

## 2019 CUPE National Convention Adopted Resolutions

RES NO.	RESOLUTION
4	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Create and implement an anti-racism strategy, including anti-Black racism, for the workplace and union that builds on CUPE's 1999 policy statement on racism in the workplace.</li> <li>2. Present this strategy at our 2021 CUPE National Convention for delegates to adopt.</li> </ol>
6 (Covers Res. 5)	<p>CUPE NATIONAL WILL:</p> <ul style="list-style-type: none"> <li>• Actively support work with Child Care Now, the Canadian Labour Congress, other unions and national and provincial child care coalitions to keep child care on the federal agenda leading into the next federal election and beyond; and</li> <li>• Support and promote the Child Care Now campaign - <a href="http://childcareforall.ca">childcareforall.ca</a> petition that calls on the federal government to: <ul style="list-style-type: none"> <li>• Implement a high-quality, universal non-profit child care system that families across Canada can access and afford; and</li> <li>• Demand that all levels of government make major investments in child care starting in 2019 and increasing each year until Canada meets the accepted international child care spending benchmark of 1% of GDP.</li> </ul> </li> <li>• Promote the <a href="http://childcareforall.ca">childcareforall.ca</a> petition through regular communication with our locals and members; and</li> <li>• Encourage locals and members to make a financial contribution or to become members of Child Care Now –<a href="https://timeforchildcare.ca/become-a-member-today">https://timeforchildcare.ca/become-a-member-today</a>.</li> </ul>
27	<p>CUPE NATIONAL WILL:</p> <p>Conduct a review of delegate entitlement to National Conventions and provide a report to the National Executive Board before the next convention.</p> <p>The review will include:</p> <ul style="list-style-type: none"> <li>• An analysis of delegate entitlement provisions in the National Constitution and a comparison with the historic participation of chartered bodies at conventions; and</li> <li>• A review and comparison of delegate entitlement provisions within CUPE and among other unions in Canada.</li> </ul>
30	<p>CUPE NATIONAL WILL:</p> <p>Work with divisions to encourage lobbying the provincial governments to:</p> <ol style="list-style-type: none"> <li>1. Increase affordable and accessible housing for persons with disabilities and;</li> <li>2. Create legislation to ensure able-bodied people cannot rent accessible housing intended for persons with physical disabilities.</li> </ol>

RES NO.	RESOLUTION
34	<p>CUPE NATIONAL WILL:</p> <p>Support CUPE divisions and locals in their efforts to reduce the environmental footprint and advance actions for shifting to a low-carbon economy in their workplaces. Actions are related but not limited to:</p> <ul style="list-style-type: none"> <li>• Promote the use of electric vehicles of various kinds (e.g., cars, trucks, Zambonis, buses, etc.);</li> <li>• Develop Just Transition programs for CUPE members whose work and communities might be affected by the shift to a low-carbon economy;</li> <li>• Encourage locals to establish joint environment committees with employers;</li> <li>• Encourage locals to adopt green bargaining language and environmental clauses in collective agreements.</li> </ul>
40	<p>CUPE NATIONAL WILL:</p> <p>Add its voice to those of citizens, associations and companies demanding that various levels of government ban the use of single-use plastics.</p>
47	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Create an advocate, or peer-to-peer training program for members to help them provide “in the workplace” support and guidance for members who are exposed to violence and harassment, including domestic violence.</li> <li>2. Create sample bargaining language to support achieving employer recognition and financial support for these programs.</li> </ol>
53 (Covers Res. 51 and 52)	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Establish a policy and process to address complaints and incidents of sexual harassment and violence within the union, including independent third-party investigations.</li> <li>2. Involve specialists on intersectional gender-based violence who have established similar systems in other organizations.</li> <li>3. Determine appropriate remedies in cases of sexual harassment and assault, ensuring safety within CUPE.</li> <li>4. Prioritize human rights competencies in the recruitment, hiring and training of staff, and make human rights harassment and violence a core component of the rep trainee program and annual training for all staff.</li> <li>5. Provide information on gender-based violence crisis lines and community services at all CUPE events.</li> </ol>
54	<p>CUPE NATIONAL WILL:</p> <p>Develop, resource and implement through Union Education, an accessible training for all members in: the <i>Occupational Health and Safety Act</i>, the <i>Employment Standards Act</i> with an emphasis on violence in the workplace, sexual violence, harassment, and domestic violence leave.</p>

