available, the same process would be used. Should an Ombudsperson not be available, a person properly appointed and designated to be in charge shall receive the complaint.
4. If the complaint involves a national staff member, it shall be referred to the appropriate director for investigation and the complaint shall be dealt with in accordance with the applicable staff collective agreement. If the complaint involves a staff member employed by another part of CUPE, the person responsible for their employment will be the one to whom a complaint is referred and the relevant collective agreement, should it exist, would be applicable.
5. Once a complaint is received where an ombudsperson is being used, the ombudsperson will work to seek a resolution.
6. If this fails to resolve the matter, the ombudsperson shall report the matter to the person in charge, who shall determine whether there is need to remove the member. The person in charge has the authority to expel members from the event for serious or persistent offenses.
7. At CUPE National events where an ombudsperson is not available, a person properly appointed and designated to be in charge shall receive the complaint. Depending on the nature of the problem, the person in charge may attempt to resolve it through conflict resolution. If this fails to resolve the matter, the person in charge shall determine whether there is a need to remove the member. The person in charge has the authority to expel members from the event for serious or persistent offenses. The same process is to be used for other parts of CUPE where an Ombudsperson is not available.
8. For National events, if the person in charge is a party to the complaint, the director or designate shall assume that role. For all other parts of CUPE, an alternate will be designated to assume the role.
9. In a case where a member has been expelled from a National event, the National President shall receive a report on the matter. For all other structures of CUPE the presiding officer shall receive a report on the matter.
10. For events organized by CUPE National, the National President shall determine if further remedial action is appropriate, including restricting a member's participation in future events organized by CUPE National. A similar process may be applicable to the other parts of CUPE, done in consultation with the National President.

This Code of Conduct is designed to create a safe, respectful and supportive environment within all parts of CUPE. It is meant to enhance the rights and obligations outlined in the CUPE National Constitution, the Equality Statement, and applicable human rights legislation, not replace them.

All chartered organizations are subject to this Code of Conduct, to apply to conventions, conferences, schools and meetings which they organize.

BECAUSE:

- Delegates at the 2021 CUPE Ontario Convention passed a resolution calling on our region to put forward this amendment in light of the ongoing evolution of changes being made in our union recognizing a long and often unspoken about culture of discrimination, harassment and sexual harassment between members, not only at events organized by CUPE, but in all of the various chartered organization of our union.

*Convention decision* \_\_\_\_\_

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**Constitutional Amendment No. C23  
Submitted by CUPE British Columbia and Local 1936  
(B.C.)**

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CUPE NATIONAL WILL:

Develop a Code of Conduct applicable to all chartered organizations to be presented for adoption as a constitutional amendment at the 2023 CUPE National Convention.

BECAUSE:

- While the Equality Statement found in Appendix D of the National Constitution must be adopted by CUPE organizations, the Code of Conduct has no such requirement and therefore chartered organizations are left to either create their own codes of conduct or not have such protections for members attending their events; and
- Local Unions have access to the trial procedure, enabling them to deal with adverse behaviour, but Provincial Divisions, District Councils, Service Divisions, Provincial Unions, Provincial Councils of Unions, Councils of Unions and Provincial Sectoral Groups do not have a trial procedure; and
- This will ensure the safety of those attending their events and hold those who would misbehave accountable.

*Convention decision* \_\_\_\_\_

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**Constitutional Amendment No. C24  
Submitted by Vancouver Island District Council (B.C.)**

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CUPE NATIONAL WILL:

Amend the Constitution to **adapt** the Code of Conduct to local unions and make it mandatory in local bylaws.

BECAUSE:

- There needs to be a way to embed the Code of Conduct into functions or meetings outside of CUPE National such as at the local or division level;
- Enshrining the language will create the dialogue of how to behave while representing members and our locals.

*Convention decision* \_\_\_\_\_

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**Constitutional Amendment No. C25  
Submitted by Local 951 (B.C.)**

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CUPE NATIONAL WILL:

Amend the Constitution to **adopt** the Code of Conduct to local unions and make it mandatory in local bylaws.

BECAUSE:

- There needs to be a way to embed the Code of Conduct into functions or meetings outside of CUPE National such as at the local or division level;
- Enshrining the language will create the dialogue of how to behave while representing members and our locals.

*Convention decision* \_\_\_\_\_

**APPENDIX F**

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**Constitutional Amendment No. C26  
Submitted by Local 4400 (Ont.)**

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CUPE NATIONAL WILL:

- Amend Article B.11.5 of Bylaw B.XI in Appendix B to the National Constitution to provide that the standard of review on appeals from a decision of a Local Trial Committee concerning the conduct or outcome of Local elections shall be the reasonableness standard.

BECAUSE:

- Local unions have the responsibility and authority to govern their affairs in accordance with the National Constitution and Bylaws.
- Local autonomy is a fundamental principle of the National Constitution.

- Unnecessary appeals interfere with the orderly, efficient and effective administration of Local Unions.
- The administration of Local affairs should not be subject to external review except in circumstances where a decision is unreasonable, which is the same standard of review of an arbitrator under a collective agreement.

*Convention decision* \_\_\_\_\_

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**Constitutional Amendment No. C27**  
**Submitted by CUPE Ontario**

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CUPE NATIONAL WILL:

Amend its Constitution to ensure that representatives of Provincial Councils of Unions, and Councils of Unions, as per Article 4.5 and Article 4.6 of the National Constitution, are covered by and have the protection of, the Trial Procedure, as in the following amendments below:

B.XI Trial Procedure (in force starting June 1, 2020)

B.11.2 Application

The Trial Procedure is found at Appendix “F” to this Constitution and will apply to Local Unions, ~~and~~ Airline Division Components, Provincial Councils of Unions, and Councils of Unions. For purposes of the Trial Procedure, the term Local Union will include Airline Division Components, Provincial Councils of Unions, and Councils of Unions.

BECAUSE:

- Delegates to the Ontario School Boards Bargaining Council brought a resolution to the 2021 CUPE Ontario Convention, calling on our region to submit this amendment, which would ensure that protection for elected representatives of bargaining councils, which does not exist today, would be inserted into our Constitution.

*Convention decision* \_\_\_\_\_

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**Constitutional Amendment No. C28**  
**Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

Amend Appendix F.3(a) Trial Procedure as follows:

- a) The National President will appoint an Investigator to review the complaint and determine whether it **meets the requirements set out in F.2, and if sufficient evidence exists to establish an offence.** The Investigator will report their findings and recommendations to the National President, the complainant and the respondent within 30 days of appointment.
- b) The Investigator will meet with the complainant and respondent either in person or through teleconference.
- c) The complainant may appeal a finding that there is not sufficient evidence to establish an offence case within 14 days of receipt. The National President upon receipt of an appeal will appoint three members of the National Executive Board within 14 days of receipt to hear the appeal and render a decision as soon as possible.

BECAUSE:

- This will provide clarity for complainants, respondents and investigators, and re-enforces the principles of “Natural Justice” and procedural fairness.

*Convention decision* \_\_\_\_\_

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**Constitutional Amendment No. C29**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Amend Appendix F, Section F.5(d) by deleting the last sentence and replacing it with the following:  
 “The cost of the trial will be borne by CUPE National.”
2. Amend Appendix F Section F.5(e) by deleting the Section and replacing it with the following:  
 “All costs of the trial process shall be borne by CUPE National.”

BECAUSE:

- CUPE National controls the process, it should cover the cost of the process out of per capita dues payments.

*Convention decision* \_\_\_\_\_

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**Constitutional Amendment No. C30  
Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

Amend Appendix F.4(c) Trial Procedure as follows:

- a) The National Executive Board, upon recommendation of the National President, will appoint members from each region to serve as Trial Panelists for their respective regions.
- b) Where sufficient evidence exists to establish an offence, and the matter has not been settled through mediation, the National President will appoint three members of the Regional Trial Panel to serve as the Trial Committee. If the complainant or respondent objects with valid reasons to the appointment of a member to the Trial Committee, the National President may appoint another member.
- c) Members who have a complaint limited to alleging harassment or discrimination ~~a violation of as defined in~~ Section F.1(m) may opt to use an alternate process adopted by the National Executive Board.
- d) If a complaint or complaints charge two or more accused with an offence or offences based on facts, issues or circumstances that are similar or related, as determined by the National President, one Trial Committee will be selected to hear and decide the complaint or complaints.
- e) The National President will assign a National Representative to provide support, advice and guidance concerning procedural matters to the Trial Committee.

BECAUSE:

- This will provide clarity and ensure the use of the alternate process option is consistent with the purpose and intentions of the National Executive Board, and the Trial Handbook.

*Convention decision* \_\_\_\_\_

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**Constitutional Amendment No. C31  
Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Amend Appendix F, Section F.2(a) by deleting “Recording Secretary of the Local Union” and replacing it with the following:

“The National President with a copy to the Recording Secretary of the Local Union who shall send it to the Respondent by registered mail within ten (10) days of receiving it”.

2. Amend Appendix F, Section F.2 by deleting F.2(b) and F.2(c).

BECAUSE:

- The current practice raises a potential conflict of interest particularly where the complainant or the respondent is a Local Union Officer.

*Convention decision* \_\_\_\_\_

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**Constitutional Amendment No. C32  
Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

Amend Appendix F, Trial Procedure, Purpose, the second sentence to read as follows:

“The Trial Procedure is not to be used for political purposes, including but not limited to retaliation or reprisal, or to resolve interpersonal conflict which does not have a foundation in one of the enumerated offences outlined in Section F. 1.”

BECAUSE:

- Currently the process is being used by defeated candidates as retaliation or reprisals for election losses.

*Convention decision* \_\_\_\_\_

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**Constitutional Amendment No. C33**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Amend Appendix F, Section F. 2(a) by adding thereto the following:

“Whether they wish to utilize the alternate process adopted by the National Executive Board”

2. Amend Appendix F, Section F.4. by deleting the section and replacing it with the following:

“A member who has a complaint alleging a violation of Section F.1(m) may use the alternate process provided by the National Executive Board provided the member expressed a desire to do so when filing their complaint with the National President.”

BECAUSE:

- The two (2) processes are significantly different. A member should not part way through the process be permitted to move between processes because of convenience or a sudden realization that one process may be more favourable than the other. Indeed, it is not difficult to speculate that a member initially opting for the trial process upon discovering that witnesses are not willing to testify, will change their position and opt for the alternate process where it is possible for the Adjudicator to dispose of a dispute without the need for witnesses to testify.

*Convention decision* \_\_\_\_\_

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**Constitutional Amendment No. C34**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

Amend Appendix F, Section F.2 by addition to the section the following:

“A respondent may within fifteen (15) days of receipt of a complaint file a complaint against the complainant. Any complaint filed within the fifteen (15) day period shall be deemed timely and shall be consolidated and processed with the original complaint.”

BECAUSE:

- Complainants wait until the last minute to file in order to ensure that a response on the form of a counterclaim by a respondent is untimely.

*Convention decision* \_\_\_\_\_

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**Constitutional Amendment No. C35**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

Amend Appendix F, Section F.2 by deleting Section F.4(a) and replacing it with the following:

“Where sufficient evidence exists to establish an offence, and the matter has not been settled through mediation the complaint shall be placed before a Trial Committee comprised of three (3) members of the Regional Trial Panel agreed to by the Complainant and the Respondent. Where the Complainant and Respondent are unable to reach agreement on the members of the Trial Committee, the National President shall have the authority to make the final determination. If the Complainant or the Respondent objects to the appointment of a member of the Trial Committee, the National President may appoint another member.”

BECAUSE:

- Agreement on the adjudicators provides legitimacy to the process and enhances acceptance of the outcome.

*Convention decision* \_\_\_\_\_

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**Constitutional Amendment No. C36**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

Amend Appendix F, Section F.2. by deleting the section and replacing it with the following:

“The complaint will be sent within 60 days after the complainant became aware of the offence. Additionally, where a complainant files a complaint following disclosure of a prior complaint covering the same or substantially the same subject matter, the complainant shall be deemed to have become aware of the offence

on the same day as the prior complainant became aware of the offence.”

BECAUSE:

- Multi complainants are circumventing the sixty (60) daytime limit by feigning ignorance or by claiming that they had no knowledge of an offence prior to disclosure of a prior complaint touching on the same or substantially the same subject matter. No member or officer should be subjected to multiple complaints concerning the same or substantially the same subject matter.

*Convention decision* \_\_\_\_\_







# Resolutions



## ANTI-PRIVATIZATION

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### Resolution No. 1

Submitted by CUPE Quebec

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CUPE NATIONAL WILL:

1. Pressure the federal government to prohibit the practice of sending jobs abroad unless there is a labour shortage in Canada, which has been confirmed by a study from a Ministry of Labour or from Employment and Social Development Canada.
2. Encourage all elected officials to exert the same type of pressure on provincial governments to avoid the dislocation of jobs brought about by the Internet and other technologies that allow for remote working.

BECAUSE:

- Close to 40% of Canadians ended up teleworking due to the pandemic;
- The federal government and the Canada Infrastructure Bank have planned to inject more than \$8 billion in Canadian telecommunications companies in the form of subsidies and loans for the deployment of high-speed internet all across the country by 2027;
- Statistics Canada has estimated that up to 40% of Canadian jobs in administration, public services and communications can be done by teleworkers;
- The low cost of technologies that facilitate teleworking could prompt employers to relocate these jobs, as is currently being done in telecommunications.

*Convention decision* \_\_\_\_\_

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### Resolution No. 2

Submitted by the Hospital Employees' Union (B.C.)

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CUPE NATIONAL WILL:

1. Continue to financially support the BC Health Coalition (BCHC) and Canadian Doctors for Medicare (CDM) for their legal costs as they oppose efforts by Dr. Brian Day and Cambie Clinics to undermine the foundations of Medicare.

BECAUSE:

- After a decade-long legal battle, the BC Supreme Court dealt a strong blow to the efforts of Dr. Brian Day and Cambie Clinics to undermine the foundations of public health care. In September 2020, the court found that duplicate private health care would benefit the wealthy and healthy, and harm the rest of the public by undermining our public health care system. Day appealed this decision to the BC Court of Appeal. The case was heard in June 2020.
- The BCHC and CDM intervened in this case, providing important contributions to the legal arguments and in promoting public awareness of the trial, and continue to do so.
- If unsuccessful in appeal, Day is likely to seek to have the case heard in the Supreme Court of Canada, where the outcome will impact the delivery of universal public care in every province and territory. CUPE's continued support of the BCHC and CDM has been critical to our success thus far.

*Convention decision* \_\_\_\_\_

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### Resolution No. 3

Submitted by Local 998 (Man.)

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CUPE NATIONAL WILL:

- Develop resources on the impacts of privatization on Black, Indigenous and racialized workers and communities; and
- Highlight the stories of Black, Indigenous and racialized CUPE members who have experienced the consequences of privatization first-hand; and
- Ensure CUPE anti-privatization campaigns and communications are informed by the experiences of Black, Indigenous and racialized workers and communities.

BECAUSE:

- Transferring jobs from the public to private sector comes at a higher cost to Black, Indigenous and racialized workers, who are more likely to experience wage discrimination;
- Privatization exacerbates racial inequality by busting unions and driving down workers' wages and benefits;

- Accessible, high-quality public services are fundamental to equality; and
- Fighting privatization is a racial justice issue.

Convention decision \_\_\_\_\_

**Resolution No. 4  
Submitted by Local 3550 (Alta.)**

CUPE NATIONAL WILL:

- Develop a campaign and create a tool kit to build awareness around Public Education vs private or charter schools.
- Educate and mobilize divisions, locals, members and other labour organizations in support of public education.

BECAUSE:

- Private or Charter Education is tuition-based and has entrance requirements that prevents equal access.
- Public Education provides a level playing field.
- Recognize that Public Education is a basic human right to all people.
- Public services create unionized jobs with fair and equitable benefits and wages.

Convention decision \_\_\_\_\_

**Resolution No. 5  
Submitted by the Ontario Council of Hospital Unions (Ont.)**

CUPE NATIONAL WILL:

- Work with community and labour allies to campaign against Public Private Partnerships (P3s).

BECAUSE:

- P3s have driven up costs by billions of dollars through profit-taking and high borrowing costs;
- P3s enrich the already wealthy at the expense of working people;
- The extra costs of P3s means that fewer public services can be delivered;
- P3s often privatize public sector jobs to giant, transnational capitalist corporations;

- The privatized P3 jobs erode public sector bargaining units and often lead to poorly paid and precarious work; and
- P3s often break their promise of “on-time and on-budget” delivery.

Convention decision \_\_\_\_\_

**Resolution No. 6  
Submitted by Local 1983 (Qc.)**

CUPE NATIONAL WILL:

1. Fight attempts to privatize public transit systems.
2. Promote adequate public financing of public transit systems.
3. Promote public transit and encourage members and its staff to use it.

BECAUSE:

- Public transit is and will be a centrepiece of strategies adopted by all countries to fight climate change;
- Studies have shown that transit systems receiving insufficient financing are less attractive to and less effective for their ridership;
- Thousands of well-paying jobs depend on public transit systems;
- Effective public transit is one of the conditions essential for the country to resume economic activity following the COVID-19 pandemic.

Convention decision: \_\_\_\_\_

**Resolution No. 7  
Submitted by the Ontario Council of Hospital Unions (Ont.)**

CUPE NATIONAL WILL:

- Work with allies in the community and labour to campaign against private, for-profit health care clinics.

