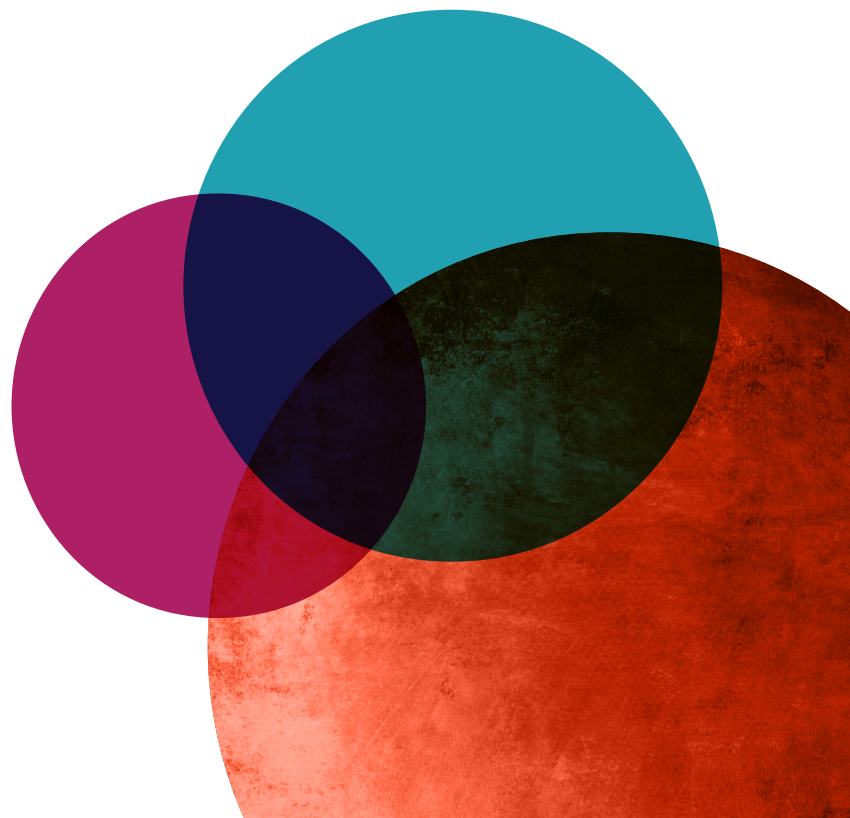


# Constitutional Amendments Resolutions

Québec  
60 CUPE-SCFP  
years•ans 2023





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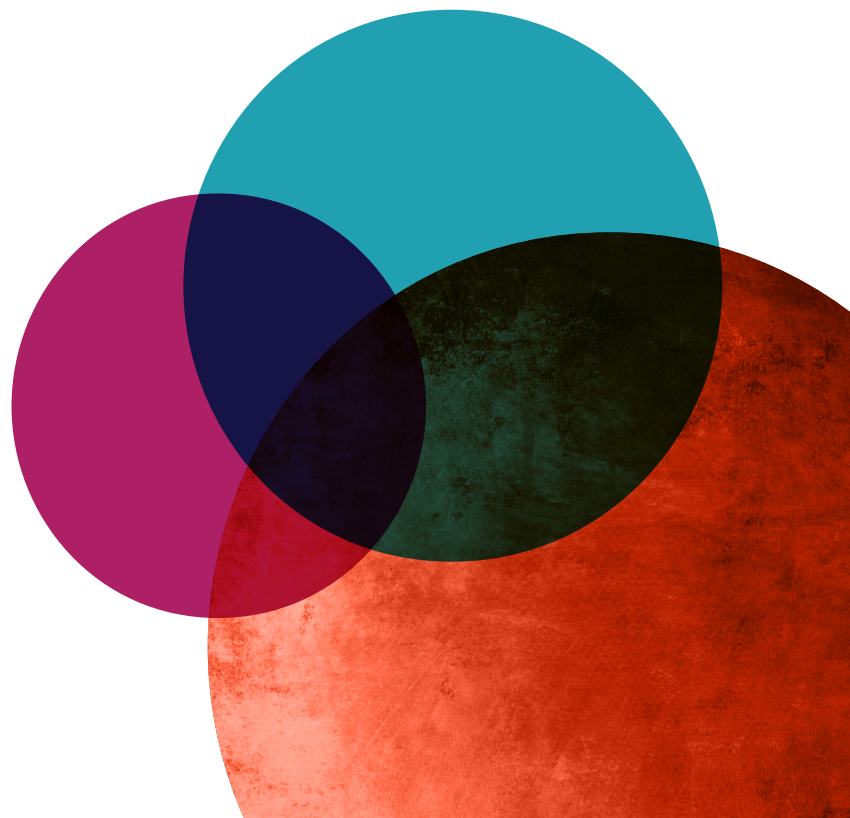
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# Constitutional Amendments

Québec  
60 CUPE-SCFP  
years•ans 2023





## ARTICLE II

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### Constitutional Amendment No. C1

Submitted by Locals 2626, 3903, 3906, 3908, 4600  
(Ont.) and 3911 (Alta.)

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CUPE WILL:

1. Amend Article 2.1(h) of the CUPE National Constitution as follows:
  - (h) to **promote equality and** eliminate any kind of harassment and discrimination; to promote equal treatment of everyone ~~regardless of~~ **across class (economic status), citizenship, race, colour, nationality, age, sex (including pregnancy and breastfeeding) /gender, sexual orientation, gender identities, gender expressions, language, sexual orientation, place of origin, ethnic origin, ancestry, religion religious belief, creed, mental or physical disability (including mental, physical, developmental, and learning disabilities), family status (such as being in a parent-child relationship), parental status, marital status (including, but not limited to, married, single, widowed, divorced, separated, or living in a conjugal relationship outside of marriage, regardless of sex, gender, and partner configuration), genetic characteristics, place of residence, receipt of public assistance, political affiliation, record of offences, and Indigenous ways of knowing** and to actively oppose discrimination on any of these grounds.

BECAUSE:

- CUPE must update its language to meet the *Canadian Human Rights Act*; and
- CUPE can demonstrate respect for equity-seeking groups above and beyond the *Canadian Human Rights Act*; and
- Updated equity language is necessary; and
- Recognition for peoples and groups not included in the text of the original article is crucial and is in the spirit of *CUPE's Equality Statement*; and
- The terms should be reorganized logically in the text for increased legibility.

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

## ARTICLE IV

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### Constitutional Amendment No. C2

Submitted by the National Executive Board

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CUPE WILL:

Amend the National Constitution to abolish the National Executive Committee and have the General Vice-Presidents and/or the NEB take on its roles and responsibilities:

1. Amend Article 4.2 to read:

#### **4.2 District Councils**

- (a) The National Union may charter a District Council for an area in a province at the request of at least five chartered Local Unions in the area. The National Executive ~~Committee~~ **Board** will decide the area of jurisdiction for each District Council. Only chartered Local Unions in the area can join a District Council.

2. Amend Article 5.1 to read:

#### **5.1 Structure**

The government and structure of the Union is:

- (a) Convention
- (b) National Executive Board
- ~~(c) National Executive Committee~~
- ~~(d)~~ (c) National Officers
- ~~(e)~~ (d) Provincial Divisions
- ~~(f)~~ (e) District Councils
- ~~(g)~~ (f) Service Divisions
- ~~(h)~~ (g) Provincial Unions
- ~~(i)~~ (h) Local Unions

3. Amend Articles 6.9 and 6.10 to read:

#### **6.9 Credentials Committee**

The National Executive ~~Committee~~ **Board** will appoint a Credentials Committee of at least three members before the start of Convention. Only members who have submitted credentials can be appointed to the Committee. The Committee will meet before Convention to decide if credential forms received by the National Secretary-Treasurer are valid. The Committee will register delegates with valid credentials. The Committee will report to Convention on the first day and when necessary. Any decision of the Committee may be appealed to ~~the National Executive Committee and/or~~ the National Executive Board and to Convention.

#### **6.10 Convention Committees**

The National Executive ~~Committee~~ **Board** will appoint committees needed for Convention. The National Executive ~~Committee~~ **Officers** may request any committee to meet before Convention to perform its role.

4. Amend Articles 7.8 (b), (c) and (e) to read:

#### **7.8 Administration**

- (b) The National Executive ~~Committee~~ **Board** will review the decision to place the chartered organization under administration within ~~14~~ **21** days. The ~~Committee~~ **Board** can approve or overturn the decision. If the decision is approved, the administrator will continue to exercise authority over the chartered organization and its affairs. If the decision is overturned, the administrator will stop exercising authority over the chartered organization and its affairs within two days. The decision of the ~~Committee~~ **Board** will be communicated to the President and Secretary-Treasurer of the chartered organization.



- (c) The National Executive Board will review the ~~action of the National President and the decision of the National Executive Committee~~ **decision to place the chartered organization under administration** at its next meeting. At least seven days' notice of the time and place of the meeting will be given to the chartered organization. Any officer or member of the executive of the chartered organization can ask to speak at the Board meeting and will be given every reasonable opportunity to do so. **The Board can decide to continue or to lift the administration. The decision of the Board will be communicated to the President and Secretary-Treasurer of the chartered organization.**
- (e) All decisions to place a chartered organization under administration and the decisions of the ~~National Executive Committee and~~ National Executive Board will be reported to the next regular Convention.

5. Amend Article 9.2 (a) to read:

**9.2 National President**

- (a) The National President is the chief executive officer of the National Union. The National President exercises supervision over the affairs of the Union, signs all official documents and presides at Convention and all meetings of the National Executive Board ~~and the National Executive Committee.~~

6. Amend Articles 9.3 (d), (e) and (j) to read:

**9.3 National Secretary-Treasurer**

- (d) The National Secretary-Treasurer will prepare a budget of expected expenses of the National Union for the next fiscal year. The National Secretary-Treasurer will submit the budget to ~~the National Executive Committee.~~ ~~The National Executive Committee will submit the budget to~~ the National Executive Board before the start of the fiscal year. The National Executive Board can amend the budget and must approve a budget no later than 30 days after the start of the fiscal year.
- (e) The National Secretary-Treasurer is responsible for the books, documents, files and property of the National Union. ~~The National President, the National Executive Committee and the National Executive Board can inspect the books, documents, files and property of the National Union at any time.~~
- (j) The National Secretary-Treasurer will send out the Convention call and act as secretary at Convention. The National Secretary-Treasurer will ensure that the proceedings of Convention and meetings of the National Executive Board ~~and National Executive Committee~~ are recorded. A report on Convention will be sent to all chartered organizations within a reasonable time after the end of Convention.

7. Amend Articles 9.5 (d) and (f) to read:

**9.5 Employing Staff**

- (d) The National Officers appoint Assistant Regional Directors, with the approval of the National Executive ~~Committee~~ **Board.**
- (f) The National Officers appoint Assistant Branch Directors, with the approval of the National Executive ~~Committee~~ **Board.**

8. Amend Article 11.12 to read:

**11.12 Bonding of Officers and Employees**

The National Executive Committee ~~Officers~~ decides which officers or employees of the National Union will be bonded. The ~~Committee~~ **Officers** decides the amount of the bond and approves the bonding company. The bond is effective when the officer or employee takes office. The National President has custody of the bond and the cost of the bond is paid by the National Union.

9. Delete Article VIII and renumber the remaining articles.

BECAUSE:

- Having the National Executive Board take on roles and responsibilities of the National Executive Committee allows every Regional and Diversity Vice-President to participate and have a voice in all decisions made between Conventions as per the authority granted by the National Constitution.
- The National Executive Board can now meet virtually and on short notice to make decisions efficiently.

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

**ARTICLE VI**

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**Constitutional Amendment No. C3  
Submitted by CUPE Niagara District Council (Ont.),  
CUPE Durham Northumberland District Council  
(Ont.), and Locals 503, 1281, 1777, 2191, 2316, 4400,  
7797 (Ont.)**

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CUPE WILL:

1. Amend Article 6.3 of the National Convention to include retirees of chartered organizations by adding the following new language:

**(e) There will be no registration fee for retirees of chartered organizations.**

2. Amend Article 6.4 of the National Constitution to include retirees in convention representation by adding the following new language:

**(c) Each chartered organization may register one retiree who will be seated at the convention together with the chartered organization and have a voice but no vote. This retiree would not be considered to be a delegate.**

BECAUSE:

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

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

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**Constitutional Amendment No. C4  
Submitted by CUPE Niagara District Council (Ont.)**

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CUPE WILL:

Amend the Constitution as follows:

6.3 add:

- (e) There will be no registration fee for retirees of chartered organizations.

6.4 add:

- (c) Each chartered organization may register one retiree who will be seated at convention together with the chartered organization and have voice but no vote. This retiree would not be considered to be a delegate.

BECAUSE:

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

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

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**Constitutional Amendment No. C5  
Submitted by Locals 2626, 3903, 3906, 3908, 4600  
(Ont.) and 3911 (Alta.)**

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CUPE WILL:

1. Amend Article 6.4(a) of the CUPE National Constitution as follows:

Each chartered organization may register one additional delegate who self-identifies as a member of one of the following communities: ~~Indigenous, LGBTQ2+, Racialized, Women, Workers with Disabilities, Young Workers.~~

- (i) **Indigenous peoples, First Nations, Inuit, Metis**
- (ii) **Intersex peoples**
- (vii) **Peoples with disabilities including but not limited to mental, physical, developmental, and learning disabilities**
- (iii) **Peoples with queer (non-cisgender) identities and expressions including but not limited to transgender (transsexual), people who have, are undergoing, or wish to transition, Two-Spirit, non-binary, genderqueer, gender fluid, agender**
- (iv) **Peoples with queer sexualities including but not limited to asexual, homosexual, pansexual, bisexual**
- (v) **Racialized peoples, Peoples of Colour**
- (vi) **Women**
- (viii) **Young workers**

BECAUSE:

- Expanding the existing language improves visibility and representation for equity-seeking groups often erased and homogenized; and
- “LGBTQ2S+” is limiting. The proposed change recognizes that sexual orientations and gender identities and expressions are not the same; and
- Intersex peoples are often erased.

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

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**Constitutional Amendment No. C6**  
**Submitted by Locals 2626, 3903, 3906, 3908, 4600**  
**(Ont.) and 3911 (Alta.)**

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CUPE WILL:

1. Add a new Article 6.11(d) to the CUPE National Constitution as follows:

**(d) Resolutions and/or constitutional amendments shall be considered on each day of Convention. Sufficient time shall be allotted, on each day of Convention and across the multiple days scheduled for Convention, to allow for debate on the resolutions and/or constitutional amendments submitted for consideration. All resolutions and constitutional amendments shall be considered and voted on by the membership at Conventions.**

BECAUSE:

- Resolutions and constitutional amendments are the way for Locals to make change to National and engage in the democratic process; and
- CUPE must make space for discussion and debate on matters of importance to Locals and other bodies; and
- Making space for all submitted resolutions and constitutional amendments to be heard and voted on ensures National Conventions are spaces for members to participate in their union.

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

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**Constitutional Amendment No. C7**  
**Submitted by Locals 2626, 3903, 3906, 3908 and**  
**4600 (Ont.)**

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CUPE WILL:

1. Amend Article 6.13 of the CUPE National Constitution as follows:

The rules of order of Convention are set out in Appendix A. The Convention is open for business after a majority of delegates have approved the report of the Credentials Committee. **At the time of registration for the Convention, all delegates shall be sent in advance an accessible, digital copy of the Constitution with the Rules of Order, and a quick guide to the Rules of Order to ensure they are abided by. Copies of all documents shall also be distributed to local attendees at the Convention and caucuses in accessible formats.**



BECAUSE:

- Delegates often do not know how to locate Bourinot’s Rules of Order and the Constitution in accessible formats; and
- Providing these documents beforehand will encourage engagement and understanding of union practices; and
- A quick guide to the Rules of Order will help delegates understand and abide by the rules, allowing for orderly meeting process to be followed.

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

**ARTICLE VII**

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**Constitutional Amendment No. C8**  
**Submitted by the National Executive Board**

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CUPE WILL:

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

1. Amend Article 7.2 (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~~ **seven** Diversity Vice-Presidents.

2. Amend Article 7.2 (d):

The Diversity Vice-Presidents represent the following members:

Indigenous Workers.....	1
Black and Racialized Workers .....	1
<b>2SLGBTQI+ Workers.....</b>	<b>1</b>
<b>Francophone Workers .....</b>	<b>1</b>
<b>Workers with Disabilities .....</b>	<b>1</b>
<b>Women.....</b>	<b>1</b>
<b>Young Workers .....</b>	<b>1</b>

3. Amend Article 11.10 (c):

11.10 Vacancy on National Executive Board

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

BECAUSE:

- 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. C9**  
**Submitted by CUPE Ontario, CUPE Saskatchewan,**  
**Vancouver Island District Council (B.C.) and Locals**  
**2191, 2512, 4155, 4299, 4340, 4865, 5335 (Ont.),**  
**41 (Alta.), 917 (B.C.), 951 (B.C.) and 1936 (B.C.)**

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CUPE WILL:

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

1. 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~~ **seven** Diversity Vice-Presidents.
2. Amend Article 7.2 (d):
  - d) The Diversity Vice-Presidents represent the following members:

Indigenous Workers .....	1
Black and Racialized Workers.....	1
<b>2SLGBTQI+ Workers.....</b>	<b>1</b>
<b>Francophone Workers .....</b>	<b>1</b>
<b>Workers with Disabilities.....</b>	<b>1</b>
<b>Women.....</b>	<b>1</b>
<b>Young Workers .....</b>	<b>1</b>

3. Amend Article 11.10 (c)

11.10 Vacancy on National Executive Board

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

BECAUSE:

- 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. C10  
Submitted by the Hospital Employees' Union (B.C.)**

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CUPE WILL:

Add five 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~~ **seven** Diversity Vice-Presidents.

**Amend Article 7.2 (d)**

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

Indigenous Workers .....	1
<b>LGBTQ2+ Workers</b> .....	<b>1</b>
<b>Black and Racialized Workers</b> .....	<b>1</b>
<b>Women</b> .....	<b>1</b>
<b>Workers with Disabilities</b> .....	<b>1</b>
<b>Francophone</b> .....	<b>1</b>
<b>Young Workers</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;
- 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;
- Under the current structure, there are voices and views missing around the table; 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 Nova Scotia, CUPE Manitoba,**  
**and Locals 8920 (N.S.), 2348 (Man.), and 3060**  
**(Man.)**

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CUPE WILL:

Add five 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~~ **seven** Diversity Vice-Presidents.

**Amend 7.2 (d)**

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

Indigenous Workers .....	1
<b>2SLGBTQI+ Workers</b> .....	<b>1</b>
Racialized Workers.....	1
<b>Women</b> .....	<b>1</b>
<b>Workers with Disabilities</b> .....	<b>1</b>
<b>Francophone</b> .....	<b>1</b>
<b>Young Workers</b> .....	<b>1</b>

**Amend 11.10 (c)**

11.10 Vacancy on National Executive Board

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

BECAUSE:

- 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. C12  
Submitted by Local 2316 (Ont.)**

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CUPE WILL:

Amend the Constitution as follows:

Under 7.2 of the CUPE National Constitution,

**7.2 Composition**

- (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~~ **seven** Diversity Vice-Presidents.

**Add the new 7.2 (d)**

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

<b>2SLGBTQI+ Workers</b> .....	<b>1</b>
<b>Workers with Disabilities</b> .....	<b>1</b>
<b>Women</b> .....	<b>1</b>
<b>Young Workers</b> .....	<b>1</b>
<b>Francophone</b> .....	<b>1</b>
Indigenous Workers.....	1
Racialized Workers .....	1

**11.10 Vacancy on National Executive Board**

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

BECAUSE:

- 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 Local 4207 (Ont.)**

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CUPE WILL:

Amend the CUPE National Constitution, as follows:

**7.2 Composition**

(a) **The members of the National Executive Board are elected by a 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~~ **seven** Diversity Vice-Presidents.

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

<b>2SLGBTQI+ Workers</b> .....	<b>1</b>
<b>Workers with Disabilities</b> .....	<b>1</b>
<b>Women</b> .....	<b>1</b>
<b>Young Workers</b> .....	<b>1</b>
<b>Francophone</b> .....	<b>1</b>
Indigenous Workers .....	1
Black and Racialized Workers .....	1

**11.10 Vacancy on National Executive Board**

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

BECAUSE:

- We can build a more inclusive National Executive Board through equity representation.

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

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**Constitutional Amendment No. C14  
Submitted by Locals 2626, 3903, 3906, 3908, and 4600  
(Ont.)**

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CUPE WILL:

1. Amend Article 7.2(a) of the CUPE National Constitution as follows:

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

2. Amend Article 7.2(d) of the CUPE National constitution as follows:

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

Indigenous Workers .....	1
Black and Racialized Workers .....	1
<b>2SLGBTQI+ Workers .....</b>	<b>1</b>
<b>Workers with Disabilities .....</b>	<b>1</b>
<b>Women .....</b>	<b>1</b>
<b>Young Workers.....</b>	<b>1</b>
<b>Francophone.....</b>	<b>1</b>

3. Amend Article 11.10(c) of the CUPE National Constitution as follows:

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

BECAUSE:

- This resolution was passed by the membership at the CUPE Ontario 2023 Convention; and
- The culture in CUPE needs to change to reflect the increasingly progressive culture of our communities; and
- CUPE should increase the number of Diversity Vice-Presidents to conform to the protected grounds in the *Canadian Human Rights Act*; and
- We will be a more effective union when we include diverse perspectives in the highest level of decision-making.
- CUPE’s commitment to equity must be evident in its structures that must uphold the principles set forth in the Equality Statement.

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

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**Constitutional Amendment No. C15**  
**Submitted by Local 3911 (Alta.)**

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CUPE WILL:

1. Amend Article 7.2(a) of the CUPE National Constitution as follows:

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

2. Amend Article 7.2(d) of the CUPE National constitution as follows:

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

Indigenous Workers .....	1
Black and Racialized Workers .....	1
<b>2SLGBTQI+ Workers .....</b>	<b>1</b>
<b>Workers with Disabilities .....</b>	<b>1</b>
<b>Women .....</b>	<b>1</b>
<b>Young Workers.....</b>	<b>1</b>
<b>Francophone.....</b>	<b>1</b>

3. Amend Article 11.10(c) of the CUPE National Constitution as follows:

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

BECAUSE:

- The culture in CUPE needs to change to reflect the increasingly progressive culture of our communities; and
- CUPE should increase the number of Diversity Vice-Presidents to conform to the protected grounds in the *Canadian Human Rights Act*; and
- 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 equity must be evident in its structures that must uphold the principles set forth in the Equality Statement.

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

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**Constitutional Amendment No. C16**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE WILL:

1. Add five (5) Diversity Vice-President positions to the National Executive Board.

**Amend 7.2:**

- (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~~ **seven** Diversity Vice-Presidents.
- (d) The Diversity Vice-Presidents represent the following members:

Indigenous Workers .....	1
Black and Racialized Workers.....	1
<b>2SLGBTQI+</b> .....	<b>1</b>
<b>Women</b> .....	<b>1</b>
<b>Workers with Disabilities</b> .....	<b>1</b>
<b>Young Workers</b> .....	<b>1</b>
<b>Francophone</b> .....	<b>1</b>

**Amend 11.10:**

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



**NEW 11.10:**

- (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 this requirement cannot continue in office.**

BECAUSE:

- CUPE’s leadership should reflect the diversity of its members;
- We will be stronger and a more effective Union when we include the perspective of equality-seeking groups at the decision-making table;
- Under the current structure, there are voices and views missing around the table;
- In many regions, members have added equality 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;
- CUPE’s commitment to diversity and equality must be evident in its structure.

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

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**Constitutional Amendment No. C17  
Submitted by CUPE Metropolitan Vancouver District  
Council (B.C.)**

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CUPE WILL:

Add five 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~~ **seven** Diversity Vice-Presidents.

- **Add new 7.2 (d)**

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

<b>2SLGBTQI+ .....</b>	<b>1</b>
<b>Workers with Disabilities .....</b>	<b>1</b>
<b>Women .....</b>	<b>1</b>
<b>Young Workers .....</b>	<b>1</b>
<b>Francophone .....</b>	<b>1</b>
<b>Indigenous Workers.....</b>	<b>1</b>
<b>Black and Racialized Workers .....</b>	<b>1</b>

**No more than two Diversity Vice-Presidents can be elected from one province.**

- **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 of the office of Diversity Vice-President. A Diversity Vice-President who ceases to meet this requirement cannot continue in office.**

● **Amend 11.9 (c)**

11.9 Vacancy on National Executive Board

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

BECAUSE:

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

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

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**Constitutional Amendment No. C18**  
**Submitted by Local 474 (Alta.)**

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CUPE WILL:

Add five 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 : the National President, the National Secretary-Treasurer, five General Vice-Presidents, fourteen Regional Vice-Presidents and ~~two~~ **seven** Diversity Vice-Presidents.

Amend 7.2 (d)

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

- Indigenous Workers ..... 1
- Black and Racialized Workers ..... 1
- 2SLGBTQI+ Workers** ..... **1**
- Francophone Workers**..... **1**
- Workers with Disabilities** ..... **1**
- Women**..... **1**
- Young Workers**..... **1**

Amend 11.10 (c)

11.10 Vacancy on National Executive Board

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

BECAUSE:

- 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* \_\_\_\_\_

## ARTICLE VIII

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**Constitutional Amendment No. C19**  
**Submitted by Locals 2626, 3903, 3906, 3908, 4600**  
**(Ont.) and 3911 (Alta.)**

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CUPE WILL:

1. Amend Article 8.2(a) of the CUPE National Constitution to add:

**All members of the National Executive Committee will attend an Anti-Racism, Anti-Oppression Training which will be organized within the first month or shortly thereafter of their ensuing term.**

BECAUSE:

- All elected CUPE Executive Officers should take Anti-Racism, Anti-Oppression Training to promote equity and uphold the CUPE Equality Statement; and
- In doing these training, CUPE Executive Officers are demonstrating their commitment to equity, diversity, and anti-oppression; and
- It is important to lead by example.

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

## ARTICLE XI

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**Constitutional Amendment No. C20**  
**Submitted by the National Executive Board**

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CUPE WILL:

Fix a discrepancy between the French and English versions of the National Constitution by amending Article 11.3 (d) in the French version as follows:

11.3 [Tenue des élections]

(...)

(d) [Toutes les élections **en plénière** au congrès se tiennent par vote électronique.]

BECAUSE

- Elections on the floor of Convention are conducted by electronic vote. This requirement does not apply to elections in caucuses.

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

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**Constitutional Amendment No. C21  
Submitted by CUPE Vancouver Island District Council  
(B.C.)**

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CUPE 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 2SLGBTQI+, racialized and Indigenous women face additional harassment and violence.

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

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**Constitutional Amendment No. C22  
Submitted by CUPE Prince Edward Island**

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CUPE WILL:

Amend Articles 11.7 (a) and (b) as follows:

11.7 Oath of Nomination and Office

- (a) A candidate who accepts nomination for election must clearly and audibly take communicate or affirm this oath:

"I promise to support and comply with the Constitution, goals, principles and policies of the Canadian Union of Public Employees."

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

BECAUSE:

- Requiring an audible recitation of the oath is discriminatory toward people who don't communicate verbally (e.g., American Sign Language speakers, people who communicate with text or other devices) or who are hearing impaired.
- This change would allow for someone in a virtual meeting to be sworn in via chat (especially in cases where a faulty mic or other tech issues arise), or for a written/signed declaration to be accepted. It would also allow for oath to be read aloud and the person to indicate that they agree with it.
- The purpose of taking the oath is to indicate that the person knows their duties and obligations of the role, and it shouldn't be limited to one specific way. This change allows for multiple means of being sworn in without compromising the integrity of the oath. The person still has to actively acknowledge that they agree with the oath, whether it comes out of their mouth or not.