BECAUSE:

- For-profit clinics often brand themselves as “community” but are really a building block for privatization in health care;

- Public hospitals can and should establish community clinics;
- Such clinics are expanding into public hospital services, privatizing surgeries and diagnostic services;
- Such clinics fragment rather than integrate care;
- Such clinics will drive up public health care costs and divert funding into profits for the wealthy;
- Such clinics have been used as a battering ram to erode and destroy public health insurance, an outcome that will lead to the astronomical expense and inadequate coverage of American health care;
- Such clinics will remove doctors and others from public health care; and
- Such clinics divert health care expertise and resources to those who can afford to pay more.

*Convention decision* \_\_\_\_\_

## **ANTI-RACISM**

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### **Resolution No. 8**

**Submitted by CUPE Nova Scotia and Locals 8920 (N.S.), 101 (Ont.), 2191 (Ont.), and 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Build on the Canadian Labour Congress report "Islamophobia at Work: Challenges and Opportunities" by creating an outlet like a podcast series and or a video campaign that raises awareness on racism and the violent acts and impact of Islamophobia; and
2. Include CUPE members that identify as Muslim and community members from National Council for Canadian Muslims (NCCM), for their input; and
3. Continue to support and participate in NCCM 's call for actions in their fight against Islamophobia; and
4. Lobby the federal government and other levels of government to demand legislation that protects Muslim women from hate crimes; and rectify or remedy legislation and other policies and practices that perpetuate xenophobia, Islamophobia, and other forms of hatred.

BECAUSE:

- CUPE is not immune from the larger societal forces of racism, prejudice, and discrimination; and

- Intentional violence motivated by hate towards Muslim people and their Islamic faith is unacceptable; and
- There is a need to engage and educate members about the social and economic foundations of xenophobia and racism as an injury to one is an injury to all; and
- CUPE is committed to fighting against the rise of hate and white supremacy; and
- Collective action is needed to address Islamophobia in society, workplaces and in our unions; and
- Muslim women are more susceptible to hate crimes, violence and intimidation due to their intersectionality of race, gender religious beliefs and cultural practices.

*Convention decision* \_\_\_\_\_

## **CHILD CARE**

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### **Resolution No. 9**

**Submitted by CUPE Prince Edward Island, Locals 1936 (B.C.) and 1979 (Ont.)**

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CUPE NATIONAL WILL:

- Commit to work with and support Child Care Now (Child Care Advocacy Association Canada); and
- Work alongside Child Care Now to advance its blueprint, "Canada's Roadmap to Affordable Child Care for All", which sets out policy and funding goals to transform child care from a market-based patchwork into a publicly funded system; and
- Support efforts of Child Care Now to establish strong, well-organized, diverse, broad-based advocacy organizations (new Child Care Now chapters) in provinces and territories crucial for winning good federal-provincial/territorial bilateral child care agreements.

BECAUSE:

- Child Care Now has worked with allies and the trade union movement to lead the struggle for universal publicly funded and managed child care systems in this country for decades; and
- These advocacy efforts have brought about a federal commitment to act and to use its substantial spending power to convince provinces and territories to collaborate on building a Canada-wide, community-based public/non-profit systems of quality child care; and

- We must continue to work together to ensure these commitments are achieved through federal and provincial/territorial agreements that will bring about transformative change on a scale of previous generations of Canadians who built public school systems and public health care.

*Convention decision* \_\_\_\_\_

**COLLECTIVE BARGAINING**

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**Resolution No. 10**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Lobby the government for third party binding arbitration after 60 days of a lockout or strike; and
2. Work with the NDP government to expand binding arbitration by third parties for all provinces; and
3. Work with other Unions and labour bodies to campaign for binding arbitration by third parties.

BECAUSE:

- Workers could be on the picket/lock out indefinitely if Unions are not able to file for a binding arbitration after 60 days of the lock out or strike; and
- Without a binding arbitration option, small locals can be bankrupted and the pressure put on the Union for paying strike/ lock out pay to members; and
- Without binding arbitration, there is work stoppage with any recourse.

*Convention decision* \_\_\_\_\_

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**Resolution No. 11**  
**Submitted by CUPE Prince Edward Island and CUPE Metro Vancouver District Council (B.C.)**

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CUPE NATIONAL WILL:

1. Develop a (searchable, shareable) database to capture gains at the bargaining table related to infectious disease protections; and
2. Develop a (searchable, shareable) database of research and support material to support the

development and implementation of bargaining language related to infectious disease protections.

BECAUSE:

- CUPE members are on the front line of dealing with patients and the public when there is an outbreak of an illness; and
- COVID-19 has shown us that employers are not prepared to protect workers from infectious diseases; and
- The government has also failed to enforce laws that would keep workers safe from exposure to infectious diseases.

*Convention decision* \_\_\_\_\_

**CUPE GOVERNANCE**

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**Resolution No. 12**  
**Submitted by CUPE Alberta**

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CUPE NATIONAL WILL:

1. Amend the terms of reference of the National Young Workers Committee to increase the maximum age of members from 30 to 35 years of age.

BECAUSE:

- Many people do not enter the public service or become involved with their union until they are in their late 20's or early 30's.
- The average age of new hires in Canada is 37.
- Alberta is not the only provincial division that has a policy of young workers eligibility being up to 35 years old.

*Convention decision* \_\_\_\_\_

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**Resolution No. 13**  
**Submitted by Locals 1281 (Ont.), 3902 (Ont.), 3906 (Ont.) and 3908 (Ont.)**

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CUPE NATIONAL WILL:

1. Reject the inclusion of State Security Forces—both civilian and non-civilian—in the Canadian labour movement, including but not limited to the Royal Canadian Mounted Police.

2. Discontinue any current or future allocation of resources towards the unionization of State Security Forces.
3. Work to deepen the trust in CUPE National by supporting individuals affected by police/state violence, as well as movements created to address it.
4. Release a letter outlining this position as an important value to CUPE National and the Canadian Labour Movement.

BECAUSE:

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

*Convention decision* \_\_\_\_\_

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**Resolution No. 14**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Create space for, and provide staff and members from the Safer Spaces Working Group, to host virtual and in-person Safer Space Consultations in every region; and
2. Encourage divisions to promote the virtual and in-person Safer Space Consultations for locals in their region; and
3. Share the results of the National Safer Space Working Group's findings; and
4. Report to the next national convention on the uptake of each region.

BECAUSE:

- Harassment, bullying, intimidation, whether online or in person, hurts and divides us, and creating safer spaces will ensure CUPE events are upholding the values and intent of our constitution and policies; and
- We must all work together to advance the cause of all working people, and because equity workers, and women in all their diversity, are disproportionately affected by racial, ethnic, sexist, and trans/homophobic jokes and negative remarks/comments, it is important to ensure we are creating safer and more inclusive Union spaces; and
- By creating safer and more inclusive spaces, we are committing to harassment free environments that prioritize inclusion and celebrate the diversity of our Union, and the process of consulting with members allows voices to be heard and for members to be a part of the solution(s).

*Convention decision* \_\_\_\_\_

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**Resolution No. 15**  
**Submitted by Local 4400 (Ont.)**

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CUPE NATIONAL WILL:

1. Acknowledge and affirm that a Local Union cannot be compelled to affiliate with a Provincial Division, District Council, Service Division or Council of Unions.
2. Acknowledge and affirm that a Local Union cannot be compelled to contribute affiliate fees, funds per capita tax or other funding except as expressly prescribed in Article XIV of the National Constitution.

BECAUSE:

- The National Constitution prescribes how Local Union funds may be spent.
- The National Constitution prescribes which payments may be compelled from a Local Union.
- Local autonomy is a fundamental principle of the National Constitution.
- Compulsory affiliation is inconsistent with the National Constitution, the constitutionally protected right to freedom of association, and statutory rights to free collective bargaining.

- Compulsory funding requirements that are not consistent with a Local Union’s representation rights in a Council of Unions or other organization cannot be justified.

*Convention decision* \_\_\_\_\_

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**Resolution No. 16**

**Submitted by CUPE Nova Scotia, CUPE British Columbia, CUPE Metropolitan Vancouver District Council (B.C.), Locals 1936 (B.C.) and 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Ensure that the National Executive Board participates in comprehensive anti-racism, anti-oppression, anti-harassment training, Indigenous cultural safety and humility training, including strong content on sexual harassment/violence; and
2. Ensure the completion of training takes no longer than 4 months after each convention; and
3. Ensure that the training is developed by Union Education in close collaboration with national human rights committees; and
4. Provide annual reporting on training provided and attendance.

BECAUSE:

- CUPE has committed to the ongoing fight for human rights across the country and should be a leader in this fight; and
- Many CUPE members have experienced violence, harassment, and/or racism; and
- Simply stating a commitment is not enough to address inequity or combat violence and harassment - a better understanding of historic and ongoing injustices can lead to deliberate action towards removing known barriers for participation in the union; and
- Elected leaders set the tone of our Union, demonstrating appropriate behaviour to other members so this training would demonstrate leadership and model behaviours that keep our members safe; and
- Racism and oppression are systemic and CUPE's leadership does not adequately represent the diversity of its members.

*Convention decision* \_\_\_\_\_

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**Resolution No. 17**

**Submitted by CUPE Nova Scotia, Locals 8920 (N.S.), 101 (Ont.), 2191 (Ont.) and 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Support and provide resources to the National Executive Board to ensure mandatory anti-racism training from external anti-racism facilitators is provided to the National Executive Board; and
2. Ensure the National Executive Board participates in the anti-racism training within the first six (6) months of the newly elected Board's term; and
3. Ensure that the National Executive Board's anti-racism training includes a specific focus on anti-Black racism, anti-Indigenous racism, and anti-Asian racism; and
4. Report to the membership on the National Executive Board's key learnings and action points from the in-depth anti-racism training received.

BECAUSE:

- Anti-racism awareness and knowledge develops our perspectives on how we see the world and our perspective on life; and
- Education and awareness lead to action and can help our Union grow and develop into an anti-racist labour movement; and
- Anti-racism education provides an opportunity to examine and confront systemic racism within our Union; and
- Anti-racist education specifically addresses racism and confronts bias and non-bias attitudes through open discussion to hear and learn from one another; and
- CUPE leadership must take accountability in becoming aware and acknowledge the realities of racism and how it impacts Black, Indigenous, and racialized CUPE members, allies, co-conspirators, and accomplices.

*Convention decision* \_\_\_\_\_



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**Resolution No. 18**  
**Submitted by CUPE Vancouver Island District Council**  
**(B.C.) and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Establish a policy and process to address complaints and incidents of sexual harassment and violence within the union, including independent third-party investigations; and
2. Involve specialists on intersectional gender-based violence who have established similar systems in other organizations; and
3. Determine appropriate remedies in cases of sexual harassment and assault, ensuring safety within CUPE; and
4. Prioritize human rights competencies in the recruitment, hiring and training of staff, and make human rights harassment and violence a core component of the rep trainee program and annual training for all staff; and
5. Provide information on gender-based violence crisis lines and community services at all CUPE events.

BECAUSE:

- Despite the code of conduct, equality education and other measures, CUPE women and women-identified members experience high rates of sexual harassment and violence within the union; and
- Lack of safety means women (68% of our membership) cannot fully participate, weakening CUPE; and
- The ombudsperson program has neither the role nor scope to play this role, and the trial procedure is not appropriate for addressing sexual harassment and violence; and
- Sexual harassment and violence violate human rights law and may also be criminal violations; and
- Women with disabilities, and LGBTQ2+, racialized and Indigenous women face additional harassment and violence.

*Convention decision* \_\_\_\_\_

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**Resolution No. 19**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

Amend the Trial Procedure Handbook, Roles and Responsibilities, Section 6.5 by including the following:

“The Investigator shall initially determine the timeliness of the complaint and shall only initiate an investigation into the merits of the complaint if the investigator concludes the complaint is timely.”

BECAUSE:

- It is a waste of resources to investigate the merits of a complaint where the complaint is obviously untimely.

*Convention decision* \_\_\_\_\_

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**Resolution No. 20**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

Amend the Trial Procedure Handbook, Rules and Responsibilities Section 6.5 Investigator by deleting portions of bullets therein that preclude the Investigator from assessing the evidence, its correctness and accuracy and adding to the section the following:

“The Investigator shall consider the evidence in support of the complaint, assess its accuracy, credibility and probity on a balance of probabilities.”

BECAUSE:

- The current description of the Investigator’s role relegates the investigator to essentially a note taker and as currently configured, almost always results in a trial.

*Convention decision* \_\_\_\_\_

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**Resolution No. 21**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

Amend the Trial Procedure Handbook Section 7.1 Process, Appointment Mediation/Adjudication by replacing Section 1(a) with the following:

- a) Where a complainant has elected resolution of their complaint through the alternate process pursuant to Appendix F, Section F.4(c) and the matter has not been previously settled, the National President shall provide the parties with a list of Mediator/Adjudicators approved by CUPE National. The parties shall agree upon a Mediator/Adjudicator from the list provided. If unable to reach an agreement the National President shall make the appointment.

BECAUSE:

- Agreement by the parties on a Mediator/Adjudicator enhances the legitimacy of the process and acceptance of the outcome.

*Convention decision* \_\_\_\_\_

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**Resolution No. 22**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Amend the Trial Procedure Handbook, Alternate Process, 4(g) by deleting the Section and replacing it with

“All costs of the Alternate Process shall be borne by CUPE National.”

2. Amend the Trial Procedure Handbook, Alternate Process 4(f) by deleting the last sentence and replacing it with the following:

“All costs of the expedited adjudication will be borne by CUPE National.”

BECAUSE:

- CUPE National controls the process, it should cover the cost of the process out of per capita dues payments.

*Convention decision* \_\_\_\_\_

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**Resolution No. 23**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

Amend Trial Procedure Handbook, by deleting Section 4(k) and adding the following:

“The decision of the Mediator/Adjudicator may be appealed to an Appeal Panel comprised of three (3) persons appointed by the National President. The Panel members shall consist of Adjudicators with expertise in labour and/or Human Rights adjudication. An appeal must be received by the National President no later than thirty (30) days following receipt of the decision of the Mediator/Adjudicator.

Following receipt of an appeal the National President shall appoint the Appeal Panel. The Appeal Panel shall contact the Appellant and the Respondent and advise each of the Panel’s Processes and Procedures.

The Appeal Panel shall be guided by the Rule of Natural Justice, but otherwise shall have an unfettered discretion to establish rules, procedures, processes, hearing schedules and to dispose of all procedural and evidentiary issues as it sees fit.

The decision of the Appeal Panel shall be final and binding.

All costs of the Appeal Panel, including disbursements shall be paid by the National Union. The National Union following the issuance of the decision may seek reimbursement from the Appellant for all costs incurred.”

BECAUSE:

- The Mediation/Adjudication process (Alternate), contravenes many of the rules of natural justice.

*Convention decision* \_\_\_\_\_

## ENVIRONMENT

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### Resolution No. 24

Submitted by CUPE Durham Northumberland District Council (Ont.), Locals 1281 (Ont.), 3902 (Ont.), and 3908 (Ont.)

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#### CUPE NATIONAL WILL:

- Urge every local to endorse and sign on to the CUPE Climate Change Emergency Declaration.
- Reach out to engage every local in the fight for climate justice, including supporting them to win contract language on climate, establish joint workplace emissions reduction committees, and to work with employers to climate-proof their work.

#### BECAUSE:

- While the planet reels in response to the health emergency from COVID-19, we cannot lose sight of the environmental crisis. There is no vaccine for climate change. Global temperatures continue to go up, and we continue to experience an increasingly destabilized climate.
- The climate emergency is real. To ensure human survival, we must challenge the powerful corporate interests that drive the current unsustainable economic model that seeks to sabotage effective climate action. At the same time, we must show the opportunities to build prosperity and justice for all.

*Convention decision* \_\_\_\_\_

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### Resolution No. 25

Submitted by CUPE Durham Northumberland District Council (Ont.), Locals 1281 (Ont.), 3902 (Ont.) and 3908 (Ont.)

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#### CUPE NATIONAL WILL:

- Insist that the federal government meet Canada's international 2030 climate commitment to lower domestic greenhouse gas emissions (presently set at a range of a 40-45% cut compared to 2005 levels by 2030).
- Persuade the NDP to make the climate crisis a key element of its federal election platform.
- Join the Climate Emergency Unit, Pact for a New Green Deal, Youth Climate Strike and Eco-Justice,

groups that are all forcing provinces through legal action to meet their greenhouse gas emissions reduction targets.

#### BECAUSE:

- Labour must lead the just transition to a net-zero economy with abundant, good, unionized climate jobs.
- The medical journal Cardiovascular Research recently published a study stating that 10,000 people globally die each day due to air pollution from fossil fuels.
- Scientists have identified greater frequency of extreme weather events happening now (e.g., Canada's daily high temperature record was smashed in 2021 by Lytton, BC at 49.6°C, more than 4°C higher than the record that had been in place for approximately 75 years). Climate scientists have also forecast that extreme, destructive weather events will be more frequent and intense over the coming decades.

*Convention decision* \_\_\_\_\_

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### Resolution No. 26

Submitted by Locals 941 (Alta.) and 500 (Man.)

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#### CUPE NATIONAL WILL:

- Help redress the global biodiversity crisis by working with governments and all partners to give nature its space, by curbing reckless and destructive natural habitat loss due to farming, housing and industrial expansion, by curbing pollution in all forms and by opposing poaching and unsustainable hunting and fishing in all its forms.

#### BECAUSE:

- Without healthy biodiversity, there is no future for humanity on planet Earth; and
- Life on earth is facing an extinction crisis and many scientists assert that the planet's sixth mass extinction in its 4.5-billion-year history is now underway and being driven by human behaviour; and
- The number of living animals on earth has been cut in half in just the past 50 years.

*Convention decision* \_\_\_\_\_

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**Resolution No. 27**

**Submitted by CUPE Durham Northumberland District Council (Ont.), Locals 1281 (Ont.), 3902 (Ont.), and 3908 (Ont.)**

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CUPE NATIONAL WILL:

Demand an end to and oppose all subsidies provided to the fossil fuel industry that help sustain and extend its existence so that the fossil fuel industry may be phased out as quickly as possible and replaced with sources of public, clean renewable energy as drivers of Canada's economy.

BECAUSE:

- Fossil fuels (coal, crude oil, natural gas) must be phased out because when they are burned in industrial operations, home heating and cooling, transportation and other uses they emit greenhouse gases that cause climate change.
- Climate change is the planet's most serious environmental problem that is destabilizing the natural environment while threatening human civilization.
- Fossil fuels contribute to air pollution that is harmful to human health and degrades the natural environment in different ways.
- The federal government first promised in 2009 to end fossil fuel subsidies and still has not done so, despite repeated calls to stop supporting the industry that is driving the climate crisis.
- The federal government's ongoing support of the fossil fuel industry shows it is not serious about climate change and it impedes our ability to deeply cut emissions that cause climate change.
- It is hypocritical and counterproductive for the federal government to, on one hand, support oil and gas pipelines while also pledging to cut greenhouse gas emissions.
- Climate change cannot be solved while we continue to use fossil fuels.
- Fossil fuels must be eliminated to absolute zero to have any chance of solving the climate crisis.

*Convention decision* \_\_\_\_\_

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**Resolution No. 28**

**Submitted by CUPE Durham Northumberland District Council (Ont.), and Locals 3902 (Ont.), 3908 (Ont.)**

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CUPE NATIONAL WILL:

Commit to cutting operational greenhouse gas emissions to net-zero no later than 2040 to exceed the pace the federal government has set (a 2050 net-zero target) and take all steps necessary to fully quantify its operational emissions of its work and to put in place plans and procedures to measurably cut emissions to net-zero by 2040.

BECAUSE:

- CUPE like all large organizations in the public and private sectors must take the lead to become net-zero.
- CUPE must show leadership and take real action to help solve the climate crisis.
- CUPE's national environment policy calls on CUPE to take all steps to cut greenhouse gas emissions that cause climate change.
- CUPE has quantified carbon emissions at recent CUPE national conventions, which has indicated that operational procedures at this one event are not decreasing; we need to do more.
- There are no jobs on a dead planet.

*Convention decision* \_\_\_\_\_

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**Resolution No. 29**

**Submitted by CUPE Durham Northumberland District Council (Ont.), Locals 1281 (Ont.) and 3908 (Ont.)**

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CUPE NATIONAL WILL:

Demand that the federal government:

- Invest in and properly fund climate and green jobs in Canada.
- Establish a Crown Corporation mandated to overhaul and transform elements of Canada's economy toward creating jobs that reduce and eliminate greenhouse gases and improve environmental conditions, while collaborating with provinces, territories, and Indigenous communities.

- Create jobs in renewable energy, environmental improvement, research and development, building retrofits, green public and high-speed rail transportation, waste reduction, elimination and diversion, recycling, circular resource use, education, and other types of work for a new green economy.
- Hire displaced workers to perform environmental remediation and clean-up work and/or to provide ongoing pandemic-related work to support employment transition in a new green economy.
- Fund and implement publicly-provided green skills training, environmental education and job-seeking strategies in the new green economy for workers.

BECAUSE:

- Expanded public investments in a new green economy creates good jobs.
- All levels of government in Canada must lead in transforming the economy to address the climate crisis and other environmental problems, rather than permitting the private sector to take on this challenge as we know private interests do not always work for the greater good of the public.
- The climate crisis demands immediate action from all levels of government.
- Workers have contributed to Canada's prosperity for centuries and must be part of the solution to the climate crisis and must be dealt with fairly using just transition programs, if their work is lost or transformed.

*Convention decision* \_\_\_\_\_

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**Resolution No. 30**  
**Submitted by Local 3902 (Ont.)**

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CUPE NATIONAL WILL:

1. Demand that the federal government:
  - Invest in and properly fund climate and green jobs in Canada.
  - Establish a Crown Corporation mandated to overhaul and transform elements of Canada's economy toward creating jobs that reduce and eliminate greenhouse gases and improve environmental conditions, while collaborating with provinces, territories, and Indigenous communities.

- Create jobs for a new green economy, in areas such as renewable energy, environmental improvement and building retrofits.
- Hire displaced workers to perform environmental remediation and clean-up work and/or to provide ongoing pandemic-related work to support employment transition in a new green economy.
- Fund and implement green skills training, environmental education and job-seeking strategies for workers.

BECAUSE:

- Expanded public investments in a new green economy creates good jobs.
- As we know private interests do not always work for the greater good of the public, all levels of government in Canada must lead in transforming the economy to address the climate crisis and other environmental problems.
- Workers have contributed to Canada's prosperity for centuries and must be part of the solution to the climate crisis and must be dealt with fairly using just transition programs, if their work is lost or transformed.

*Convention decision* \_\_\_\_\_

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**Resolution No. 31**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Advocate for divestment of all CUPE member pension funds from fossil fuel companies. Fossil fuel companies are defined as any company whose primary business is the exploration, extraction, transportation, or distribution of fossil fuels, including all forms of coal, petroleum and natural gas.
2. Educate members about the decision to divest.

BECAUSE:

- The extraction and burning of fossil fuels are a key contributor to climate change. The overwhelming majority of scientific opinion regards climate change as a serious and potentially catastrophic threat to all living things. Climate change continues to impact our communities at home and throughout the globe with extreme temperatures,

flooding, and other adverse weather impacts. As a labour movement, we are responsible to keep in mind the world that we leave for future generations.

*Convention decision* \_\_\_\_\_

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**Resolution No. 32**  
**Submitted by Locals 8920 (N.S.) and 389 (B.C.)**

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CUPE NATIONAL WILL:

Demand that the federal government lead and encourage all levels of government to eliminate plastic waste in all its forms and from all sources, especially plastic waste from industrial fishing operations and maritime plastics debris that contribute significantly to ocean plastics pollution.

BECAUSE:

- While a lot of plastic waste comes from land sources, a significant percentage of plastic waste (approximately 25 per cent) also comes from fishing and maritime operations.
- Equal effort must be put into eliminating plastic waste from both land and maritime sources.
- Solving the plastic waste problem needs to target more than plastic straws, which the federal government has focused on disproportionately.
- The federal government must help solve the problem by funding research and development aimed at eliminating the use of plastics at their source in industrial and maritime operations.

*Convention decision* \_\_\_\_\_

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**Resolution No. 33**  
**Submitted by Local 500 (Man.)**

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CUPE NATIONAL WILL:

1. Advocate for and encourage all levels of government to create a circular economy to curb waste and promote more efficient use of natural resources.

BECAUSE:

- A circular approach builds in environmental efficiency as a core economic principle; and
- A circular economy follows nature's design for resource use and regeneration; and

- It eliminates waste by removing it as an outcome, as all resources are cycled back into the economy; and
- It reduces dependence on importing raw materials and instead promotes using local materials; and
- It helps cut greenhouse gases that cause climate change; and
- It helps provide time and space to restore and regenerate nature; and
- It cuts the use of toxic chemicals and the introduction of new toxic substances; and
- It creates green jobs.

*Convention decision* \_\_\_\_\_

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**Resolution No. 34**  
**Submitted by Locals 941 (Alta.) and 500 (Man.)**

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CUPE NATIONAL WILL:

- Demand all levels of government in Canada lead in taking all steps necessary to overcome the loss of biodiversity globally.

BECAUSE:

- Without healthy biodiversity, there is no future for humanity on planet Earth; and
- Life on earth is facing an extinction crisis and many scientists assert that the planet's sixth mass extinction in its 4.5-billion-year history is now underway and being driven by human behaviour; and
- The number of living animals on earth has been cut in half in just the past 50 years.

*Convention decision* \_\_\_\_\_

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**Resolution No. 35**  
**Submitted by Local 941 (Alta.)**

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CUPE NATIONAL WILL:

- Influence and lobby the federal government to adopt legislation that directs all forms and levels of Canadian industry to change their production and packaging practices to cut down on waste by making manufacturers responsible for the full cost of recycling/ repurposing/ disposing of all their products and packaging when they reach their end of life.

BECAUSE:

- Landfill sites across the country are overflowing with waste, single-use plastic containers and packaging.
- This would be a strong step toward enshrining extended producer responsibility into industrial practices across the country.
- Several packaging and packing systems are not using recyclable materials and the disposing of the product when it reaches end of life may not have already been pre-planned/ paid.
- Greater resource efficiency and conservation need to be built into all our industrial practices.

*Convention decision* \_\_\_\_\_

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**Resolution No. 36**  
**Submitted by CUPE Vancouver Island District Council and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

Develop an Environmental Statement to be read out at all CUPE meetings, conferences, conventions, and events and encourage locals to use the environmental statement at all their events.

BECAUSE:

- CUPE’s environmental responsibility is to challenge economic and political forces that contribute to the environmental crisis we all face, as well as to educate and encourage its members to be better environmental citizens; and
- The environment must be in the forefront of everyone’s work, for without a healthy environment, our efforts at labour relations are for naught.

*Convention decision* \_\_\_\_\_

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**Resolution No. 37**  
**Submitted by Locals 1281 (Ont.), 3902 (Ont.), and 3908 (Ont.)**

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CUPE NATIONAL WILL:

1. Take all steps in its operations and encourage all levels of government to create a net-zero economy.

BECAUSE:

- Carbon emissions from economic activity are the driving force behind the climate crisis.
- The only way to end the climate crisis is to eliminate greenhouse gas emissions to net-zero, which means either the economy produces zero emissions or meaningfully, legitimately, and fully offsets its carbon emissions so that their overall impact is zero.
- There are no jobs on a dead planet.

*Convention decision* \_\_\_\_\_

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**Resolution No. 38**  
**Submitted by CUPE Ontario and Local 2316 (Ont.)**

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CUPE NATIONAL WILL:

Create a CUPE Climate Emergency Action Plan identifying timelines, deliverables, and who is assigned.

BECAUSE:

- The climate emergency is real. To ensure human survival we must challenge the powerful corporate interests that drive the current unsustainable economic model and seek to sabotage effective climate action. At the same time, we must show the opportunities to build a truly just transition and justice for all, with an intersectional approach capturing racial and Indigenous justice.
- In order to ensure the welfare of our members and indeed our human survival we will need to challenge the powerful corporate interests that drive our current unsustainable economy and undermine effective climate action.
- CUPE members deserve protection, prosperity, justice and hope with a clear action plan.

*Convention decision* \_\_\_\_\_

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**Resolution No. 39**  
**Submitted by Local 8920 (N.S.)**

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CUPE NATIONAL WILL:

Create a program to plant and maintain at least two trees per CUPE member at either CUPE workplaces and/or at CUPE offices.

BECAUSE:

- This could be an easy way to plant more than 1 million trees across the country. Planting a tree is a strong symbol of a direct way to help mitigate climate change.
- Trees offer numerous environmental benefits, among them: helping to cool urban environments, absorb carbon dioxide, manage runoff, promote soil health, provide habitats for birds, animals and insects and other benefits.
- Trees and exposure to nature benefits human health especially mental health.

*Convention decision* \_\_\_\_\_

## HARASSMENT, BULLYING & VIOLENCE

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**Resolution No. 40**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Build awareness through the Federation of Labours and affiliated locals about the importance of bargaining collective agreement language and winning legislative protections for survivors of intimate partner violence,
2. Including dedicated paid leave for employees experiencing family or domestic violence and,
3. Negotiating workplace safety strategies, including risk assessments, safety plans; and,
4. Provisions for counselling members and referral to appropriate support services done through a woman's advocate.

BECAUSE:

- Domestic violence is widespread and reaches into the workplace, as explained by the CUPE guide "Domestic Violence and the Workplace", and marginalized women face higher rates of violence; and,
- Secure unionized jobs and access to reliable public services and affordable housing enable women to leave unhealthy and/or violent relationships.
- Women in Canada experience at least one incident of physical/sexual violence daily, every six days a woman is killed by her intimate partner and over

1600 Aboriginal women have gone missing or been murdered;

- The union's response can dismiss and re-victimize women, deterring women from even coming forward.
- Domestic violence is destructive to the physical and psychological lives of all our members.

*Convention decision* \_\_\_\_\_

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**Resolution No. 41**  
**Submitted by the Ontario Council of Hospital Unions (Ont.)**

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CUPE NATIONAL WILL:

- Recommit to fight for workplaces that have no tolerance for violence; and
- Will fully support provincial campaigns which take on the rising tide of physical, racial and sexual assault against our members.

BECAUSE:

- The numbers of workers, particularly women, who are racially abused, sexually assaulted and physically brutalized is off the charts and this is highlights a toxic work environment where violence against women and racialized workers is allowed to go unchecked; and
- If our equality work is to be meaningful it must also deal with the brutal reality of many of our members' work experience with violence.

*Convention decision* \_\_\_\_\_

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**Resolution No. 42**  
**Submitted by Locals 1870 (P.E.I.), 3912 (N.S.), 3902 (Ont.), 3906 (Ont.), 3908 (Ont.), and 4207 (Ont.)**

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CUPE NATIONAL WILL:

1. Publicly express support for and solidarity with Annette Bouzi (Algonquin College Faculty Union President) in her Human Rights complaint against her Union and call on the Ontario Public Service Employees Union (OPSEU) to actively support and protect Annette Bouzi through this complaint process.



BECAUSE:

- Her independently reviewed and substantiated complaints of harassment and discrimination in her Union have received little to no movement, support, or protection in the year since the external investigation took place;
- White supremacy and misogyny are insidious and entrenched in all our organizations and we need to confront it wherever it is found, especially in those institutions meant to protect us;
- Accountability in Union leadership is necessary for growth and change.

*Convention decision* \_\_\_\_\_

## HEALTH AND SAFETY

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### Resolution No. 43

**Submitted by CUPE Prince Edward Island**

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CUPE NATIONAL WILL:

1. Develop education and awareness material to support members' mental health and the ongoing issues related to COVID-19.
2. Lobby the federal government to implement a national mental health strategy for workplace mental health psychosocial factors related to COVID-19.

BECAUSE:

- COVID-19 has highlighted the additional mental stress workers feel because of increased work and other psychosocial hazards in the workplace.
- Many workers were not provided the resources to perform their job adequately or safely, which created additional stress
- Many members experienced and witnessed a greater amount of suffering and death during the pandemic.

*Convention decision* \_\_\_\_\_

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### Resolution No. 44

**Submitted by CUPE Prince Edward Island**

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CUPE NATIONAL WILL:

Lobby the provincial **government** to amend the Workers Compensation Acts to include incidents of workplace

related gender-based violence, domestic violence, intimate partner violence, sexual assault and sexual harassment as compensable incidents.

BECAUSE:

- Workplace violence is on the rise at an alarming rate across Canada; and sadly, most workers and employers accept that workplace violence is simply an unavoidable part of their job; and
- Health and safety and women's rights narratives are dominated by the stories of women and others facing gender-based violence, sexual harassment and sexual assault at work and in their communities; and
- Survivors of all types of workplace violence need to be protected and compensated by the Workers Compensation Act.

*Convention decision* \_\_\_\_\_

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### Resolution No. 45

**Submitted by CUPE Metro Vancouver District Council (B.C.)**

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CUPE NATIONAL WILL:

Lobby the provincial **governments** to amend the Workers Compensation **legislation** to include incidents of workplace related gender-based violence, domestic violence, intimate partner violence, sexual assault, and sexual harassment as compensable incidents.

BECAUSE:

- Workplace violence is on the rise at an alarming rate across Canada; and
- Sadly, most workers and employers accept that workplace violence is simply an unavoidable part of their job; and
- Health and safety and Women's rights narratives are dominated by the stories of women and others facing gender-based violence, sexual harassment and sexual assault at work and in their communities; and
- Survivors of all types of workplace violence need to be protected and compensated by the Workers Compensation Acts.

*Convention decision* \_\_\_\_\_

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**Resolution No. 46**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

Lobby the federal government to significantly invest in mental health support programs targeted at health care and community social service workers impacted by the COVID-19 pandemic; and ensure that these programs are responsive to the gendered and racialized composition of this workforce.

BECAUSE:

- A fourth wave of the COVID-19 health emergency has placed an enormous strain on health care and community social services workers on the front line of this pandemic.
- These workers are experiencing burnout and depression resulting from chronically high workloads, from the trauma of losing so many patient, residents, clients and co-workers to a deadly disease, and from the fear of bring the virus home to their loved ones.
- Women and racialized workers represent the majority of staff in these sectors.
- Mental health services provided for workers are inadequately resourced and difficult to access.
- A failure to address these needs will force many workers out of these sectors, compound a serious staffing crisis, and overwhelm employee disability and extended health plans.

*Convention decision* \_\_\_\_\_

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**Resolution No. 47**  
**Submitted by CUPE Prince Edward Island and CUPE Metro Vancouver District Council (B.C.)**

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CUPE NATIONAL WILL:

Produce resources on how to set up a healthy and safe workplace at home.

BECAUSE:

- Many CUPE members will be afforded the opportunity to work (at least part time) from their homes, and employers still need to ensure that workers have a healthy and safe place to work.