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

#### ARTICLE XIV

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#### **Constitutional Amendment No. C23 Submitted by Local 38 (Alta.)**

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CUPE WILL:

Amend 14.1 of the National Constitution to delete (f):

#### 14.1 Revenue

The revenue of the National Union is:

- a) Each Provincial Division will pay \$25 per fiscal year.
- b) Each District Council will pay \$5 per fiscal year.
- c) Each Service Division will pay \$10 per fiscal year.
- d) 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.
- e) If the National Strike Fund falls below \$15 million, each Local or Provincial Union will pay an additional monthly per capita tax of .04% of the Local or Provincial Union's average regular monthly wages until the National Strike Fund reaches \$25 million.
- ~~f) Each Local and Provincial Union will pay \$1 for each application for membership.~~

BECAUSE:

- This a nominal fee that has no impact on CUPE National's finances; and,
- The administrative cost to both CUPE National and the Local Union outweighs any advantages.

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

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**Constitutional Amendment No. C24  
Submitted by Local 3550 (Alta.)**

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CUPE WILL:

The National Executive Board will amend Article 14.7 (a) of the National Constitution by adding the sentence: "The National Union will pay all costs 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* \_\_\_\_\_

**ARTICLE XVI**

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**Constitutional Amendment No. C25  
Submitted by Locals 2626, 3903, 3906, 3908 and  
4600 (Ont.)**

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CUPE WILL:

1. Add a new Article 16.8 to the CUPE National Constitution as follows:

**16.8 No Crossing Picket Lines**

**All members in good standing shall not cross any CUPE local picket line.**

BECAUSE:

- All members must respect picket lines; and
- Solidarity among Locals is a fundamental part of CUPE; and
- The only way to achieve the goals of CUPE National is by showing solidarity across Locals.

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

**APPENDIX A**

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**Constitutional Amendment No. C26  
Submitted by the National Executive Board**

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CUPE WILL:

Amend Article A.1 as follows to allow the National Secretary-Treasurer to chair Convention in the absence of or at the request of the National President:

**APPENDIX A      RULES OF ORDER**

**A.1** The National President will chair all Conventions. A General Vice-President **or the National Secretary-Treasurer** will chair Convention in the absence of or at the request of the National President. ~~The National Executive Board will choose a chairperson if the National President and the designated General Vice-President are both absent.~~

BECAUSE:

- The National Secretary-Treasurer delegates the task of taking minutes to staff and is therefore available to chair Convention.

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

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**Constitutional Amendment No. C27**  
**Submitted by Locals 2626, 3903, 3906, 3908 and 4600 (Ont.)**

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CUPE WILL:

1. Amend Appendix A Rules of Order of the CUPE National Constitution as follows:  
**A.5** The mover of a motion can speak for five minutes. All other speeches are limited to three minutes.  
**Debate shall alternate between pro and con speakers, where appropriate.**

BECAUSE:

- This resolution was passed by the membership at the CUPE Ontario 2023 Convention; and
- Sufficient space should be allowed for debate and for all sides of debate to be heard.

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

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**Constitutional Amendment No. C28**  
**Submitted by CUPE Metropolitan Vancouver District Council and Local 1004 (B.C.)**

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CUPE WILL:

Amend Appendix A.12 of the National Constitution to delete roll call votes.

A.12 would then read:

Votes may be taken by a show of hands or by a standing vote of delegates. Where a show of hands is not clear, an electronic vote may be taken at the discretion of the chair or by the decision of the majority of the delegates. ~~A roll call vote will be held only if required by two thirds of delegates present.~~ In all votes, each voting delegate has one vote.

BECAUSE:

- A roll call vote for the number of delegates at the National Convention would take several hours to organize and conduct thus shutting down the business of the convention for at least the better part of a day.

- The addition of electronic voting replaces any need for a roll call vote.

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

**APPENDIX B**

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**Constitutional Amendment No. C29  
Submitted by CUPE Newfoundland and Labrador,  
CUPE Nova Scotia, CUPE Manitoba, CUPE  
Saskatchewan, the Hospital Employees' Union (B.C.)  
and Locals 8920 (N.S.), 2348 (Man.) and 1936 (B.C.)**

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CUPE WILL:

Amend the following clause in the Constitution as follows:

**B.2.1 Local Union Officers**

Every Local Union must have these officers: President, Vice-President, **Diversity Vice-President**, Secretary-Treasurer, Recording Secretary and three Trustees. A Local Union can have more officers if it needs them to conduct its affairs. Any member in good standing as set out in Article B.8.3 can run for and hold office in the Local Union. The Local Union can also elect or employ a Business Agent.

BECAUSE:

- This will support the implementation of the equality statement which states that “CUPE’s policies and practices must reflect our commitment to equality”;
- This furthers the goals of the Anti-Racism Strategy which was adopted by this Convention in 2021. Goal 1 of the Strategy calls on our union to “ensure our constitution and local bylaws acknowledge and address systemic racism”. Goal 2 calls on our union to “increase the representation of Black, Indigenous and racialized members in the union”; and
- This also furthers Goal 6 of the Strategy which states: “Black, Indigenous and racialized members must be included in the bargaining process to ensure that their lived experiences inform bargaining priorities.”

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

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**Constitutional Amendment No. C30  
Submitted by the National Executive Board**

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CUPE WILL:

Eliminate the requirement for initiation fees by amending the National Constitution as follows.

1. Amend Article B.3.8 to read:

**B.3.8 Payments and Report to National Union**

The Secretary-Treasurer will send all monies owed to the National Union for each month to the National Secretary-Treasurer no later than the last day of the next month. The monies owed include the ~~initiation fee of \$1 for each person admitted to membership~~ and per capita tax on all dues received by the Local Union. The Secretary-Treasurer



will also send an official monthly report to the National Secretary-Treasurer on the form provided. The official monthly report will set out ~~the number of members initiated, reinstated, suspended and expelled and~~ the number of members for whom per capita tax is paid.

2. Amend Article B.4.1 to read:

**B.4.1 Initiation and Readmission Fees**

A Local Union ~~will~~ **may** charge an initiation and readmission fee of between \$1 and \$10. If a Service Division has the authority to decide the amount of initiation or readmission fees for its Local Unions, it will follow the procedure set out in the bylaws of the Service Division.

3. Amend Article B.8.1 to read:

**B.8.1 Application for Membership**

Any employee who works in the jurisdiction of a Local Union or a full-time representative of the National Union can apply for membership by filling out and signing an application for membership and paying ~~an~~ the initiation fee set by the Local Union or set by the National Union during organizing. An employee who works in the jurisdiction of a Local Union or a full-time representative of the National Union who becomes a full-time officer or official of a central labour body can also apply for membership in the same way.

BECAUSE:

- It is not necessary to have a mandatory initiation fee to welcome members in CUPE. Allowing locals to set a fee based on past practice or other considerations provides more flexibility in welcoming new members.

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

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**Constitutional Amendment No. C31  
Submitted by Local 38 (Alta.)**

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CUPE WILL:

Amend B.4.1 of the National Constitution to read:

**B.4.1 Initiation and Readmission Fees**

A Local Union will charge an initiation and readmission fee ~~of between \$1 and \$10.~~ **as stipulated in the Local Union's bylaws.** If a Service Division has the authority to decide the amount of initiation or readmission fees for its Local Unions, it will follow the procedure set out in the bylaws of the Service Division.

BECAUSE:

- Not every region of the country requires an initiation fee; and,
- Initiation fees serve no valid purpose in an inclusive union; and,
- Members are required to pay dues and should not have to pay further fees upon their dues.

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

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**Constitutional Amendment No. C32  
Submitted by Local 4400 (Ont.)**

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CUPE WILL:

Add a new Article B.8.7 to the CUPE Constitution, as follows:

**B.8.7 Deemed Membership Application and Approval**

**Notwithstanding B.8.1 and B.8.2, a Local Union may deem that an employee who works in its jurisdiction and has paid union dues has both applied for membership and had their membership approved.**

BECAUSE:

- This will allow for the formal recognition of existing Members without a large investment of Local union resources.
- The current requirements are difficult to implement in non-traditional or sprawling workplaces.
- Locals will have greater flexibility in the membership application and approval process.

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

**APPENDIX D**

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**Constitutional Amendment No. C33  
Submitted by Locals 1281, 4600 (Ont.), and 3911  
(Alta.)**

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CUPE WILL:

1. Amend Appendix D - Equality Statement of the CUPE National Constitution to read:

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

**Equity means recognizing that the needs, resources, and circumstances of individuals and groups vary – especially along the lines of power, privilege, marginalization, and oppression – and that achieving fairness and justice requires taking meaningful account of these differences rather than merely treating all individuals identically. It is understood that accessibility considerations are matters of equity.**

As unionists, mutual respect, cooperation, and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile, or offensive environment.

~~Discriminatory speech or conduct which is racist, sexist, homophobic or transphobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.~~

**Discriminatory actions, speech, behaviours, materials, or conduct along the lines of sexism, heterosexism, racism, homophobia, transphobia, ableism, Islamophobia, xenophobia, ageism, classism, religious discrimination, and linguistic discrimination hurts and divides us. It is important to recognize that discrimination happens across multiple identities.**

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue, or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment ~~focus on characteristics that make us different~~ **are rooted in classist, colonial, patriarchal, white supremacist systems**, and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society, and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality, and respect.

**CUPE will utilize an equity-focused lens in all of its work to ensure that all members are heard, respected, and can fully access CUPE Ontario events, communications, resources, services, representation, and support.**

**It is all of our responsibility to lift each other up to address discriminatory practices by embracing equity and supporting a culture of anti-oppression.**

BECAUSE:

- The Equality Statement needs to have a greater focus on equity across all CUPE's actions and activities; and
- Discrimination is more than speech and actions; and
- Other forms of discrimination were missing from the existing statement; and
- Equity work is uplifting, and the statement must reflect that.

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

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**Constitutional Amendment No. C34**  
**Submitted by Locals 2626, 3903, 3906 and 3908**  
**(Ont.)**

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CUPE WILL:

1. Amend Appendix D - Equality Statement of the CUPE National Constitution to read:

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

**Equity means recognizing that the needs, resources, and circumstances of individuals and groups vary – especially along the lines of power, privilege, marginalization, and oppression – and that achieving fairness and justice requires taking meaningful account of these differences rather than merely treating all individuals identically. It is understood that accessibility considerations are matters of equity.**

As unionists, mutual respect, cooperation, and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile, or offensive environment.

~~Discriminatory speech or conduct which is racist, sexist, homophobic or transphobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.~~

**Discriminatory actions, speech, behaviours, materials, or conduct along the lines of sexism, heterosexism, racism, homophobia, transphobia, ableism, Islamophobia, xenophobia, ageism, classism, religious discrimination, and**

**linguistic discrimination hurts and divides us. It is important to recognize that discrimination happens across multiple identities.**

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue, or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment ~~focus on characteristics that make us different~~ **are rooted in classist, colonial, patriarchal, white supremacist systems**, and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society, and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality, and respect.

**CUPE Ontario will utilize an equity-focused lens in all of its work to ensure that all members are heard, respected, and can fully access CUPE Ontario events, communications, resources, services, representation, and support. It is all of our responsibility to lift each other up to address discriminatory practices by embracing equity and supporting a culture of anti-oppression.**

BECAUSE:

- The Equality Statement needs to have a greater focus on equity across all CUPE's actions and activities; and
- Discrimination is more than speech and actions; and
- Other forms of discrimination were missing from the existing statement; and
- Equity work is uplifting, and the statement must reflect that.

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

## **APPENDIX F**

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**Constitutional Amendment No. C35  
Submitted by Locals 2626, 3903, 3906, 3908 and  
4600 (Ont.)**

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CUPE WILL:

1. Amend Article F.1(l) of the CUPE National Constitution as follows:
  - (l) fails to respect the Local Union's picket line, works for the employer during a legal strike or labour dispute or engages in any strike-breaking activity.

BECAUSE:

- Picket line solidarity should not end with your Local and include all CUPE national picket lines; and
- CUPE workers must show solidarity with other striking CUPE Locals; and
- This amendment will provide support for workers who refuse to cross CUPE picket lines.

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

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**Constitutional Amendment No. C36**  
**Submitted by the National Executive Board**

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CUPE WILL:

1. Amend Article F.3:

- a. to update how the initial review of complaints will proceed.
- b. to state that the review will be conducted by an “Assessor” rather than an “Investigator”.  
In French, the proposed terms are “Personne qui évalue la recevabilité”.
- c. to state that the F.3 reconsideration is conducted by a second assessor assigned by the National President

as follows:

F.3 Determining Whether Sufficient Evidence Exists to Establish an Offence

- (a) The National President will appoint an **Assessor** ~~Investigator~~ to review the complaint, and determine whether it meets the requirements set out in Article F.2, and if sufficient evidence exists to establish an offence. The **Assessor** ~~Investigator~~ will report their findings and recommendations to the National President, ~~the complainant and the respondent~~ within 30 days of appointment. **Upon request by the Assessor, the National President may extend the reporting deadline as required in the circumstances.**
- (b) ~~The Investigator will meet with the complainant and respondent either in person or through teleconference.~~ **If the complaint is incomplete, the Assessor will advise the complainant in writing to request the missing information or documentation. The complainant will have 10 days from receipt of the Assessor’s correspondence to provide the required materials. A complaint will not proceed until it is complete, and during this time, the Assessor’s reporting deadline is suspended.**
- (c) **The Assessor may meet with the complainant and respondent either in person or through teleconference. When meeting with the parties, the Assessor will review the Appendix F process.**
- (d) **The National President will report the decision of the Assessor to the complainant, respondent and Recording Secretary of the Local Union.**
- (ee) ~~The complainant may request reconsideration of the Assessor’s decision to the National President 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.~~ **Upon receipt of a request, the National President will assign a different Assessor to review the decision as soon as possible.**
- (f) **A request for reconsideration of the Assessor’s decision is not an opportunity for a complainant to re-argue their case a second time. The reconsideration will only be granted in the following limited circumstances:**
  - i) **new facts that the complainant could not have brought to the attention of the Assessor and which would likely have caused the Assessor to arrive at a different conclusion;**

- ii) an error of fact or law that casts serious doubt on the interpretation of the Constitution; or
- iii) a failure to respect the principles of natural justice.

(g) The decision on the request for reconsideration is final and binding.

(h) The National President will report the final decision to the complainant, respondent and Recording Secretary of the Local Union.

BECAUSE

- A review of the first three years of the handling of Appendix F complaints identified that F.3 appeals can be a source of considerable delay.
- The term “Investigator” suggests that the assigned individual will conduct an investigation and review, assess and make a finding regarding an alleged offence. The purpose of the F.3 review is designed to ensure that complaints are properly before the Trial Procedure. The F.3 review does not assess the merit of the claim as that is done through a trial or the alternate process.
- Assigning a second assessor to reconsider the decision responds to a need for a timely procedural review.

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

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**Constitutional Amendment No. C37  
Submitted by the National Executive Board**

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CUPE WILL:

1. Amend Article F.4 to broaden the scope of appointment for Trial Panelists, as follows:

F.4 Trial Panel and Trial Committee

- (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 **or other regions when required**.

BECAUSE:

- To meet operational requirements of administering the Trial Procedure, more flexibility is required to appoint Trial Panelists outside of their respective regions. Operational requirements consider availability, experience, independence and lived experience of members.

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

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**Constitutional Amendment No. C38  
Submitted by the National Executive Board**

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CUPE WILL:

1. Amend Article F.4 to ensure that equitable access to the Alternate Process is not precluded due to the wording of a complaint, as follows:

F.4 Trial Panel and Trial Committee

- (c) Members who have a complaint alleging a violation of Article F.1(m) **harassment or discrimination** may opt to **have their complaint dealt with by using** use an alternate process adopted by the National Executive Board. **Determination of whether a complaint alleges a violation that falls within purview of the alternate process is made by the National President and not subject to appeal.**

BECAUSE:

- Complaints alleging harassment or discrimination do not always identify a violation of Article F.1(m), and may identify the Code of Conduct, Equality Statement, or Article F.1(a). Complainants who identify concerning behaviours such as harassment and discrimination should gain access to the alternate process irrespective of the specific wording of their complaint. The alternate process offers specialized expertise to respond to such matters in union spaces.

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

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**Constitutional Amendment No. C39**  
**Submitted by Locals 1244, 2500, and 7498 (Que.)**

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CUPE WILL:

Amend Article F.6 of Appendix F of the National Constitution shall be amended as follows:

Appendix F TRIAL PROCEDURE

F.6 Appeal

- (h) **Except violations of Article F.1 (m)**, the penalty or order of the Trial Committee will not be enforced until:
- (i) the Appeal Panel has made its decision;
  - (ii) the respondent gives up the right to appeal; or
  - (iii) the respondent fails to appeal the decision of the Trial Committee as set out in Article F.6 (a) and (b).

**For violations of Article F.1 (m), the penalty or order of the Trial Committee shall be enforced during the appeal procedure.**

BECAUSE:

- In the event of a violation of Article F.1(m), suspending the enforcement of a decision by the Trial Committee can be detrimental to health and safety.
- The union must protect members who are victims of harassment and/or discrimination.
- In its Code of Conduct appended to the Constitution, it is stated that "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."

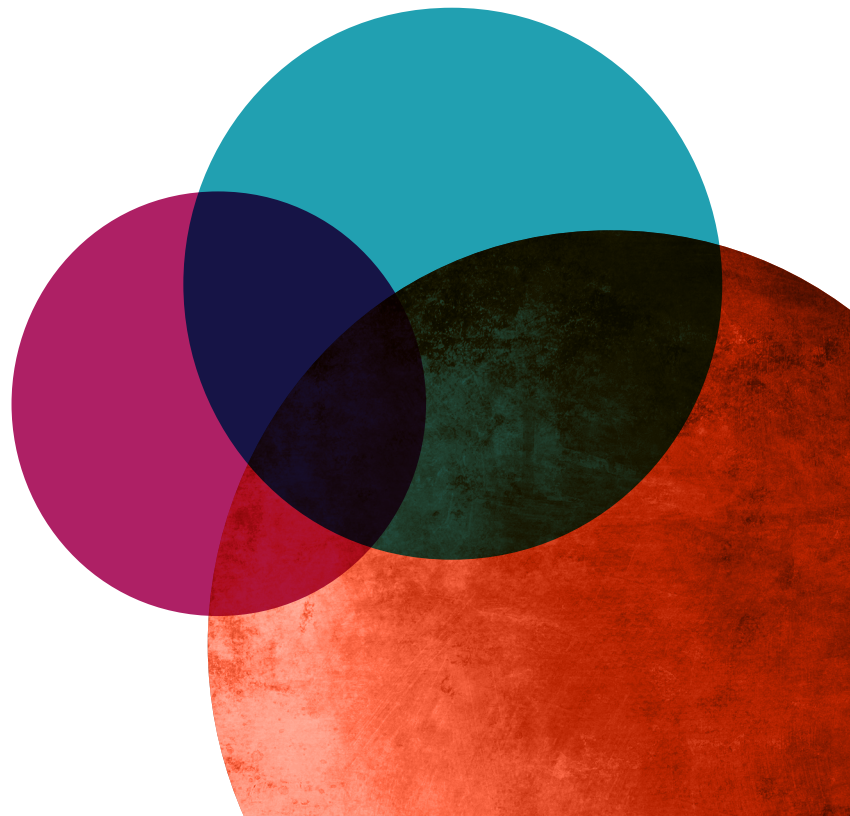
*Convention decision* \_\_\_\_\_





# Resolutions

Québec  
60 CUPE-SCFP years•ans 2023





## 2SLGBTQI+ RIGHTS

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### Resolution No. 1

**Submitted by CUPE Newfoundland and Labrador, CUPE Nova Scotia, CUPE New Brunswick, CUPE Manitoba, CUPE Saskatchewan, the Hospital Employees' Union (B.C.) and Locals 8920 (N.S.), 4948 (Ont.), 500 (Man.), 2348 (Man.), 3060 (Man.), 1169 (Alta.) and 1936 (B.C.)**

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#### CUPE WILL:

1. Publicly support and defend Drag Story Time events and condemn attacks against the workers and spaces that host them; and
2. Develop a guide including examples of health and safety supports and tools, to assist locals in generating dialogue with employers to help maintain safety and inclusivity for workers and members of the public in spaces where Drag Story Time events are taking place; and
3. Develop a resource to help members talk about and defend Drag Story Time events.

#### BECAUSE:

- Libraries and library workers have been subject to anti-2SLGBTQI+ hate, threats, and intimidation for hosting Drag Story Time events; and
- Hateful protests against Drag Story Time events have occurred in almost every province; and
- Hate crimes in Canada based on a person's sexual orientation and gender expression or identity have increased dramatically over the past few years; and
- No one should be harassed, threatened, or subject to violence because of their gender expression or identity, or their support for inclusion, equity, and tolerance; and
- CUPE has a positive obligation to promote the values of equity, safety, and anti-oppression in our workplaces and communities.

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

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### Resolution No. 2

**Submitted by Locals 1281, 3903, 3906, 3908, 4600 (Ont.), and 3911 (Alta.)**

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#### CUPE WILL:

Expand on the terms "Brothers" and "Sisters" to include gender-expansive and gender-inclusive language in its official communications, events, and all related media.

#### BECAUSE:

- Using gender-expansive and inclusive language upholds the union's Equity Statement; and
- All gender-expansive and gender non-conforming folks deserve representation; and
- "Brother" and "Sister" are terms that only represent cisgender members and reinforce and perpetuate the gender binary, which erases all other forms of valid gender identities and expressions.

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

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**Resolution No. 3**  
**Submitted by Local 2626 (Ont.)**

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CUPE WILL:

Expand on the terms “Brothers” and “Sisters” to include gender-expansive and gender-inclusive language in its official communications, events, and all related media.

BECAUSE:

- This resolution was passed by the membership at the 2023 CUPE Ontario Convention;
- Using gender-expansive and inclusive language upholds the union's Equity Statement; and
- All gender-expansive and gender non-conforming folks deserve representation; and
- "Brother" and "Sister" are terms that only represent cisgender members and reinforce and perpetuate the gender binary, which erases all other forms of valid gender identities and expressions.

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

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**Resolution No. 4**  
**Submitted by CUPE Vancouver Island District Council**  
**(B.C.)**

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CUPE WILL:

Raise awareness regarding the intersectionality of equity issues by providing the time and space for the four CUPE national equity committees (Indigenous Council, People with Disabilities, Pink Triangle, Rainbow), and the CUPE National Women's Committee, and Young Workers Committee to:

- Explore the intersectionality of their issues;
- Network between and outside of the committees; and
- Devise a plan for raising awareness of those shared equity issues and work towards addressing them.

BECAUSE:

- Workers who experience the overlap of intersectional issues face additional barriers in the workplace and society.
- Understanding and including intersectionality when addressing gender equality makes the discussion more inclusive for all women and gender diverse people, regardless of their ability, age, economic standing, identity, orientation, race, or religion; and
- Providing time and space for equity committee members to network encourages dialogue and collaboration on issues of mutual concern.

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

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**Resolution No. 5**  
**Submitted by CUPE Vancouver Island District Council**  
**(B.C.)**

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CUPE 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;
- 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. 6**  
**Submitted by Local 4554 (N.L.)**

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CUPE WILL:

Enforce collective agreements and defend trans workers' rights by:

- negotiating anti-harassment training that includes harassment based on gender identity as well as homophobia;
- recognizing obligation to represent trans workers in the workplace;
- challenging employers if there is any attempt to discriminate against trans workers;
- including trans workers' issues in steward training, collective bargaining, human rights courses, etc., at the local level and throughout the union;
- providing educational sessions for members and union reps;
- providing appropriate gender-neutral washroom facilities at union events;
- encouraging delegates to union training and union events to use the pronoun field on name tags and tent cards to avoid misgendering each other;
- arranging affinity spaces at union events for trans and non-binary members.

BECAUSE:

- Unions have a legal and moral responsibility to support and defend all members and no members should be afraid to turn to their union for help;
- Discrimination, harassment and transphobia in employment is a serious issue facing trans people;
- Everyone deserves a respectful, inclusive workplace that recognizes and affirms their dignity and identity.

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

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**Resolution No. 7**  
**Submitted by Local 4554 (N.L.)**

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CUPE WILL:

Encourage employers to adopt inclusive, gender-affirming workplace policies and supports, including but not limited to:

- Gender-affirming medical care leave (including travel time/support) in order to access physical or psychological gender-affirming care (including medical or non-medical procedure(s));
- Gender-affirming health coverage in employer health plans;
- Human rights/non-discrimination policies that protect and enshrine the rights and dignity of trans and non-binary workers;
- Policies that respect workers' names and pronouns, regardless of legal status or internal systems in place including records, directories, documents, etc.

BECAUSE:

- There are few clinics and doctors who facilitate gender-affirming procedures in Canada, which requires many trans and non-binary people to have to travel.
- Everyone deserves a respectful, inclusive workplace that recognizes and affirms their dignity and identity.

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

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**Resolution No. 8**  
**Submitted by Local 4554 (N.L.)**

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CUPE WILL:

Publicly support and defend the rights of all students and employees in K-12 schools as well as post-secondary institutions to access:

- Gender-affirming policies that respect their self-identified gender identities, names and pronouns;
- Safe access to gender-inclusive facilities (including but not limited to bathrooms and change rooms);
- The right to gender-affirming procedures including transition in privacy if the member wishes to do so.

BECAUSE:

- The rights of trans and non-binary students and employees in public schools in New Brunswick, Ontario, and elsewhere are presently under attack by transphobic and homophobic politicians and far-right activists;
- Trans and non-binary people face tremendous financial, legal, and social barriers in pursuing the changes necessary to affirm their identities;
- Often trans and non-binary workers are subjected to isolation or discrimination when accessing gendered washrooms or change rooms or might be refused access to the washroom or change room that corresponds with their gender.

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



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**Resolution No. 9**  
**Submitted by Local 718 (B.C.)**

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CUPE WILL:

1. Lobby the federal government to implement the 29 recommendations made in the *NDP's White Paper on the Status of Trans and Gender Diverse People*.
2. Lobby the federal government to implement the 6 Calls to Action In the #Act4QueerSafety campaign from Momentum.
3. Develop a barrier-free training session and provide Information for members regarding 2SLGBTQIA+ safety and potential solidarity actions they can take in their locals and communities.

BECAUSE:

- The rise in anti-2SLGBTQIA+ hate is impacting members and communities, leaving many to feel increasingly unsafe.
- Hate-motivated demonstrations have taken place outside libraries, in city council meetings, and outside of schools across the country. This will continue to negatively affect the services that CUPE members provide in their workplaces.
- CUPE has signed onto Momentum's #Act4QueerSafety campaign as a coalition partner.
- Through the *Bargaining Beyond the Binary Guide*, CUPE has asked bargaining committees to prioritize protections and improved working conditions for trans and gender diverse people.
- In response to the federal 2SLGBTQI+ Action Plan, CUPE publicly stated that more must be done to protect workers from homophobia and transphobia in the workplace-including 2SLGBTQI+ workplace education.

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

**ANTI-PRIVATIZATION**

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**Resolution No. 10**  
**Submitted by CUPE British Columbia**

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CUPE WILL:

Produce a toolkit to support local unions campaigning to bring work in-house.

BECAUSE:

- Public delivery of public services is a key strategy to support the economic, social, and environmental health of communities, create good, family-sustaining jobs, and provide dependable services communities can rely on;
- Opportunities to bring work in-house or back in-house exist in communities across the country, and locals need resources and support to engage in this work;
- Much of the available support on privatization focuses on identifying and averting privatization attempts by employers, and there are relatively few resources to support bringing privately delivered services into bargaining units;
- A combination of past privatization efforts, and new services brought into the public service as privately delivered, have created a number of private functions among public employers that, if the right resources were provided to locals, could be brought into public operation.

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

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**Resolution No. 11**  
**Submitted by Local 30 (Alta.)**

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CUPE WILL:

Along with its affiliates aggressively lobby the federal government to free up some of the billions of dollars in infrastructure money available to municipalities without having to explore P3 options and report back through CUPE Provincial Convention.

BECAUSE:

- The federal government as billions of taxpayers' dollars for Infrastructure development, and;
- The federal government will not allow access to that money without communities first exploring P3 development options, and;
- P3 developments take away from union jobs.

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

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**Resolution No. 12**  
**Submitted by the Ontario Council of Hospital Unions**  
**(Ont.) and Local 1943 (Ont.)**

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CUPE WILL:

Actively oppose the privatization of hospitals surgeries and diagnostic procedures; and

Support national research on the costs, quality, and health outcomes of privatized and publicly delivered hospitals surgeries and diagnostic procedures.

BECAUSE:

- Many provinces are privatizing hospitals surgeries and diagnostic procedures even though costs are much higher, death rates are higher, outcomes are worse, and patients are up charged for services; and
- CUPE's voice needs to be louder in this public policy debate; and
- Good data would be very helpful to the struggle on the front lines to protect our services from privatization.

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

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**Resolution No. 13**  
**Submitted by CUPE Manitoba**

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CUPE WILL:

1. Advocate and lobby all levels of government for a better and stronger public health care system eliminating all forms of privatization.
2. Adequately resource a comprehensive public awareness campaign on privatization that includes membership engagement and includes the following actions:
  - A compilation of videos of committee members;
  - A report of an accurate, cross-country picture of privatization including a focus on what services are



privatized in which provinces; what the negative impacts of privatization are; and what every province has spent on privatization;

- Call on governments to keep health care public and provide accountability and transparency on health care funding through a petition and a national day of action;
- A social media campaign.

BECAUSE:

- Privatization is costing governments more to provide essential health services.
- It is worsening the staffing crisis by taking much needed staff from the public system, diverting them to private (for-profit) clinics and exacerbating wait times.
- Privatization leads to a deterioration of public services coupled with inequitable access for lower-income earners, racialized people, and other equity-seeking groups.
- The federal government must enforce the *Canada Health Act*, stop illegal user fees and extra billing, close loopholes and compel provinces to uphold the *Act*.

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

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**Resolution No. 14**

**Submitted by CUPE Newfoundland and Labrador, CUPE Nova Scotia, CUPE New Brunswick, the Conseil provincial des affaires sociales (Que.), and Locals 8920 (N.S.), 1943 (Ont.), 6364 (Ont.) and 2348 (Man.)**

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CUPE WILL:

1. Advocate and lobby all levels of government for a better and stronger public health care system eliminating all forms of privatization from coast to coast to coast.
2. Adequately resource a comprehensive public awareness campaign on privatization that includes membership engagement and includes the following actions:
  - A compilation of videos of committee members ;
  - A report of an accurate, cross-country picture of privatization including a focus on what services are privatized in which provinces; what the negative impacts of privatization are; and what every province has spent on privatization;
  - Call on governments to keep health care public and provide accountability and transparency on health care funding through a petition and a national day of action;
  - A social media campaign to promote the aforementioned actions.

BECAUSE:

- The privatization of health care services is expanding and deepening from coast to coast.
- Privatization is costing governments more to provide essential health services. Surgeries at private clinics can cost governments three times the cost compared to surgeries done at public facilities.
- It is worsening the staffing crisis by taking much needed staff from the public system, diverting them to private ([or-profit) clinics and exacerbating wait times.
- Privatization leads to a deterioration of public services coupled with inequitable access for lower-income

earners, racialized people, and other equity-seeking groups.

- The federal government must enforce the *Canada Health Act*, stop illegal user fees and extra billing, close loopholes and compel provinces to uphold the *Act*.

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

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**Resolution No. 15**

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

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CUPE WILL:

1. Advocate and lobby all levels of government for a better and stronger public health care system eliminating all forms of privatization.
2. Adequately resource a public awareness campaign on privatization that includes membership engagement and includes the following actions:
  - a. A compilation of videos of committee members;
  - b. A report of an accurate, cross-country picture of privatization including a focus on what services are privatized in which provinces; what the negative impacts of privatization are; and what every province has spent on privatization;
  - c. Call on governments to keep health care public and provide accountability and transparency on health care funding through a petition and a national day of action;
  - d. A social media campaign to promote the aforementioned actions.

BECAUSE:

- The privatization of health care services is expanding and deepening.
- Privatization is costing governments more to provide essential health services.
- It is worsening the staffing crisis by taking staff from the public system.
- Privatization leads to a deterioration of public services coupled with inequitable access for lower-income earners, racialized people, and other equity-seeking groups.
- The federal government must enforce the *Canada Health Act*, stop illegal user fees and extra billing, close loopholes and compel provinces to uphold the *Act*.

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

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**Resolution No. 16**

**Submitted by Locals 1983, 2850, 3333, 5440, and 5959 (Que.)**

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CUPE WILL:

1. Advocate in favour of abolishing the Autorité Régionale de Transport Métropolitain (ARTM) and oppose all forms of privatizing public transit in Quebec and the rest of Canada.
2. Highlight, during the course of our work, the harmful consequences of privatizing public transit with elected officials and citizens by supporting CUPE Quebec in its public relations campaigns.

3. Collaborate with other unions and groups defending public services to fight the privatization of public transit and promote solutions that meet the needs of citizens.

BECAUSE:

- Public transit workers in Quebec are concerned about the privatization of public services and the cuts being contemplated by the government, which will have a direct impact on citizens.
- The ARTM is meddling in the governance of transit companies and is favouring the privatization of public transit service to Quebeckers.
- Without support, the privatization model that currently exists in Quebec could spread across Canada.
- Public-private partnerships such as Exo and the REM are adversely affecting the service offered to citizens and cannibalizing the transit companies' current sources of funding.

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

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**Resolution No. 17**

**Submitted by Locals 957, 1114, 1500, 2000, 4250, 4785 and 5735 (Que.)**

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CUPE WILL:

PRESSURE various levels of government so that the production, transportation, and distribution of energy in Quebec be under totally public ownership and under democratic control, particularly through non-partisan appointments and the strengthening of regulatory monitoring organizations;

ACTIVELY DENOUNCE, through media appearances, all direct or indirect privatization of Hydro-Québec, a Crown Corporation;

INFORM and SENSITIZE the public and elected officials as to the issues relating to the privatization of Hydro-Québec through educational campaigns and any other available means.

BECAUSE :

- The nationalization of hydroelectric energy was a tremendous driver of social and economic progress in Quebec, bringing with it several positive spinoff benefits in the form of regional development, the creation of quality jobs and the development of expertise, while at the same time funding public services such as health and education;
- The development of wind power as a source of energy in Quebec is well under way, and almost all of it is being developed and operated by the private sector;
- The Quebec government is investing in and subsidizing either directly or indirectly these private companies;
- Since the CAQ was elected and a new CEO was appointed, the threat of privatizing the energy sector in Quebec has been increasing.

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

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**Resolution No. 18**  
**Submitted by CUPE Prince Edward Island**

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CUPE WILL:

Create a campaign and materials to educate the membership and the general public on the dangers of privatization (especially covert privatization and public-private-partnerships), including what it is, how it is appearing in our country (particularly in health care and education sectors), and the cost to workers and the public (financial and operational).

BECAUSE:

- There is a lack of awareness of privatization that is happening (e.g., governments subsidizing private companies for their services so that the public doesn't even know they are private services).
- Provincial and federal governments are starving the public systems, creating these "crises" that allow for privatization to swoop in to "save the day".
- Privatization seems to be increasing since COVID, especially with new technologies being created by private developers, and people are not aware that their public dollars are not going back into a public system.

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

**ANTI-RACISM**

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**Resolution No. 19**  
**Submitted by CUPE Newfoundland and Labrador,**  
**CUPE Prince Edward Island, CUPE Manitoba, CUPE**  
**Alberta, Hospital Employees' Union (B.C.), and**  
**Locals 8920 (N.S.), 1281, 4400 (Ont.) 998, 2348**  
**(Man.), and 40 (Alta.)**

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CUPE WILL

1. Lobby the Canadian government to repeal its recognition of the International Holocaust Remembrance Alliance Working Definition of Antisemitism (IHRA-WDA);
2. Take action to ensure our workplaces in sectors, such as municipalities, school boards, universities, and hospitals, etc., oppose antisemitism and support the rights of the Palestinian people.

BECAUSE:

- The IHRA-WDA is designed to silence harsh criticism of Israel by equating it with antisemitism;
- The real fight against antisemitism must be joined to the struggle for equality and human rights for all people;
- Progressive organizations and networks in the Jewish community, such as Independent Jewish Voices Canada and the Jewish Faculty Network, have raised concerns about the application of the IHRA-WDA, and have called on allied organizations, such as CUPE, to clearly oppose it in our workplaces and as a union;
- A report by Independent Jewish Voices Canada has found adoption of the IHRA-WDA at universities has led to an "environment which threatens academic freedom, muzzles scholarly production, obstructs academic careers, encourages mendacious and malicious discourse, and stifles legitimate protest."

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

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**Resolution No. 20**

**Submitted by CUPE Newfoundland and Labrador, CUPE Nova Scotia, CUPE Manitoba, CUPE Metropolitan Vancouver District Council (B.C.), the Hospital Employees' Union (B.C.), and Locals 8920 (N.S.), 2348 (Man.), and 1936 (B.C.)**

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CUPE WILL:

1. Coordinate with the National Hockey League Players' Association (NHLPA) to launch a campaign to change the name of the Conn Smythe trophy to the Herb Carnegie trophy.

BECAUSE:

- Herb Carnegie is known as the best Black player never to play in the National Hockey League. Conn Smythe, the former owner of the Toronto Maple Leafs, for whom the trophy is named, refused to sign Herb Carnegie saying that he would award \$10,000 to the man who could "turn Carnegie white"; and
- CUPE has supported changes to the names of institutions and buildings that currently commemorate individuals who have a racist legacy; and
- Commemorating those with a legacy of racism is a practice that continues to harm racialized communities today; and
- This will further our union's effort to undo the erasure of Black history and the contributions of Black people in Canada; and
- This is an opportunity for inter-union solidarity to advance racial justice.

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

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**Resolution No. 21**

**Submitted by CUPE Newfoundland and Labrador, CUPE Nova Scotia, CUPE Manitoba, CUPE Metropolitan Vancouver District Council (B.C.), the Hospital Employees' Union (B.C.), and Locals 8920 (N.S.), 2348 (Man.), 1936 (B.C.)**

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CUPE WILL:

1. Issue a public statement in support of Amira Elghawaby, Canada's first Special Representative on combating Islamophobia; and
2. Educate locals on Islamophobia.

BECAUSE:

- Islamophobia drives hate towards Muslims; and
- Muslim women receive a disproportionate amount of Islamophobic and Xenophobic hate; and
- There is a need to engage and educate members about Islamophobia and Xenophobia.

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

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**Resolution No. 22**  
**Submitted by CUPE Ontario and Locals 3903, 3906,**  
**3908, and 4600 (Ont.)**

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CUPE WILL:

Work with the National Rainbow Committee and the Education Sector Council to develop materials for a national campaign demanding the inclusion of Black History as a substantial part of curriculum in schools across the country from grades K to 12.

BECAUSE:

- Black and African Canadians have a long-standing presence in Canada and have significantly contributed to the country's development through their labour. They have played a vital role in building the economy across Canada's entire expanse. However, the current curriculum lacks a consistent and comprehensive approach to teaching the significant historical contributions of Black and African Canadians.

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

**CHILD CARE**

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**Resolution No. 23**  
**Submitted by CUPE Metropolitan Vancouver District**  
**Council (B.C.) and Local 1936 (B.C.)**

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CUPE WILL:

Collaborate with Child Care Now (Child Care Advocacy Association of Canada) and the Canadian Labour Congress to:

- Advance Child Care Now's "Roadmap to Affordable Child Care for All" to ensure the new Canada-wide Early Learning and Child Care (CWELCC) system is universal, accessible, affordable, high quality and culturally safe; and
- Advocate for a national workforce strategy for early learning and child care that ensures decent work and pay for Early Childhood Educators and child care workers; and
- Advocate for well-funded, Indigenous led child care programs and work to transform the entire early learning and child care sector to ensure that all programs everywhere are welcoming, inclusive, and culturally safe for Indigenous children, their families, and communities.

BECAUSE:

- It is the collaboration between labour and community child care advocates over decades that won the federal commitment to a Canada-wide child care system; and
- The Canada-wide child care system is still in its early stages and critical government decisions on how it will develop will be made over the next two years; and
- Only through continued and heightened advocacy will we achieve transformative change to the child care system on the scale of public education and public health care.

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

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**Resolution No. 24**  
**Submitted by Local 3060 (Man.)**

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CUPE WILL:

Work on a campaign specific to issues that child care workers have been facing in the sector for decades, including wage gaps, lack of professional respect and recognition, severe shortage of child care workers across the country and lack of organized child care centres.

BECAUSE:

- Child care workers are the reason that millions of families can go to work every day. Child care workers often go unrecognized as a profession – even though schooling is required to be a qualified Early Childhood Educator and a 40-hour course is required for many other positions. Early Childhood Educators are trained to know the developmental stages and needs of children from ages 0-18 years old. And; this field is a female-dominated workforce that currently has a clear wage gap due to gender inequality.
- And; creating child care spaces across Canada is only useful if you have trained and qualified Early Childhood Educators to work in and run them. With the current severe shortages of staff that this sector is facing, due to trained staff skipping sectors for better pay/benefits or leaving the field all together, we are unable to meet requirements for proper child care licenses across Canada in many centres.

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

**COLLECTIVE BARGAINING**

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**Resolution No. 25**  
**Submitted by CUPE British Columbia and CUPE**  
**Metropolitan Vancouver District Council (B.C.)**

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CUPE WILL:

1. Create a job evaluation, compensation, and classification database to be used as a tool for collective bargaining, and job evaluation and reclassification processes;
2. Allocate sufficient resources to develop, maintain, and use the database, including providing training to Servicing Representatives and locals;
3. Ensure that the database is designed to provide the necessary information to assist locals in addressing existing gender-based pay gaps; and
4. Regularly keep members informed on progress as the database is created, including a formal report back to Convention 2025 of this tool, and supporting resources.

BECAUSE

- Job evaluation and reclassification processes are a challenge for locals due to their complexity, the specialized knowledge required, and the time they take;
- Many locals are overwhelmed with the number of reclassification requests they receive, and there are limited resources and expertise available to assist with new requests, let alone address a growing backlog of unaddressed requests;

- Failure to address job evaluation and reclassification in a timely fashion forces members to continue working without fair compensation for their work, and in many cases, constitutes a failure to address gender and other systemic forms of discrimination present in discriminatory job classification and wage structures; and
- This database system, with supporting resources, will help locals and their servicing representatives to be more pro-active in standing up for members' rights.

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

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**Resolution No. 26**  
**Submitted by the Conseil provincial des affaires**  
**sociales (Que.)**

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CUPE WILL:

Support public sector workers during province-wide negotiations in Quebec and encourage sectors and its affiliated unions to do likewise.

BECAUSE :

- The struggle for decent working conditions in our public services is a feminist struggle that is needed to protect our gains and put an end to persistent gender inequality in society.
- Wage increases the government has offered in recent years have helped perpetuate the poverty of public sector workers by reducing their actual pay and purchasing power given the increase in the cost of living;
- The Act to ensure that essential services are maintained in the health and social services sector greatly limits the constitutional right to voluntarily withhold our services to assert our demands and forces us to diversify our strategies to exert pressure on the government.
- The increased presence of these workers in our systems will make it possible to provide better service delivery to all Quebecers.

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

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**Resolution No. 27**  
**Submitted by CUPE Quebec, Conseil provincial**  
**du soutien scolaire (Que.) and Locals 1108, 1208,**  
**1294, 1538, 1574, 1983, 2850, 4328, 4785, 5440,**  
**5959 and 5960 (Que.)**

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CUPE WILL:

Continue supporting public sector workers during national negotiations and raising the awareness of Canada's union actors of this fight to firm up our strengths as was the case during the fight that people in education waged in Ontario.

BECAUSE:

- The struggle for decent working conditions in our public services is a feminist struggle that is needed to put an end to persistent gender inequality in society.
- Wage increases the government has offered in recent years have helped perpetuate the poverty of public sector workers.



- The Act to ensure that essential services are maintained in the health and social services sector greatly limits the constitutional right to voluntarily withhold our services to assert our demands and forces us to diversify our strategies to exert pressure on the government.
- The improvement of working conditions of workers in these sectors of society will make the latter more attractive, which, in turn, will result in better personnel retention in the health and social services and education sectors.

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

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**Resolution No. 28**

**Submitted by CUPE Quebec, the Conseil provincial du soutien scolaire (Que.) and Locals 1108, 1208, 1538, 1574, 1983, 2850, 4328, 4785, 5440, 5959 and 5960 (Que.)**

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CUPE WILL:

1. Make locals aware of the importance of negotiating the right to disconnect in collective agreements;
2. Advocate to all levels and governments the adoption of a legislative measure requiring employers to implement mechanisms limiting and overseeing the risks of hyperconnectivity.

BECAUSE:

- The COVID-19 pandemic forced wide-scale deployment of teleworking, a working arrangement at one time considered atypical or exceptional;
- Teleworking and the constant connection to mobile devices blur the line between one's working and personal lives;
- This practice can have consequences on workers' physical and mental health;
- The final report by the Right to Disconnect Advisory Committee appeared in February 2022 and included some recommendations.

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

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**Resolution No. 29**

**Submitted by Local 1294 (Que.)**

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CUPE WILL :

1. Advocate to all levels and governments the adoption of a legislative measure requiring employers to implement mechanisms limiting and overseeing the risks of hyperconnectivity.

BECAUSE:

- The COVID-19 pandemic forced wide-scale deployment of teleworking, a working arrangement at one time considered atypical or exceptional;
- Teleworking and the constant connection to mobile devices blur the line between one's working and personal lives;

- This practice can have consequences on workers’ physical and mental health;
- The final report by the Right to Disconnect Advisory Committee appeared in February 2022 and included some recommendations.

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

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**Resolution No. 30**  
**Submitted by Local 1936 (B.C.)**

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CUPE WILL:

1. Create a job evaluation, compensation, and classification database to be used as a tool for collective bargaining; and
2. Allocate sufficient resources to develop and maintain the database, including providing training to locals and divisions on how to use it effectively; and
3. Ensure that a job evaluation, compensation, and classification database is designed and implemented in a manner that addresses any existing gender-based pay gaps; and
4. Report back to the next convention on the progress of the implementation of the job evaluation, compensation, and classification database and any further actions taken to address intersecting forms of gender wage discrimination in the municipal sector and beyond.

BECAUSE:

- Workers across the country deserve fair and equitable compensation for their labour, and
- Many workers face issues with job evaluation, classification, and compensation, and
- Creating a job evaluation, compensation, and classification database can help to address these issues, and
- CUPE is committed to advocating for the rights and needs of all workers.

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

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**Resolution No. 31**  
**Submitted by Local 389 (B.C.)**

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CUPE WILL:

Create a Job Evaluation Reclassification training program and provide National Staff to assist locals with Job Evaluation reclassification, if the local has yet to complete the program.

BECAUSE:

- Job Evaluation Reclassification requires specific knowledge and skill set; and
- Many locals are overwhelmed with a backlog of requests for reclassification; and
- This process is not done in a timely manner, which prevents members from appropriate compensation for the work they are performing; and
- Having a JER training program would ensure that all reclassification has structure, is treated equally, and would alleviate some of the workload from CUPE National Reps.

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

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**Resolution No. 32**  
**Submitted by CUPE Alberta and Locals 37, 40, 1606,**  
**1825, 3484, and 5040 (Alta.)**

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CUPE WILL:

Develop resources to assist Locals and Councils of Unions in the K-12 Education sector achieve real and significant improvements in wages, benefits and working conditions, for education support workers, at the bargaining table.

BECAUSE:

- There is a nationwide crisis in public K-12 Education that is fast becoming a catastrophe due to austerity, funding cuts, chronically low wages, and a refusal by anti-labour governments to recognize the cost of living crisis' devastating impacts on education support workers.
- As the largest and strongest union in the public K-12 Education sector CUPE is uniquely positioned to provide resources to its Locals and Councils of Unions that help them improve the material conditions of their members and reverse the decline in public K-12 Education.
- Without immediate and substantial improvements to wages, benefits and working conditions in public K-12 Education, workers will continue to leave the sector in record numbers and public education, a fundamental cornerstone of our democratic society, will be dangerously undermined.

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

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**Resolution No. 33**  
**Submitted by Local 4400 (Ont.)**

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CUPE WILL:

Direct its research department to examine centralized bargaining structures with an aim to evaluate:

- 1) the conditions under which central bargaining works best;
- 2) its impact on local negotiations and labour relations;
- 3) costs attributed to locals re Central bargaining;
- 4) implementation of and adherence by employers' to centrally negotiated language and make recommendations to mitigate the negative impact of these processes.

BECAUSE:

- As part of reflective practice, it is important locals are consulted on their experiences with centralized bargaining both positive and negative including how it may impede a local to deal with issues specific to their members.

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

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**Resolution No. 34**

**Submitted by CUPE Newfoundland and Labrador, CUPE Nova Scotia, CUPE New Brunswick, CUPE Manitoba, Hospital Employees' Union (B.C.) and Locals 3762 (N.L.), 8920 (N.S.), 2348 (Man.), 3060 (Man.), 4784 (Sask.), and 1936 (B.C.)**

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CUPE WILL:

1. Conduct research on parental leave provisions at locals across the country; and
2. Develop resources for locals to negotiate improved parental leave benefits.

BECAUSE:

- The federal government created an 18-month parental leave option in 2018 but did not increase available benefits for the duration of the longer leave; and
- Since then, many locals have been put in a weaker bargaining position and it is unclear who or how many have achieved the equivalent top-up for 18-month and 12-month parental leaves; and
- Many workers' pay while on parental leave does not amount to a living wage; and
- Women, young and low-wage workers are disproportionately impacted by insufficient parental leave top-ups.

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

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**Resolution No. 35**

**Submitted by Local 905 (Ont.)**

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CUPE WILL:

Commit to fight inflation with COLA (Cost of Living Adjustments) by adopting a genuine COLA clause as its official bargaining policy.

BECAUSE

- Cost of living crisis continues to undermine the living standards of our members and our collective agreements trail far behind inflation.
- The only way to fight inflation is through COLA (Cost of Living Adjustments), which protects our wages by tying our collective agreements to the rate of inflation.

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

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**Resolution No. 36**

**Submitted by Local 30 (Sask.)**

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CUPE WILL:

1. Develop collective agreement language as well as a bargaining strategy for CUPE Locals to strengthen precarious worker rights across the different sectors of our union.

BECAUSE

- Precarious work is rapidly changing the employment picture for hundreds of thousands of Canadian workers, and;
- Employers want cheap, precarious workers to replace regular jobs, which has increasingly stripped the protections of workers' rights and security, and;
- We are all affected by precarious employment; today's secure job can easily become tomorrow's precarious job, and;
- Good jobs are undermined by low wages, poor or non-existing benefits and unstable hours of precarious work, and;
- Economic renewal or recovery cannot be built on precarious jobs and unemployment, and;
- The expansion of precarious work threatens the security of our families, the fabric of our communities and everyone's hope of a better economic future.

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

**CUPE GOVERNANCE**

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**Resolution No. 37**

**Submitted by Locals 2626, 3903, 3906, 3908, 4600 (Ont.), and 3911 (Atla.)**

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CUPE WILL:

1. Investigate whether 6.3(c) of the National Constitution provides enough support for childcare and family care for delegates; and
2. Increase the amount of support as necessary.

BECAUSE:

- The original amount was calculated 26 years ago in 1997; and
- Expenses for child and family care have increased; and
- This amount must be reviewed to ensure that CUPE does not decrease delegate participation as child and family care often disproportionately affects people at the intersection of class, race, sex, gender, family status, and marital status; and
- Providing adequate child and family care support increases delegate participation at CUPE Conventions.

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

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**Resolution No. 38**

**Submitted by CUPE Sudbury District Council (Ont.)**

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CUPE WILL:

1. Request notification annually, on April 30 and September 30, for each affiliated local to include a list of members that are expected to retire in the subsequent 6 months.
2. CUPE National to actively explore how best to expediate an automatic issuing of the retiring member's card for CUPE retiring members.

BECAUSE:

- Retirees are still an untapped resource in most local unions across Ontario.
- The re-engagement of member activists following retirement requires a continuity of contact by our local unions.

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

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**Resolution No. 39**  
**Submitted by Local 4705 (Ont.)**

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CUPE WILL:

Submit CUPE Ontario and CUPE district councils with an annual contact list and information of officers and delegates from locals in their regions, including the regional areas.

BECAUSE:

- CUPE Ontario Representatives and CUPE district councils are stronger when there is access to information and robust communication. This meets the obligation under Article 4.2 B of the CUPE National Constitution.
- Currently, the National has no requirements to provide an updated active list to the provinces.

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

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**Resolution No. 40**  
**Submitted by CUPE Sudbury District Council (Ont.)**  
**and Local 4705 (Ont.)**

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CUPE WILL:

1. Add one retiree delegate per local to be seated with the local's delegation, with voice but no vote, at National Conventions. This retiree delegate is in addition to the local's regular allotment of delegates;
2. That there is no registration fee charged to a local for a retiree delegate.

BECAUSE:

- CUPE retired members bring experience, knowledge, activist passion, and availability to the work of our union;
- Waiving registration fees for retiree delegates has proven to give incentives to locals to add and involve retiree activists. The cost of travel and accommodation is to be borne by each local.

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

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**Resolution No. 41**  
**Submitted by CUPE Newfoundland and Labrador,**  
**CUPE Alberta, the Hospital Employees' Union**  
**(B.C.), and Locals 474 (Alta.), 3550 (Alta.)**

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CUPE WILL:

Assist the collaborative work of National Committees by adding a two-day virtual committee collaboration meeting between regular national committee meetings.

BECAUSE:

- CUPE committee members have concerns that intersect with the work of other committees; and
- Committee members are limited by what they know or don't know about the intersections; and
- Breaking down silos leads to solidarity; and
- Collaboration provides greater opportunities to everyone who participates, with more complete and useful solutions.

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

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**Resolution No. 42**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE WILL:

Promote the intersectional work of national committees by creating opportunities for collaboration by committees and their members between the in-person meetings, with appropriate supports and resources.

BECAUSE:

- The concerns of individuals compounded by the intersectionality of identities cannot be effectively explored or addressed by individual committees;
- Ensuring equity in access is an intersectionality concern that is fundamentally anti-discriminatory;
- Barriers to equitable access are different between sector groups; and
- Technological advances and skills provide unique coast-to-coast (-to-coast) collaboration opportunities.

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

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**Resolution No. 43**  
**Submitted by CUPE Ontario**

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CUPE WILL:

Provide CUPE District Councils with access to contact information, held by CUPE National, for every local that would be a part of their relevant catchment areas, including province-wide local unions by region at least one time per year by electronic file.