*Convention decision* \_\_\_\_\_

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**Resolution No. 48**  
**Submitted by CUPE Prince Edward Island**

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CUPE NATIONAL WILL:

1. Create an advocate, or peer-to-peer training program for members to help them provide “in the workplace” support and guidance for members who are exposed to violence and harassment, including domestic violence.
2. Create sample bargaining language to support achieving employer recognition and financial support for these programs.

BECAUSE:

- All victim/survivors need the support of an advocate in the workplace to successfully deal with violence or harassment.
- Victim/survivors are 5 times more likely to talk to someone they already know than their manager or HR when seeking help and often don't want to go to the employer as a first step.
- CUPE members who identify as female, LGBTQ+, or other frequently marginalized groups are at increased risk for violence and harassment.
- Recent legislative changes in the federal jurisdiction prevent reporting violence and harassment to the Joint Health and Safety Committee.
- Many other unions have this type of support program, and CUPE is lagging behind adopting one of the most powerful tools to prevent violence and harassment in the workplace.

*Convention decision* \_\_\_\_\_

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**Resolution No. 49**  
**Submitted by CUPE Prince Edward Island**

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CUPE NATIONAL WILL:

Develop bargaining language to provide prevention and supports to help protect workers from incidents of domestic violence.

BECAUSE:

- The pandemic increased the prevalence of domestic violence for CUPE members
- Work should be a safe place for people who are experiencing domestic violence.

- The CLC has partnered with other organizations and created free resources to teach employers on how to react to and prevent harm from domestic violence.

*Convention decision* \_\_\_\_\_

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**Resolution No. 50**  
**Submitted by CUPE Prince Edward Island and CUPE Metro Vancouver District Council (B.C.)**

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CUPE NATIONAL WILL:

Lobby the federal government to implement a national mental health strategy for workplace mental health psychosocial factors.

BECAUSE:

- The federal government can show leadership in amending the Canada Labour Code to recognize the importance of mental health.

*Convention decision* \_\_\_\_\_

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**Resolution No. 51**  
**Submitted by the Ontario Council of Hospital Unions (Ont.)**

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CUPE NATIONAL WILL:

- Integrate the precautionary principle into its approach to airborne viruses and the equipment needed to protect workers; and
- Advocate strongly for the necessary protective equipment for workers.

BECAUSE:

- More CUPE members have died of Covid-19 because they were inadequately protected at work than from any other previous work hazard;
- CUPE was slow to recommend the use of airborne precautions against this virus, instead it followed the lead of our provincial governments, whose advice and guidance lagged behind the science; and
- This cannot be repeated.

*Convention decision* \_\_\_\_\_

**HEALTH CARE**

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**Resolution No. 52**  
**Submitted by CUPE Quebec**

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CUPE NATIONAL WILL:

1. Demand that governments work on establishing a standing committee on the biopharmaceutical and life sciences sector to create a charter of social and civil responsibility for pharmaceutical companies, which would bring together the key actors in this industry (federal and provincial governments, the ministry of energy, pharmaceutical groups, unions, scientists, doctors, public health organizations and community health groups).
2. Demand that the government identify life science innovations, determine what the issues are and adapt the health care system for all Canadians.

BECAUSE:

- Civilian society must be front and centre during discussions on new life sciences and public health issues. Such cooperation would foster a transparent process, which would help re-establish public confidence in this industry.
- Anticipating life science changes would make it possible to measure both the importance of and the need for establishing a public and universal health care system for all Canadians and create a process of sustainable development and relevant societal responsibility.

*Convention decision:* \_\_\_\_\_

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**Resolution No. 53**  
**Submitted by CUPE Prince Edward Island, CUPE Alberta, Locals 2191 (Ont.) and 500 (Man.)**

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CUPE NATIONAL WILL:

1. Endorse the call to "Make Revera Public " by formally joining and supporting this campaign; and
2. Ensure that current Revera LTC jobs will be protected if this campaign is successful, but would become more secure, better public sector jobs; and
3. Provide specific guidance and support to CUPE members employed at Revera facilities or belonging to Local 104 who want to join this campaign.

BECAUSE:

- Revera is private LTC provider that is wholly owned by PSP Investments, the investment arm of the Federal Public Sector Pension Plan; and
- CUPE's largest local in this pension plan, Local 104, has endorsed the campaign; and
- The "Make Revera Public" campaign has attracted significant media attention and political promise; and
- The COVID-19 pandemic has further exposed that care standards in privately-owned, for-profit LTC facilities fall far short of publicly-run facilities; and
- Jobs at publicly-owned and operated LTC facilities tend to have higher wages, more benefits, better pensions, and better job security than jobs at private LTC facilities.

*Convention decision* \_\_\_\_\_

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**Resolution No. 54**  
**Submitted by CUPE Nova Scotia and Local 8920 (N.S.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government for increased funding for provinces and territories dedicated to recruitment and retention in public health care, especially frontline acute care.
2. Demand increased transparency on how new funding is spent by provinces and territories.
3. Create a public campaign that profiles and highlights the work of CUPE members in the acute care sector and their role in delivering quality care during the COVID-19 pandemic.
4. Create a public campaign for fairer compensation and improved working conditions across the acute care and health care sector broadly.

BECAUSE:

- The COVID-19 pandemic exposed and exacerbated gaps, staff shortages and failings of already-strained and significantly underfunded health care.
- The bilateral health care deals negotiated in 2017 resulted in a \$31 billion reduction in federal funding for health care over 10 years.
- The chronic underfunding of health care leads to staffing cuts, department closures, high workloads, worker burnout, overcrowding, long wait lists,

privatization, increased violence against workers, and decreased quality of care.

- Recruitment and retention are major problems in acute care.
- Creating more frontline jobs with decent wages and benefits across the acute care sector will improve working conditions, patient care, and make public health care stronger.

*Convention decision* \_\_\_\_\_

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**Resolution No. 55**  
**Submitted by CUPE Quebec**

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CUPE NATIONAL WILL :

1. Ask governments to make vaccine autonomy a priority and emphasize the importance of having effective and autonomous production infrastructures for vaccines and medication to be produced in Canada in compliance with provincial jurisdictions.
2. Ask governments to make massive investments in Canada in both R&D and life sciences products.
3. Ask governments to negotiate supply agreements with pharmaceutical companies on their territory. The negotiations shall include commitments from companies to pursue R&D and to adapt and modernize their facilities to diversify their production.

BECAUSE:

- Canadians must be able have quick access to affordable vaccines and medications in sufficient quantities produced by thousands of qualified and competent Canadian workers in compliance with very high quality standards;
- Canada must once again become a leader in R&D and the production of new vaccines and medications to confront future health crises;
- Pharmaceutical companies receiving public subsidies have a social responsibility and must be on the cutting edge of technology by getting involved in development and production.

*Convention decision* \_\_\_\_\_

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**Resolution No. 56**  
**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

1. Lobby the federal government for increased funding for public health care, especially frontline patient care in the acute sector; and
2. Demand increased transparency with respect to how new funding is spent.

BECAUSE:

- The underfunding of health care leads to staffing cuts, department closures, high workloads, overcrowding, long wait lists, privatization, increased violence against workers and decreased quality of care;
- Recruitment and retention are major problems in acute care; and
- Creating more frontline jobs across the acute care sector will improve working conditions patient care, and make our public health care system stronger.

*Convention decision* \_\_\_\_\_

**INDIGENOUS RIGHTS**

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**Resolution No. 57**  
**Submitted by CUPE Nova Scotia and Locals 8920 (N.S.), 101 (Ont.), and 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Educate members on the calls to action by the Truth and Reconciliation Commission dealing with Justice (25-31);
2. Develop resources for members to lobby all levels of government to implement the Calls to Action 25-31; and
3. Work with the Canadian Labour Congress and other like-minded institutions to achieve these goals.

BECAUSE:

- Colonialism has historically created systemic racism in our workplaces, society and institutions;
- Indigenous people are unfairly overrepresented in the criminal justice system representing 28% of all

those in federal institutions but only representing 4.1% of the Canadian population;

- The overrepresentation of Indigenous people in the criminal justice system will continue to rise rapidly without intervention; and
- The RCMP and other law enforcement agencies in Canada should be trained in cultural safety and anti-Indigenous racism.

*Convention decision* \_\_\_\_\_

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**Resolution No. 58**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Along with the National staff and regional Indigenous Councils, invite and engage Indigenous members to consult on the development of tools for CUPE locals and Divisions, including but not limited to:
  - a. A national Indigenous land acknowledgement for national events that recognizes Indigenous territories and land from coast to coast to coast, and
  - b. Meaningful provincial land acknowledgements that honour and respect the land where CUPE members work and reside, and that build in commitments to Truth & Reconciliation, and
2. Recommend that this national land acknowledgement be built into the Equality Statement at the next National Convention.

BECAUSE:

- As CUPE members and leaders, it is crucial to build collaboration and voice for Indigenous members to be apart of the work of CUPE' s Truth & Reconciliation practice; and
- The way that we honour the land and earth, regionally, should be informed by Indigenous members and leaders so that we recognize the people, land, water, and power that fuel our meetings, work, and lives in each province; and
- An informed national land acknowledgement is important for CUPE to develop as we work towards the meaningful work of Truth & Reconciliation.

*Convention decision* \_\_\_\_\_

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**Resolution No. 59**  
**Submitted by CUPE British Columbia**

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## CUPE NATIONAL WILL:

- Provide additional, updated, ongoing guidance to CUPE Locals on specific actions to support reconciliation, including recognizing intergenerational impacts of colonialism and cultural genocide, understanding the role of settler identity and responsibility and supporting the reclamation of Indigenous identity, language, culture and nationhood.
- Allocate resources necessary to hire staff of Indigenous identity to support the implementation of “Walking the Talk: A Practical Guide for Reconciliation for CUPE Locals.”
- Conduct a cultural audit of our National Union to assess and make recommendations on specific actions and measurable outcomes that can be taken to decolonize and indigenize our National Union.
- Provide all Staff with training regarding the 94 Calls to Action of the Truth and Reconciliation and how to adhere to its principles in their work.
- Report back to delegates at the next CUPE National Convention on progress made toward reaching these goals.

## BECAUSE:

- CUPE is committed to reconciliation and we have a responsibility to address past wrongs done to Indigenous peoples.
- Reconciliation is a continuous process of working toward solidarity and our work in this area will constantly evolve.
- We must continue to dismantle systemic racism and colonialism to build a respectful relationship with Indigenous peoples inside our union, across the entire labour movement, in our workplaces and in our communities.
- To be accountable in our commitment toward reconciliation for Indigenous peoples, we must commit to and report back on specific actions aimed at decolonization and indigenization within our union.

- “Reconciliation is not an Aboriginal problem – it involves all of us” (Chief Justice Murray Sinclair, 2015).

*Convention decision* \_\_\_\_\_

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**Resolution No. 60**  
**Submitted by CUPE Nova Scotia and Locals 8920 (N.S.), 101 (Ont.), 2191 (Ont.) and 2348 (Man.)**

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## CUPE NATIONAL WILL:

Work with other like-minded labour organizations (and other institutions) to demand a search and investigation of all residential schools' grounds in Canada funded by the federal government and led by Indigenous people.

## BECAUSE:

- The Indigenous survivors and families of individuals forced into the residential schools are entitled to justice;
- Former Senator, and former Chair of the Truth and Reconciliation Commission, Murray Sinclair formerly requested, and was denied, funds to investigate the deaths and disappearances of Indigenous children sent to residential schools; and
- The truth must be revealed to the whole country about the human rights violations and potential crimes against humanity that took place within the residential schools system under the care of the federal government.

*Convention decision* \_\_\_\_\_

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**Resolution No. 61**  
**Submitted by CUPE Durham Northumberland District Council (Ont.), Locals 389 (B.C.), 1281 (Ont.), 3902 (Ont.), and 3908 (Ont.)**

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## CUPE NATIONAL WILL:

- Demand that the federal government conduct one pilot project with CUPE municipal water workers to collaborate with an Indigenous community to help fix and clean up its water supply to show that safe, clean and affordable drinking water is possible in every community in the country.

BECAUSE:

- Water is necessary for human survival.
- Access to clean water, air, soil and energy are fundamental human rights.
- Environmental racism has come into sharper focus as global socio-economic inequalities have made some environmental problems worse, cascading their effects onto already disadvantaged segments of society.
- Indigenous people in Canada continue to face widespread problems with clean, public, and accessible drinking water that must be fully and finally fixed.
- CUPE supports the seven-generation principle, which is rooted in an Indigenous worldview and states that decisions that are made today must consider what is best for the next seven generations.
- As each generation advances it must continue to look seven generations ahead to ensure that a long-term sustainable and holistic view is maintained.

*Convention decision* \_\_\_\_\_

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**Resolution No. 62**  
**Submitted by CUPE Nova Scotia and the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government to:  
  
identify and close the gaps in health outcomes between Indigenous and non-Indigenous communities, publish annual progress reports, and assess long-term trends.  
  
provide sustainable funding for existing and new Indigenous healing centres to address harms caused by residential schools and colonization.
2. Urge all levels of government to increase the number of Indigenous professionals working in health care.
3. Ensure all CUPE staff, locals and members in the health sector take yearly Indigenous cultural safety, anti-oppression and anti-Indigenous racism trainings, create a database to track trainings and report back every year.
4. Call on medical and nursing schools to require all students to take courses on Indigenous health

issues, including intercultural competency, anti-oppression and anti-Indigenous racism.

BECAUSE:

- The current health of Indigenous peoples is a direct result of previous and existing Canadian government policies including residential schools and the *Indian Act*.
- More than 2,000 bodies of Indigenous children who died in residential schools have been found this year, in addition to the 3,213 children reported in the Truth and Reconciliation report.
- Indigenous peoples, like Joyce Echaquan and Brian Sinclair, experience pervasive and systemic anti-Indigenous racism in the health care system.

*Convention decision* \_\_\_\_\_

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**Resolution No. 63**  
**Submitted by Local 500 (Man.)**

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CUPE NATIONAL WILL:

1. Lobby federal, provincial, and municipal governments to ensure all Canadians have access to safe, clean, and affordable drinking water and sanitation services; and
2. Lobby federal, provincial, and municipal governments to ensure drinking water and sanitation services are publicly owned and operated; and
3. Lobby the federal government to ensure immediate plans are put in place for Indigenous communities to have access to safe, clean, and affordable drinking water and wastewater treatment facilities, including training of community members to operate and maintain these facilities.

BECAUSE:

- The United Nations has recognized access to clean water and sanitation services is a human right; and
- There are still many communities, especially Indigenous communities, that lack access to clean, safe, and affordable drinking water and sanitation; and
- The Trudeau government has broken its promise to provide Indigenous communities with safe drinking water; and

- Governments at all levels are pushing privatization of water and sanitation services through various methods, including P3 models, which we must resist.

*Convention decision* \_\_\_\_\_

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**Resolution No. 64**  
**Submitted by CUPE Nova Scotia, Locals 8920 (N.S.),**  
**2191 (Ont.), and 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Encourage all national committees to provide a seat on their committees for an Indigenous member; and
2. Develop a strategy to encourage and support Indigenous members to apply for seats on all the national committees.

BECAUSE:

- Indigenous knowledge should be incorporated throughout CUPE's National Committees and not just designated to the one council; and
- Indigenous members would encourage CUPE's National Committees to support and implement the Truth and Reconciliation Commission's Calls to Action.

*Convention decision* \_\_\_\_\_

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**Resolution No. 65**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

- Support a new campaign to ensure that indigenous communities in Canada have access to safe, clean, affordable public water.
- Work with the leaders of First Nation, Metis and Inuit, Council of Canadians and other allies in educating Canadians and protecting our water.

BECAUSE:

- For many of the half million Indigenous people in Canada, access to clean and safe drinking water is a major problem today.
- CUPE's last water campaign ended in 2015
- Public private partnerships (P-3s) are threatening local control of water systems.

- Water is essential to human life - for basic health and survival, as well as for food production, economic activities and cultural and spiritual ceremonies.

*Convention decision* \_\_\_\_\_

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**Resolution No. 66**  
**Submitted by the National Executive Board**

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CUPE NATIONAL WILL:

1. Reaffirm its commitment to truth and reconciliation.
2. Continue to fight against anti-Indigenous racism and stand up for justice for all Indigenous people.
3. Support the efforts of Indigenous communities and organizations by listening and learning, acting when called upon, and mobilizing CUPE's strong organizing power and large membership when appropriate.
4. Provide locals with CUPE guides and resources that support our union's role in and commitment to reconciliation, including prioritizing collective agreement language for Indigenous members at the bargaining table.
5. Report to National Convention on our progress on this work, including the Calls to Action of the Truth and Reconciliation Commission.

BECAUSE:

- The truth of residential schools, anti-Indigenous racism, and other injustices that Indigenous people have been subject to in Canada have to be public knowledge in order to begin the process of reconciliation;
- CUPE has a responsibility to mobilize its resources and member base to support reconciliation;
- Indigenous communities and organizations are the only ones who should be leading Indigenous movements, while allies like CUPE take direction from them on actions;
- Locals should be actively engaged in reconciliation efforts, support Indigenous members' engagement with the union and address their needs as workers.

*Convention decision* \_\_\_\_\_



## INTERNATIONAL SOLIDARITY AND MIGRANT RIGHTS

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### Resolution No. 67

Submitted by CUPE Vancouver Island District Council  
and Local 951 (B.C.)