BECAUSE:

- CUPE District Councils serve as crucial platforms for fostering solidarity and mutual support among CUPE locals in the same geographic area. They enable local unions from diverse sectors to establish strong connections.
- Collaborative efforts and support between local unions within the same city, town, or geographic area are essential for effectively building worker power. However, CUPE National considers current membership contact information "confidential" and declines requests to share it.
- Sharing the membership contact list by CUPE National would facilitate better communication and coordination among local unions, leading to increased collaboration and a more unified approach to building worker power.

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

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**Resolution No. 44**  
**Submitted by Local 4400 (Ont.)**

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CUPE WILL:

Strike a committee to review all of CUPE's structures.

BECAUSE:

- Need a model that better supports members;
- Provide more resources at the local level;
- Stop duplication of work.

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

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**Resolution No. 45**  
**Submitted by CUPE British Columbia**

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CUPE WILL:

Make the Equality Statement available in multiple languages in addition to English and French.

BECAUSE:

- The Equality Statement itself states that union solidarity is based on the principle that union members deserve mutual respect, and that CUPE's policies and practices must reflect a commitment to equality;
- The Statement loses effectiveness if it cannot be read and understood by members, including those for whom English and/or French are not their primary language;
- If copies of the Equality Statement in alternate languages were available online, locals, district councils, and divisions could access those versions they need to best support the different members in their jurisdiction; and
- Data already exists on the most common languages spoken by members other than English and French, and translation into five to ten other languages would improve inclusiveness for those from a diversity of backgrounds.

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

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**Resolution No. 46**  
**Submitted by CUPE Vancouver Island District Council (B.C.)**

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CUPE 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;
- Ensure elected leaders complete the training within four months of getting elected, starting immediately for the NEB and then rolled out to CUPE locals immediately afterwards; 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. 47**  
**Submitted by Local 21 (Sask.)**

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CUPE WILL:

Permit all retired Union members to be nominated within their region to be placed on the trial panel roster, and if necessary, to be utilized outside their region; and

Ensure that all designated retired Union members shall be compensated as per the regional Unions bylaws. If this constitutes an undue hardship for the regional Union, then all compensated items shall be paid for by CUPE National.

BECAUSE:

- Regional CUPE locals are struggling internally to build their Trial Panel roster in order to objectively hear, evaluate, and provide recommendations regarding member complaints that require the utilization of the trial panel procedure as outlined within the CUPE National Constitution.

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

**ENVIRONMENT**

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**Resolution No. 48**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE WILL:

1. Fully participate on a Just Transition.
2. Educate CUPE members and the public on climate change, climate justice, and a greener economy.
3. Encourage businesses, especially where CUPE is a bargaining agent, to create or transition to greener jobs.

BECAUSE:

- The climate is in crisis.
- Simple logic dictates that you can't run a car in a garage forever without causing permanent damage, and yet that is what the fossil fuel industry would have us do.
- We need a healthier environment, low carbon future and a sustainable economy.
- Historical measurements show that the current global atmospheric concentrations of carbon dioxide are unprecedented compared with the past 800,000 years, even after accounting for natural fluctuations (United States Environmental Protection Agency - US EPA).
- Business and industry will always defer to their bottom line, but society should not be fooled into the misdirected belief that they are the only ones who can provide a solution. History has often demonstrated that business and industry need to be forced into doing the right thing.
- The transition into new energy sources will yield huge sums of money which should benefit the many, not the already rich few.

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

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**Resolution No. 49**  
**Submitted by CUPE Saskatchewan**

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CUPE WILL:

1. Urge every local to endorse and sign on to the CUPE Climate Change Emergency Declaration.
2. Reach out to engage every local in the fight for climate justice, including supporting them to win.
3. 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.

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

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**Resolution No. 50**  
**Submitted by CUPE British Columbia**

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CUPE WILL:

Create a campaign to encourage public sector employers to urgently convert their fleets and equipment to clean energy sources.

BECAUSE:

- The emissions from fossil fuel-powered vehicles and equipment are known to be harmful to human health, and those exposed to emissions as part of their daily duties can experience negative health outcomes;
- Emissions from fossil fuel-powered vehicles and equipment are a major contributing factor to the climate crisis, which the Environmental Policy has recognized is a critical environmental issue that compromises

our jobs, communities, health, quality of life, food, and water supplies and requires immediate action for the health and safety of future generations;

- Due to reduced fuel and maintenance costs, clean energy vehicles and equipment can be less expensive to operate than their fossil-fueled counterparts, and as the cost of these solutions continue to drop, this trend toward cost savings will only improve; and
- Public employers should be showing leadership by transitioning their vehicles and equipment to clean operation, and equally, not forcing their workers to knowingly contribute to the climate crisis by continued use of fossil fuel-powered vehicles and equipment.

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

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**Resolution No. 51**  
**Submitted by CUPE Vancouver Island District**  
**Council (B.C.)**

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CUPE 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. 52**  
**Submitted by CUPE Durham Northumberland**  
**District Council (Ont.) and Locals 8920 (N.S.), 957,**  
**1500, 1574, 2000, 4091, 4250, 4328 (Que.), and**  
**1281, 3903, 3906, 3908, 4600 (Ont.), and 3911 (Alta.)**

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CUPE WILL:

1. Urge every local to endorse and sign on to the CUPE Climate Change Emergency Declaration.
2. 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. 53**

**Submitted by CUPE Newfoundland and Labrador, CUPE Prince Edward Island, CUPE Manitoba, CUPE Alberta, CUPE Durham Northumberland District Council (Ont.), CUPE Toronto District Council (Ont.), the Hospital Employees' Union (B.C.) and Locals 1289 (N.L.), 2694 (N.S.), 500 (Man.), and 2348 (Man.)**

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CUPE WILL:

1. Inform members about the climate crisis by creating resources and developing a climate literacy campaign in clear language.

BECAUSE:

- We need member engagement to create long-term plans towards an equitable economy and work environment.
- We are facing a climate crisis that will directly affect work and life as we know it.
- We need to develop alternatives to address carbon emissions and toxins, environmental racism, and clean water.

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

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**Resolution No. 54**

**Presented by Locals 1500, 1574, 2000, 2850, 4091, 4250, 4328, and 4785 (Que.)**

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CUPE WILL:

1. Present a resolution to the CUPE National Convention, requesting that the CUPE Union Education Branch of the CUPE National Office develop strategies to raise awareness of the climate crisis, the impact of the climate emergency on all workers and communities, environmental racism, articles to be negotiated by each sector, the economic roots of the climate crisis, climate-proofing our workplaces and pensions, and so on.

BECAUSE:

- The climate emergency is quite real and must rank high on the agendas of unions;
- CUPE must consider educational strategies to inform CUPE members of the problems relating to their jobs and the climate emergency;
- Members need resources and tools to fight for climate-related justice.

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

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**Resolution No. 55**

**Submitted by CUPE Durham Northumberland District Council (Ont.) and Locals 8920 (N.S.), 1281, 3903, 3906, 3908, 4600 (Ont.), and 3911 (Alta.)**

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CUPE WILL:

- Develop educational awareness strategies on the climate crisis, how the climate emergency impacts all workers and our communities, environmental racism, sector-specific bargaining language, the economic roots of the climate crisis, climate-proofing our workplaces and pensions, and more.

BECAUSE:

- The Climate Emergency is real and needs to be high on the union agenda.
- CUPE needs to consider educational awareness strategies that will work to inform all CUPE members about issues related to their jobs and the climate emergency.
- Members need the resources and tools to fight for climate justice.

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

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**Resolution No. 56**

**Submitted by CUPE Durham Northumberland District Council (Ont.) and Locals 8920 (N.S.), 957, 1500, 1574, 2000, 4091, 4250, 4328, 4785 (Que.), and 1281, 3903, 3906, 3908, 4600 (Ont.), and 3911 (Alta.)**

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CUPE WILL:

1. Develop a carbon reduction strategy and implement it as soon as possible to cut carbon emissions linked to all CUPE events.

BECAUSE:

- CUPE needs an immediate and effective net-zero emissions plan to help fulfill our organizational commitment to reduce emissions.
- Canadian emissions are not coming down despite decades of promises from governments and all sectors of society to reduce our emissions.
- CUPE must be a leader and take bold action to demonstrate to the Labour movement and all sectors of society that all organizations, businesses, governmental bodies, and others must be part of the solution and do their part to solve the climate crisis rather than waiting for others to lead.

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

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**Resolution No. 57**

**Submitted by Locals 957, 1208, 1500, 1574, 2000,  
2850, 4091, 4250, and 4328 (Que.)**

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CUPE WILL:

1. Measure its activities to target those that contribute the most to our greenhouse gas emissions for the purpose of reducing them and trending toward carbon neutrality;
2. Develop publicly owned public transit solutions under democratic control.

BECAUSE:

- Notwithstanding greenhouse gas emission reduction targets and action plans, the threat of an irreversible climate crisis is an increasing likelihood;
- The collateral effects of the pandemic showed us we can change the way we do things, particularly at work, to reduce our environmental footprint;
- The climate crisis stands in stark contrast to our survival and CUPE, as an engine for progress, must be a leader on the environmental issue.

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

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**Resolution No. 58**

**Submitted by Local 4250 (Que.)**

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CUPE WILL:

1. Pressure the federal, provincial, and municipal governments to ensure that RNG (renewable natural gas) is produced in limited quantities and the production of RNG and RSG (renewable source gas) is limited for those needs that are difficult to electrify or for energy requirements of remote communities that are not connected to the power grid;
2. Act to ensure that production and the energy transportation and distribution systems are owned and operated by provincial or municipal governments;
3. Demand that federal governments enact regulations prohibiting the production of RSGs from fossil energies. Pressure the federal government to ensure **transition that is actually just**.

BECAUSE:

- The large-scale production of RNGs and RSGs depends on intensive agricultural practices that are harmful to the environment and causes major ecological and climatic risks that threaten the balance of forest ecosystems and biodiversity.
- Under the “fight against climate change” rubric, we are witnessing the privatization of energy production resources and production methods.
- RNG is currently being injected into private gas networks, which sustains the use of fossil gas.
- Some RNGs (hydrogen) are produced from fossil energy.
- The production of RSG should have greenhouse gas reduction, just transition and the construction of a low-carbon economy as its primary objective.

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

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**Resolution No. 59**  
**Submitted by Local 1208 (Que.)**

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CUPE WILL:

1. Pressure the federal, provincial and municipal governments to ensure that RNG (renewable natural gas) is produced in limited quantities and that the production of RNG and RSG (renewable source gas) is limited for those needs that are difficult to electrify or for energy requirements of remote communities that are not connected to the power grid;
2. Act to ensure that production and the energy transportation and distribution systems are owned and operated by provincial or municipal governments;
3. Demand that federal governments enact regulations prohibiting the production of RSGs from fossil energies.
4. Pressure the federal government to ensure **transition that is actually just.**

BECAUSE:

- The large-scale production of RNGs and RSGs depends on intensive agricultural practices that are harmful to the environment and cause major ecological and climatic risks that threaten the balance of forest ecosystems and biodiversity.
- Under the “fight against climate change” rubric, we are witnessing the privatization of energy production resources and methods of production.
- The production of RSG should have greenhouse gas reduction, just transition, and the construction of a low-carbon economy as its primary objective.

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

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**Resolution No. 60**  
**Submitted by Locals 957, 1500, 1574, 2000, 4091,**  
**4328, and 4785 (Que.)**

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CUPE WILL:

1. Pressure the federal, provincial, and municipal governments to ensure that RNG (renewable natural gas) is produced in limited quantities and the production of RNG and RSG (renewable source gas) is limited for those needs that are difficult to electrify or for energy requirements of remote communities that are not connected to the power grid;
2. Act to ensure that production and the energy transportation and distribution systems are owned and operated by provincial or municipal governments;
3. Demand that federal governments enact regulations prohibiting the production of RSGs from fossil energies.
4. Pressure the federal government to ensure **transition that is actually just.**

BECAUSE:

- The large-scale production of RNGs and RSGs depends on intensive agricultural practices that are harmful to the environment and causes major ecological and climatic risks that threaten the balance of forest ecosystems and biodiversity.
- Under the “fight against climate change” rubric, we are witnessing the privatization of energy production resources and production methods.
- RNG is currently being injected into private gas networks, which sustains the use of fossil gas.
- Some RNGs (hydrogen) are produced from fossil energy.
- The production of RSG should have greenhouse gas reduction, just transition and the construction of a low-carbon economy as its primary objective.

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

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**Resolution No. 61**

**Submitted by Locals 957, 1114, 1500, 2000, 4250, and 4785 (Qc.)**

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CUPE WILL:

Organize a national survey to find out the opinions of Canadians regarding the transition to green energy and the public sector’s role in this transition;

Develop arguments on the urgency and impact of the energy transition and the relevance of the public sector;

Conduct an education campaign targeting the public and locals regarding the energy transition and the nationalization of electricity production and distribution;

Ensure that everything is the subject of sound oversight and supported by facts and data.

BECAUSE:

- Demand for energy is bound to increase;
- Cleaner energy must be produced, particularly through hydroelectricity, wind power, or all other clean energy sources through public sector producers;
- The private sector cannot and must not handle this transition, no more than free market forces should;
- The government alone can develop a regulatory framework that will allow for a just transition for those workers affected by the necessary changes needed for the energy transition;
- This transition must include the nationalization of resources and energy production to ensure that development is achieved responsibly for the well-being of the community.

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



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**Resolution No. 62**

**Submitted by CUPE Durham Northumberland District Council (Ont.), Locals 8920 (N.S.), 957, 1500, 1574, 2000, 4091, 4250, 4328, 4785 (Que.), and 1281, 3903, 3906, 3908, 4600 (Ont.), and 3911 (Alta.)**

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CUPE 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'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. 63**

**Submitted by CUPE Durham Northumberland District Council (Ont.)**

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CUPE 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.
- 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. 64**  
**Submitted by Locals 3903, 3906, 3908, 4600 (Ont.),**  
**and 3911 (Alta.)**

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CUPE WILL:

1. 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; and
- Climate change is the planet's most serious environmental problem that is destabilizing the natural environment while threatening human civilization; and
- 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; and
- 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; and
- 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. 65**  
**Submitted by Locals 8920 (N.S.), 957, 1500, 1574, 2000,**  
**4091, 4250, 4328, 4785, and 1281 (Ont.)**

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CUPE 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* \_\_\_\_\_

**Resolution No. 66**

**Submitted by CUPE New Brunswick, CUPE Durham  
Northumberland District Council (Ont.) and Locals 8920  
(N.S.), 957, 1500, 1574, 2000, 4091, 4250, 4328, 4785  
(Que.), and 1281, 3903, 3906, 3908, 4600 (Ont.) and  
3911 (Alta.)**

CUPE 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* \_\_\_\_\_

**Resolution No. 67**

**Submitted by CUPE New Brunswick, CUPE Durham  
Northumberland District Council (Ont.) and Locals  
8920 (N.S.), 957, 1500, 1574, 2000, 4091, 4250, 4328  
(Que.), and 1281, 3903, 3906, 3908, 4600 (Ont.)**

CUPE 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.
- 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 behavior.
- 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. 68**

**Submitted by CUPE New Brunswick, CUPE Durham  
Northumberland District Council (Ont.), and Locals 8920  
(N.S.), 957, 1500, 1574, 2000, 4091, 4250, 4328, 4785  
(Que.), and 1281, 3903, 3906, 3908, 4600 (Ont.)**

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CUPE 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 benefit human health, especially mental health.

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

**HARASSMENT**

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**Resolution No. 69**

**Submitted by CUPE Prince Edward Island, CUPE  
Manitoba, CUPE Alberta, Locals 2348 (Man.), 474  
(Alta.) and 3550 (Alta.)**

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CUPE WILL:

1. Develop a pilot education peer-to-peer program to support members in their workplace 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 victims/survivors need the support of an advocate in the workplace to successfully deal with violence or harassment; and
- Victims/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; and
- CUPE members who identify as female, 2SLGBTQ+, or other frequently marginalized groups are at increased risk for violence and harassment; and
- Recent legislative changes in the federal jurisdiction prevent reporting violence and harassment to the Joint Health and Safety Committee; and
- 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. 70**  
**Submitted by Local 2815 (Que.)**

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CUPE WILL:

Pull out all stops to ensure that Canadian employers and their respective organizations all over the world are in compliance with International Labour Organization Convention 190 , i.e., the Violence and Harassment Convention, signed by Labour Minister, Seamus O'Regan Jr.

BECAUSE:

- No one should have to put up with violence or harassment in the workplace, whether in Canada or elsewhere.
- Minister O'Regan ratified Convention 190, the very first world treaty on eliminating violence and harassment in the workplace.
- We join other countries in the world in protecting workers and ensuring that they have the safe and respectful working environments they deserve.
- Unions in Canada celebrated our country's ratification of Convention 190, which is an important milestone in our constant efforts to prevent and eliminate violence and harassment in the work world and remedy it.

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

**HEALTH AND SAFETY**

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**Resolution No. 71**  
**Submitted by CUPE Manitoba, CUPE Saskatchewan,**  
**Locals 4948 (Ont.), 500 (Man.), 2348 (Man.) and**  
**1169 (Alta.)**

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CUPE WILL:

1. Develop collective agreement language on the prevention of workplace violence and harassment for library worker locals.

BECAUSE:

- Workplace violence and harassment is a significant and growing problem for library workers;
- Violent incidents are compromising workers' mental and physical health, as well as their sense of safety in the workplace;
- Employers accept violence and harassment as a normal part of the job and often blame workers when incidents occur;
- Employers develop policies and procedures that react to, rather than prevent, workplace violence;
- Employers are failing to fund new and innovative measures to address workplace violence;
- Not all library locals have language in their collective agreements on violence and harassment prevention, and in other cases, existing language could be stronger; and
- A bargaining resource containing collective agreement language will strengthen the tools available to library locals to help protect them against violence and harassment where they work.

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

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**Resolution No. 72**

**Submitted by CUPE Quebec, the Conseil provincial du soutien scolaire (Que.), Locals 1108, 1208, 1538, 1574, 1983, 2850, 4328, 4785 and 5440 (Que.)**

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CUPE WILL:

1. Denounce violence in all its forms in schools;
2. Support the political action plan developed by CUPE Quebec or any other division choosing this avenue to counter the problem of violence in schools.

BECAUSE:

- Education is primarily a pillar and a foundation for our future generations, who will play an important role in a more responsible society;
- Violence in schools, whether physical, psychological or in some other form, is pervasive, unfortunate and a source of great concern;
- Support staff and professional personnel are too often the victims of violence and left to fend for themselves to deal with situations involving violence;
- Employers are responsible for allowing workers to work in a healthy and safe environment free of violence and harassment;
- Violence in all its forms is unfortunate and a source of concern in schools, and it has a major bearing on the retention and stability of support and professional personnel.

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

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**Resolution No. 73**

**Submitted by the Ontario Council of Hospital Unions (Ont.), Locals 786, 815, 1156, 1943, 4721, 5852, and 6364 (Ont.)**

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CUPE WILL:

Conduct a national survey of CUPE health care members on workplace violence and its impact on them; and

Call for federal and provincial legislation to protect workers from reprisal who speak up about the problem of workplace violence; and

Provide CUPE local unions with new resources to step up their advocacy to safeguard our members from workplace violence.

BECAUSE:

- Workplace violence is a widespread problem, brutalizing our members; and
- This problem is worsening as staffing levels deteriorate in the face of ongoing government underfunding; and
- Many workers who speak up about workplace violence are subject to harassment, intimidation, and firing.

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

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**Resolution No. 74**

**Submitted by CUPE Prince Edward Island, CUPE  
Alberta, Locals 474 (Alta.) and 3550 (Alta.)**

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CUPE WILL:

Draft legislation to require employers to ensure that non-management workers are trained in Mental Health First Aid techniques that train them on how to direct workers in crisis to the supports and resources they need.

BECAUSE:

- CUPE members are best positioned to guide our peers in crisis to the necessary services or supports; and
- The experience of the COVID pandemic by workers has heightened the need for mandatory requirements for ensuring a psychologically safe workplace; and
- CUPE members require mandatory training to help support someone who is in a mental health crisis; and
- All CUPE members should have proper procedures and training to be able to help in situations that may occur.

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

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**Resolution No. 75**

**Submitted by CUPE Prince Edward Island, CUPE  
Manitoba, CUPE Alberta, and Locals 2348 (Man.), 474  
(Alta.), and 3550 (Alta.)**

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CUPE WILL:

Develop and distribute resources to members on the Workplace Hazards of Climate Change.

BECAUSE:

- Human-induced global warming is causing higher temperatures, changing precipitation patterns, and creating more frequent and more intense extreme weather events; and
- Workers will face increased exposure to hazards related to climate change; and
- The increasing pace and intensity of climate change is going to change the landscape of OH&S hazards in ways which many organizations have not yet planned for; and
- The health effects of climate issues and risks include increased respiratory and cardiovascular disease, injuries and premature deaths related to extreme weather events, infectious diseases, and mental health issues; and
- Better anticipation, recognition, evaluation, and control strategies of occupational hazards will be required; and
- CUPE members need resources and information to prevent the hazards of climate change from harming workers.

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

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**Resolution No. 76**

**Submitted by CUPE New Brunswick, CUPE Durham  
Northumberland District Council (Ont.), Locals 8920  
(N.S.), 957, 1500, 1574, 2000, 4091, 4250, 4328, 4785  
(Que.) and 1281, 3903, 3906, 3908, 4600 (Ont.)**

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CUPE WILL:

1. Encourage joint health and safety committees to include climate change as an urgent health and safety issue.

BECAUSE:

- Climate change is exposing workers to new and/or increased safety hazards; and
- Extreme and sudden weather events are now a regular occurrence; and
- Employers are required to address all safety hazards; and
- Joint committees are a legal mechanism for worker voice and action in the workplace.

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

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**Resolution No. 77**

**Submitted by CUPE Prince Edward Island, CUPE Alberta,  
Locals 474 (Alta.) and 3550 (Alta.)**

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CUPE WILL:

Develop a CUPE National staff representative training program on how to create a psychologically safe workspace for locals, executives, and divisions.

BECAUSE:

- Violence and harassment have gained much prominence in Occupational Health and Safety in the past 10 years, especially personal harassment. Additionally, the National Standard on Psychological Health and Safety (CSA Z1003) has been available for almost 10 years and continues to influence the way workers recognize psychosocial hazards, including poor behavior and incivility, in the workplace; and
- Through CUPE's education and awareness campaigns, and a general awareness of the importance of taking care of psychological health and safety, more members feel as though they can come forth to report concerns around violence and harassment and poor psychological working conditions in their workplace, but little has been done to focus on the underlying factors that contribute to poor environments and cultures in our locals; and
- The ability to proactively identify and resolve situations of workplace conflict between members after an incident and investigations helps us to maintain our solidarity and ability to work to improve the working conditions of our members; and
- Many CUPE National Servicing Representatives have limited experience with the work related to establishing psychologically safe conditions in the local they assist; and
- Identification of existing conflict allows for workplace restoration processes, with the goal of returning to or creating a healthy and harmonious workplace for our members to do the work of the union.

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



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**Resolution No. 78**  
**Submitted by CUPE Manitoba and Local 2348 (Man.)**

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CUPE WILL:

Develop a CUPE National staff representative training program on how to create a psychologically safe workspace for locals, executives, and divisions.

BECAUSE:

- Through CUPE’s education and awareness campaigns, more members feel as though they can come forth to report concerns around violence and harassment and poor psychological working conditions in their workplace.
- The ability to proactively identify and resolve situations of workplace conflict between members after an incident and investigations helps us to maintain our solidarity and ability to work to improve the working conditions of our members.
- Many CUPE National Servicing Representatives have limited experience with the work related to establishing psychologically safe conditions in the local they assist.
- Identification of existing conflict allows for workplace restoration processes, with the goal of returning to or creating a healthy and harmonious workplace for our members to do the work of the union.

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

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**Resolution No. 79**  
**Submitted by CUPE Alberta and Local 474 (Alta.)**

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CUPE WILL:

Develop educational training on the importance of reporting near hits and incidents for all CUPE members.

BECAUSE:

- Reporting provides an opportunity to correct the problem; and
- Failure to report may result in compensation claims being denied; and
- Reporting creates data to identify an issue and then develop action plans to create safe workspaces.

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

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**Resolution No. 80**  
**Submitted by CUPE Prince Edward Island**

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CUPE WILL:

Develop educational training on the importance of formally reporting all incidents including near hits, for all CUPE members.

BECAUSE:

- Reporting provides an opportunity to correct the problem.
- Failure to report may result in compensation claims being denied.
- Reporting creates data to identify an issue to develop action plans to create safe workspaces.

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

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**Resolution No. 81**  
**Submitted by Local 4092 (Ont.)**

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CUPE WILL:

1. Engage with all provincial worker's compensation boards & Federal Employment Insurance to ensure Post-Traumatic Stress Disorder & Post-Traumatic Stress Injuries (PTSD & PTSI) are recognized as qualifying claims within their organizations.
2. Ensure and encourage that both Air and Ship Cabin Crew (Flight Attendants & Cruise Ship Cabin Crew) are added to the list of qualifying workers (first responders or designated workers) to which PTSD claims may apply.

BECAUSE:

- Cabin Crew are federally legislated and are therefore often overlooked when creating provincial regulations yet their workers' compensation claims are provincially regulated.
- Cabin Crew often do not qualify in workers compensation regulations as "designated workers" for this protection (ex. WSIB Policy 15-03-13).
- Cabin Crew are often the sole providers of emergency services in onboard medical, fire, security and post-accident survival situations. Events such as onboard fires, criminal interference, crashes, and post-evacuation survival are not only acutely stressful when they occur, the duration of these events may be extensive before outside support is readily available.
- The Cabin Crew work environment itself is isolating with extensive time spent on the road, away from family and work support systems.
- Given the work environment and responsibilities towards their passengers, we feel cabin crew should be considered first responders with respect to qualifying for PTSD & PTSI supports when required to deal with such events.

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

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**Resolution No. 82**  
**Submitted by Local 2960 (Que.)**

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CUPE WILL:

Pull out all stops to support CUPE 2960 in improving the safety of its members, the conditions under which they perform their duties and the wage settlement of the specialized pacification and safety caseworkers (ISPS).

BECAUSE :

- The Institut Pinel has highly specialized forensic psychiatry care with federal and provincial clientele in a maximum security institution.
- The Institut plays a crucial role in protecting public safety in Canada.
- In the past 4 years, 170 ISPS caseworkers have left our organization to take positions in law enforcement organizations, penitentiaries, etc.
- The employer is systematically contesting and judicializing all rights of refusal exercised by the ISPS caseworkers, particularly with respect to the protective equipment they need for their work and for their safety.

- In the past 6 years, 432 worker cases have been opened and accepted as occupational health and safety accidents at a time when we are representing 800 members.
- We are demanding that safety care be given at Pinel.

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

**Resolution No. 83**  
**Submitted by CUPE Saskatchewan**

CUPE WILL:

Develop resources and bargaining language to improve health and safety training for members for whom English is not their first language.

BECAUSE:

- Membership is diverse with diverse needs;
- Communication is crucial for understanding safety; and,
- Union Health and Safety Committees should provide resources (including visual aides) for all employees.

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

**Resolution No. 84**  
**Submitted by CUPE Quebec**

CUPE WILL:

Launch a campaign to raise appreciation for the cash escort profession and to pressure governments to amend regulations and federal standards on the conveyance of securities concerning:

- Employee training;
- Related equipment and safety measures;
- Safety inside and outside the workplace;
- The size of work teams;
- Permit issuance systems governing industry activities;
- The operation of armoured vehicles transporting cash and securities.

BECAUSE:

- The public must be shielded from the risk arising from the lack of national regulations and standards;
- The current context is actually conducive to having companies self-regulate;
- Our members are being forced to choose between minimum protection and wage increases when renewing their collective agreements;
- The *Private Security Act* does not contain minimum protection standards;
- The vast majority of persons sitting on the Private Security Agency are employer representatives.

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

**HEALTH CARE**

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**Resolution No. 85**  
**Submitted by CUPE Metropolitan Vancouver District**  
**Council (B.C.) and Locals 1936 (B.C.), 5536 (B.C.)**

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CUPE WILL:

1. Continue to lobby all levels of government to stop the toxic drug crisis by providing a safe supply of drugs to people who use drugs.
2. Continue to educate members and communities on what the toxic drug crisis is, and why providing a safe supply is an appropriate way to save lives.
3. Lobby all levels of government to provide more resources for addiction treatment and support services including counseling services, and replacement therapy including safe supply.

BECAUSE:

- More than 5,400 people have died because of apparent toxic drug deaths in Canada in 2022, and more than 30,000 people have died because of apparent toxic drug deaths in Canada since 2016;
- No one chooses to die due to drug toxicity;
- Supporting and maintaining healthy and non-judgmental relationships with people who use drugs leads to more people seeking help and various recovery strategies;
- People who use drugs are loved and deserve to live;
- People need to be alive to access treatment options; and
- Addiction treatment and mental health supports need to be in place to overcome this social and medical concern.

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

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**Resolution No. 86**  
**Submitted by Local 5536 (B.C.)**

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CUPE WILL:

Work to make Naloxone training, and access to Naloxone available to all CUPE members at their workplaces, in response to the national toxic drug crisis.

BECAUSE:

- The toxic drug crisis affects everyone and is an issue for public workers.
- Evidence shows that Naloxone and workers trained in its use save lives.
- Public workers are often first responders to critical health issues and need to have proper tools and training in order to respond appropriately; and
- Having public employees trained to administer Naloxone reduces stigmatization and the harms associated with it.

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

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**Resolution No. 87**

**Submitted by CUPE Quebec, the Conseil provincial du soutien scolaire (Que.) and Locals 1108, 1208, 1538, 1574, 3333, 4328, 4785, 5440, 5959 and 5960 (Que.)**

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CUPE WILL:

**Universal Pharmacare:**

1. Continue prioritizing this issue with the federal government.
2. Urge locals to keep up their efforts to mobilize and raise the awareness of their members and the public.

BECAUSE:

- The existence of hundreds of private insurance plans causes serious injustices and tremendous costs.
- The increase in the cost of private drug insurance has had a dramatic effect on employees.
- The spike in drug expenses demands that immediate measures be taken.

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

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**Resolution No. 88**

**Submitted by the Conseil provincial des affaires sociales (Que.)**

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CUPE WILL:

**Universal Pharmacare:**

- Continue prioritizing this campaign;
- Ensure that an actual universal insurance plan for all is established, not a hybrid system copied on the Quebec plan;
- Invite locals to keep up their efforts to promote awareness and mobilization in this area.

BECAUSE:

- Some private insurance plans are beset by profound injustices and cost a fortune;
- The increased costs of private drug insurance have a dramatic effect on employees.

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

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**Resolution No. 89**  
**Submitted by the Ontario Council of Hospital Unions**  
**(Ont.) and Locals 786, 815, 1156, 1943, 4721, 5852,**  
**and 6364 (Ont.)**

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CUPE WILL:

Advocate strongly for increased federal funding for provincial health care programs, to reflect the staggering real impact of aging and growing population, now and over the coming decades.

BECAUSE:

- The latest agreement between the provinces and the federal government was seriously inadequate to meet the challenges of an aging and growing population; and
- CUPE was not visible in that national discussion, despite the hundreds of thousands of health care workers that our union represents and the impact of those funding discussions on our members and on the people that they struggle to provide care for.

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

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**Resolution No. 90**  
**Submitted by the Ontario Council of Hospital Unions**  
**(Ont.) and Locals 786, 815, 1156, 1943, 5852, and 6364**  
**(Ont.)**

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CUPE WILL:

Campaign actively for legislated national standards for long-term care.

BECAUSE:

- COVID exposed the terrible conditions in which many frail and vulnerable seniors lived and perished during the pandemic; and
- Despite promises to legislate national standards, the federal government supported voluntary standards for long-term care; and
- Staff in long-term care and the residents and their families need firm quality standards to which providers can be held to account.

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

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**Resolution No. 91**  
**Submitted by the Conseil provincial des affaires**  
**sociales (Que.)**

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CUPE WILL:

Take every possible means to convince public sector decision-makers to nationalize paramedical services in Quebec.

BECAUSE:

- The current system to privatize services is ineffective, costly, opaque and mismanaged.
- The standardization of public paramedical services would ensure better integration of paramedics into the public health care and social services system and enhance their contributions at the same time.

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

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**Resolution No. 92**  
**Submitted by the CUPE New Brunswick**

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CUPE WILL:

1. Commence a study on available health and dental plans for members from coast to coast to coast, to identify a health benefits plan that is affordable and sustainable for all members in CUPE.

BECAUSE:

- Not all CUPE members have a health and dental plan, and extreme and sudden weather events are now a regular occurrence; and
- Those who have access to a plan cannot afford it due to the high premiums associated with the employer plans; and
- Members deserve to have a plan that is affordable and sustainable to ensure they, and their loved ones, have access to medications and services to address their health needs; and
- Current plans continually increase the co-payments with no plan improvements forcing members to drop out of the plans leaving them vulnerable to health issues.

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

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**Resolution No. 93**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE WILL:

Produce an updated version of the 2009 CUPE National policy paper entitled "Residential Long-term Care in Canada: Our Vision for Better Seniors Care."

BECAUSE:

- COVID-19 exposed a fragmented and highly privatized long-term care system with wide gaps in wages, benefits and working and caring conditions;
- CUPE National published a comprehensive analysis of the long-term care sector in 2009 entitled: "Residential Long-term Care in Canada: Our Vision for Better Seniors' Care";

- The long-term care sector has evolved over the 25 years with changing patterns of facility ownership, a growing dependence on assisted living to provide capacity, and an overall increase in the complexity of residents' care needs;
- CUPE National continues to organize and its membership continues to grow in the long-term care sector; and
- CUPE represents more long-term care and assisted living workers than any other Canadian union and must be the pre-eminent workers' voice on issues impacting staff in the sector.

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

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**Resolution No. 94**  
**Submitted by Local 2081 (B.C.)**

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CUPE WILL:

1. Lobby the federal government, specifically the Ministries of Health and Mental Health and Addictions, to displace the toxic, illicit drug supply with a safer, legal and regulated supply of substances for those at risk of harms or death.
2. Collaborate with national drug advocates to better understand the toxic drug crisis and determine how to effectively lobby the government for safer supply.

BECAUSE:

- 20 Canadians are dying each day due to a toxic unregulated drug supply;
- Between January 2016–December 2022, 36,442 Canadians died of illicit toxic drug poisoning;
- Illicit drug toxicity is the leading cause of unnatural death in Canada accounting for more deaths than homicides, suicides, motor vehicle incidents, drownings, and fire-related deaths combined;
- Indigenous people are disproportionately represented in drug toxicity fatalities;
- CUPE members need advocates in the labour movement to campaign for a safe, regulated, legal supply of the drugs needed for those who are dependent;
- Support is needed for CUPE workers across the country who are experiencing first-hand the effects of a toxic drug supply;
- CUPE wants to send a strong message that it is working to mitigate harms and drug poisoning deaths.

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

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**Resolution No. 95**  
**Submitted by the Conseil provincial des affaires sociales (Que.)**

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CUPE WILL:

- Fight Bill 15 with the cooperation of CPAS, CUPE Quebec, the FTQ and all actors in civilian society;
- Come up with an action plan and the necessary support that would enable us to be successful in stopping future raiding.

BECAUSE:

- This project flings the door wide open to the private sector;
- It is essential that Quebeckers receive quality health care and social services;



- The fight to resolve the shortage and scarcity of labour in our public services is won by ensuring better working conditions, not by bringing in a new centralizing reform;
- This bill reduces the freedom of association of members in the health care and social services system, which is enshrined in the charters of rights and freedoms;
- The CPAS believes in its chances to grow to ensure its future in the health care and social services sector.

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

## **HUMAN RIGHTS**

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### **Resolution No. 96**

**Submitted by CUPE Quebec, the Conseil provincial du soutien scolaire (Que.) and Locals 1108, 1208, 1294, 1538, 1574, 4328, 4785, and 5440 (Que.)**

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CUPE WILL:

1. Demand that governments across Canada make massive investments to allow for the construction of a sufficient number of social and community housing units and housing cooperatives so that everyone can be adequately housed at an affordable cost.

BECAUSE:

- The shortage of rental housing has affected virtually the entire country. In several locations, this problem has grown to dramatic proportions with rents continually spiking, which has created an untenable situation for low-and modest-income tenants.
- The scarcity has spread to many areas, and the housing crisis continues to become more complex bringing with it sharply increasing housing costs and a host of speculative practices that involve the eviction of tenants.
- The health crisis in 2020 made life difficult for numerous tenants, and landlords took advantage of this situation to charge abusively high rents. Poor tenants who do not have a computer or Internet access have been at a particular disadvantage, since available rental units and virtual visits are mostly posted on the web.

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

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### **Resolution No. 97**

**Submitted by CUPE Newfoundland and Labrador**

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CUPE WILL:

1. Lobby all levels of government to support and fund affordable and low-income housing projects.
2. Advocate for housing for people who are homeless or unhoused.

BECAUSE:

- Everyone deserves to have a safe place to sleep, shelter from the elements;
- This can help people get off the streets and give them a better chance to stabilize their living situation and participate more fully in society;
- This would increase safety for all in the community;

- This can help reduce the number of people who seek shelter in bus shelters and lower the risk of deaths during the winter’s freezing temperatures.

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

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**Resolution No. 98**  
**Submitted by Locals 3903, 3906, 3908, 4600 (Ont.)**

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CUPE WILL:

1. Lobby all provincial branches to create a portfolio of equity documents; and
2. The documents shall provide information on, at a minimum:

Federal and Provincial Human Rights legislation, accessibility legislation, a guide to performing equity updates a local’s policy and constitution, anti-racism educational materials, trans inclusivity and pronoun guides, strategies for anti-oppression, a how-to guide on creating accessible materials and improving accessibility, materials on recognizing and addressing harassment, and a guide to decolonizing union practices and respecting Indigenous ways of knowing.

BECAUSE:

- Not all locals have access to equity, anti-racism, and anti-oppression training in their geographic area;
- These documents would be a comprehensive, step-by-step package that allows locals to make lasting equity changes in their policy, constitution, and working culture; and
- There is more to equity than bargaining.

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

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**Resolution No. 99**  
**Submitted by CUPE British Columbia**

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CUPE WILL:

Lobby the Government of Canada to immediately end, and subsequently ban, the practice of incarcerating children and adults seeking immigration and refugee status, or asylum, in Canada.

BECAUSE:

- The Government of Canada uses Canadian detention centres, including provincial jails, to detain those seeking asylum, refugee, or immigration status, who are often detailed in the same facilities as serious offenders;
- Incarceration is a remedy for a substantial breach of the law, and those seeking a better life or safety from harm in Canada should not be jailed in detention centres as part of the immigration and asylum process;
- Since 2014, more than 850 children have spent time in Canadian immigration detention centres, and this practice can cause children to suffer increased levels of extreme stress, fear, anxiety, and selective mutism, as well as a deterioration of cognitive, physical, and emotional functioning; and
- Canada’s practices of incarcerating immigration detainees in provincial jails are inconsistent with the national goal of welcoming immigrants and refugees, and is a violation of international human rights.

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

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**Resolution No. 100**  
**Submitted by Local 5536 (B.C.)**

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CUPE WILL:

1. Lobby all levels of government to stop the cruel, unsafe, discriminatory and dehumanizing practice of street sweeps and decampments of houseless communities;
2. Advocate for humane and equitable solutions to the national housing crisis;
3. Educate CUPE members, and the larger community, about anti-capitalist alternatives to governments and police forces performing street sweeps and decampments.

BECAUSE:

- Housing is a fundamental human right;
- Street sweeps and decampments are not evidence based, trauma informed solutions to the housing crisis;
- Street sweeps and decampments infringe on the self determination of unhoused populations to create autonomous communities that best meet their needs; and
- When there is no affordable, supportive or subsidized housing people need to have the ability to secure their basic fundamental rights by any means necessary.

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

**INDIGENOUS RIGHTS**

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**Resolution No. 101**  
**Submitted by CUPE Newfoundland and Labrador, CUPE Nova Scotia, CUPE Manitoba, CUPE Alberta, Locals 8920 (N.S.), 2348 (Man.), 3060 (Man.), 30 (Alta.), 4060 (Alta.) and 1936 (B.C.)**

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CUPE WILL:

1. Co-create and implement with Indigenous Elders and Knowledge Keepers, a restorative justice option as part of its conflict resolution processes for Indigenous CUPE members including in the trial procedure and the alternate process; and;
2. Support locals with developing conflict resolution processes with the support of Indigenous Elders and Knowledge Keepers; and;
3. Include development of restorative justice processes that are culturally safer for Indigenous members in the Safer Union Spaces Project.

BECAUSE:

- The existing conflict resolution processes are not inclusive of Indigenous practices of restorative justice and Indigenous members should be able to access culturally safe conflict resolution within their workplaces and union; and;

- Restorative justice is an approach to justice that seeks to repair harm by providing an opportunity for those harmed, and those who take responsibility for the harm, to communicate about and address their needs in the aftermath of an incident of harm; and;
- This practice was done for millennia across Turtle Island; and;
- Restorative justice leads to healthier environments for all parties to work together and should be integrated into current conflict resolution processes.

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

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

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**CUPE WILL:**

1. Co-create and implement with Indigenous Elders and Knowledge Keepers, a restorative justice option as part of its conflict resolution processes for Indigenous CUPE members including in the trial procedure and the alternate process;
2. Support locals with developing conflict resolution processes with the support of Indigenous Elders and Knowledge Keepers;
3. Include development of restorative justice processes that are culturally safer for Indigenous members in the Safer Union Spaces Project.

**BECAUSE:**

- The existing conflict resolution processes are not inclusive of Indigenous practices of restorative justice and Indigenous members should be able to access culturally safe conflict resolution within their workplaces and union;
- Restorative justice is an approach to justice that seeks to repair harm by providing an opportunity for those harmed, and those who take responsibility for the harm, to communicate about and address their needs in the aftermath of an incident of harm;
- This practice was done for millennia across Turtle Island;
- Restorative justice approaches must also recognize the widely varying culture, values, symbols, and spiritual traditions of the many nations and communities to which Indigenous workers belong; and
- Restorative justice leads to healthier environments for all parties to work together and should be integrated into current conflict resolution processes.

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

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**Resolution No. 103**

**Submitted by CUPE Newfoundland and Labrador, CUPE New Brunswick, CUPE Durham and Northumberland District Council (Ont.) and Locals 8920 (N.S.), 957, 1500, 1574, 2000, 4091, 4250, 4328 and 4785 (Que.), and 1281, 3903, 3906, 3908, 4600 (Ont.), and 3911 (Alta.)**

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CUPE WILL:

1. Continue to provide resources and support the *Water is Life* campaign.
2. Lobby federal, provincial, and municipal governments to ensure all Canadians have access to safe, clean, and affordable drinking water and sanitation services.
3. Lobby federal, provincial, and municipal governments to ensure drinking water and sanitation services are publicly owned and operated.
4. 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.
- There are still many communities, especially Indigenous communities, that lack access to clean, safe, and affordable drinking water and sanitation.
- The Trudeau government has yet to fulfill their 2021 election campaign promise to provide all Indigenous communities with safe drinking water.

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

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**Resolution No. 104**

**Submitted by CUPE Metropolitan Vancouver District Council (B.C.) and Local 1936 (B.C.)**

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CUPE WILL:

Provide CUPE locals with cultural competence and cultural safety education and training in relation to Truth and Reconciliation to all staff working in the Child Care sector.

BECAUSE:

- Provide guidance and support to childcare workers to ensure that the daycare environment reflects the Indigenous communities we work with in partnership; and
- To continue the path of reconciliation as outlined in Truth and Reconciliation Commission's 94 Calls to Action;

- This training will equip Child Care workers with the knowledge and skills necessary to effectively engage with Indigenous communities and address issues of colonialism; and
- The training should be developed with consultation, guidance, and direction from the Indigenous community and should be taught by an Indigenous person.

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

**Resolution No. 105**  
**Submitted by CUPE British Columbia**

CUPE WILL:

Call upon all levels of governments to provide education to public servants and all elected officials as outlined in the Truth and Reconciliation Commission’s Call to Action #57.

BECAUSE:

- Call to Action #57 calls on all governments to provide education to public servants on the history of Indigenous peoples, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations, as well as skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism;
- Education is a key element of reconciliation, and a high standard for knowledge, skills and competency should be set for public officials and public servants, especially those in decision-making roles;
- This knowledge and training will better equip public servants and elected officials to effectively and respectfully engage with Indigenous communities, to address issues of discrimination, systemic racism, oppression, and to advance reconciliation in communities across Canada.

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

**Resolution No. 106**  
**Submitted by CUPE Newfoundland and Labrador**

CUPE WILL:

Lobby the provincial government to ensure that every community, especially Indigenous communities, have access to safe drinking water.

BECAUSE:

- Water is necessary for human life.
- Access to clean water is a basic human right.
- Indigenous communities in Canada continue to face widespread problems with clean, public, and accessible drinking water.
- In Newfoundland and Labrador there were an average of 220 active boil water advisories between 2006 and 2016.
- An average, 135 of those orders were in place for more than 5 years.

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

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**Resolution No. 107**

**Submitted by CUPE Newfoundland and Labrador, CUPE Nova Scotia, CUPE Manitoba, CUPE Saskatchewan, CUPE Alberta, Hospital Employees' Union (B.C.), and Locals 8920 (N.S.), 2348 (Man.), 30 (Alta.), 4060 (Alta.), and 1936 (B.C.)**

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**CUPE WILL:**

1. Develop a strategy to support the implementation of the Truth and Reconciliation Commission's 94 Calls to Action and to combat anti-Indigenous Racism in workplaces and union spaces. It will also include strategies to support the implementation of the 231 Calls for Justice published by the Inquiry into Missing and Murdered Indigenous Women, Girls and Two-Spirit People, and will seek strategies to support the crisis of Missing and Murdered Indigenous Men; and
2. Ensure that the CUPE Truth & Reconciliation Strategy includes centering the advice of survivors, and does not tokenize Indigenous members' perspectives, lived experience and labour.

**BECAUSE:**

- History has proven that lessons not learned are repeated; and;
- Colonialism has historically created systemic racism in our workplaces, and this needs to be deconstructed; and;
- Members deserve access to accurate information about the history of Indigenous people in Canada, and ongoing colonization and systemic anti-Indigenous racism; and;
- There needs to be recognition that racism faced by Indigenous people is different/distinct from racism faced by other equity-seeking groups and requires a different approach; and;
- We do not want to replicate structures of anti-Indigenous racism and colonization within CUPE.

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

**INTERNATIONAL SOLIDARITY AND MIGRANT WORKERS**

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**Resolution No. 108**

**Submitted by CUPE Saskatchewan**

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**CUPE WILL:**

1. Express its solidarity with the Iranian peoples' mass uprising against the autocratic and repressive Islamic Republic of Iran, which has engaged in a brutal crackdown of sweeping protests, by arresting, detaining and murdering thousands of protesters.
2. Work with Amnesty International, other human rights groups and unions to call on the Iranian government to release all political prisoners, journalists and trade unionists, the majority of whom are women, LGBTQ people, ethnic minorities and youth.
3. Stand united against all forms of gender and sex regulation, be it through mandatory veiling or unveiling, through banning reproductive health care or forcing sterilization, and against all patriarchal, misogynist and racist policies and structures that deny people justice, freedom and dignity.

BECAUSE:

- In September 2022, 22-year-old Iranian Kurdish woman Mahsa Amini was arrested in Tehran by Iran's so-called "morality" police for wearing clothes deemed inappropriate, was violently beaten in a police van, and died three days later.
- The "morality police" routinely subject women and girls to arbitrary detention, torture and other ill-treatment for not complying with Iran's abusive, degrading and discriminatory compulsory veiling laws.
- Mahsa's death sparked widespread protests across Iran, which have been met with a deadly crackdown, including executions of protestors without access to fair trials.
- In addition, many trade unionists are serving prison sentences for their advocacy of basic workers' rights.

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

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**Resolution No. 109**

**Submitted by CUPE Newfoundland and Labrador,  
CUPE Prince Edward Island, CUPE Manitoba,  
CUPE Saskatchewan, CUPE Alberta, Hospital  
Employees' Union (B.C.) and Locals 8920 (N.S.),  
1281 (Ont.), 4400 (Ont.), 998 (Man.), 2348 (Man.)  
and 40 (Alta.)**

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CUPE WILL:

1. Call on the Canadian government to:
  - Provide immediate food, medicines, medical and other humanitarian supplies to Cuba directly through bilateral government to government relations, multilateral fora like the United Nations, and civil society initiatives.
  - Use its influence with the U.S. to encourage the easing of sanctions to, at a minimum, the levels they were during the second Obama administration.
  - Use its influence to urge the Biden administration to remove Cuba from the list of State Sponsors of Terrorism.
2. Continue to support our partner union in Cuba, the National Union of Public Administration Workers, in their defense of workers' rights and opposition to the illegal U.S. blockade.

BECAUSE:

- In June 2022, the UNGA voted for the 30th time to condemn the U.S. blockade;
- The 60-year blockade of Cuba has resulted in a loss of \$140 billion of economic and social development for Cubans;
- The blockade affects life in Cuba, including access to food, farming equipment, medical supplies, and educational materials;
- Trump administration's inclusion of Cuba on the list of State Sponsors of Terrorism has harmed Cubans by limiting remittances and NGO fund transfers.

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



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**Resolution No. 110**

**Submitted by CUPE Newfoundland and Labrador, CUPE Prince Edward Island, CUPE Manitoba, CUPE Alberta, the Hospital Employees' Union (B.C.), and Locals 8920 (N.S.), 1281 (Ont.), 4400 (Ont.), 998 (Man.), 2348 (Man.), and 40 (Alta.)**

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**CUPE WILL:**

- Support the trade union movement in Haiti in defense of workers' rights, the Haitian peoples' right to self-determination and their opposition to foreign military intervention.
- Support civil society in Haiti, including community and faith-based organizations and trade unions, who are mobilizing and organizing for political and economic solutions led by the Haitian people.
- Continue to call on Canada to respect Haitian sovereignty, to stop propping up the de facto prime minister Ariel Henry, and to withdraw from the Core Group.
- Uphold Haiti's demand for reparation from France for the crime of slavery and the restitution of approximately US\$115 billion, representing the full amount extorted from Haiti as their "independence debt".

**BECAUSE:**

- The trade union movement has called on the international community to recognize that Haiti is a sovereign state, and it is up to Haitian people to choose their own political leaders and public policies.
- Haiti requires all the support necessary to re-establish the rule of law and the public infrastructure necessary to guarantee the security for its people.
- The Core Group, comprising representatives from US, Canada, France, and others, has consistently undermined Haitian sovereignty, including undemocratically appointing Ariel Henry to lead Haiti in 2021.

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

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**Resolution No. 111**

**Submitted by CUPE Newfoundland and Labrador, CUPE Nova Scotia, CUPE Saskatchewan, CUPE Metropolitan Vancouver District Council (B.C.), the Hospital Employees' Union (B.C.) and Locals 8920 (N.S.), 2348 (Man.), and 1936 (B.C.)**

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**CUPE WILL:**

1. Create bargaining language to better support migrant workers in our locals; and
2. Educate CUPE locals on the challenges that migrant workers face and how locals can better support migrant workers in our communities; and
3. Develop a strategy to organize racialized workplaces as a part of the union's organizing plan.

BECAUSE:

- Migrant workers often have precarious immigration status, including being limited to working for one employer through the "closed work permit" system which makes these workers especially vulnerable to employer abuse; and
- Migrant workers require and deserve safety and security in the workplace; and
- Our locals can use our bargaining power to ensure that migrant workers with precarious immigration status can become permanent residents and citizens; and
- The labour market is increasingly relying on migrant labour but with the intention of exploiting migrant workers, not with the goal of including and empowering these workers to become members of our communities; and
- Organizing racialized workplaces will advance the goals of the Anti-Racism Strategy to diversify our membership. Goal 5 of the Strategy calls on CUPE to "integrate an anti-racism focus into organizing strategies."; and
- The impact of the pandemic was disproportionately felt by Black, Indigenous and racialized workers who also tend to be overrepresented in precarious jobs. These workers deserve a union.

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

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**Resolution No. 112**  
**Submitted by CUPE Manitoba**

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CUPE WILL:

1. Create bargaining language to better support migrant workers in our locals; and
2. Educate CUPE locals on the challenges that migrant workers face and how locals can better support migrant workers in our communities; and
3. Develop a strategy to organize racialized workplaces as a part of the union's organizing plan.

BECAUSE:

- Migrant workers often have precarious immigration status, including being limited to working for one employer through the "closed work permit" system which makes these workers especially vulnerable to employer abuse; and
- Migrant workers require and deserve safety and security in the workplace; and
- Organizing racialized workplaces will advance the goals of the Anti-Racism Strategy to diversify our membership. Goal 5 of the Strategy calls on CUPE to "integrate an anti-racism focus into organizing strategies."; and
- The impact of the pandemic was disproportionately felt by Black, Indigenous and racialized workers who also tend to be overrepresented in precarious jobs. These workers deserve a union.

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

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**Resolution No. 113**

**Submitted by Locals 3912 (N.S.), 1281, 1356, 2626, 3903, 3906, 3908, 4207, 4554 and 4600 (Ont.), 3911 (Alta.), 116, 917, 951, 3799, and 4163 (B.C.)**

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CUPE WILL:

Lobby the federal government to allow work done by international students to contribute to their applications for permanent residence status.

BECAUSE

- Work experience in Canada is a major factor considered in applications for permanent residence. Currently, work experience while actively enrolled at a post-secondary institution does not count for permanent residence; and
- The Stephen Harper government changed the permanent residence rules to exclude all hours worked as by international students to count towards application for permanent residence, even though the income is subject to tax, CPP and EI deductions; and
- Many CUPE members are international students; and
- Canadian post-secondary institutions recruit international students with the incentive of becoming Canadian citizens.

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

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**Resolution No. 114**

**Submitted by CUPE Quebec, the Conseil provincial du soutien scolaire (Que.) and Locals 1108, 1208, 1538, 1574, 4328, 4785, and 5440 (Que.)**

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CUPE WILL:

1. Make representations to the authorities concerned to put an end to this discrimination;
2. Vigorously denounce these situations.

BECAUSE:

- Workers with foreign worker status encounter difficulty gaining respect for their fundamental rights from others.
- Many employers do not respect the rights of these people.
- These workers face the threat of their employers terminating their status as a temporary foreign worker if they file a complaint.
- These workers are vulnerable and have little protection.

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

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**Resolution No. 115**  
**Submitted by CUPE Toronto District Council (Ont.)**

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CUPE WILL:

Call on the federal government to fulfill its obligation in the settlement of all Refugees and Asylum Seekers to Canada, in assuring that they are properly housed and are financially secured.

BECAUSE:

- There appears to be a discriminatory practice for Refugees and Asylum Seekers From certain countries, who do not have equal access to this same support. Canada prides itself on Human Rights for all, and there should be no exception.