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#### CUPE NATIONAL WILL:

- Join the Migrant Rights Network – Vaccines for All campaign: [Vaccines for All! \(migrantrights.ca\)](http://migrantrights.ca)
- Call on the federal government to:
  - Ensure full access to the COVID-19 vaccine to all migrants regardless of immigration status;
  - Make certain that the vaccine provisions must:
    - Be free of charge
    - Not require a health card or health card number
    - Be accessible
    - Not collect any ID or addresses, or information about immigration status, and develop alternative mechanisms for tracking vaccine doses
    - Health authorities must guarantee that any personal information that is collected will not be shared with immigration enforcement or police; and
    - Not be coercive or mandatory; and
  - Establish a comprehensive multi-lingual public education and outreach strategy, as well as ensuring training for healthcare providers, is created; and
  - Ensure that relevant authorities coordinate with, and take leadership from, migrant-led organizations to ensure migrants can receive the COVID-19 vaccine and testing in a safe, accessible and dignified manner, no matter where they work or live and without fear of punitive consequences agreements.

#### BECAUSE:

- Migrant and undocumented people are at the forefront of the COVID-19 crisis;
- They are often working in essential jobs that sustain our communities but have been excluded from services and protections;

- Some of the highest rates of COVID-19 infections are for migrants in congregate living and working conditions, like farms, factories, and warehouses, and those who are homeless or incarcerated;
- At the same time, many migrants in Canada don't have a health card or health coverage;
- Those who are undocumented are afraid of accessing healthcare in case their personal information is shared with federal immigration enforcement; and
- In some cases, employers have already started to threaten migrants with job loss and deportation if they aren't vaccinated.

#### Convention decision

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### Resolution No. 68

Submitted by Locals 8920 (N.S.) and 1004 (B.C.)

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#### CUPE NATIONAL WILL:

- Call on the Canadian government to reaffirm its opposition to the illegal and inhuman US economic blockade against Cuba;
- Call on the Canadian government to cooperate with Cuba to provide access to supplies needed for their vaccines;
- Continue to support our partner union in Cuba, the National Union of Public Administration Workers (SNTAP), in their defense of workers' rights and opposition to the US embargo.

#### BECAUSE:

- In June 2021, the United Nations General Assembly voted for the 29th time to condemn the US blockade, by a vote of 184 to 2;
- According to the United Nations, the 60-year blockade of Cuba has resulted in a loss of \$130 billion of economic and social development for Cuban workers and their families;
- Cuba has developed effective new vaccines that may be more appropriate for countries with limited healthcare infrastructure because they do not require storage at sub-zero temperatures;

- The illegal US trade embargo is hampering Cuba’s ability to mass-produce their vaccines for international and domestic distribution because it restricts access to necessary key ingredients and equipment.

*Convention decision* \_\_\_\_\_

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**Resolution No. 69  
Submitted by Local 1979 (Ont.)**

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CUPE NATIONAL WILL:

1. Support the Palestinian people's' right to self-determination and their demands to:
  - I. end Israel's military occupation and colonization;
  - II. grant Palestinian refugees their UN-stipulated right to return to their home and properties;
  - III. recognize full equality for Arab-Palestinian citizens of Israel;
2. Work with unions and civil society to demand the Canadian Government exert pressure on Israel to stop violating international law, end building and expanding settlements in Occupied Palestinian Territories and ethnic cleansing of Palestinians;
3. Support the Boycott, Divestment, and Sanctions (BDS) campaign until Israel abides by international law and ends its illegal occupation of Palestinian land.
4. Educate and raise awareness about the plight of Palestinian people and workers.

BECAUSE:

- Targeted Israeli bombing and destruction of civilian infrastructure in Gaza killed more than 200 and left thousands more wounded and homeless in May 2021;
- Palestinian people and workers are subject to policies of exploitation, arbitrary imprisonment, land theft, ethnic cleansing, and daily violence;
- Palestinian unions, including PGFTU, have asked us to support BDS;
- The Israeli occupation violates international law including Article 49 on the Fourth Geneva Convention;

- Key Israeli and international human rights organizations such as B'Tselem and Human Rights Watch declared Israel an Apartheid state.

*Convention decision* \_\_\_\_\_

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**Resolution No. 70  
Submitted by CUPE Metro Vancouver District Council (B.C.), Locals 8920 (N.S.), 1004 (B.C.), 1281 (Ont.), 3902 (Ont.), 3906 (Ont.), and 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Support the Palestinian people's' right to self-determination and their demands to:
  1. End Israel's military occupation and colonization;
  2. Grant Palestinian refugees their UN-stipulated right to return to their home and properties;
  3. Recognize full equality for Arab-Palestinian citizens of Israel; and
2. Work with unions and civil society to demand the Canadian government exert pressure on Israel to stop violating international law, end building and expanding settlements in Occupied Palestinian Territories and ethnic cleansing of Indigenous Palestinians; and
3. Support the Boycott, Divestment, and Sanctions (BDS) campaign until Israel abides by international law and ends its illegal occupation of Palestinian land.

BECAUSE:

- Targeted Israeli bombing and destruction of civilian infrastructure in Gaza killed more than 200 and left thousands more wounded and homeless in May 2021; and
- Palestinian people and workers are subject to policies of exploitation, arbitrary imprisonment, land theft, ethnic cleansing, and daily violence; and
- Palestinian unions, including PGFTU, have asked us to support BDS; and  
The Israeli occupation is an obstacle to peace, and violates international law including Article 49 on the Fourth Geneva Convention; and

- Key Israeli and international human rights organizations such as B'Tselem and Human Rights Watch declared Israel an Apartheid state.

*Convention decision* \_\_\_\_\_

## **LABOUR AND WORKERS' RIGHTS**

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### **Resolution No. 71**

**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

As a matter of urgent economic and social justice, campaign for one national standard of legislated paid sick days for all workers and assist provincial divisions in campaigning to set the minimum standard under respective provincial employment laws that would obligate employers to provide ten (10) paid sick days per year for every worker. The new national standard of paid sick days should be based on the principles of being universally available to all workers, fully paid, adequate in number of at least ten (10) days with additional paid days for public health emergencies, permanently available for public health emergencies and beyond, and accessible with no administrative barriers for employees to access the sick leave by prohibiting employers from requiring sick notes, preventing any administrative restrictions on the use of sick days and preventing delay in payment, and protecting employees from any attendance management measures when they access the sick days.

BECAUSE:

- The pandemic has exposed the urgent need to set a national standard for guaranteed paid sick days for all workers, so no one is forced to choose between staying at home to protect public health or going to work sick.
- A report, entitled: "Before It's Too Late: How to close the paid sick days gap during COVID and beyond", found that available data revealed 58 percent of workers in Canada don't have access to paid sick leave - and over 70 percent of low-wage workers making less than \$25,000 have no access to paid sick days.
- Only two provinces provide for a minimum standard of legislated paid sick days. In Quebec, the provincial minimum is two (2) paid days of leave to take care of a relative or person with whom they act as an informal caregiver or in the case of sickness after three (3) months of employment.

Prince Edward Island (PEI) provides a minimum of one (1) paid sick day per year for an employee with at least five (5) years of continuous service with the same employer. Federally, the *Canada Labour Code* was amended to provide three (3) days of paid sick leave, effective September 1, 2019.

- While the federal government has primarily provided income support programs for those ill due to COVID, various provincial governments have introduced only temporary emergency leaves that are largely unpaid, or very limited in payment, and restricted due to COVID-related reasons. These measures are inadequate, temporary, and fail to address the gap in the availability of paid sick days essential to protect all workers and public health.

*Convention decision* \_\_\_\_\_

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### **Resolution No. 72**

**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

Conduct an in-depth research report to identify the workers and sectors most affected by precarious employment within CUPE and to inform local unions on how to combat precarious work to secure good jobs, benefits, and full rights and protections for all workers.

BECAUSE:

- Precarious employment, which includes part-time, casual, contract and low-wage employment, degrades the quality of public services and public sector jobs.
- CUPE already has a national policy on resisting concessions and two-tier proposals; and combatting precarious employment conditions is a necessary next step to lead the way in securing good jobs for the future.

*Convention decision* \_\_\_\_\_

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### **Resolution No. 73**

**Submitted by CUPE Durham Northumberland District Council (Ont.), Locals 5144 (Que.), 1281 (Ont.), 3902 (Ont.), and 3908 (Ont.)**

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CUPE NATIONAL WILL:

Lobby the federal government to enact just transition legislation to help protect workers whose jobs might be

altered or lost due to transformational environmental, health, economic or other societal conditions.

BECAUSE:

- Climate change and the pandemic have shown that workers need help moving to new work opportunities.
- The failure of the Federal Government to provide aid and redeploy airline workers is an example of a missed opportunity during the COVID-19 pandemic.
- Just Transition programs will need funding supported by a strong legislative framework to help deploy workers toward education, reskilling, retraining and reallocation in meaningful, unionized work.

*Convention decision* \_\_\_\_\_

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**Resolution No. 74**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

Lobby the federal government and build a federal campaign which includes a toolkit for Provincial Divisions and CUPE Locals to defend and bring national exposure to the importance of unionized workers to be represented, and the importance of unions' rights and obligations to represent workers in all areas of society, rights which are under attack in many provinces, but mainly in Alberta which could set the precedence and could become the template for other provincial governments to use against all unionized workers.

BECAUSE:

- In the province of Alberta, the UCP government is actively engaging in efforts to bust unions in the public sector under the guise of fiscal responsibility.
  - In the province of Alberta, the UCP government is actively engaging in efforts to privatize public sector services.
- In the province of Alberta, the UCP has passed legislation on Bill 32 which is the first of its kind that interferes on how unions represent their members, which also includes "opt in" language intended to bring in regulations that will bring undue hardship to CUPE locals and Employers.

- In the province of Alberta, unions will be challenging this in the courts and federal support can be key in making the UCP reverse it courses of action.

*Convention decision* \_\_\_\_\_

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**Resolution No. 75**  
**Submitted by Locals 3912 (N.S.), 1870 (P.E.I.), 3902 (Ont.) and 4207 (Ont.)**

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CUPE NATIONAL WILL:

Develop, resource, and implement a comprehensive campaign that:

1. Demands the federal government amend the Companies' Creditors Arrangement Act (CCAA) to ensure it is not accessible to public, government assisted, entities.
2. Outlines an alternative process to be set in legislation for public institutions (such as universities, municipalities, public utilities, large social service agencies, etc.) who claim to face financial exigency.
3. Ensures that any alternative put forward is based on the prioritization of the public good, transparency, community engagement, and is a process driven by workers and communities.
4. Includes input from our coalition partners.

BECAUSE:

- Publicly assisted institutions, like Laurentian University in Ontario, have begun to use the CCAA to shirk responsibilities to communities and workers, and have been silently supported by right-wing governments and parties.
- Privatization should never result in the loss of public services because of local bad management or the cynical exploitation of laws like the CCAA to get around public/democratic mandates and/or Collective Agreements signed in good faith.

*Convention decision* \_\_\_\_\_

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**Resolution No. 76**  
**Submitted by Local 5144 (Qc.)**

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CUPE NATIONAL WILL :

Make just transition a union priority, exert pressure and encourage employers to establish effective and just transition strategies and programs to help workers affected by environmental, health and economic changes or other societal conditions.

BECAUSE :

- Unions and employers must work together to implement successful and just transition programs;
- Unions must urge employers to be ready to protect workers when changes arise, which affect their jobs, such as during the recent pandemic;
- CUPE must protect its members and help them make the move over to a rewarding job when and if their jobs are lost, which will help maintain membership in CUPE.

*Convention decision* \_\_\_\_\_

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**Resolution No. 77**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL WILL:

1. Provide all the necessary support and resources to public service Locals, especially health care, school boards and any other locals facing amalgamation; and
2. Develop and fund an action plan to respond aggressively and quickly when public services are being amalgamated in order to keep our members in CUPE.

BECAUSE:

- In many provinces, our members have recently faced, or will soon face, provincially mandated amalgamation and run off votes; and
- This restructuring is extremely expensive, disruptive to the employees and all citizens involved, and often enough it does not provide a better quality of services but lesser; and
- We must be successful in convincing our members and all citizens that this is not in the best interest of our communities and provinces; and

- We must also be successful in convincing our members and other members to join CUPE in these run-off votes, so we can continue to have a voice for our members and other citizens of our communities and provinces.

*Convention decision* \_\_\_\_\_

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**Resolution No. 78**  
**Submitted by CUPE Ontario**

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CUPE NATIONAL WILL:

Work with the federal NDP and take all necessary steps to mount a public campaign, aimed at demanding an amendment to the Companies' Creditors Arrangement Act (CCAA), which would explicitly ban all public institutions and publicly funded services from accessing the provisions of the Act.

BECAUSE:

- Laurentian University, a public post-secondary institution in Ontario, applied for and received due process under the CCAA, which recognized it as a "corporation".
- Creditors' protection under the CCAA was originally intended for the private sector, where a private business venture was in danger of going bankrupt, and those owed money by that business needed protection, and the restricting of that business might save it from bankruptcy.
- The CCAA was never intended for, nor should it be every be allowed to be used, for public sector entities, services, or "businesses" where a level of government is the funder and therefore bears responsibility.

*Convention decision* \_\_\_\_\_

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**Resolution No. 79**  
**Submitted by CUPE Quebec**

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CUPE NATONAL WILL:

1. Ask federal parties to commit, during the next election campaign, to putting an end to the use of back-to-work legislation when conflicts arise during negotiations between employees and employers.

BECAUSE:

- Workers in Canada have the right to negotiate their collective agreement freely, and the Supreme Court of Canada recognized the constitutional protection of the right to strike in 2015;
- Several mechanisms are available to enable employers to deal with pressure tactics by workers;
- Limiting the workers’ power to negotiate severely affects the balance of power during negotiations;
- The government can identify essential services and ensure they are delivered, as required.

*Convention decision* \_\_\_\_\_

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**Resolution No. 80**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Lobby the government for 10 (ten) paid sick days for all provinces and territories; and
2. Work with the NDP government to get paid sick leave; and
3. Work with other Unions and labour bodies to campaign for paid sick days.

BECAUSE:

- To help curb the spread of COVID-19, isolation post exposure is 10 (ten) working days; and
- It is imperative to protect worker's incomes and job security to ensure they are able to stay home and follow recommended isolation requirements; and
- To ensure we protect all communities, following public health's recommendations is key to reducing the spread of COVID-19.

*Convention decision* \_\_\_\_\_

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**Resolution No. 81**  
**Submitted by CUPE Prince Edward Island**

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CUPE NATIONAL WILL:

Lobby for Canada wide sick pay for workers in relevant labour legislation.

BECAUSE:

- Too many workers have to choose between going to work sick, or a paycheck.
- Workers who feel they need to work despite illness will harm the health and safety of other workers.

*Convention decision* \_\_\_\_\_

**LGBTQ2+ RIGHTS**

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**Resolution No. 82**  
**Submitted by CUPE Vancouver Island District Council (B.C.) and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

- Call on the federal government to end Canada’s discriminatory blood donation policies as soon as possible to allow all Canadians the opportunity to partake in the time-honoured tradition of blood donation, with screening provisions based on science rather than prejudice; and
- Participate in the All Blood Is Equal Coalition Campaign to end discriminatory practices by blood services agencies (<https://allbloodisequal.ca/>); and
- Encourage all CUPE locals to also participate in the All Blood Is Equal Coalition Campaign to end discriminatory practices by blood services agencies (<https://allbloodisequal.ca/>).

BECAUSE:

- Denying your identity shouldn’t be a requirement to save someone’s life, yet every year, thousands of willing blood donors are turned away simply because of their identity;
- In Canada, men who have sex with men and trans women cannot donate blood unless they have been abstinent for three months;
- For years now, Canada has faced a critical shortage of donated blood, with our national blood inventory far below optimal levels;
- With the COVID-19 crisis, the need for blood products had never been greater; Blood transfusions and plasma donations have the potential to save thousands of lives;

- But rather than screening potential donors through a scientific lens and on a case-by-case basis, Canadian Blood Services and Héma-Québec continue to use outdated, prejudiced policies which target Two-Spirit, gay, bisexual and queer men, Trans women, and men who have sex with men.

*Convention decision* \_\_\_\_\_

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**Resolution No. 83**  
**Submitted by CUPE Vancouver Island District Council (B.C.) and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

Urge all CUPE locals to bargain gender identity protections in their collective agreements.

BECAUSE:

- All people, regardless of their gender identity must have the right to full and meaningful participation in the workplace with no impediments to that participation;
- And there should be no fear of reprisals or consequences because of one's gender identity; and
- We must strive to eliminate persistent patterns of inequality associated with discrimination based on any of the prohibited grounds in the Canadian Human Rights Act and any of the provincial Human Rights Codes; and
- Whereas the Canadian Human Rights Act and the provincial Human Rights Codes prevail over collective agreement language and the Supreme Court of Canada decision in Parry Sound (District) Social Services Administration Board v OPSEU, Local 324 had the effect of automatically incorporating human rights legislation into every collective agreement between unions and employers, it is still a good idea to have the language in our collective agreements in case any of the Human Rights Act or provincial Human Rights Codes sections are repealed by future unfriendly governments.

*Convention decision* \_\_\_\_\_

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**Resolution No. 84**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

- Call on the federal government to end Canada's discriminatory blood donation policies as soon as possible to allow all Canadians the opportunity to partake in the time-honoured tradition of blood donation, with screening provisions based on science rather than prejudice.

BECAUSE:

- Denying your identity shouldn't be a requirement to save someone's life, yet every year, thousands of willing blood donors are turned away simply because of their identity; and
- In Canada, men who have sex with men and trans women cannot donate blood unless they have been abstinent for three months; and
- For years now, Canada has faced a critical shortage of donated blood, with our national blood inventory far below optimal levels; and
- With the COVID-19 crisis, the need for blood products had never been greater; and
- Blood transfusions and plasma donations have the potential to save thousands of lives; and
- Rather than screening potential donors through a scientific lens and on a case-by-case basis, Canadian Blood Services and Héma-Québec continue to use outdated, prejudiced policies which target Two-Spirit, gay, bisexual and queer men, Trans women, and men who have sex with men.

*Convention decision* \_\_\_\_\_

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**Resolution No. 85**  
**Submitted by CUPE British Columbia, CUPE Metro Vancouver District Council (B.C.), and Local 1936 (B.C.)**

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CUPE NATIONAL WILL:

- Support calls for trans inclusive feminism and speak out against transmisogyny, transphobia and hate in all its forms; and
- Ensure resources and measures on anti-harassment and violence prevention, including gender-based violence, include Two-Spirit, trans, non-binary and gender diverse people; and

- Promote the full participation of Two-Spirit, trans, non-binary and gender diverse people in the union and include trans women in women's spaces, such as women's committees and women's caucuses; and
- Ensure trans women are included in CUPE's resources and communications on women's equality, such as statements for December 6<sup>th</sup> and International Women's Day.

BECAUSE:

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

*Convention decision* \_\_\_\_\_

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**Resolution No. 86**  
**Submitted by CUPE Nova Scotia and Locals 8920 (N.S.) and 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Develop resources for locals to ensure LGBTQ2+ representation & employment equity in public services through collective bargaining; and
2. Recognize LGBTQ2+ accessible public services require conditions of work that recruit, retain, and promote LGBTQ2+ workers and provide safe work environments; and
3. Build a consciousness throughout CUPE that our negotiated working conditions can provide culturally responsive workplaces, which in turn are the foundation for culturally responsive services for equality-seeking clients and citizens.

BECAUSE:

- CUPE collaborated with Egale Canada and Carleton University on a joint research project to determine how to ensure safe and accessible public services for LGBTQ2+ workers and senior service users: It's Got To Be About Safety: Public Services that Work

for LGBTQ2+ Older Adults and LGBTQ2+ Workers in Canada; and

- The report finds working conditions for LGBTQ2+ workers are related to service conditions for LGBTQ2+ clients, and vice versa; and
- The report identifies promising practices, including employment equity, cultural competency standards, and calls for policy makers to address concerns of marginalized groups within the LGBTQ2+ community, noting perspectives of racialized, Black, trans, Indigenous, persons with disabilities and low income LGBTQ2+ people are too often overlooked.

*Convention decision* \_\_\_\_\_

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**Resolution No. 87**  
**Submitted by CUPE Nova Scotia and Locals 8920 (N.S.) and 2348 (Man.)**

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CUPE NATIONAL WILL:

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

BECAUSE:

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



- Trans women specifically are too often excluded from women's spaces and women's organizing.

*Convention decision* \_\_\_\_\_

## **LIBRARIES**

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### **Resolution No. 88**

**Submitted by CUPE Metro Vancouver District Council (B.C.), Local and 1698 (B.C.)**

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CUPE NATIONAL WILL:

Develop resources to inform and educate members and staff about the misuse of unpaid volunteers in the library sector and in other CUPE organized workplaces where volunteers are present.

BECAUSE:

- Employers' use of unpaid volunteer labour threatens the work of the bargaining unit, members' job security, and contributes to the increasing precarious nature of work in the sector.
- Employers have attempted to replace CUPE members with unpaid volunteer labour.
- Employers use unpaid volunteer labour to avoid creating new, paying jobs. Female workers are disproportionately affected since unpaid volunteer labour is mostly used in female-dominated sectors including the library and social services sectors.
- Employers use unpaid volunteer labour to cut labour costs due to decades of government austerity. We must continue to pressure governments and employers to provide adequate levels of funding.
- Employers use unpaid volunteer labour to fill gaps in service delivery due to underfunding which threatens the delivery of quality, public services.

*Convention decision* \_\_\_\_\_

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### **Resolution No. 89**

**Submitted by Locals 217 (Ont.), 4948 (Ont.), and 1169 (Alta.)**

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CUPE NATIONAL WILL:

Develop resources to inform and educate members and staff about the misuse of unpaid volunteers in the library sector and in other CUPE organized workplaces where volunteers are present.

BECAUSE:

- Employers' use of unpaid volunteer labour threatens the work of the bargaining unit, members' job security, and contributes to the increasingly precarious nature of work in the sector.
- Employers have attempted to replace CUPE members with unpaid volunteer labour.
- Employers use unpaid volunteer labour to avoid creating new, paying jobs. Female workers are disproportionately affected since unpaid volunteer labour is mostly used in female-dominated sectors including the library and social services sectors.
- Employers use unpaid volunteer labour to cut labour costs due to decades of government austerity. We must continue to pressure governments and employers to provide adequate levels of funding.
- Employers use unpaid volunteer labour to fill gaps in service delivery due to underfunding which threatens the delivery of quality, public services.

*Convention decision* \_\_\_\_\_

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### **Resolution No. 90**

**Submitted by CUPE Metro Vancouver District Council (B.C.) and Local 1698 (B.C.)**

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CUPE NATIONAL WILL:

Develop resources to inform and educate members and staff about the encroachment of staffless libraries. A staffless library is a library that is open to the public without the presence of staff during extended hours.

BECAUSE:

- Staffless libraries undermine the library profession by signaling that library workers are unnecessary thereby threatening members' job security.
- Staffless libraries contribute to the increasing precarious nature of work in the sector.
- Staffless libraries are a tool that employers can use to cut programs and jobs thereby diminishing quality, public services.
- Staffless libraries pose a threat to public health and safety. The absence of staff can increase the risk of violence and harassment to children, women, and minorities, and create barriers to persons with disabilities.
- A library is more than buildings and books. They are about the people who work in them and use them.

- Library work is valued and skilled work. Library workers are skilled in conducting research, in teaching people how to use technology, and in delivering quality public programs.
- Library workers play a crucial role in community building and connecting people to vital resources and community supports.

*Convention decision* \_\_\_\_\_

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**Resolution No. 91**  
**Submitted by Locals 217 (Ont.), 4948 (Ont.) and 1169 (Alta.)**

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CUPE NATIONAL WILL:

Develop resources to inform and educate members and staff about the encroachment of staffless libraries. A staffless library is a library that is open to the public without the presence of staff during extended hours.

BECAUSE:

- Staffless libraries undermine the library profession by signalling that library workers are unnecessary thereby threatening members' job security.
- Staffless libraries contribute to the increasing precarious nature of work in the sector.
- Staffless libraries are a tool that employers can use to cut programs and jobs thereby diminishing quality, public services.
- Staffless libraries pose a threat to public health and safety. The absence of staff can increase the risk of violence and harassment to children, women, and minorities, and create barriers to persons with disabilities.
- Libraries are more than buildings and books. They are about the people who work in them and use them.
- Library work is valued and skilled work. Library workers are skilled in conducting research, in teaching people how to use technology, and in delivering quality public programs.
- Library workers play a crucial role in community building and connecting people to vital resources and community supports.

*Convention decision* \_\_\_\_\_

## MEMBER EDUCATION

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**Resolution No. 92**  
**Submitted by CUPE Vancouver Island District Council and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

- Deliver 16-hour anti-racism and anti-oppression training, including strong content on sexual harassment/violence, to CUPE local executives and the National Executive Board;
- Enshrine agreement to take this training in the Oath of Office; and
- Elected leaders will complete the training within four months of getting elected, starting immediately for the NEB and rolled out to CUPE locals immediately; and
- The training will be developed by Union Education in close collaboration with national human rights committees and will address overlapping human rights harassment and violence.

BECAUSE:

- CUPE Women and women-identified members experience sexual harassment and violence within the union, in high numbers, despite the Code of Conduct, equality education and other measures;
- Lack of safety means women (68% of the membership identify as women) cannot fully participate, weakening the union;
- Elected leaders set the tone of our Union, demonstrating appropriate behavior to other members; this training program would demonstrate leadership and model behavior that keeps our members safe; and
- Women with disabilities, and LGBTQ2+, racialized and Indigenous women face additional harassment and violence.

*Convention decision* \_\_\_\_\_

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**Resolution No. 93**  
**Submitted by CUPE Vancouver Island District Council**  
**and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

Create a mental health self-care tool kit for CUPE activists that will include a plan for pursuing healthy coping strategies.

BECAUSE:

- If mental health problems are recognized early and proper treatment is obtained, most people can quickly return to their normal performance at work and much unhappiness and suffering can be avoided; and
- Activists often reject the need to take care of themselves because they feel they need to care for others first; and
- To be the most effective activist, you need to be strong, optimistic and confident in yourself; and
- Without self-care, activists can feel burnout, secondary traumatic stress, and/or compassion fatigue; and
- Self-care is anything physical, emotional, social or spiritual that contributes to managing everyday life.

*Convention decision* \_\_\_\_\_

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**Resolution No. 94**  
**Submitted by CUPE Prince Edward Island**

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CUPE NATIONAL WILL:

Develop education and awareness material for digital literacy to allow members to increase their participation in online services (including CUPE education).

BECAUSE:

- Many members are not familiar with the many platforms that have been introduced.
- Participation in union activities is being limited.
- Literacy issues remain a concern for the members.

*Convention decision* \_\_\_\_\_

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**Resolution No. 95**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Provide accredited suicide intervention training and accredited mental health support training to National Service Representatives; and
2. Provide accredited suicide intervention training and accredited mental health support training to all ombudspersons and persons in charge within CUPE; and
3. Collaborate with locals to source and deliver appropriate training.

BECAUSE:

- 1 in 5 persons in Canada will experience a mental health concern in their lifetime; this would include roughly 140,000 CUPE members; and
- Members deserve a union that supports their mental health needs; and
- Timely and accurate interventions prevent suicides and provide increased mental health outcomes.

*Convention decision* \_\_\_\_\_

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**Resolution No. 96**  
**Submitted by CUPE Alberta**

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CUPE NATIONAL WILL:

1. Direct CUPE Union Education to develop curriculum and training courses to educate members to identify and effectively oppose anti-labour policies and legislation across Canada.

BECAUSE:

- The vast majority of provinces in Canada are currently governed by right-wing anti-labour governments opposed to maintaining and expanding the rights of working people.
- The Alberta United Conservative Party's Bill 32 attacks the very core of Union rights in Canada and could become a template for anti-worker governments in Ontario, Quebec, New Brunswick and other provinces.

- By educating our members on the dangers of anti-worker policies and legislation we can bring the full power of CUPE’s 700,000 members to bear on protecting labour rights and working people.

*Convention decision* \_\_\_\_\_

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**Resolution No. 97**  
**Submitted by CUPE Prince Edward Island**

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CUPE NATIONAL WILL:

1. Develop material to highlight that issues around racism, harassment and discrimination are health and safety issues.
2. Develop material around developing supportive, non-discriminatory workplace cultures.

BECAUSE:

- Many CUPE members experience negative workplace interactions that are harming their mental and physical health
- Many non-minority workers do not realize that some comments they make are offensive, harassing and cause mental injuries to their fellow workers.
- The pandemic has created many additional workplace stressors that have increased negative behaviors ranging from incivility to full blown aggression.
- Research demonstrates that marginalization increases the risk of violence for workers.
- Recent governments have emboldened racists to act out;
- Acts of racism are violent acts.

*Convention decision* \_\_\_\_\_

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**Resolution No. 98**  
**Submitted by Locals 3912 (N.S.), 1870 (P.E.I), 1281 (Ont.), 3902 (Ont.), 3906 (Ont.), 3908 (Ont.) and 4207 (Ont.)**

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CUPE NATIONAL WILL:

1. Promote and encourage decolonization of the post-secondary sector by developing more educational and workshop resources for CUPE members across Canada about UNDRIP (United Nations Declaration of the Rights of Indigenous Peoples), about the Land Back movement, and about the need for transformations of the post-secondary sector.

BECAUSE:

- CUPE National has begun to develop materials for educating its large base and this base of the electorate and activist groups is crucial to developing awareness about issues like the Truth and Reconciliation Commission calls to action, and the Land Back movement.
- Education is the key to reconciliation, but the post-secondary sector has not adequately responded to the calls from the TRC.
- Bringing indigenous viewpoints into the curriculum is one central way to begin to alter the colonizing structures of the universities.
- As public sector workers, CUPE members across Canada have a role to play in changing the colonial structures in unions and in educational systems.
- We see Indigenous people being hired in silos, or places like “students services for Indigenous students” but there is a need for Indigenous faculty across all disciplines.

*Convention decision* \_\_\_\_\_

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**Resolution No. 99**  
**Submitted by Locals 3912 (N.S.), 1870 (P.E.I.), 1281 (Ont.), 3902 (Ont.), 3908 (Ont.), and 4207 (Ont.)**

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CUPE NATIONAL WILL:

1. Develop and implement education and training for members to understand and respond to sexual harassment and sexual violence in the workplace, including training in how to deal with violence or harassment in the moment (as a bystander or witness) and trauma-informed practices for handling disclosures and filing sexual harassment and sexual violence complaints.

BECAUSE:

- CUPE members are often witnesses to incidents of harassment or the first point of contact for someone reporting an incident;
- Members need training and practical tools to properly support people who have experienced sexual harassment or sexual violence;
- When members are properly prepared with training, they can be more confident, sensitive, and effective in supporting people through the complaint process; and

- Increased training and awareness of these processes will also empower members to advocate more effectively for strengthened policies on sexual harassment and sexual violence at their workplaces.

*Convention decision* \_\_\_\_\_

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**Resolution No. 100**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL WILL:

1. Develop training materials for local executives and Stewards to deal with the ongoing issues of member-to-member harassment in the workplace; and
2. Provide education and support to local executives and Stewards to deal with member-to-member harassment.

BECAUSE:

- This problem is one of the most difficult issues that locals deal with in their workplaces; and
- The victims of this harassment often find working day-to-day increasingly difficult over time if the issue is not dealt with, often resulting in mental health injuries and time lost at work; and
- Members often find they have exhausted all their paid leave dealing with the harassment issue; and
- Occurring in locals nationwide, our local executives and Stewards often find themselves struggling to combat this demoralizing behaviour in the workplace; and
- It is the employer’s responsibility to provide a harassment-free workplace, but frequently comes to the local executives because members are often reluctant to get their coworkers in trouble with the employer, possibly resulting in further harassment; and
- The information CUPE National provides on member-to-member harassment is good, but local executives and Stewards require intense training and guidance on this matter.

*Convention decision* \_\_\_\_\_

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**Resolution No. 101**  
**Submitted by CUPE Vancouver Island District Council and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

- Expand the Steward Learning Series to include sections on equity, diversity and inclusion within our Union, Sexual Harassment and Violence, and Ally training based on the “How to be More Than a Bystander” training.

BECAUSE:

- CUPE women and those who identify as women members experience sexual harassment and violence within the union, in high numbers, despite the code of conduct, equality education and other measures; and
- When women and those who identify as women, who make up 68 per cent of the membership, do not feel safe in the union, they cannot fully participate. This weakens the union; and
- Allies are an important part of being able to move forward as a union to provide increased safety for women and those who identify as women; and
- Inclusion strengthens our union by creating an environment in which everyone is able to participate; and
- Women (and those who identify as women) with disabilities, and LGBTQ2+, racialized and Indigenous women face additional harassment and violence.

*Convention decision* \_\_\_\_\_

**MEMBER ENGAGEMENT**

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**Resolution No. 102**  
**Submitted by the Hospital Employees’ Union (B.C.)**

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CUPE NATIONAL WILL:

1. Produce a visual and oral record of the contributions of CUPE members to the health and safety of Canadians during the COVID-19 global pandemic.
2. This record will include interviews with members, surveys of member attitudes and experiences during COVID-19, a timeline with key events related to CUPE worksites, and a memorial to CUPE lives lost.

BECAUSE:

- The COVID-19 pandemic underscored the critical role of public services in keeping our communities healthy and safe.
- CUPE members were front and centre in delivering these services.
- These contributions often came at a high cost: health and social care workers were at high risk of infection, serious illness or death as a result of their exposure to COVID-19.
- Other CUPE members played critical but often unseen or unrecognized roles in contact tracing and surveillance, emergency services, and sanitation and custodial work in education or other public institutions.
- CUPE members alleviated social isolation and marginalization, compounded by pandemic measures, by opening up libraries, community centres and shelters for the comfort and safety of the elderly, the marginalized and the homeless.

*Convention decision* \_\_\_\_\_

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**Resolution No. 103**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Build solidarity and understanding among Union leaders and members on how equity and diversity has been used to weaken labour unity, limit the growth of the labour movement and impact our efforts to advance economic reforms that benefit all working people; and
2. Build a more "diverse and inclusive labour movement" that integrates the issues and concerns of members and equity workers into CUPE's political and policy work at every level, drawing upon insight from past equity and diversity resolutions; and
3. Work to ensure CUPE's leadership and decision-making structures reflect the diversity of our members, and all working people.

BECAUSE:

- Politicians and corporations have used race, ethnicity, cultural differences, identity, gender, and geography to divide us for decades; and
- If we are fighting each other to hold back diversity representation, then we are not fighting together

for better jobs, better schools, saving public services, secure housing, national child care, strong communities and a more secure retirement for all; and

- Members want forward moving action and we need boldness as we work together to create a labour movement for the 21<sup>st</sup> century.

*Convention decision* \_\_\_\_\_

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**Resolution No. 104**  
**Submitted by CUPE Durham Northumberland**  
**District Council (Ont.)**

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CUPE NATIONAL WILL:

Devote resources to building strong CUPE District Councils where they are functional, including a District Council Campaign and face-to-face meetings with Councils.