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

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**Resolution No. 116**  
**Submitted by Locals 1281, 1356, 2626, 3903, 3906,**  
**3908, 4600, 4554 (Ont.), and 3911 (Alta.)**

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CUPE WILL:

1. Develop a comprehensive tool kit for use by both locals and the national staff who support them that provides information, relevant documentation, and access to training on immigration issues faced by CUPE members who are not Canadian citizens or permanent residents.

BECAUSE:

- CUPE increasingly represents members who are not citizens or permanent residents of Canada, and thus face unique labour challenges; and
- It would further broaden and deepen the knowledge base of CUPE National Staff.

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

**LABOUR & WORKERS' RIGHTS**

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**Resolution No. 117**  
**Submitted by CUPE Saskatchewan, the Hospital**  
**Employees' Union (B.C.) and Locals 3762 (N.L.),**  
**4784 (Sask.), 474 (Alta.) and 1936 (B.C.)**

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1. Work in solidarity with sex workers and organizations to publicly support sex workers in their struggle to mobilize, organize, resist, and improve their working conditions by advocating and lobbying to repeal the *Protection of Communities and Exploited Persons Act* as well as regulations in the *Immigration and Refugee Protection Regulations* (IRPR) that prohibit consensual sex work; and
2. Work with sex workers and organizations to advocate for and lobby to repeal municipal bylaws and stop by-law enforcement that targets sex workers in public and private spaces. (These include, on the street, in body rub parlours, strip clubs and holistic centres).

BECAUSE:

- Decriminalization is a vital part of the struggle in the recognition of sex workers' rights, which includes the right to autonomy and self-determination, security of the person, freedom of expression and association, non-discrimination, equity, safety, and dignity; and
- The criminalization of sex work, laws and policies contribute to and reinforce inequality and discrimination based on legally protected grounds such as race, gender, gender identity and expression, sexual orientation, class, ability, citizenship status, source of income, mobility, and physical and mental health status.

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

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**Resolution No. 118**  
**Submitted by CUPE Durham Northumberland**  
**District Council (Ont.)**

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CUPE WILL:

Publicly support and promote the full decriminalization of sex work.

Support and promote the repeal of laws around sex work introduced through Bill C-36, Protection of Communities and Exploited Persons Act.

Publicly support sex workers who are mobilizing, organizing, resisting, and seeking to improve their working conditions.

BECAUSE:

- Federal laws around sex work introduced through Bill C-36 reproduced all of the same criminalization that were addressed by the Supreme Court; and
- CUPE National should recognize and support the rights of sex workers and their efforts to attain equality, equity, workplace safety, labour rights and any other benefit provided to all other workers; and
- Full decriminalization of sex workers, clients and third parties provides an approach that is inclusive of sex workers and does not perpetuate state-sanctioned violence or gross human rights violations.
- Sex work is work.

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

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**Resolution No. 119**  
**Submitted by CUPE British Columbia**

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CUPE WILL:

Lobby the Government of Canada for the decriminalization of sex work.

BECAUSE:

- Sex workers are driven underground due to the criminalization of their work, resulting in increased violence, fear of the police, and reluctance to seek health care services because of this fear;
- Sex trade workers experience discrimination and stigmatization even though they are working in an effort to make a living and support themselves and their families;

- Many sex workers are disadvantaged due to poverty, race, ability, and gender identity; negative attitudes exacerbate the barriers they already experience; and
- Sex workers deserve safe, secure, and reliable working conditions along with decent wages, benefits, and other forms of compensation and consideration provided to all other workers.

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

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**Resolution No. 120**  
**Submitted by Locals 1281, 2626, 3903, 3906, 3908,**  
**and 4600 (Ont.)**

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CUPE WILL:

1. Develop, resource, and implement a comprehensive action plan that will:
  - a. Educate members on how to respect other CUPE locals' picket lines;
  - b. Provide strategies for members on how to speak to their employer or supervisor on refusing to cross picket lines;
  - c. Provide strategies for local union executive boards on how to negotiate with employers on refusing to cross other CUPE local picket lines; and
  - d. Include printed and digital materials about respecting picket lines that are accessible to locals and members.

BECAUSE:

- CUPE members want to show solidarity with members of striking CUPE locals; and
- Many collective agreements no longer have articles that protect workers from refusing to cross other local picket lines at a shared work site; and
- Members need to know how to not cross picket lines.

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

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**Resolution No. 121**  
**Submitted by Local 2815 (Que.)**

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CUPE WILL:

Lobby all levels of government, with the CLC, to pass anti-scab legislation at the federal level to prohibit the use of replacement workers during a strike or lockout.

BECAUSE:

- Parties must be forced to bargain in good faith;
- The lack of anti-scab legislation makes it possible for conflicts to drag on endlessly instead of being resolved more expeditiously;
- Incidents involving conflict and hostility on picket lines must be stopped;
- Situations that jeopardize occupational safety must be avoided;
- The federal government must set an example, because the vast majority of workers in Canada are not covered by anti-scab legislation;

- Equity must be achieved between workers in different jurisdictions;
- The power balance for all workers must be restored, and this includes essential services workers, to compel the parties to come to an agreement.

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

**Resolution No. 122**  
**Submitted by CUPE Vancouver Island District Council**  
**(B.C.)**

CUPE WILL:

Lobby the federal government to

- Regulate the level of all Royal Canadian Mounted Police (RCMP) and/or other police or military personnel deployed to peaceful demonstrations/blockades//rallies; and
- Review the behavior of Royal Canadian Mounted Police (RCMP) and/or other police or military personnel towards all people involved in peaceful demonstrations/blockades/rallies, and specifically their 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; and
- Forced confrontations only continue the legacy of colonialism we are collectively working to change.

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

**LITERACY**

**Resolution No. 123**  
**Submitted by CUPE Newfoundland and Labrador, CUPE**  
**Prince Edward Island, CUPE Manitoba, CUPE Alberta,**  
**Toronto District Council (Ont.), the Hospital Employees'**  
**Union (B.C.) and Locals 1289 (N.L.), 2694 (N.S.), 500**  
**(Man.) and 2348 (Man.)**

CUPE WILL:

1. Support ABC Life Literacy's recommendation for the federal government to design a National Literacy Strategy and lobby the federal government to invest one million dollars between 2023 and 2025 for this strategy.

BECAUSE:

- This will establish National Standards for child, youth and adult literacy and foundational skills proficiency.
- This strategy will provide a framework to analyze the data and the tools needed to support literacy learners.
- A National Literacy Strategy will have a tangible effect that will improve the lives and prosperity of all Canadians.
- The current government funding for literacy is fragmented and a pan-Canadian strategy is needed to co-ordinate this work.
- It will provide transparency and accountability for all the ongoing literacy programs across Canada.

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

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**Resolution No. 124**

**Submitted by CUPE Newfoundland and Labrador, CUPE Prince Edward Island, CUPE Manitoba, CUPE Alberta, the Hospital Employees' Union (B.C.), CUPE Toronto District Council (Ont.) and Locals 1289 (N.L.), 2694 (N.S.), 4400 (Ont.), 500 (Man.) and 2348 (Man.)**

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**CUPE WILL:**

1. Consult with the Literacy and Essential Skills Committee to provide CUPE members access to literacy tools and training that have been developed or updated within the last 5 years.
2. Develop new literacy resources in consultation with the committee.

**BECAUSE:**

- Literacy is a basic human right.
- Literacy is the foundation for all learning.
- Literacy impacts the life and work of all CUPE members.
- Literacy improves self-esteem and confidence.
- Literacy can lead to greater opportunity in the workplace and community.

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

**MEMBER EDUCATION**

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**Resolution No. 125**

**Submitted by CUPE Ontario**

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**CUPE WILL:**

- Develop workshops to teach CUPE members about:
  - i. The persistent underfunding of community support services;
  - ii. The interconnection between the lack of funding for community support services and the rise of policing;
  - iii. The role of racism, transphobia, and homophobia in policing;
  - iv. The role and the history of police in and in relation to the labour movement; and
  - v. The unequal violence that police forces exercise on racialized, marginalized, and 2SLGBTQI+ individuals.
- Provide a toolkit with the workshop materials to locals so that these workshops can be adapted to and run at the local level;
- Develop, resource, and implement a campaign to build interest and participation in these workshops.

**BECAUSE:**

- At the 2022 Convention, CUPE Ontario delegates passed a resolution urging CUPE Ontario to advocate for educational materials that delve into the complex history, problematic foundations, and current practices of policing in Canada.



- It is essential to provide our members with a comprehensive understanding of the intricate and concerning relationship between funding for police services and other municipal services, as well as the overall landscape of police forces across the country.

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

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**Resolution No. 126**  
**Submitted by CUPE British Columbia**

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CUPE WILL:

Create and promote online member resources on truth and reconciliation that educate members on the history of Canada's oppression of Indigenous people, the history of the residential school and other colonial systems, and the Truth and Reconciliation Commission's 94 Calls to Action.

BECAUSE:

- For CUPE to be more active and engaged in supporting reconciliation at all levels-national, provincial, and local, more resources are needed to help members understand the history of oppression of Indigenous Peoples, the Truth and Reconciliation Commission's recommendations, how they apply to the labour movement, and how members can support their advancement;
- Even today, information available in mainstream media too often perpetuates much of the colonial oppression that continues discrimination against Indigenous People, and an accurate history of Canada's relationship with Indigenous Peoples is difficult to find without already knowing where to look; and
- Information about reconciliation often reflects only portions of the Truth and Reconciliation Commission's findings and recommendations, and available resources are not generally designed for a union audience.

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

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**Resolution No. 127**  
**Submitted by CUPE Newfoundland and Labrador, CUPE Nova Scotia, CUPE Manitoba, CUPE Saskatchewan, CUPE Alberta, the Hospital Employees' Union (B.C.) and Locals 8920 (N.S.), 2348 (Man.), 4060 (Man.), 30 (Alta.), and 1936 (B.C.)**

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CUPE WILL:

1. Develop easily accessible Indigenous Cultural Safety Trainings for all CUPE Members; and;
2. Include Indigenous Cultural Safety Training in Union Education's Health and Safety Series and the Steward Learning Series; and;
3. Integrate Indigenous Cultural Safety Training components in local executive training (LET) program; and;
4. Encourage Division Executives to participate in Indigenous Cultural Safety Training.

BECAUSE:

- All members deserve to feel safe within their workplace and the union; and;
- Education will prevent history from repeating itself; and;

- This supports the Truth and Reconciliation Call to Action #57 which calls upon the federal, provincial, territorial and municipal governments to provide education to public servants on the history of Indigenous peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Indigenous rights, Indigenous law, and Indigenous-Crown relations.

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

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**Resolution No. 128**  
**Submitted by Locals 1281, 2626, 3903, 3906, 3908,**  
**and 4600 (Ont.)**

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CUPE WILL:

1. Develop anti-fascism workshops to teach CUPE members across the country how to:
  - a. Collectively organize against fascism and white supremacy;
  - b. Individually combat fascism and white supremacy;
  - c. Promote anti-fascist perspectives in public and private venues; and
  - d. Provide a toolkit with the workshop materials to locals so that these workshops can be adapted and run at the local level; and
2. Develop, resource, and implement a campaign to build interest and participation in these workshops.

BECAUSE:

- CUPE opposes antisemitism, Islamophobia, anti-Black racism, anti-Indigenous racism, transphobia, homophobia, white supremacy and all forms of religious discrimination, racism and hatred; and
- Corporations profit from the proliferation of hate in our society; and
- Fascism, racism, and white supremacy have no place in our union; and
- Fascism, racism, and white supremacy have no place in the labour movement.

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

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**Resolution No. 129**  
**Submitted by Local 3911 (Alta.)**

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CUPE WILL:

1. Develop anti-oppression workshops to teach CUPE members across the country how to:
  - a. Collectively organize against the increases in overt acts of hate and white supremacy;
  - b. Individually combat oppression and white supremacy;
  - c. Promote anti-oppressive perspectives in public and private venues; and
  - d. Provide a toolkit with the workshop materials to locals so that these workshops can be adapted and run at the local level; and
2. Develop, resource, and implement a campaign to build interest and participation in these workshops.

BECAUSE:

- CUPE opposes antisemitism, Islamophobia, anti-Black racism, anti-Indigenous racism, transphobia, homophobia, white supremacy and all forms of religious discrimination, racism and hatred; and
- Hate crimes are on the rise across Canada;
- Corporations profit from the proliferation of hate in our society; and
- Fascism, racism, and white supremacy have no place in our union; and
- Fascism, racism, and white supremacy have no place in the labour movement.

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

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**Resolution No. 130**

**Submitted by CUPE Newfoundland and Labrador,  
CUPE Prince Edward Island, CUPE Manitoba, and  
Locals 1289 (N.L.), 500 (Man.) and 2348 (Man.)**

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CUPE WILL:

1. Develop a 3-Hour Clear Language Steward Learning Module;
2. Ensure these workshops are made available and accessible to a broad cross-section of union members;
3. Review and update existing educational material to ensure they have an anti-racist lens;
4. Integrate the perspectives of people involved in CUPE's anti-racism strategy.

BECAUSE:

- Eliminating barriers for our members to access services is an essential core value of our union.
- Exclusion is not equity, and awareness is the key to combating racism.
- Clear language is the mechanism that builds awareness to help us identify and fight back racism and bigotry.
- Clear Language helps our members understand their rights and will assist them in all aspects.
- Recognizing the diversity of our membership and knowledge of Clear Language is critical to accessing the power of our union.

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

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**Resolution No. 131**

**Submitted by CUPE Alberta, CUPE Toronto District  
Council (Ont.) and Local 2694 (N.S.)**

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CUPE WILL:

1. Develop a 3-Hour Clear Language Steward Learning Module.
2. Integrate the perspectives of people involved in CUPE's anti-racism strategy.
3. Review existing educational material under the anti-racist lens.

BECAUSE:

- Eliminating barriers for our members to access services is an essential core value of our union.
- Exclusion is not equity, and awareness is the key to combating racism.
- Clear language is the mechanism that builds awareness to help us identify and fight back racism and bigotry.
- Clear language helps our members understand their rights and will assist them in all aspects.

- Recognizing the diversity of our membership and knowledge of Clear Language is critical to accessing the power of our union.

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

**Resolution No. 132**

**Submitted by CUPE Durham Northumberland District Council (Ont.), the Hospital Employees' Union (B.C.), and Local 4400 (Ont.)**

CUPE WILL:

1. Develop a 3-Hour Clear Language Steward Learning Module.
2. Include the Anti-Racism Strategy "Team".

BECAUSE:

- Eliminating barriers for our members to access services is an essential core value of our union.
- Exclusion is not equity, and awareness is the key to combating racism.
- Clear language is the mechanism that builds awareness to help us identify and fight back racism and bigotry.
- Clear Language helps our members understand their rights and will assist them in all aspects.
- Recognizing the diversity of our membership and knowledge of Clear Language is critical to accessing the power of our union.

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

**Resolution No. 133**

**Submitted by CUPE Newfoundland and Labrador, CUPE Nova Scotia, CUPE Manitoba, CUPE Metropolitan Vancouver District Council (B.C.), the Hospital Employees' Union (B.C.), Locals 8920 (N.S.), 2348 (Man.) and 1936 (B.C.)**

CUPE WILL:

1. Develop an anti-bullying training program informed by lived experience for locals; and
2. Include by-stander training in the Local Executive Training provided to all local executives.

BECAUSE:

- Bullying in the workplace is a threat to worker health and safety; and
- CUPE members deserve to feel safe not only in their workplace, but also in their union; and
- This will advance Goal 1 of the Anti-Racism Strategy adopted by this Convention in 2021 that calls on our union to "ensure our constitution and local bylaws acknowledge and address systemic racism."

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

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**Resolution No. 134**  
**Submitted by CUPE Sudbury District Council (Ont.) and**  
**Local 4705 (Ont.)**

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CUPE WILL:

Change their policy of excluding retired and trained member facilitators from continuing to contribute within the education department of CUPE.

BECAUSE:

- Retired member facilitators have a wealth of knowledge they want to continue to share; and
- Retired member facilitators have an immeasurable past experience they want to continue to share; and
- Retired member facilitators give and receive strength, knowledge, energy, and solidarity; and
- Retired member facilitators request no lost wages, only out-of-pocket expenses, and mileage; and saving CUPE National resources; and
- All Retired members need to feel useful, not just hear how useful we were.

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

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**Resolution No. 135**  
**Submitted by CUPE Vancouver Island District Council**  
**(B.C.) and the Okanagan Mainline District Council**  
**(B.C.)**

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CUPE WILL:

- Develop and implement a retirement planning workshop that if required, can be modified by individual regions to allow for their varying structures and/ or pension plans.

BECAUSE:

- Members require a comprehensive workshop that will help them develop an in-depth plan for their retirement, which relates to their individual and regional circumstances.

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

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**Resolution No. 136**  
**Submitted by CUPE British Columbia**

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CUPE WILL:

Develop training materials and workshop content on the value and format of political action that integrates into existing and new union development courses, allows for independent delivery via dedicated workshops at such venues as district council and local meetings, and focuses on the importance of grassroots member involvement both during election periods and as a regular part of a local's work.

BECAUSE:

- Electing progressives, particularly those that support the goals of the labour movement, happens through political action that builds community support for progressive ideas and candidates;
- Political action does not end when all the votes are counted, but involves engaging with elected leaders throughout their terms;
- Engaging in political action commonly involves a set of skills that should be available to all activists to learn and practice, along with the important history and context of CUPE political engagement and the associated victories produced; and
- CUPE-run courses, already an existing-part of our National Union structure, are a great way to provide key information to new and experienced activists and provide a safe and inclusive platform for skill development and knowledge transfer.

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

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**Resolution No. 137**  
**Submitted by Local 3060 (Man.)**

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CUPE WILL:

- 1) Enable more education and training with a hybrid option;
- 2) Encourage and enable more education and training being done both during the day and in the evening or weekends.

BECAUSE:

- Not all locals have the financial ability to send their members to training and education in person nor during work hours. Members are still looking forward to being trained, even when on their own time. Some sectors of work have a hard time allowing for lots of union business off as the workplace is short-staffed, incapable of filling casual lists and are bound by restrictions such as staff: child ratios etc.

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

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**Resolution No. 138**  
**Submitted by CUPE New Brunswick, CUPE Alberta,**  
**the Hospital Employees' Union (B.C.), Locals 3034**  
**(N.L.) and 500 (Man.)**

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CUPE WILL:

1. Organize and run quarterly virtual pension training sessions for CUPE pension trustees, activists, and pension leaders. These sessions will cover new and developing issues in the world of pensions.
2. Open these sessions to allies across the labour movement.
3. Call on the CLC to restart their own pension training programs for affiliate unions.

BECAUSE:

- CUPE has won joint control and joint trusteeship of many pension plans across the country. This gives our union an important voice in control and administration of pension plans.
- Pension plan design, regulation, and actuarial evaluation are growing more complex.
- Pension industry training does not provide a union perspective on these issues.

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

## **MEMBER ENGAGEMENT**

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**Resolution No. 139**  
**Submitted by Local 718 (B.C.)**

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CUPE WILL:

Develop structures to enhance digital campaign capacity for chartered organizations to quickly reach members, including:

1. A digital engagement and data management plan to better organize and utilize member information;
2. A standardized suite of engagement and information tools for members and;
3. Campaign action centre on the CUPE National website capable of hosting and better promoting campaigns.

BECAUSE:

- Political action campaigns often begin with several data processes to edit, update and sort existing member and supporter information, which takes time and resources away from time-sensitive campaigns work;
- Ongoing work is required to maintain an accurate and effective list of members and supporters with whom engagement can occur during campaigns, especially those that arise on short notice;
- Standardized templates and platforms for digital engagement could be created to reduce the time and the cost of mobilizing members and supporters;
- Digital engagement pages used by National, Divisions and locals are often stand-alone websites that are not integrated into the broader web presence of CUPE in all provinces and this both adds additional cost and constitutes a missed opportunity to further engage potential supporters.

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

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**Resolution No. 140**  
**Submitted by CUPE Saskatchewan**

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CUPE WILL:

Develop structures to enhance digital campaign capacity in order to quickly reach members and supporters during election, advocacy, strike avert and support campaigns happening in the region, including:

1. A digital engagement and data management plan to better organize and utilize member and supporter information;
2. A standardized suite of engagement tools ready for implementation when the need arises; and
3. Campaign action centre on the CUPE National website capable of hosting and better promoting National campaigns.

BECAUSE:

- Political action campaigns often begin with several data processes to edit, update and sort existing member and supporter information, which takes time and resources away from time - sensitive campaigns work;
- Ongoing work is required to maintain an accurate and effective list of members and supporters with whom engagement can occur during campaigns, especially those that arise on short notice;
- Standardized templates and platforms for digital engagement could be created to reduce the time and cost of mobilizing members and supporters;
- Digital engagement pages used by National, Divisions and Locals are often stand-alone websites that are not integrated into the broader web presence of CUPE in all provinces and this both adds additional cost and constitutes a missed opportunity to further engage potential supporters.

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

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**Resolution No. 141**  
**Submitted by Local 3060 (Man.)**

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CUPE WILL:

1. Update and create member resources such as "A Guide for Preparing Local Union Bylaws" (Amended in 2013) as well as ways to entice and engage your membership to get involved in the Labour Movement.

BECAUSE:

- Local Unions are having a really tough time getting members out there and engaged with the movement. It makes it hard to have active locals when you can't get the membership active - and it makes it a burn out job when very few members are keeping the local going. Many locals need to update their bylaws and by going off of a guide that was last amended 10 years ago makes it difficult to know what language since then should be revised to better suit today's society.

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

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**Resolution No. 142**  
**Submitted by CUPE Newfoundland and Labrador, the**  
**Hospital Employees' Union (B.C.) and Local 8 (Alta.)**

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CUPE WILL:

Work with CUPE provincial divisions, locals and district councils to:

1. Reflect on the diversity of their membership; and
2. Encourage equity-deserving members including Indigenous Workers, Racialized Workers, 2SLGBTQI+ workers, Persons with Disabilities, Young Workers, and Women & Gender-Diverse Persons, who reflect the local's diversity to join the executive or committees/working groups.

BECAUSE:

- Our locals are more diverse than our local executives represent.
- Equity-deserving members are the majority of the ever-evolving Labour Movement.



- It would create positive encouragement for equity-deserving members to be involved in their Locals, District Councils, and committees/working groups.
- Equity-deserving members will play a key role in advancing their organization’s strategic plan.

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

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**Resolution No. 143**  
**Submitted by Locals 543 (Ont.) and 1393 (Ont.)**

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CUPE WILL:

Undertake a pilot project to assess the merits of supporting Locals with software and mobile applications that allow for the productive engagement and servicing of its members.

The project will assess/test/develop various software/mobile apps that allow for:

1. A membership management database that contains membership information, grievance tracking/status, and so on,
2. A communication app that allows for providing members with pertinent information and communication in real-time, and
3. An internal support structure that provides locals with proper training and ongoing support for the software/application.

BECAUSE:

- There are a number of vendors selling these services at high costs to Locals, the services these vendors provide vary in consistency, often differing in quality, accessibility options, and functionality in general,;
- It will assure quality and consistency, these services should be developed in-house, along with appropriate training and support for Locals;
- Every local, no matter the size, should have access to high quality assistive technology that makes it easier to service and engage its members, and
- Being a part of the largest union in the country should come with access to timely and appropriate tools and resources.

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

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**Resolution No. 144**  
**Submitted by CUPE Toronto District Council (Ont.)**

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CUPE WILL:

1. Strongly encourage District Councils to welcome and engage CUPE retirees from any Ontario local in the work and campaigns of the council.
2. Work with CUPE National to promote and facilitate the involvement of retirees at any District Council.

BECAUSE:

- CUPE Ontario’s retiring members bring a wealth of knowledge, experience and energy to our union.
- Our retirees have the time and motivation to support CUPE District Councils in their work but in retirement may not live near their locals and district council.

- 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.

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

## **NATIONAL CONFERENCES AND MEETINGS**

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### **Resolution No. 145 Submitted by CUPE Newfoundland and Labrador**

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CUPE WILL:

1. Develop an emergency preparedness and response plan for all CUPE National events that includes procedures to follow during travel; and
2. Ensure that services are available 24h; and
3. Ensure that the services can support individuals in situations of disability.

BECAUSE:

- CUPE members who travel for CUPE business need support when emergencies happen in unfamiliar locations; and
- CUPE members have the right to safe spaces and equitable services; and
- CUPE members have been stranded in airports in the middle of the night when there was no assistance to be found; and
- CUPE members with functional limitations have human needs that may require additional supports; and
- Providing equity in access is essentially anti-discriminatory.

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

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### **Resolution No. 146 Submitted by CUPE Alberta and Local 474 (Alb.)**

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CUPE WILL:

1. Develop an emergency preparedness and response plan for all CUPE National events that includes procedures to follow during travel; and
2. Ensure that services are available 24h; and
3. Ensure that the services can support individuals in situations of disability.

BECAUSE:

- CUPE members who travel for CUPE business need support when emergencies happen in unfamiliar locations; and
- CUPE members have the right to safe spaces and equitable services; and
- CUPE members have been stranded in airports in the middle of the night when there was no assistance to be found; and

- CUPE members with functional limitations have human needs that may require additional supports; and
- Providing equity in access supports CUPE’s Safe Union Spaces and Anti-Racism Strategies.

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

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**Resolution No. 147**  
**Submitted by CUPE Nova Scotia, CUPE Manitoba,**  
**CUPE Saskatchewan, and Locals 8920 (N.S.), 2348**  
**(Man.), 70 (Alta), and 1936 (B.C.)**

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CUPE WILL:

1. Develop an emergency preparedness and response plan for all CUPE National events that includes procedures to follow during travel; and
2. Ensure that services are available 24h; and
3. Ensure that the services can support individuals in situations of disability.

BECAUSE:

- CUPE members who travel for CUPE business need support when emergencies happen in unfamiliar locations; and
- CUPE members have the right to safe spaces and equitable services; and
- CUPE members have been stranded in airports in the middle of the night when there was no assistance to be found; and
- CUPE members with functional limitations have human needs that may require additional supports; and
- Providing equity in access is essentially anti-racist.

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

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**Resolution No. 148**  
**Submitted by the Hospital Employees’ Union (B.C.)**

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CUPE WILL:

- Organize a national conference for CUPE members working in private, for-profit nursing homes to support information sharing, networking, and the development of a Pan-Canadian strategy for political action, campaigns and bargaining in this sector;
- Hold this conference before the 2025 CUPE National convention; and
- Support the work of the conference by producing a background research report on the for-profit nursing home sector with information on the companies involved in the sector including their business models, the number of collective agreements and CUPE members covered, and an analysis of collective agreement provisions.

BECAUSE:

- CUPE, including HEU represent tens of thousands of members working in private for-profit and not-for-profit nursing homes.

- The largest and most profitable nursing home chains operate in more than one province.
- CUPE members would benefit from sharing knowledge and strategies across provinces where CUPE and HEU bargain multiple collective agreements with the same companies.

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

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**Resolution No. 149**

**Submitted by the CUPE Durham Northumberland District Council (Ont.), Locals 8920 (N.S.), 957, 1500, 1574, 2000, 4091, 4250, 4328, 4785 (Que.), and 1281, 3903, 3906, 3908, 4600 (Ont.), and 3911 (Alta.)**

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CUPE WILL:

1. Host a Climate Summit in 2025 to consult with locals, district councils, and activists on the climate emergency, workplace issues, collectivism, and to review organizing opportunities and issues.
2. Work towards further regional organizing summits.

BECAUSE:

- The Climate Emergency is rarely on the agenda of other conferences, conventions, and events.
- CUPE National has not had an event on this issue in at least ten years and it is one of the biggest existential threats of our time. There are no jobs on a dead planet.
- This is an organizing opportunity on the issue of Climate Justice.