BECAUSE:

- We are stronger when we have collective strength.
- It is easier to mobilize our members if there is a strong Council in the region.
- Our strength is in our grassroots and rank and file members.
- We need to work to build solidarity and support networks.

*Convention decision* \_\_\_\_\_

**NATIONAL CONFERENCES AND MEETINGS**

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**Resolution No. 105**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. As part of a broader Safer Spaces Policy, provide evidence-based measures to support persons who use drugs (PWUD) at CUPE National events, which may include but not limited to:
  - Safer use supplies (NARCAN, use supplies, etc)
  - Information and resources on local services for PWUD
  - Access to peer support or other supports
2. Involve PWUD in conference and CUPE event planning to ensure that events are safe for all CUPE members.

3. Liaise with locals who currently support PWUD in the community to coordinate and implement appropriate policy

BECAUSE:

- Safer use places and harm reduction policies reduce deaths and other harms associated with unsafe substance use; and
- 47.9% of Canadians will use an " illicit " drug in their lifetime; and
- Travelling to new areas introduces increased risk when acquiring substances, transporting substances, and using substances safely; and
- The criminalization of substance use increases stigma towards PWUD and pushes substance use towards more risk; and
- All CUPE members deserve non-judgmental service and as much safety as possible at all CUPE events.

*Convention decision* \_\_\_\_\_

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**Resolution No. 106**  
**Submitted by the Ontario Council of Hospital Unions (Ont.)**

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CUPE NATIONAL WILL:

- Convene a meeting of all CUPE pension plan trustees and settlors for all plans our union is a party to across Canada and Quebec in 2023, to discuss how pension plan barriers to part-time employees' enrolment can be eliminated and how defined benefit pension coverage can be extended to those CUPE members who do not have a pension.

BECAUSE:

- Many pensions actively discriminate against part-time employees by insisting on annual worked-hours thresholds for an employee to be eligible to participate;
- Far too many CUPE members still have no defined benefit pension coverage; and
- We should increase our communication and contact between CUPE's employee pension representatives.

*Convention decision* \_\_\_\_\_

**NATIONAL STAFFING**

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**Resolution No. 107**  
**Submitted by CUPE Prince Edward Island and CUPE Metro Vancouver District Council (B.C.)**

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CUPE NATIONAL WILL:

Increase the current staff complement to provide at least one Health & Safety National Staff representative for every CUPE division.

BECAUSE:

- The current number of Health & Safety Staff Representatives is insufficient to meet the needs of CUPE locals; and
- All Canadian provinces do not have a National Health and Safety Representative working full time; and
- All provinces are faced with many increasing Health and Safety issues, rollbacks by the government and attacks by employers that require the resources and expertise a National Health and Safety Representative could provide; and
- Our locals need a full time Health and Safety Representative working on their behalf in all regions giving assistance and support to resolve ongoing issues; and
- Expertise is needed to continue to build strong Joint Health and Safety Committees.

*Convention decision* \_\_\_\_\_

**ORGANIZING**

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**Resolution No. 108**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Lobby the government to bring back card check certification to all provinces; and
2. Work with the NDP government to get card check certification back; and
3. Work with other Unions and labour bodies to campaign for card check certification.

BECAUSE:

- Mandatory elections reduce the likelihood of certification success; and
- Mandatory elections negatively affect the unionization rate; and
- Unionization rates are inversely correlated with wage and income inequalities.

*Convention decision* \_\_\_\_\_

## **PENSIONS AND RETIREMENT**

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### **Resolution No. 109** **Submitted by CUPE New Brunswick**

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CUPE NATIONAL WILL:

Lobby the federal government to introduce a Pension Protection Act.

BECAUSE:

- Federal, provincial and municipal governments continue to attack worker's pensions; and
- These attacks are increasing; and
- They are taking advantage of worker's hard earned financial retirement contributions; and
- Retirement income security should be a human right.

*Convention decision* \_\_\_\_\_

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### **Resolution No. 110** **Submitted Locals 8920 (N.S.) and 1004 (B.C.)**

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CUPE NATIONAL WILL:

1. Build further on its efforts to challenge the decision by Canada Pension Plan Investment Board (CPPIB) and the Alberta Investment Management Corporation (AIMCo) to invest in a water privatization programme in Brazil; and
2. Encourage chartered organizations and labour centrals to further develop our strategies, as described in CUPE's "Keep our pensions out of privatization" toolkit (launched in 2020); and
3. Propose that the CLC create a committee mandated to provide ongoing oversight and public discussion of these issues, and ensure that CUPE supports the work of this committee.

BECAUSE:

- Access to water is a universal human right;
- Water and other infrastructure privatization continues to be pursued by the far right, corrupt Bolsonaro Government in Brazil;
- Igua Saneamento, a Brazilian private water and wastewater company, owned by AIMCo and CPPIB, invested in the public water utility CEDAE that was auctioned off in Rio de Janeiro, Brazil in April 2021;
- CUPE's counterpart in Brazil, the National Federation of Urban Workers, launched a campaign against the CPPIB and AIMCo's acquisition of CEDAE; and
- CUPE is committed to preventing Canadian pension funds from supporting privatization.

*Convention decision* \_\_\_\_\_

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### **Resolution No. 111** **Submitted by CUPE Prince Edward Island, CUPE Alberta and Locals 2191 (Ont.) and 500 (Man.)**

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CUPE NATIONAL WILL:

1. Build further on its efforts to challenge the decision by Canada Pension Plan Investment Board (CPPIB) and the Alberta Investment Management Corporation (AIMCo) to invest in a water privatization programme in Brazil; and
2. Encourage chartered organizations and labour centrals to further develop our strategies, as described in CUPE's "Keep our pensions out of privatization" toolkit (launched in 2020); and
3. Propose that the CLC create a committee mandated to provide ongoing oversight and public discussion of these issues and ensure that CUPE supports the work of this committee.

BECAUSE:

- Water and other infrastructure privatization continue to be pursued, in Bolsonaro's Brazil and elsewhere; and
- CUPE's counterpart in Brazil, the National Federation of Urban Workers, has launched a campaign against the CPPIB and AIMCo's acquisition of public water utility CEDAE; and



- CUPE is committed to building upon our work to prevent our own pension funds from supporting privatization.

*Convention decision* \_\_\_\_\_

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**Resolution No. 112**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL WILL:

1. Continue to provide resources and education to our bargaining teams, members and the public that promote Defined Benefit Pension Plans for all; and
2. Strengthen intergenerational solidarity by encouraging Locals to fight against the attacks on Pension Plans which introduce two-tiered systems that disproportionately impact new and young workers; and
3. Continue to profile pension plan attacks and highlight successful strategies in CUPE Publications and online; and
4. Encourage Locals to engage young and new members in the fight against these attacks.

BECAUSE:

- CUPE members across the country are facing attacks on their Pension Plans; and
- Many employers, government and consultancies are pushing for pension changes that shift risk to plan members (by pushing for Defined Contribution Plans over Defined Benefit Plans); and
- The employers are demanding concessions and proposing two-tier agreements that threaten Union solidarity by pitting worker against worker; and
- It is important to represent the interests of all members, including new and young members, to ensure retirement dignity for everyone.

*Convention decision* \_\_\_\_\_

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**Resolution No. 113**  
**Submitted by CUPE Vancouver Island District Council and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

- Encourage locals to educate their members on the value of having a good defined benefit pension plan, encourage members to enroll in their plans when available to them, and educate employers on the value of defined benefit pension plans if they don't have one.

BECAUSE:

- We need to ensure retirement income security for all members; and
- Defined benefit pension plans are under attack; and
- In some plans and some locals enrolment is optional for some members, which weakens the plans and threatens the retirement income security of those workers; and
- Stable retirement incomes are good for local economies.

*Convention decision* \_\_\_\_\_

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**Resolution No. 114**  
**Submitted by CUPE Vancouver Island District Council and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

- Educate and encourage locals to negotiate collective agreement language to eliminate pension enrolment barriers for part time and precarious workers.

BECAUSE:

- There is an increase in part time, casual and other precarious employees in the workplace and these employees deserve future security by having a pension; and
- Many pension plans have an enrolment eligibility threshold based on income level; and

- The current threshold based on 35% of the Yearly Maximum Pensionable Earnings (YMPE) in two consecutive calendar years is unattainable for many workers who are forced by the marketplace to hold two or more jobs to survive. The 2019 YMPE is \$57,400.00 and 35% of that is \$20,090.00.

*Convention decision* \_\_\_\_\_

## **POLITICAL ACTION**

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### **Resolution No. 115**

**Submitted by CUPE Quebec**

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CUPE NATIONAL WILL:

1. Pressure federal, provincial and municipal political parties to pledge not to resort to austerity policies in the future;
2. Work with their pan-Canadian partners and use the austerity fund to campaign on the importance, as history has shown, of turning away from destructive disinvestment policies.

BECAUSE:

- The pandemic illustrated how important public services are in the lives of Canadians;
- Public services reduce inequalities, and we will be going through a period that will be hard on the more fragile members of society;
- Even the World Bank and the International Monetary Fund have admitted that austerity policies not only don't work but also worsen inequalities.

*Convention decision* \_\_\_\_\_

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### **Resolution No. 116**

**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL WILL:

1. Lobby the federal government to purchase only Canada made Personal Protective Equipment (PPE) where possible.
2. Pressure the federal and provincial governments that all health care facilities and first responders are fully stocked with PPE.

BECAUSE:

- Since the COVID-19 pandemic, there have been several Canadian businesses which have been making and supplying PPE across the country.
- Many health care facilities and first responders did not have a sufficient supply of PPE. This caused our members and all Canadians to be put at risk.
- As Canadians, we should be supporting our own people in purchasing of PPE instead of buying it from cheaper countries that use child labour and are under paying their workers.

*Convention decision* \_\_\_\_\_

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### **Resolution No. 117**

**Submitted by the National Executive Board**

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CUPE NATIONAL WILL:

- Continue to be an outspoken advocate for economic justice, stronger public services, and the advancement of workers' rights during COVID recovery in Canada;
- Develop member resources to combat the alarm being spread by right wing organizations about government spending and debt;
- Work with CUPE locals, councils and divisions to ensure the public profile, respect and wage increases achieved by frontline workers through the pandemic, continue;
- Call on the federal government to implement fair taxation of the wealthy and corporations, including a tax on corporations' pandemic profits.

BECAUSE:

- Liberals and Conservatives generate fear about public debt, and then target public services and workers' wages;
- Public spending creates jobs, increases productivity and generates economic prosperity for workers' and their families;
- The pandemic disproportionately impacted low wage workers and equity seeking members, and these communities are going to need additional public services and resources to rebuild;
- Provincial governments have clawed back pandemic pay increases for frontline workers;

- For a fair and just rebuild, Canada needs to invest in workers, strengthen public services, and make the ultra-rich and corporations pay their fair share;
- The Parliamentary Budget Office estimates that an extra 15% tax on the wealthiest corporations would generate \$7.9 billion.

*Convention decision* \_\_\_\_\_

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**Resolution No. 118**  
**Submitted by CUPE Quebec**

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CUPE NATIONAL WILL:

1. Demand that political parties commit to implementing a special pandemic tax to enable various governments to meet their financial obligations without having to raise the income tax of the middle class or cut services to citizens.

BECAUSE:

- The wealthiest members of our society have not been paying their fair share of income tax for far too long.
- Workers and the middle class cannot afford to contribute more to the tax base.
- The vast majority of people are supportive of a special tax aimed at the wealthiest citizens.
- A similar solution was chosen to relaunch the Canadian economy following World War II.

*Convention decision* \_\_\_\_\_

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**Resolution No. 119**  
**Submitted by the National Executive Board**

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CUPE NATIONAL WILL:

- Lobby the Canadian government to:
  - a. support efforts at the World Trade Organization (WTO) to immediately waive COVID-19 patents, and those of all other essential vaccines in the future;
  - b. suspend all patents for life-saving vaccines through the mechanisms provided for in Canadian legislation;
  - c. support efforts to create conditions for countries to start their own national production and distribution of COVID-19 vaccines and other essential medications;

- Continue to support and promote campaigns such as “Vaccines for All” and the “Peoples’ Vaccine”.

BECAUSE:

- Health as a human right includes guaranteeing universal and immediate access to vaccines and other life-saving medications, not-for-profit, and without discrimination of income or nationality;
- Weak public health infrastructure and/or wealthy countries buying up most available vaccines is a barrier to access for people around the world;
- While global access for COVID-19 vaccines is critical now, we also need to support patent waivers on other drugs and treatments essential for the treatment of COVID-19;
- In the longer term, we need to fight for public production and distribution of other essential medications and vaccines so the hundreds of thousands of people still dying of curable diseases and illness have access.

*Convention decision* \_\_\_\_\_

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**Resolution No. 120**  
**Submitted by CUPE Alberta**

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CUPE NATIONAL WILL:

1. Encourage all chartered organizations to formally endorse, and where legislation allows, to affiliate to the provincial and federal New Democratic Party.

BECAUSE:

- The New Democratic Party is the only party in Canada committed to promoting and defending the rights of working people.
- The commitment to social democracy maintained by the New Democratic Party is unique in Canadian politics and provides the only viable way forward to ensure social justice, avert the climate catastrophe and build future of fairness and equity for all Canadians.
- The endorsement and affiliation of chartered organizations to the New Democratic Party will help educate members on the Party’s policies and philosophy and reinforce that it is the best choice for working people in Canada.

*Convention decision* \_\_\_\_\_

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**Resolution No. 121**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Lobby the federal government in collaboration with Provincial Divisions, Local Unions and other chartered organizations to increase cellular service to rural and remote areas of the country.

BECAUSE:

- One of the most effective personal safety devices is a cell phone with the ability to call 911 in an emergency situation such as a personal attack, health emergency or accident (such as a person with disability falling); and
- The lack of cell service in Northern and remote areas of BC has denied women and persons with disabilities living in these communities the ability to call for help in an emergency situation.

*Convention decision* \_\_\_\_\_

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**Resolution No. 122**  
**Submitted by CUPE Vancouver Island and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

Lobby the federal government to:

- Regulate the level of all Royal Canadian Mounted Police (RCMP) and/or military or other police personnel deployed to peaceful demonstrations/blockades/rallies; and
- Review the behavior of Royal Canadian Mounted Police (RCMP) and/or military or other police personnel towards all people involved in peaceful demonstrations/blockades/rallies and specifically the actions towards Indigenous people as they are disproportionately targeted.

BECAUSE:

- As trade unionists, we would never tolerate this level of force on a picket line during a strike;
- It is our democratic right to demonstrate peacefully in public spaces;
- Prior, informed consent and consultation is a legislated right of Indigenous people in BC under UNDRIP regarding land use on unceded territories;

- Forced confrontations only continue the legacy of colonialism we are collectively working to change.

*Convention decision* \_\_\_\_\_

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**Resolution No. 123**  
**Submitted by Local 1281 (Ont.)**

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CUPE NATIONAL WILL:

1. Call on locals representing municipality personnel to organize their members to refuse the work of dismantling encampments;
2. Proactively and in detail inform members about their right to refuse unsafe work under relevant provincial legislation as well as the steps and procedures to enforce that right, in the specific context of dismantling encampments;
3. Inform members that CUPE locals will support and represent workers disciplined or discharged as a result of refusing to dismantle encampments;
4. Release a letter outlining this position as an important value to CUPE National and of the Canadian labour movement; and
5. Lobby municipalities to end the project of dismantling encampments and instead invest in permanent affordable housing.

BECAUSE:

- Dismantling encampments is a project of the state security apparatus using CUPE members as an intermediary to violate human rights, suppress social movements and enact state violence;
- While Canada has acknowledged that housing is a human right, governments, at all levels, have failed to provide permanent social housing;
- The consolidation of state power and the landlord class is at odds with the goals of the Canadian labour movement; and
- During and after encampment dismantlements, the state assaults, injures, arrests and charges marginalized communities.

*Convention decision* \_\_\_\_\_

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**Resolution No. 124**  
**Submitted by Local 1289 (N.L.)**

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CUPE NATIONAL WILL:

- Lobby the federal government to work collaboratively with other international governments to prevent the deaths of Atlantic Right Whales.
- Lobby the federal government to create regulations for the use of "break away" fishing gear to prevent the entanglement of marine life and avoid "by catch", both of which cause significant unnecessary deaths to marine animals.
- Lobby the federal government to legislate stiffer penalties up to and including loss-of licensing for those fishers who abandon their fishing gear or refuse to use "break away" gear.

BECAUSE:

- As these whales migrate through international waters, it will take an international response to protect them.
- Researchers estimate there are less than 100 reproductive females remaining.
- Entanglement is a leading cause of death and harm to these whales.
- The ocean is their home, not our garbage dump.

*Convention decision* \_\_\_\_\_

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**Resolution No. 125**  
**Submitted by Local 1500 (Que.)**

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CUPE NATIONAL WILL:

Position itself in favour of creating of an intergovernmental pandemic prevention council, a non-partisan and independent group made up of scientists and experts in the various fields concerned.

BECAUSE:

- The recent pandemic has had a devastating impact not only on the physical and mental health of the world's population but also on several social and economic aspects of our society;
- The trends of man-made climate change, deforestation and human encroachment on natural habitats are such that experts are predicting that

the cycles of the next epidemics could be far shorter in addition to being more deadly and costly.

- The economic impact of pandemics far exceeds the investments required to prevent them.

*Convention decision* \_\_\_\_\_

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**Resolution No. 126**  
**Submitted by Local 5373 (N.S.)**

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CUPE NATIONAL WILL:

- Call on the federal government to implement a tax on excess profits made during the pandemic; and
- Mobilize the public for tax on a pandemic profit.