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

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**Resolution No. 150**

**Submitted by Locals 957, 1114, 1500, 2000, 4250, 4785, and 5735 (Que.)**

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CUPE WILL:

Organize, during the year this resolution is adopted, a national meeting of the energy sector to update our sector policy;

Provide the sector with the data needed to update the policy;

Ensure that everything is the subject of sound oversight and supported by facts and data.

BECAUSE:

- The energy sector policy has not been updated since 2009;
- The climate has continued to deteriorate since that time;
- An energy transition is needed to meet our climate commitments and achieve our greenhouse gas reduction targets;
- Green energy production is destined to play a central role in this transition;
- Considering that the new policy must be supported by the facts and serious arguments to guide actions taken in the sector, we must perform rigorous and fact-based updates.

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

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**Resolution No. 151**  
**Submitted by CUPE Newfoundland and Labrador,**  
**the Hospital Employees' Union (B.C.), and Local 8**  
**(Alta.)**

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CUPE WILL:

1. Explore, create, and implement a National Young Workers' Conference to foster education, training, and engagement among young workers.
2. Encourage the Canadian Labour Congress to develop and organize a Young Workers' Conference for the labour movement as a whole.

BECAUSE:

- Seventy-five per cent of young workers surveyed in August-September 2022 reported that their local is not taking steps to engage young members;
- Giving young workers a platform to engage, organize, and educate will contribute to more dynamic, engaged and resilient locals moving forward;
- When young workers come together in safe union spaces sharing personal stories, wins, losses, and lessons learned, it helps encourage other young workers to step forward and engage in their locals.

*Convention decision*

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**Resolution No. 152**  
**Submitted by Local 4948 (Ont.)**

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CUPE WILL:

1. Schedule its proceedings, including conferences and conventions, mindful of central dates of the calendars of the world's major religions or of the peoples indigenous to Canada.
2. So far as achievable schedule no proceedings on dates conflicting with those of the aforesaid calendars.
3. Urge its provincial divisions, chartered organizations, and service divisions to act in like manner.

BECAUSE:

- The Union should make every possible effort to avoid causing members to choose between participating in its functions and those of the creeds to which they adhere.

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

## NATIONAL STAFFING

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**Resolution No. 153**  
**Submitted by Local 30 (Alta.)**

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CUPE WILL:

1. Provide an equal of CUPE legal representatives and that it be based on the number of dues paying members and caseloads in each province.

BECAUSE:

- All provinces deserve equal access to CUPE legal staff, and;
- Some provinces could have larger caseloads than others, and;
- Some locals are incurring unnecessary legal costs, and;
- Members deserve timely legal responses.

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

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**Resolution No. 154**  
**Submitted by Locals 4705 (Ont.) and 9117 (Ont.)**

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CUPE WILL:

1. Hire more permanent National Servicing Representative (NSR) for Northern Ontario, especially in the rural areas.
2. Look at the assignment and consider the distance they must travel to service their locals.

BECAUSE:

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

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

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**Resolution No. 155**  
**Submitted by Local 973 (Ont.)**

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CUPE WILL:

1. Enact policies and procedures that ensure continuity of support to CUPE Locals prior to CUPE National Representatives being re-assigned or transferred to new portfolios.
2. Bargaining and Arbitrations cases will remain with the original National Representative regardless of reassignment or transfers until the file is closed.

BECAUSE:

- Locals depend on the support provided by National Representatives; and
- Changing the National Representative for the Local during bargaining and arbitration prevents the local from providing quality representation to its members; and
- The disjointed process hinders and delays the work of the Local Executive Board.

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

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**Resolution No. 156**  
**Submitted by Local 905 (Ont.)**

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CUPE WILL:

Motion that CUPE National properly staff and resource the CAIS online database and make it widely available for use by Locals.

BECAUSE:

- The CAIS database has been available to Locals since 2020.
- The CAIS database is secure and has thousands of grievance and membership files that Locals use on a daily basis.
- The CAIS database is free to use and has been supported by CUPE Staff until early 2023.
- Using the CAIS database saves Local's thousands of dollars yearly.

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

**ORGANIZING**

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**Resolution No. 157**  
**Submitted by Local 3060 (Man.)**

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CUPE WILL:

Work towards organizing more child care centers across the country.

BECAUSE:

- Many child care centers don't know or understand the benefits of being organized under a Union. Child care workers are often underrepresented as a sector at many of the events that CUPE has held. Child care is a large focus of the government over the last few years, and this would be the best time to allow all child care workers to reap the benefits of organized child care workers.

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

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**Resolution No. 158**  
**Submitted by the National Executive Board**

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CUPE WILL:

1. Increase our organizing efforts in the child care sector across the country, to position CUPE as the natural choice for child care workers seeking the protection of a union; and

2. Track and share information about provincial and territorial child care programs with impacted chartered organizations and staff across the country; and
3. Continue to negotiate, and advocate for, better wages, benefits and working conditions for child care workers; and
4. Continue our work with child care advocates to call for dedicated federal funding for universal, public, high quality, affordable, and accessible child care.

BECAUSE:

- Child care workers are some of the lowest paid and most precarious workers with a high percentage of equity-deserving women. We need strong unionization across the sector to ensure fair wages, benefits, and improved working conditions.
- The recruitment and retention crisis in child care creates stress for workers and leaves families without access to quality and affordable child care.
- The new federal child care program needs strong government investment to remain sustainable, affordable and of high quality.

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

## **PENSIONS AND RETIREMENT**

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**Resolution No. 159**  
**Submitted by CUPE Alberta**

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CUPE WILL:

- Take steps to ensure that CUPE members' pensions will not lose value because of fossil fuel investments that contribute to disastrous climate disruption.
- Inform locals and CUPE members of the importance of CUPE members' pension funds divesting from fossil fuels to reduce carbon emissions that contribute to disastrous climate disruption.
- Report back to the 2025 convention on progress and a detailed plan for next steps to ensure that CUPE members' pension funds are divesting from fossil fuels.

BECAUSE:

- Portions of CUPE members' pension funds invested in fossil fuels will become worthless as federal climate change policy promotes a transition from fossil-fueled energy to renewable energy technologies.
- Canada's future is threatened by increased frequency and severity of extreme weather events - floods, wildfires, ice storms, high winds, and heatwaves - caused by profit-driven carbon emissions from the combustion of fossil fuels.

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



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**Resolution No. 160**

**Submitted by CUPE Durham Northumberland District Council (Ont.) and Locals 8920 (N.S.), 957, 1500, 1574, 2000, 4091, 4250, 4328, 4785 (Que.), and 1281, 3903, 3906, 3908 and 4600 (Ont.)**

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CUPE WILL:

- Take steps to ensure that CUPE members' pensions will not lose value because of fossil fuel investments that contribute to disastrous climate disruption.
- Inform locals and CUPE members of the importance of CUPE members' pension funds divesting from fossil fuels to reduce carbon emissions that contribute to disastrous climate disruption.
- Report back to the 2025 convention on progress and a detailed plan for next steps to ensure that CUPE members' pension funds are divesting from fossil fuels.

BECAUSE:

- Portions of CUPE members' pension funds invested in fossil fuels will become worthless as federal climate change policy promotes a transition from fossil-fueled energy to renewable energy technologies.
- Canada's future is threatened by increased frequency and severity of extreme weather events - floods, wildfires, ice storms, high winds, and heatwaves - caused by profit-driven carbon emissions from combustion of fossil fuels.
- Costs of climate disruption caused by carbon emissions from combustion of fossil fuels will be borne by CUPE members. Profit-driven, fossil-fueled climate disruption brings increased insurance rates for flood zones. Heatwaves and wildfires bring increased costs for firefighting. Increasing frequency and severity of fossil-fueled extreme weather events bring increased costs for evacuation and accommodation of victims.

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

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**Resolution No. 161**

**Submitted by CUPE New Brunswick, CUPE Alberta, the Hospital Employees' Union (B.C), Locals 3034 (N.L.) and 500 (Man.)**

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CUPE WILL:

1. CUPE will develop tools and resources to help locals and divisions fight for and win pension benefit improvements.

BECAUSE:

- Employers have been pushing for pension benefit cuts for more than a decade; and
- Pension plans are deferred compensation; and
- Many pension plans have significant surpluses; and
- Increases in interest rates are improving the funding status of pension plans; and
- Employers will try to hide these surpluses within plans or use them for contribution holidays or reductions.

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

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**Resolution No. 162**

**Submitted by CUPE Newfoundland and Labrador, CUPE Nova Scotia, CUPE New Brunswick, CUPE Manitoba, the Hospital Employees' Union (B.C.), Locals 8920 (N.S.), 2348 (Man.), 4784 (Sask.) and 1936 (B.C.)**

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**CUPE WILL:**

1. Do research on public sector pension inequity in Canada.
2. Develop a toolkit to assist locals with strengthening bargaining language for pension equity.

**BECAUSE:**

- Women, workers with disabilities, and Indigenous, Black, and racialized workers are more likely to have lower pension savings or none at all at the time of retirement;
- Women and workers with disabilities were disadvantaged by changes to the Canada Pension Plan that did not address the “child-rearing drop out” or the “disability drop out” which are largely responsible for pension inequity;
- Many locals could benefit from additional bargaining resources when negotiating pensions.

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

**PERSONS WITH DISABILITIES**

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**Resolution No. 163**

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

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**CUPE WILL:**

- In consultation with the CUPE National Persons with Disabilities Committee, and other CUPE National equity, Women’s and Young Workers committees, develop and adopt evidence-based policy on the use of non-stigmatizing words and language that:
  - Acknowledges disability as an aspect of diversity;
  - Avoids reinforcing stigma or dehumanizing a person through the use of words and labels;
  - Assists members in understanding how language can reinforce ableism, other discriminations and microaggressions; and
  - Provides mechanisms by which members can create safer, more welcoming spaces that are more inclusive, accessible, equitable, and that welcome all members with respect and dignity.

**BECAUSE:**

- Stigma isolates and divides us, especially those with disabilities (including physical, sensory, learning, neurodiversity, mental disabilities, chronic health conditions, and substance use disorders, to name a few);
- Language creates and reinforces stigma, can shape how others feel around us, and how we view ourselves;
- Our world is steeped in ableism (the view that able-bodied people are the superior ‘norm’ that we all should strive for), and we can amplify or extend ableism without meaning to by the words we use; and

- The communities and societies we live in influence us, and we can internalize stigmatizing words, beliefs and labels, so that we develop a sense of shame that stops us from asking for help or achieving our full potential.

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

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**Resolution No. 164**  
**Submitted by CUPE British Columbia**

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CUPE WILL:

1. Develop a toolkit that enables locals to undertake accessibility audits of their meeting places, workplaces, and other related venues, with input sought from the National Persons with Disabilities Committee and respective division committees; and
2. Create an accompanying workshop to teach members how the toolkit can be used to conduct accessibility audits.

BECAUSE:

- An accessibility audit is a thorough, professional evaluation of how well an environment, building, meeting space, workplace, or service meets the needs of people with disabilities, can identify barriers to inclusivity and access, and propose ways to reduce or eliminate those barriers;
- Inaccessible spaces, services, workplaces, and environments within our union are a barrier to the participation of persons with disabilities, and undermines the equity, diversity and inclusion of our movement;
- Resources to help members and locals undertake accessibility audits would not only help make our union more inclusive and accessible, but they are also a valuable tool for activists and National staff alike to hold employers accountable for creating and maintaining accessible, barrier-free workplaces and spaces.

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

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**Resolution No. 165**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE WILL:

Develop and implement a campaign to raise awareness of barriers to access faced by CUPE members with disabilities.

BECAUSE:

- Barriers to accessibility affect the ability of persons with disabilities to gain and keep employment;
- Ensuring equity in access is an intersectionality concern that is fundamentally anti-discriminatory;
- Poverty, lack of affordable housing and lower employment rates are the main risks to persons with disabilities;
- Too many disabilities are poorly understood;
- Too many disabilities are invisible;
- Stories shared help people gain understanding.

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

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**Resolution No. 166**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE WILL:

1. Ensure all information on the website is made available in American Sign Language (ASL) and "Langue des signes québécoise" (LSQ).

BECAUSE:

- Equity-seeking members should have access to information in their primary language;
- We must remove barriers to their primary language, such as ASL or LSQ, or to obtain full access and understanding of information; and
- Equitable access to information is an intersectional issue that is fundamentally anti-discriminatory.

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

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**Resolution No. 167**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE WILL:

1. Apply an accessibility justice lens to CUPE National materials and activities.

BECAUSE:

- A diversity of abilities is normal, expected and should be anticipated;
- Requests for accommodations mean that members have likely already faced a barrier to access;
- Ensuring equity in access is an intersectionality concern that is fundamentally anti-discriminatory; and
- Equity-deserving members should not be made to work harder to obtain equitable access.

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

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**Resolution No. 168**  
**Submitted by CUPE Nova Scotia, CUPE Manitoba, the Hospital Employees' Union (B.C.), and Locals 8920 (N.S.), 2348 (Man.), 70 (Alta.), 3060 (Alta.) and 1936 (B.C.)**

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CUPE WILL:

1. Ensure that accessibility site audits are no more than 4 years old for any site where CUPE National events are held or where CUPE National members are residing when attending CUPE National events; and
2. Develop a system to keep track of audits and recommendations made that can be used for purposes of continuous improvement.

BECAUSE:

- CUPE members must have access to safe spaces to participate in CUPE events; and
- Ensuring equitable access is fundamentally anti-racist; and
- Ensuring that spaces that have changed over time are revisited to reassess what progress has been made since the last visit; and
- CUPE can use its considerable advocacy power as a community partner to disability justice activists and organizations across Canada.

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

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**Resolution No. 169**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE WILL:

1. Compile a list of services that are available to CUPE members while they are participating in any CUPE event.
2. Develop an awareness campaign to promote the use of services for persons with disabilities.

BECAUSE:

- CUPE members must have access to safe spaces to participate in CUPE events;
- Ensuring equitable access is fundamentally anti-discriminatory;
- There are members struggling and in distress who are not aware of the services that CUPE can offer;
- Services that are put in place remain unused due to ignorance of their existence.

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

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**Resolution No. 170**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE WILL:

1. Ensure that accessibility site audits are no more than 4 years old for any site where CUPE National events are held or where CUPE National members are residing when attending CUPE National events; and
2. Develop a system to keep track of audits and recommendations made that can be used for purposes of continuous improvement.

BECAUSE:

- CUPE members must have access to safe spaces to participate in CUPE events; and
- Ensuring equitable access is fundamentally anti-discriminatory; and
- Ensuring that spaces that have changed over time are revisited to reassess what progress has been made since the last visit; and
- CUPE can use its considerable advocacy power as a community partner to disability justice activists and organizations across Canada.

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

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**Resolution No. 171**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE WILL:

1. Compile a list of services that are available to CUPE members while they are participating in any CUPE event.
2. Develop an awareness campaign to promote the use of services in persons with disabilities.

BECAUSE:

- CUPE members must have access to safe spaces to participate in CUPE events;
- Ensuring equitable access is an intersectionality issue that is fundamentally anti-discriminatory;
- There are members struggling and in distress who are not aware of the services that CUPE can offer;
- Services that are put in place remain unused due to ignorance of their existence.

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

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**Resolution No. 172**  
**Submitted by CUPE Nova Scotia, CUPE Manitoba,**  
**Locals 2348 (Man.), 3060 (Man.), and 1936 (B.C.)**

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CUPE WILL:

1. Compile a list of services that are available to CUPE members while they are participating in any CUPE event;  
and
2. Develop an awareness campaign to promote the use of services in persons with disabilities.

BECAUSE:

- CUPE members must have access to safe spaces to participate in CUPE events; and
- Ensuring equitable access is fundamentally anti-racist; and
- There are members struggling and in distress who are not aware of the services that CUPE can offer; and
- Services that are put in place remain unused due to ignorance of their existence.

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

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**Resolution No. 173**  
**Submitted by Local 8920 (N.S.)**

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CUPE WILL:

1. Compile a list of services that are available to CUPE members while they are participating in any CUPE event;  
and
2. Develop an awareness campaign to promote the use of services in persons with disabilities.

BECAUSE:

- CUPE members must have access to safe spaces to participate in CUPE events; and
- Ensuring equitable access is fundamentally anti-racist; and
- There are members struggling and in distress who are not aware of the services that CUPE can offer; and
- Services that are put in place remain unused due to ignorance.

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

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**Resolution No. 174**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE WILL:

1. Develop and make available a training program designed for transportation workers that focusses on the emergency response needs and rights of persons with disabilities; and
2. Lobby the federal government for legislative changes to include training requirements with respect to the needs and rights of persons with disabilities.

BECAUSE:

- CUPE members with disabilities have safety needs that can be addressed by transportation workers if they are aware; and
- Recognition and inclusion are necessary for equitable access to services; and
- Providing equity in access is essentially anti-racist;
- CUPE members have the right to safe spaces and equitable services;
- CUPE promotes system changes to improve the workplace culture of safety; and
- CUPE is a leading social justice organization that can be an important community partner.

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

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**Resolution No. 175**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE WILL:

1. Develop and make available a training program designed for transportation workers that focusses on the emergency response needs and rights of persons with disabilities; and
2. Lobby the federal government for legislative changes which include training requirements with respect to the needs and rights of persons with disabilities.

BECAUSE:

- CUPE members with disabilities have safety needs that can be addressed by transportation workers if they are aware;
- Recognition and inclusion are necessary to equitable access to services;
- Providing equity in access is essentially anti-discriminatory;
- CUPE members have the right to safe spaces and equitable services;
- CUPE promotes system changes to improve the workplace culture of safety;

- CUPE is a leading social justice organization that can be an important community partner.

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

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**Resolution No. 176**  
**Submitted by CUPE Alberta and Local 474 (Alta.)**

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CUPE WILL:

1. Develop and make available a training program designed for transportation workers that focusses on the emergency response needs and rights of persons with disabilities; and
2. Lobby the federal government for legislative changes to include training requirements with respect to the needs and rights of persons with disabilities.

BECAUSE:

- CUPE members with disabilities have safety needs that can be addressed by transportation workers if they are aware; and
- Recognition and inclusion are necessary to equitable access to services; and
- Providing equity in access supports CUPE's Safe Union Spaces and Anti-Racism Strategies; and
- CUPE promotes system changes to improve the workplace culture of safety; and
- CUPE is a leading social justice organisation that can be an important community partner.

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

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**Resolution No. 177**  
**Submitted by CUPE Manitoba and Local 2348 (Man.)**

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CUPE WILL:

1. Develop and make available a training program designed for transportation workers that focusses on the emergency response needs and rights of persons with disabilities; and
2. Develop sample legislation that can be used to lobby the federal government for legislative changes to include training requirements with respect to the needs and rights of persons with disabilities.

BECAUSE:

- CUPE members with disabilities have safety needs that can be addressed by transportation workers if they are aware; and
- Recognition and inclusion are necessary to equitable access to services; and
- These actions will provide support to CUPE's safe space and anti-racism strategies to provide equitable services; and
- CUPE promotes system changes to improve the workplace culture of safety; and
- CUPE is a leading social justice organisation that can be an important community partner.

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



**POLITICAL ACTION**

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**Resolution No. 178**  
**Submitted by the National Executive Board**

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CUPE WILL:

1. Launch a pan-Canadian campaign to strengthen member support for union and working-class values and to counter the right-wing extremism, ideology, hatred, and disinformation that is targeting our members and working people generally; and
2. Develop campaign material to engage every level of the union in internal organizing and member engagement strategies to expose right-wing rhetoric, propose progressive alternatives, and ignite members to act in the workplace, the community, and at the ballot box;
3. Ensure that the campaign builds on and amplifies our work to defend public services, build strong, sustainable communities, and protect labour and human rights.

BECAUSE:

- CUPE must play a central role in exposing the threat posed by right-wing politicians and their supporters.
- Conservative Party leader Pierre Poilievre is counting on disinformation to sow hatred and confusion, a strategy the Liberals seem happy to play along with; and
- We have seen the damage that this ideology can inflict on people’s lives, so it is essential that we act now; and
- We can build solidarity around our values and build hope for positive change; and
- We can lead real change if every level of our union makes this campaign a priority.

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

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**Resolution No. 179**  
**Submitted by CUPE Alberta**

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CUPE WILL:

Appoint a working group, with representation from all regions, to develop a national strategy and campaign, for approval and implementation by the National Executive Board, that promotes the values of CUPE and the labour movement. This national strategy and campaign will focus on educating all Canadians on the value of progressive policies and the need to build a society where all persons are valued and none are excluded or left behind.

BECAUSE:

- Canada has seen a rise of false populism and outright hate that is poisoning our public discourse and leading to hateful and discriminatory policies,
- Right-wing governments continue to be elected across the country, even though their policies are hurting working people and attacking the most vulnerable in our society.
- CUPE, as Canada’s largest and strongest union, has the resources, knowledge and people to stand against ignorance, greed and hate and help build a more economically just, inclusive and fairer society.

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

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**Resolution No. 180**  
**Submitted by the National Executive Board**

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CUPE WILL:

1. Develop new electoral campaign workshops and material, and partner with chartered organizations to provide members with the skills they need to engage in political action; and
2. Mobilize our members politically to support our bargaining efforts, our policy priorities, and our overarching goals as a union; and
3. Develop a fully-resourced federal election strategy that includes written regional plans and regional coordination; and
4. Work towards the election of progressive politicians at the local government level, a progressive government in Quebec, and the election of NDP governments in the rest of Canada.

BECAUSE:

- Throughout the pandemic and the early months of the current inflationary crisis, it is clear that some of our greatest gains have been where we have had allies in power.
- Regardless of the strength of our union and the broader labour movement, we cannot achieve everything we seek for our members and workers without electing like-minded leaders to public office.
- CUPE has always promoted political action as a critical tool for workers and has long supported the New Democratic Party which we helped create, but we need to refresh and renew our efforts.

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

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**Resolution No. 181**  
**Submitted by CUPE Saskatchewan (Sask.)**

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CUPE WILL:

Encourage Locals to incorporate content on National Union political action work into Local new member orientations and provide new members with access to political action materials, websites and opportunities.

BECAUSE:

- Maintaining a highly engaged membership requires ensuring those new to the Union are onboarded to all its activities, including political action work;
- Introducing new members to political action sends a strong message that political action is a foundational element of what it means to be a CUPE member, and connects new members to this work as soon as they join a workplace; and
- Demographic change in Canada has meant that there is a generational change in our workplaces and Locals, and recruitment and succession planning is required to ensure there are new members ready to step up as long-time activists retire.

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

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**Resolution No. 182**  
**Submitted by Locals 957 and 4250 (Que.)**

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CUPE WILL:

1. Actively support efforts aimed at teaching union principles and the history of Canadian trade unionism to young Canadians;
2. Collaborate with schools, educational institutions and CUPE's provincial bodies to develop educational materials, training programs and union internships tailored to the languages and specificities of each region;
3. Encourage locals to promote and actively participate in the teaching of union principles and the history of trade unionism in their communities.

BECAUSE:

Teaching union principles and the history of trade unionism to young Canadians:

- Strengthens the union movement, which is an effective way of ensuring its sustainability;
- Creates a new generation of informed and committed people able to negotiate equitable working conditions;
- Promotes solidarity and social justice;
- Provides the knowledge necessary for self-protection and defends the employee rights of future workers in the country.

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

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**Resolution No. 183**  
**Submitted by Local 718 (B.C.)**

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CUPE WILL:

Encourage locals to incorporate content on National Union political action work into local new member orientations and provide new members with access to political action materials, websites, national campaigns, and opportunities.

BECAUSE:

- Maintaining a highly engaged membership requires ensuring those new to the Union are onboarded to all its activities, including political action work;
- Introducing new members to political action sends a strong message that political action is a foundational element of what it means to be a CUPE member, and connects new members to this work as soon as they join a workplace; and
- Demographic change in Canada has meant that there is a generational change in our workplaces and Locals, and recruitment and succession planning is required to ensure there are new members ready to step up as long-time activists retire.

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

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**Resolution No. 184**  
**Submitted by Local 4784 (Sask.)**

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CUPE WILL:

1. Encourage all chartered locals and affiliates to donate and give to local area community's food banks, shelters and the homelessness/opioid pandemic.
2. Encourage all charters and affiliates to commit time/money/resources/energy to friendship centers/shelters/organizations in their areas.
3. Encourage all charters, affiliates, and members to organize food drives, raffles, BBQ's or events with contributions and donations going to local community organizations in need.

BECAUSE:

- Every city and town across this great nation suffers from poverty, hunger, homelessness, mental illnesses and addictions.
- People could be or could know someone affected by someone suffering from poverty, hunger, homelessness, mental illnesses, and addictions.
- CUPE chartered locals and affiliates have the resources, knowledge and connections to their communities to tackle these issues head-on and with support from other members and community organizations.
- We are all people and it's our responsibility to help where help is needed, love where love is needed and be kind to everyone all the time.

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

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**Resolution No. 185**  
**Submitted by Local 4207 (Ont.)**

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CUPE WILL:

Direct the Canadian Labour Congress (CLC) to adopt working class political orientation against imperialist wars.

BECAUSE:

- We live in a class divided, capitalist society that foments wars for resources and for the control of geopolitically strategic regions that aid only the augmentation of wealth for the few and destruction for the many, an organized labour cannot support capitalist governments. The Canadian government supplies public funds for the military industrial complex and deploys arms and combat power to war zones around the world.
- The conflict in Ukraine is historically rooted in the effort of NATO, led by the US, to buttress their geo-political position in the region in order to destabilize and balkanize rival Russian Federation. This effort escalated in 2014 by Western-directed coup in 2014 that eventually saw the election of a Washington-cooperative president in Kiev.
- It is in the interest of the global working class to build a strong opposition to imperialist wars, because they are not waged in workers' interests even though the usual patriotic propaganda and corporate media messaging leads workers to support them.

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

## POST-SECONDARY EDUCATION

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### **Resolution No. 186**

**Submitted by Locals 4554 (N.L.), 3912 (N.S.), 1281, 2626, 3903, 3906, 3908, 4600, (Ont.), 3911 (Alta.), 116, 917, 951, 3799, and 4163 (B.C.)**

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#### CUPE WILL:

Undertake research and launch a campaign to expose excessive administrative compensation in post-secondary education, as well as provide training for post-secondary locals to interpret their institutions' budgets.

#### BECAUSE:

- Canadian universities have experienced a steady increase in the number of high-paying executive positions while class sizes and student tuitions have steadily grown, demonstrating a terrible prioritizing of applying funds to well-off executives rather than to student resources.
- Post-secondary executives routinely receive over \$300,000 salaries, easily 7 times higher than many CUPE frontline workers.
- Provincial "sunshine lists" do not provide extensive enough information to be depended upon as a useful tool with which post-secondary activists can hold their employers to account.

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

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### **Resolution No. 187**

**Submitted by CUPE British Columbia**

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#### CUPE WILL:

1. Undertake research and develop materials to expose excessive administrative compensation in public post-secondary education; and
2. Develop and provide training for post-secondary locals to interpret their institutions' budgets.

#### BECAUSE:

- In the last two decades, public post-secondary institutions have seen an alarming increase in the number and salaries of senior and mid-level administration staff at colleges and universities;
- While class sizes continue to grow, deferred maintenance expand, and tuition fees skyrocket, institutions are taking money out of teaching, facilities, and research to pay for corporate-style executive compensation for senior management;
- This trend has seen a huge expansion of the wage gap between management and the teaching, academic support, service, facilities, and other staff whose work is equally or more important to the education, academic and research mission of public institutions; and
- More research, communication material, and government relations work is needed to help post-secondary locals expose how senior managers are enriching themselves with money taken from classrooms and labs, and stolen from students and workers.