BECAUSE:

- Dozens of Canada's largest corporations reported record profits while workers suffered extreme economic hardship during the Covid-19 pandemic;
- Various provincial governments clawed back already limited pandemic pay increases for frontline workers while allowing Canada's billionaires to get richer;
- The economic and health impacts of the pandemic exacerbate inequality and the concentration of wealth in Canada; and
- Money generated from a tax on pandemic profits would fund stringer public services.

*Convention decision* \_\_\_\_\_

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**Resolution No. 127**  
**Submitted by CUPE New Brunswick**

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CUPE NATIONAL WILL:

Encourage all workers to support small businesses and buy locally.

BECAUSE:

- COVID-19 has hurt many of our small businesses; and
- Owners of small businesses support local community initiatives; and
- Buying from a small business in your community helps your local economy; and
- It is the right thing to do.

*Convention decision* \_\_\_\_\_

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**Resolution No. 128**  
**Submitted by the National Executive Board**

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## CUPE NATIONAL WILL:

1. Be an outspoken advocate for digital justice and universal, affordable broadband and cellular access;
2. Call on the Canadian Radio-television and Telecommunications (CRTC) to recognize universal broadband as a basic right and an important public interest objective, and to reflect this position in its regulatory frameworks;
3. Work with the Canadian Labour Congress and other unions, local governments, regulators, service users and service providers.

## BECAUSE:

- Digital justice principles of access, participation, common ownership, and healthy communities are also important principles for CUPE and the labour movement;
- The digital divide remains an obstacle to achieving equality of opportunity in Canada, and significant gaps in coverage still exist;
- Rural, remote, and northern communities are disproportionately affected by gaps in connectivity;
- Canadians continue to pay among the highest rates for smartphone plans in the world;
- The COVID-19 pandemic has accelerated the pace at which information, education, and public services are moving online, making access a critical equity issue;
- Likewise, achieving universal access is increasingly important for future union growth and solidarity, as new data tools and organizing techniques supplement in-person organizing efforts.

*Convention decision* \_\_\_\_\_

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**Resolution No. 129**  
**Submitted by CUPE Newfoundland and Labrador**

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## CUPE NATIONAL WILL:

1. Lobby the federal government to reinstate the National Gun Registry; and
2. Seek input from stakeholders (including police, women's organizations, hunters, rural and

Aboriginal Canadians) on how to improve gun laws to enhance public safety; and

3. Raise awareness to CUPE members and other activists on gun safety and how the reinstatement of the National Gun Registry can help protect Canadians; and
4. Circulate information about the necessity and benefits of the National Gun Registry.

## BECAUSE:

- In Nova Scotia on April 18-19, 2020, 22 people were murdered and 3 injured by a gunman; and
- In Montreal on December 6, 1989, 14 women were murdered by a gunman; and
- The National Gun Registry was created in 1995, requiring gun owners to be licensed, register their firearms, and store them unloaded in locked gun cabinets; and
- The gun registry saved lives with firearm homicide rates down since 1991; and
- The gun registry was an important tool in tackling domestic violence with the Police using the registry daily Nationwide when intervening in cases of domestic violence; and
- Effective gun control is an important tool to protect public safety.

*Convention decision* \_\_\_\_\_

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**Resolution No. 130**  
**Submitted by CUPE Nova Scotia**

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## CUPE NATIONAL WILL:

1. Lobby the federal government to work with the provincial and territorial governments to ensure all health care workers have proper and readily available Personal Protective Equipment (PPE). Federal funding must be allocated and used properly for PPE procurement.
2. Call for the domestic production of PPE in Canada to ensure the health care system is prepared for any future pandemics.
3. Lobby the federal government to develop consistent and standardized policies on PPE protocols and requirements for regular inventories.

BECAUSE:

- The Auditor General of Canada reported that the Public Health Agency of Canada (PHAC) was not adequately prepared for COVID-19 and had ignored long-standing issues in the management of PPE and other medical devices in the National Emergency Strategic Stockpile.
- PHAC did not track the expiry dates of some equipment which meant much needed PPE had expired when the World Health Organization declared COVID-19 a pandemic in March 2020 and resulted in health care workers having to wear expired masks during the pandemic.

*Convention decision* \_\_\_\_\_

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**Resolution No. 131**

**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

Advocate and lobby for better pandemic preparedness among the federal, provincial, and territorial governments to eliminate any potential challenges in the advent of another health care crisis. This includes, but is not limited to, the following:

- Restocking of quality personal protective equipment (PPE);
- Adequate staffing;
- Vigorous inspection of all facilities and agencies regarding air quality;
- Clear policies and guidelines;
- Adequate accessibility for testing; and
- Adequate accessibility for all residents/employees to be vaccinated;
- Production of vaccines and PPE in Canada.

BECAUSE:

- The government of Canada, provincial and territorial governments were not adequately prepared for the current COVID-19 pandemic.

*Convention decision* \_\_\_\_\_

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**Resolution No. 132**

**Submitted by Local 3912 (N.S.)**

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CUPE NATIONAL WILL:

1. Endorse and publicly promote the request for a public inquiry in Nova Scotia, into the firing of president Aoife MacNamara from NSCAD.
2. Publicly demonstrate disapproval for the actions of the BOG of NSCAD.

BECAUSE:

- In 2020 FUNSCAD voted no confidence in the BOG, and so did the Senate of NSCAD.
- The faculty union at NSCAD has called for a public inquiry into the firing of Aoife MacNamara.
- NSCAD is a public institution, operating with tuition and tax dollars should be completely transparent in their decision making to obtain the public trust.
- The BOG's decision making was not transparent, and it appears real estate interests played a disturbing role in the firing of Dr. MacNamara.

*Convention decision* \_\_\_\_\_

**POST-SECONDARY EDUCATION**

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**Resolution No. 133**

**Submitted by Locals 3912 (N.S.), 1870 (P.E.I.), 1281 (Ont.), 3902 (Ont.), 3908 (Ont.), and 4207 (Ont.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government to eliminate student loan debt and to eliminate tuition for Post-Secondary Education.

BECAUSE:

- Tuition fees at Canadian universities have increased by three times the rate of inflation since 1990. In the same period, average student debt has grown 40 per cent while average real wages have stagnated.
- In 2015, Statistics Canada reported that 41 per cent of graduates had debt in excess of \$25,000 at the time of graduation.
- Eliminating tuition fees would allow students from low-income families to obtain a post-secondary education, which in turn would enable them to better contribute to the country's economic

recovery in the short term and to its growth in the long term.

*Convention decision* \_\_\_\_\_

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**Resolution No. 134**  
**Submitted by Locals 3912 (N.S.), 1870 (P.E.I.), 1281 (Ont.), 3902 (Ont.), and 4207 (Ont.)**

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CUPE NATIONAL WILL:

1. Endorse and support the "Education for All" campaign by lobbying the federal government to increase federal transfers to support access to high quality post-secondary education in Canada through the adoption of a Post-Secondary Education Act with clear conditions and accountability measures for federal funding, including a dedicated post-secondary transfer with funding increased to the level of per-student post-secondary education funding provided in the early 90's prior to the cuts by the Chretien government.

BECAUSE:

- Federal Transfers for post-secondary education are almost 40% less per student than they were nearly 30 years ago; and
- In the early 1990's, universities received more than 80% of their operating revenue from governments; and
- Tuition at Canadian universities have increased by three times the rate of inflation since 1990 whereas during the same period, the average student debt has grown by a greater margin while average real wages have stagnated; and
- More post-secondary workers are employed in precarious positions than in any other sector as a result of underfunding to our post-secondary institutions.

*Convention decision:* \_\_\_\_\_

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**Resolution No. 135**  
**Submitted by Locals 3912 (N.S.), 1870 (P.E.I.), 1281 (Ont.), 3902 (Ont.), 3906 (Ont.), 3908 (Ont.), and 4207 (Ont.)**

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CUPE NATIONAL WILL:

1. Publicly express support for the Canadian Association of University Teachers (CAUT) censure

of the University of Toronto and abide by the sanctions until the censure is lifted by CAUT.

BECAUSE:

- Ensuring fair hiring processes free from corporate or donor influence and defending human rights are fundamental CUPE principles.

*Convention decision* \_\_\_\_\_

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**STRIKE FUND**

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**Resolution No. 136**  
**Submitted by Locals 1281 (Ont.), 3902 (Ont.), 3906 (Ont.), and 3908 (Ont.)**

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CUPE NATIONAL WILL:

1. Amend Articles 5 and 6 of the National Strike Fund regulations to accommodate striking members and acknowledge the realities of striking during a global pandemic and other times of emergency.
2. Amend Articles 5 and 6 of the National Strike Fund regulations to grant local unions the autonomy and authority to determine the legitimacy of and assign "other picket duties" during a strike.

BECAUSE:

- Strikes can only be successful if all members are given the opportunity to participate.
- While picket lines remain an essential part of strike action, numerous other activities must take place in order to support the strike, boost morale, ensure accurate communication, conduct effective outreach, and more.
- The nature of workplaces is changing, especially in the context of the COVID-19 pandemic. Some workplaces are increasingly remote with workforces that are not based around a centralized location. Strike action must reflect this reality in adopting measures that complement and parallel in-person pickets.
- We must acknowledge post-COVID-19 labour conditions.

*Convention decision* \_\_\_\_\_



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**Resolution No. 137**  
**Submitted by Local 905 (Ont.)**

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CUPE NATIONAL WILL:

Increase strike pay to \$450.00 per week.

BECAUSE:

- Our members need financial support to make strikes feasible to fight for better collective agreements.
- Strike pay has not kept up with increases to cost of living.

*Convention decision* \_\_\_\_\_

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**Resolution No. 138**  
**Submitted by Locals 1281 (Ont.), 3902 (Ont.), 3906 (Ont.) and 3908 (Ont.)**

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CUPE NATIONAL WILL:

Amend Article 5 of the National Strike Fund (NSF) regulations to ensure that local union members can receive strike pay when they are not holding a current contract or on active payroll, as long as they have paid dues in the last twelve (12) months and have a reasonable expectation of future employment.

BECAUSE:

- The NSF regulations must reflect the reality of precarious and contract workers in unionized workplaces.
- Such workers often work on short-term contracts, which are secured for set periods throughout the year, or seasonally. During other periods, these workers may not hold contracts, or they may be on lay-off subject to recall. They return to work year-after-year for the same employer.
- Employers can force lockouts during periods in which these workers are on layoff or not holding contracts. The current NSF regulations do not allow these workers to take job action that would impact an employer engaging in such tactics.
- Precarious and contract workers need improvements to their working conditions and are likely to have to strike to win these improvements. They need support from the NSF to be able to pose a credible strike threat.

*Convention decision* \_\_\_\_\_

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**Resolution No. 139**  
**Submitted by Local 2500 (Qc.)**

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CUPE NATIONAL WILL:

- 1- Index all strike or lockout allowances annually based on the Consumer Price Index (CPI).

BECAUSE:

- Strike or lockout allowances in the CUPE National Constitution are not indexed;
- It is important that the amounts be increased gradually each year so that they are in line with the cost of living.

*Convention decision:* \_\_\_\_\_

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**Resolution No. 140**  
**Submitted by CUPE Ontario**

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CUPE NATIONAL WILL:

Broadly advertise, to all locals and parts of CUPE, the option for locals to use an electronic strike pay system in lieu of paper-based National Strike Fund Forms E, F, and G and to allow for e-transfers/direct deposit.

BECAUSE:

- Delegates to the 2021 CUPE Ontario Convention debated a resolution calling for our region to submit this resolution in the interests of efficiency, and to lower the administrative burden for local unions during strike / lock out action.

*Convention decision* \_\_\_\_\_

**SUPPORTING CUPE LOCALS**

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**Resolution No. 141**  
**Submitted by CUPE Alberta**

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CUPE NATIONAL WILL:

1. Continue to support the opposition and fight back of chartered organizations in Alberta against the so called, Restoring Balance in Alberta's Workplaces Act (Bill 32), enacted by Jason Kenney's United Conservative government.

2. Harness the full power of CUPE to fight in the courts,
3. Provide administrative support to chartered organizations; and
4. Ensure that members and the public are educated and informed through direct action about Jason Kenney's assault on the rights of working people.

BECAUSE:

- Bill 32 is the most vicious attack on labour rights since the Second World War.
- A healthy economy and democracy depend on regular working people having rights, both in the workplace and on the political stage.
- We need to fight the American-style approach of the rules regarding membership dues as this is an attack on freedom of association and the Charter rights to freedom of expression and freedom of assembly.
- All unions are at risk as Bill 32 politically targets voices opposed to the government's agenda to undermine their ability to participate in democratic debate.

*Convention decision* \_\_\_\_\_

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**Resolution No. 142**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Create a sector opportunity and/or network for composite locals to meet and support one another to develop best practices for servicing a diverse number of workplaces per local; and
2. Build and develop an education module for staff and local executive that can be offered in the Local Executive Training on the unique servicing and leadership requirements for composite locals; and
3. Develop tools and best practices for composite locals to assist with the unique needs of ongoing multi-unit bargaining, developing inclusive bylaws and structures that are reflective of the diversity of units, and developing a plan for consistency and sustainability for ongoing changes to servicing representation, multi-unit steward turnover, and high demands on local executives.

BECAUSE:

- Composite locals are unique and with their National Reps, are negotiating and balancing an ever-increasing number of grievances, arbitrations, and collective agreements ranging from 2-30 units per local; and
- Consistency is crucial for composite locals, as high staffing turnover directly affects the impact on both composite locals and in local member engagement; and
- With fluctuations in shop steward turnover with so many units throughout the year, member engagement is key for the local executive, and with the ever-increasing number of units per composite local, the work of local executives steepens and affects the capacity and demand of executives; and
- A strong model for supporting composite locals will ensure member's needs are prioritized and the retention of local executives can be supported.

*Convention decision* \_\_\_\_\_

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**Resolution No. 143**  
**Submitted by Local 3902 (Ont.)**

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CUPE NATIONAL WILL:

1. Provide continued commitment and support to CUPE locals in Ontario (Ontario locals) in their fight against Ontario labor legislation "Protecting a Sustainable Public Sector for Future Generations Act" (Bill 124).
2. Dedicate resources to educate all CUPE locals and their membership across Canada to raise awareness about the dangers posed by this legislation on unions and workers.

BECAUSE:

- The legislation is an attack on the unions and on the worker's rights; the changes enacted to employment standards affect all unions and workers, unionized or not.
- The legislation poses an unprecedented challenge to the survival of unions in Ontario, by restricting the increases of total compensation that unionized workers can receive to 1% per year.
- Challenging the legislation in courts will require ongoing financial commitment from CUPE National, CUPE Ontario and all Ontario locals.

- It is important to educate all CUPE locals across the nation about the dangers posed by the legislation as it has the potential to spread and negatively impact the labour movement in Canada.

*Convention decision* \_\_\_\_\_

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**Resolution No. 144**  
**Submitted by Locals 3912 (N.S.), 1870 (P.E.I.),**  
**3902 (Ont.) and 4207 (Ont.)**

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CUPE NATIONAL WILL:

1. Provide continued commitment and support to CUPE locals in Alberta (Alberta locals) in their fight against Alberta labor legislation “Restoring Balance in Alberta’s Workplaces Act” (Bill 32).
2. In co-operation with CUPE Alberta and Alberta locals, continue the legal challenge of the legislation in courts to protect and preserve the democratic rights of the unions.
3. Continue to help Alberta locals in complying with financial requirements, contacting membership, and responding to possible disputes and complaints resulting from the legislation.
4. Dedicate resources to educate all CUPE locals and their membership across Canada to raise awareness about the dangers posed by this legislation on unions and workers.

BECAUSE:

- The legislation poses unprecedented challenge to the survival of unions in Alberta, by restricting the right of the unions to democratically decide how to spend members’ dues and the right to speak out on issues of importance to its members.
- The legislation is an attack on the unions and on the worker’s rights; the changes enacted to employment standards affect all unions and workers, unionized or not.
- Challenging the legislation in courts will require ongoing financial commitment from CUPE National, CUPE Alberta and all Alberta locals.
- It is important to educate all CUPE locals across the nation about the dangers posed by the legislation as it has the potential to spread and negatively impact the labor movement in Canada.

*Convention decision* \_\_\_\_\_

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**Resolution No. 145**  
**Submitted by Ontario Council of Hospital Unions (Ont.)**

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CUPE NATIONAL WILL:

- Coordinate intensified research to support local unions facing the replacement of members with speech recognition, automation, digitization, robotics, and other forms of technological change.

BECAUSE:

- Automation and digitization are chewing through our membership, particularly in clerical and administrative functions and the track record of these systems, their job loss impacts and their true costs are all information which could be collected centrally, rather than researched by local unions without the resources; and
- Many of the companies that are selling our employers this technology are headquartered in the United States and research can and should be coordinated and available nationally.

*Convention decision* \_\_\_\_\_

**WOMEN’S RIGHTS**

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**Resolution No. 146**  
**Submitted by CUPE Vancouver Island District Council**  
**and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

- Continue to encourage and support women to be elected into leadership roles and continue a relationship of support with them afterward.

BECAUSE:

- Once women are elected into a leadership role, the battle is far from being over, it continues to be a fight to remain in the leadership role and to be respected in that role; and
- Women tend to focus on the struggle for success in their leadership role rather than caring for themselves; and
- It is important that leaders and activists care for themselves to ensure they remain strong and healthy to carry on the fight.

*Convention decision* \_\_\_\_\_