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

## PROTECTING PUBLIC SERVICES AND OUR WORK

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### **Resolution No. 188**

**Submitted by Local 4731 (Alta.)**

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#### CUPE WILL:

Create and implement a CUPE national campaign targeted towards the provincial and federal governments increasing funding to the Not-for-Profit Social Services Sector, so employers can adequately pay and retain qualified, skilled, and educated staff who provide direct care to high-risk individuals.

#### BECAUSE:

- The government relies on the private, chiefly not for profit sector to provide this care under government contract.
- The requirement for this work demands highly educated, skilled, and qualified staff to address and support high-risk populations.
- The funding provided to do this does not allow for adequate or sufficient compensation of staff.
- In some provinces (i.e., Alberta), the government has not increased program funding/contracts for employers in the sector to adequately pay and retain qualified staff for the past several years.
- The government has cancelled funding in several areas, and in some cases stopped funding during the first wave of the pandemic, leaving some agencies with severance costs. In other cases, converted fee for service programs (FFS) to contracts to reduce costs.
- Due to budgetary constraints, Occupational Health & Safety has been compromised. Staff are often working alone with this vulnerable and potentially violent population, particularly on overnight shifts, leading to increased risk of injury.
- There is an inability for the Union to bargain for and negotiate wage increases due to significant budgetary constraints. Most locals have accepted 0% increases for the past several years, even during repeated rounds of bargaining.
- Many government competitors offered inflation bonuses to staff during the pandemic, but most not-for-profit agencies were left on their own with no additional resources to address what the government saw as fair and just for its own employees - even though the work provided minimally equaled and arguably outpaced that of the government.
- Employers experience funding constraints when obtaining government contracts due to lack of sector increases that places their staff well below the cost of living.
- Government employees in the Social Service Sector earnings are much higher in comparison, despite comparable qualifications.

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

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### **Resolution No. 189**

**Submitted by Local 4731 (Alta.)**

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#### CUPE WILL:

Lobby the provincial and federal governments to increase funding to the Not-for-Profit Social Services Sector to adequately pay qualified and educated staff who provide direct care/service to vulnerable and/or high-risk individuals and those affected by mental health concerns.

BECAUSE:

- The government is responsible for the care of its citizens/people with multiple challenges that include but are not limited to vulnerability, high-risk behaviour and/or serious mental health concerns.
- The government relies on the private, chiefly not for profit sector to provide this care under government contract.
- The requirement for this work demands highly educated, skilled, and qualified staff to address and support an extremely high-risk population.
- The funding provided to do this does not allow for adequate or sufficient compensation of staff. The government has not increased program funding/contracts for employers in the sector to adequately pay and retain qualified staff for the past several years.
- The government has cancelled funding in several areas, and in some cases stopped funding during the first wave of the pandemic, leaving some agencies with severance costs. In other cases, converted fee for service programs (FFS) to contracts to reduce costs.
- Due to budgetary constraints, Occupational Health & Safety has been compromised. Staff are often working alone with this vulnerable and potentially violent population, particularly on overnight shifts, leading to increased risk of injury.
- There is an inability for the Union to bargain for and negotiate wage increases due to significant budgetary constraints. Most locals have accepted 0% increases for the past several years, even during repeated rounds of bargaining.
- Many government competitors offered inflation bonuses to staff during the pandemic, but most not-for-profit agencies were left on their own with no additional resources to address what the government saw as fair and just for its own employees - even though the work provided minimally equaled and arguably outpaced that of the government.
- Employers experience funding constraints when obtaining government contracts due to lack of sector increases that places their staff well below the cost of living.
- Government employees in the Social Service Sector earnings are much higher in comparison, despite comparable qualifications.
- The work requires a higher level of skill, education, and other qualifications, and the client population is much more at risk, yet the pay for these front-line workers is marginally more than daycare providers.

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

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**Resolution No. 190**  
**Submitted by the Conseil provincial des affaires**  
**sociales (Que.)**

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CUPE WILL:

Launch a campaign to demand that the government provide adequate funding for the public sector.

BECAUSE:

- The public sector is motivated by the public good, not by private gain. It serves citizens and is guided by values that ensure equality for the greatest number;
- The COVID-19 crisis highlighted the importance of having a quality social protection system and that the public sector is an essential component of this system;
- The Quebec Government announced a major tax cut that will have no impact on curbing inflation but will jeopardize the funding of various services the public sector provides to the public;
- Public sector expenses have a ripple effect on the overall economy;

- Following repeated government cuts and financial contrition, among others, during periods of austerity, the system has shown serious signs of weakness, which adversely affect working conditions and ultimately services promised to the public.

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

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**Resolution No. 191**  
**Submitted by Local 30 (Alta.)**

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CUPE WILL:

1. Play a more active role in generating a more positive image of the public employee in all forms of media, i.e., newspaper, TV, radio, and social media across the province.

BECAUSE:

- The labour movement is currently under duress from all sides (political, privatization, contracting out, downsizing, reorganizing) these days, and;
- Our image as public employees, as well as our achievements and abilities are not highly visible in the public's eyes, and;
- A large portion of the Union dollars goes towards supporting affiliates and CUPE National.

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

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**Resolution No. 192**  
**Submitted by CUPE British Columbia**

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CUPE WILL:

Undertake research to investigate whether municipalities implemented a net reduction in services provided to the public following COVID-19-related service shutdowns, and if so, to what extent, with consideration of the effects on workers and employment levels.

BECAUSE:

- The COVID-19 pandemic forced immediate closure of a vast array of municipal services, particularly in recreation and other areas with high degrees of public interaction;
- Many such services relied on the work of precarious workers to maintain service levels, and these workers, many of whom were not supported and maintained during COVID-19 shutdowns, were lost when services slowly began to re-open;
- Anecdotal evidence suggests that post-COVID municipal service levels have not fully recovered to where they should be had the pandemic not happened, especially when accounting for population and demand growth;
- The failure, or in some cases refusal, of municipal governments to restore full-service levels is a form of passive privatization whereby strategic under-funding of public services leads to residents seeking out private alternatives.
- This passive form of privatization of public work requires analysis, confirmation, exposure, and opposition to ensure public services and public jobs are protected.

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



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**Resolution No. 193**  
**Submitted by CUPE Vancouver Island District Council**  
**(B.C.)**

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CUPE WILL:

- Lobby the federal government to ensure there is affordable, reliable internet and cell phone service available in all communities and regions of Canada, regardless of how remote they may be.

BECAUSE:

- Many government and health services, employers, retailers and education programs have gone to online services only, and therefore everyone needs to be able to access these services regardless of where they live;
- Internet and cell phone service has opened the door to many services being more accessible, including virtual/phone medical appointments, government services, ordering groceries and other items online, and working remotely from home, this is especially true for those with disabilities such as environmental sensitivities, mobility and transportation issues;
- Access to reliable internet and cell phone services continues to be a necessity as we emerge from the pandemic;
- The inability to access reliable cell and internet services also undermines access to health care as it prevents access to online services, doctors, nurses, or other practitioners, especially in the winter months when travel is restricted.

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

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**Resolution No. 194**  
**Submitted by Local 4948 (Ont.)**

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CUPE WILL:

- 1) Identify the current and foreseeable effects of advancing technological change, including Artificial Intelligence (AI) in the near, medium and long term future on:
  - a. Our work and services
  - b. The institutions and persons we serve
- 2) Summarize and make known the same to our members, our publics, and the funders of our services to protect them against the detriments of these changes.
- 3) Present ways of integrating these changes in a socially responsible manner that values respect for our work, our members and those whom we serve.

BECAUSE:

- Technological change, and in particular AI, has the capacity to imitate such human activities that can be encapsulated as a series of repeatable commands producing a predictable action.
- As technology and AI evolve, increasingly complex series of commands are being developed which affect not only manual work but communicative and informational work.

- Enables radical reorganizations of work and workforces issuing in large bodies of poorly paid workers interspersed with a relatively few higher-level jobs.
- Mirroring increasing gaps between the few socially secure and the many exposed to employment, economic and social precarity.

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

**Resolution No. 195**  
**Submitted by Local 2815 (Que.)**

CUPE WILL:

Pull out all stops to ensure that all levels of government include representatives from all groups of civilian society, including unions, in the reflection aimed at determining the boundaries of legislative and regulatory oversight of artificial intelligence.

BECAUSE:

- Several levels of government have taken the first steps toward implementing a legislative and regulatory framework governing artificial intelligence;
- AI is technology that is likely to disrupt not only the working world but all of society;
- AI provides many possibilities, but its use without adequate regulations is worrisome for workers and for society in general;
- The various levels of government must ensure that any ensuing consultation and legislation serve the common good.

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

**STRIKE FUND**

**Resolution No. 196**  
**Submitted by Locals 2626, 3903, 3906, 3908 and 4600 (Ont.)**

CUPE WILL:

1. Give locals the option to use an effective electronic system of National Strike Fund Forms E, F, and G in lieu of paper-based versions of these forms and ensure that all locals know of this option.

BECAUSE:

- This resolution was passed by the membership at the 2023 CUPE Ontario Convention; and
- Paper-based National Strike Fund forms are prone to loss or damage under any circumstances, and environmentally unsustainable; and
- The volume of paperwork they create places an unnecessary administrative burden on local unions; and
- An integrated electronic system can support the coordination of effective strike pressure while maintaining improved accountability; and
- Many other CUPE locals have received approval from CUPE National for electronic strike pay administration; and
- The Ontario School Board Council of Unions strike would have been impossible without electronic forms; and
- All locals should have access to the information they need to facilitate effective strike action.

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

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**Resolution No. 197**  
**Submitted by Locals 2626, 3903, 3906, 3908, 4600**  
**(Ont.), and 3911 (Alta.)**

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CUPE WILL:

1. Amend the CUPE National Strike Fund Regulations Article 2.1 as follows:

In these Regulations "strike" includes a cessation of work caused by a strike, **including political strikes**, a lockout or honouring the picket line of another CUPE local or trade union at a shared work site.

BECAUSE:

- Political strikes are a powerful tool to fight for workers' rights; and
- The labour movement must be flexible in putting pressure on employers and worker-hostile governments.

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

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**Resolution No. 198**  
**Submitted by Local 905 (Ont.)**

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CUPE WILL:

1. Increase strike pay from \$300 per week to \$450 per week.

BECAUSE:

- Workers on strike need a living wage and inflation over the last few years.

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

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**Resolution No. 199**  
**Submitted by Local 4400 (Ont.)**

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CUPE WILL:

1. Allow Locals to choose their own payment method of issuing of Strike Pay:
  - a) including using own database;
  - b) and to delete the requirement Form E to be completed by every member.

BECAUSE

- Current requirements are too onerous on the local depending on the size of the local.

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

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**Resolution No. 200**  
**Submitted by Locals 1281, 3903, 3906, 3908 and**  
**4600 (Ont.)**

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CUPE WILL:

1. Develop, resource, and implement a comprehensive action plan to change Article 5.1(d) of the National Strike Fund Regulations to accommodate striking workers on the grounds of precarity, status (contract, part-time, full-time), by assigning strike duties with flexible hours, including pro-rated strike pay. Such an action plan may include requests to amend 5.1 (d) of the National Strike Fund Regulations.

BECAUSE:

- This resolution was passed by the membership at the CUPE Ontario 2023 Convention; and
- Locals often have more workers requiring accommodation that can be scheduled to work out of strike offices; and
- This resolution will build capacity in part-time, contract-based locals; and
- Many CUPE members work multiple jobs and require the current minimum hours (20 hours) this may endanger the status of the members' other jobs; and
- The labour movement must be flexible to fight the bosses.

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

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**Resolution No. 201**  
**Submitted by Local 905 (Ont.)**

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CUPE WILL:

Amend Article 2.1 of the CUPE National Strike Fund Regulations to say:

In these regulations. "strike" includes a cessation of work caused by a strike, including a solidarity strike, a lockout or honoring the picket line of another CUPE local or trade union at a shared work site.

BECAUSE:

- Solidarity strikes exert pressure on employers in ways that no single bargaining unit is capable of exerting.
- Public sector workers are bargaining in a hostile environment where wages are trailing inflation, there is inadequate staffing for many front-line services and public services are being privatized.
- Traditional bargaining methods are ineffective at securing improved working conditions.
- Workers who engage in solidarity strikes should feel financially supported by their Union.

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

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**Resolution No. 202**  
**Submitted by Locals 1281, 2626, 3903, 3906, 3908**  
**and 4600 (Ont.)**

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CUPE WILL:

1. Give locals the option of using e-transfers and direct deposit (in addition to cheques) for Strike Pay and ensure that all locals know of this option.

BECAUSE:

- This resolution was passed by the membership at the 2023 CUPE Ontario Convention.
- Cheques, as a means of remitting strike pay, create administrative, logistic, and accessibility issues. They can be lost or damaged, requiring costly stop payment requests and reissued cheques; and
- E-transfers allow striking members to receive much needed strike pay in a safe, secure, and timely way; and
- An integrated electronic system can support the coordination of effective strike pressure while maintaining improved accountability; and
- Many other CUPE locals have received approval from CUPE National for electronic strike pay administration; and
- All locals should have access to the information they need to facilitate effective strike action.

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

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**Resolution No. 203**  
**Submitted by Local 2626 (Ont.)**

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CUPE WILL:

1. Develop, resource, and implement a comprehensive action plan to advocate that Article 5.1 (d) of the National Strike Fund Regulations be changed to accommodate striking workers on the grounds of precarity, status (contract, part-time, full-time), by assigning strike duties with flexible hours, including pro-rated strike pay. Such an action plan may include requests to amend 5.1 (d) of the National Strike Fund Regulations.

BECAUSE:

- This resolution was passed by the membership at the 2023 CUPE Ontario Convention.
- Locals often have workers requiring accommodation to work outside of scheduled picket hours and/or from strike offices instead of picket lines.
- This resolution will build capacity in part-time, contract-based Locals.
- Many CUPE members work multiple jobs, and requiring the current minimum hours (20 hours) may endanger the status of the members' other jobs.
- The labour movement must be flexible and adaptable to fight against ever-changing anti-union tactics and the neoliberalization of the workforce.

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

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**Resolution No. 204**  
**Submitted by Local 3911 (Alta.)**

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CUPE WILL:

1. Develop, resource, and implement a comprehensive action plan to change Article 5.1(d) of the National Strike Fund Regulations to accommodate striking workers on the grounds of precarity, status (contract, part-time, full-time), by assigning strike duties with flexible hours, including pro-rated strike pay. Such an action plan may include requests to amend 5.1(d) of the National Strike Fund Regulations.

BECAUSE:

- CUPE must continue to adapt to better serve the changing conditions for workers; and
- This resolution will build capacity in part-time, contract-based locals; and
- Many CUPE members work multiple jobs and requiring the current minimum hours (20 hours) may endanger the status of the members' other jobs; and
- The labour movement must be flexible to fight the bosses.

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

**SUPPORTING CUPE LOCALS**

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**Resolution No. 205**  
**Submitted by Local 718 (B.C.)**

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CUPE WILL:

Develop a database system for Locals to utilize for their membership lists, correspondence and grievances, and the database system be provided at no cost to locals.

BECAUSE:

- Locals need to track their membership lists, especially when engaging in political action.
- The majority of locals are unable to afford a database system developed for their local and/or subscribe to a database system.
- A standardized database system will allow Locals to maintain and track their membership information in a consistent manner, even with Executive/Staff turnover.

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

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**Resolution No. 206**  
**Submitted by Locals 1281, 1356, 2626, 3903, 3906, 3908, 4600 (Ont.) and 3911 (Alta.)**

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CUPE WILL:

Provide support to locals by providing translation services for collective agreements and other documents, including general information about unions and CUPE, in more languages than English and French.

BECAUSE:

- CUPE represents precarious workers who come from diverse backgrounds, and translation of collective agreements is a tool for membership engagement; and
- Resources are needed to correctly translate the language contained in collective agreements.

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

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**Resolution No. 207**  
**Submitted by Local 3261 (Ont.)**

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CUPE WILL:

Approve the utilization of ranked voting for conducting elections within our local unions.

BECAUSE:

- Ranked voting eliminates the need for costly and time-consuming runoff elections, simplifying the electoral process; and
- It has the same outcome as runoff elections; and
- It upholds majority voting, as required by the National Constitution for elections at membership meetings; and
- It decreases dependence on plurality-based elections for referendum votes; and
- The simplicity and fairness of ranked voting can motivate higher voter turnout in union elections, enhancing democratic participation among members.

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

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**Resolution No. 208**  
**Submitted by Local 30 (Alta.)**

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CUPE WILL:

1. Reimburse self-serving locals in the amount of 10% of the local's annual National per capita to compliment and provide cost savings by the funding of staff for membership services.

BECAUSE:

- Member representation is one of the most important services a Union provides, and;
- CUPE values fair and equitable treatment of all CUPE members, and;
- Some large self-servicing Locals have the need to hire staff to provide this service, and;
- These hired staff compliment and augment the work of CUPE.

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

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**Resolution No. 209**

**Submitted by Locals 2626, 3903, 3906, 3908, 4600  
(Ont.)**

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CUPE WILL:

1. Develop, resource, and work with sectors and committees to create, print, and distribute a songbook of labour songs and chants including music notes, chants for picket lines, rallies, marches, and more.

BECAUSE:

- The victories of the labour movement are told by song; and
- labour songs and chants should be accessible to all; and
- Being able to find chants compiled in one place would be amazing for locals and activists; and
- A songbook could easily be placed on the CUPE website; and
- A similar resolution on an archive of chants was passed at CUPE Ontario 2018 Convention but has yet to be enacted; and
- No boss can stop our voice.

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

**WOMEN'S RIGHTS**

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**Resolution No. 210**

**Submitted by CUPE Newfoundland and Labrador,  
CUPE Nova Scotia, CUPE New Brunswick, CUPE  
Manitoba, the Hospital Employees' Union (B.C.)  
and Locals 8920 (N.S.), 2348 (Man.), 3060 (Man.),  
4784 (Sask.) and 1936 (B.C.)**

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CUPE WILL:

1. Lobby the federal government to make permanent the project that provides menstrual hygiene products, including menstrual cups, washable pads, tampons and sanitary napkins, etc., free of charge to anyone who needs them; and
2. Be a model by making menstrual hygiene products available, free of charge, on its premises and at union events, including conventions, conferences, and schools; and
3. Support locals to push their employers to provide free menstrual products at workplaces.

BECAUSE:

- Menstrual hygiene products are a basic commodity and are essential to people's dignity, health, and to their participation in work and society; and
- The money provided in the federal government's menstrual equity fund is earmarked for a pilot project and has not been extended; and
- Period poverty disproportionately affects marginalized people in Canada.

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



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**Resolution No. 211**

**Submitted by CUPE Newfoundland and Labrador, CUPE Nova Scotia, CUPE New Brunswick, CUPE Manitoba, CUPE Saskatchewan, the Hospital Employees' Union (B.C.) and Locals 3762 (N.L.), 8920 (N.S.), 2348 (Man.), 3060 (Man.), 4784 (Sask.) and 1936 (B.C.)**

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CUPE WILL:

1. Lobby the federal government to increase long-term funding to the Sexual and Reproductive Health and Rights Fund; and
2. Push the Liberal government to deliver on their promise to develop a portal that provides accurate, judgment-free, evidence-based information on sexual and reproductive health and rights and that counters misinformation about abortion; and
3. Oppose any attempt to introduce an abortion law in Canada.

BECAUSE:

- CUPE is a pro-choice union; and
- Too many people in Canada face barriers to accessing information and care for their sexual and reproductive health; and
- The Sexual and Reproductive Health Fund is critical for ensuring people can access the medical care they need; and
- Canada does not need an abortion law; no other medical procedure is regulated by law and any attempt to reopen the abortion debate might put hard fought reproductive rights at risk.

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

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**Resolution No. 212**

**Submitted by the Hospital Employees' Union (B.C.), Locals 4784 (Sask.) and 474 (Alta.)**

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CUPE WILL:

1. Support the development and delivery of the Women in Leadership Development Program (WILD), modeled after CUPE Ontario, in all CUPE divisions; and
2. Work in solidarity with divisions and locals to promote the WILD Program; and
3. Contribute funds and resources to deliver the program in the regions.

BECAUSE:

- Indigenous, Black, and racialized CUPE women had been left out for a very long time, it is time for their voices to be heard; and
- It will give them the opportunity to share their knowledge and talent as a leader in their own locals and division; and

- This is the time to acknowledge the women in our locals and division who had been part of CUPE but never had the chance to become leaders; and
- This will be the platform to empower women of their capability and support them through training, workshops, etc.

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

**Resolution No. 213**

**Submitted by CUPE Quebec, the Conseil provincial du soutien scolaire (Que.) and Locals 1108, 1208, 1294, 1538, 1574, 4328, 4785, 5440 and 5960 (Que.)**

CUPE WILL:

1. Be mobilized and proactive to protect the reproductive rights of women, trans and non-binary persons; and call on locals to mobilize to denounce any proposal that would limit these acquired rights;
2. Reiterate its support for the right to abortions, including the right to freely choose abortions at no charge and act to improve the accessibility of sexual health and medical services and sex education in Canada.

BECAUSE :

- The Roe vs. Wade decision that safeguarded the right to abortions in the US for close to five decades was overturned on June 24, 2022, which allowed anti-abortion groups to take advantage of an important media forum at a time when the rights of women, trans and non-binary persons are in historic decline;
- Sex education only recently returned to our schools, and it serves as a basis for allowing for enlightened choices and defending rights;
- It is up to all women, trans and non-binary persons to choose if and when they want children.

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

**Resolution No. 214**

**Submitted by CUPE Durham Northumberland District Council (Ont.)**

CUPE WILL:

Actively press the government to create a seventy-five (75) hours bank of paid leave specifically for persons who must undergo fertility treatments and encourage affiliates to include a provision to this effect in the future collective agreements that they negotiate.

BECAUSE:

- Many people experience infertility and must bear all related charges.
- Fertility treatments are often not recognized as an official reason for absence from work and collective agreements often provide no leave for this type of situation.
- Persons who undergo treatments are discriminated against because they must take other types of leave in order to attend follow-up appointments.
- People who have to undergo fertility treatments are considered to have an invisible disability.

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

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**Resolution No. 215**  
**Submitted by CUPE Vancouver Island District Council**  
**(B.C.)**

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Lobby the federal government to:

- Treat infertility as a medical condition, like any other requiring a medically necessary procedure(s);
- Provide publicly funded, government financial support to individuals with this medical condition, so as to reduce financial barriers in accessing medical treatments such as: In Vitro Fertilization (IVF); and
- Encourage locals to bargain benefits that treat infertility as a medical condition and include extended health benefits (EHB) that cover the costs of infertility treatments.

BECAUSE:

- IVF is recognized as a highly successful fertilization treatment by medical professionals;
- IVF is a procedure in which eggs are removed and fertilized in a lab;
- Those who require medical intervention to have children (including those who do not identify as women) deserve to have access to medical assistance and financial support;
- A person's financial situation should not be a barrier for those who want to have children and need IVF treatments in order to do so;
- IVF costs between \$10,000-\$15,000 per cycle, which is financially out of reach for many, especially working-class people, and IVF treatments require more than one cycle in most cases, in order to achieve pregnancy;
- All Canadians, regardless of which province they live in, should have access to some level of financial assistance for IVF from the federal government;
- Many of the population of Canada believe that IVF treatments should be government funded.

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

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**Resolution No. 216**  
**Submitted by CUPE Durham Northumberland**  
**District Council (Ont.)**

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CUPE WILL:

Promote and lobby the need for programs that provide free access to menstrual products in all public schools, campuses, public buildings, and shelters as well as a federal government that promotes menstrual equity.

Educate and provide resources to CUPE locals on how to bargain for menstrual leave.

BECAUSE :

- When students cannot afford these products, they may miss class, which could affect their ability to be successful in their classes and complete their programs in a timely manner;
- When those utilizing municipal shelters do not have access to menstrual products, they must look for these products at food banks or other charities or use what small amount of money they have on a basic biological function.
- Menstrual rights is a human rights issues;
- We need to facilitate consistent and easier access to necessary menstrual products. While there's no time-loss count for Canadians who menstruate at work, menstrual symptoms cause over 100 million lost work hours

annually for Americans. In the United Kingdom, workers take a collective 17 million days off annually because of their periods.

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

## **YOUNG WORKERS**

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**Resolution No. 217**  
**Submitted by CUPE Newfoundland and Labrador**  
**(N.L.), the Hospital Employees' Union (B.C.) and**  
**Local 8 (Alta.)**

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CUPE WILL:

1. Continue to advocate and bargain for better compensation to ensure that young workers' wages can keep pace with the rising cost of living due to inflation.
2. Continue to fight for safety measures and promote educational initiatives pertaining to workplace hazards specifically targeted to young workers.
3. Advocate for the inclusion of young workers in secure and stable employment, free from precarious conditions.

BECAUSE:

- In a survey conducted of young CUPE members, August-September 2022, the primary concerns for young workers are the cost of living and wage levels;
- Young workers consistently experience the highest rates of occupational injury;
- Young workers are statistically more likely to be precariously employed compared to their older counterparts.

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

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**Resolution No. 218**  
**Submitted by CUPE Newfoundland and Labrador**  
**(N.L.), Hospital Employees' Union (B.C.) and**  
**Local 8 (Alta.)**

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CUPE WILL:

Develop and implement a national strategy on young worker engagement, including but not limited to:

1. Creating more resources to help locals engage young members.
2. Offering more educational and leadership training opportunities for young members such as a National Young Workers' Conference.
3. Undertaking more research on the scale of the engagement deficit with young members, and best ways to engage CUPE's young members, through an equity and intersectional lens.

BECAUSE:

- 75% of young workers surveyed in August-September 2022 reported that their local is not taking steps to engage young members;
- By establishing avenues for educating and engaging new and young workers, we can effectively sustain the momentum and progress of the movement's endeavors.

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

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**Resolution No. 219**  
**Submitted by CUPE Newfoundland and Labrador**  
**(N.L.), the Hospital Employees' Union (B.C) and**  
**Local 8 (Alta.)**

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CUPE WILL:

Collaborate with provincial divisions, locals, and district councils of CUPE to raise the current age threshold for young workers from 30 to 35 years old.

BECAUSE:

- Provincial divisions like Newfoundland and Labrador, Alberta, Manitoba, and Quebec have already established a maximum age of 35 years for young workers;
- In the current era, young professionals face significant challenges when it comes to securing employment in unionized positions;
- The point of entry for young workers into active union participation often coincides with the current age limit or approaches it closely;
- As young workers transition into more seasoned professionals, they often become increasingly engaged with labour unions;
- Youth-led initiatives frequently remain unfinished or encounter ineffective implementation as their members age out.

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

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**Resolution No. 220**  
**Submitted by Local 3060 (Man.)**

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CUPE WILL:

Promote young members activism by encouraging more events and campaigns revolving around issues that young members face in the workplace.

BECAUSE:

- Young members are the future – the more we can encourage young members to become involved in the labour movement the more we can accomplish.

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

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**Resolution No. 221**  
**Submitted by Local 3060 (Man.)**

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CUPE WILL:

Change the age limit of CUPE National Young Members to 35 and under.

BECAUSE:

- Quite often young members get more involved within the labour movement as they are about to age out of this equity seeking group. There are many folks that will only ever fit into an equity seeking group as a young member – so it is difficult to become more heavily involved with the work of young members when you know you will only be involved in this equity group for a short period of time in your life. Workers 18-35 are facing a lot of similar workplace issues etc.

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