RES NO.	RESOLUTION
65	<p>CUPE NATIONAL WILL:</p> <ul style="list-style-type: none"> <li>• Pressure the federal government to expand Medicare to include coverage for prescription drugs and dental, vision, long term, mental health, addictions, and home care; and</li> <li>• Demand that all new services covered by Medicare be publicly-administered, universal, accessible, portable, and comprehensive.</li> </ul>
73 (Covers Res. 74 and 76)	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Lobby the federal government to introduce legislation that will standardize the number of hours of hands-on care that's required per resident per day in long-term care homes across Canada;</li> <li>2. Lobby the federal government to increase the amount of provincial and territorial funding it dedicates to the public and not-for-profit provision of long-term care;</li> <li>3. Create a campaign that profiles and highlights the work of CUPE members in the long-term care sector and the valuable role they play in delivering quality care across Canada;</li> <li>4. Promote the campaign publicly to encourage people to work in the long-term care sector.</li> </ol>
77	<p>CUPE NATIONAL WILL:</p> <p>Lobby the federal government to address the drug poisoning crisis by decriminalizing illicit drug use and implementing the Portugal Model and by providing a safer drug supply to those who use illicit drugs.</p>
102 (Covers Res.98, 99, 100 and 101)	<p>CUPE NATIONAL WILL:</p> <ul style="list-style-type: none"> <li>• Recognize that 'Water is Life', and a basic human right to all peoples.</li> <li>• Recommit to reconciliation by supporting Indigenous Peoples' role as the stewards and protectors of the waters of their treaty lands, and their traditional unceded territories.</li> <li>• Develop a campaign to educate and mobilize all locals and members in support of Indigenous Peoples and environmental allies in protecting and fixing the water, which is necessary for a healthy ecosystem.</li> </ul>
103	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Provide mandatory training each term for all National Executive Board members on the history of Indigenous Peoples, the history and legacy of residential schools, on the United Nations Declaration on the Rights of Indigenous Peoples, and on Treaty and Indigenous rights.</li> <li>2. In consultation with all staff unions, make similar training available to all CUPE staff.</li> <li>3. Encourage all executive boards members of divisions, locals, affiliates, and charter organizations to take similar training.</li> </ol>

RES NO.	RESOLUTION
130	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Become a member of Migrant Justice Network and support their actions through participating in call for actions, training and sharing via social media; and</li> <li>2. Lobby government for migrant workers and refugees needs and basic human rights.</li> </ol>
141	<p>CUPE NATIONAL WILL:</p> <ul style="list-style-type: none"> <li>• Develop and adopt a policy of using gender inclusive language that avoids bias towards a particular sex or social gender; and</li> <li>• That uses appropriate pronouns for people who are transgender, non-binary, gender nonconforming and anyone who doesn't agree with the gender binary and doesn't identify as masculine or feminine; and</li> <li>• The policy should include the use of nouns that are not gender-specific to refer to roles or professions as well as avoidance of the pronouns 'he/she', 'him/her', and 'his/hers' to refer to people of unknown or indeterminate gender; and</li> <li>• The policy should identify the best gender inclusive term to address delegates at all CUPE conferences and conventions instead of the terms 'sister' and 'brother'.</li> </ul>
143 (Covers Res. 142, 144, 147, 148 and 149)	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Create resources for locals, divisions and bargaining councils to advocate for LGBTQ2+ competency in public services, for CUPE members and the people we serve.</li> <li>2. Urge pan-Canadian employer organizations like the Federation of Canadian Municipalities to advance LGBTQ2+ safety in the public sector by educating their members and, with CUPE, lobbying governments for enforceable standards, training funds and other measures.</li> <li>3. Press governments to establish, fund and enforce standards for LGBTQ2+ competency, antidiscrimination and harassment policies, workplace training and other measures for safer spaces.</li> <li>4. Support bargaining committees and servicing reps to negotiate collective agreement language on discrimination, harassment, and anti-oppression training.</li> <li>5. Raise awareness within the union on the challenges faced by LGBTQ2+ members and clients.</li> </ol>
151	<p>CUPE NATIONAL WILL:</p> <p>Create a national campaign that increases awareness of the important services provided by CUPE library workers in public library boards, schools, and postsecondary education institutions. The campaign will highlight some of the key challenges experienced by CUPE library workers across the country.</p>

RES NO.	RESOLUTION
157 Covers Res. 153, 154, 155 and 156)	CUPE NATIONAL WILL: Change the committee name to: "Literacy and Essential Skills Committee".
159 (Covers Res. 160)	CUPE NATIONAL WILL: Create a pension module for the Steward Learning Series and make it a core component for shop stewards.
223	CUPE NATIONAL WILL: Lobby the federal government to urge provincial ministries of transportation to raise awareness about, and increase penalties for, motorists who pass school buses illegally.
226 (Covers Res. 225, 227 and 228)	CUPE NATIONAL WILL: <ul style="list-style-type: none"> <li>• Endorse and lobby the federal government for the national "Our Time to Act" campaign to restore federal transfers to support access to high quality post-secondary education in Canada by adopting a post-secondary education act with clear conditions and accountability measures for federal funding;</li> <li>• Create a dedicated post-secondary transfer;</li> <li>• Increase transfer funding by 40% to restore the level of per-student PSE funding that was provided in 1993; and</li> <li>• Work with the provinces and territories to reduce and eventually eliminate tuition fees for post-secondary education.</li> </ul>
229	CUPE NATIONAL WILL: <ol style="list-style-type: none"> <li>1. In cooperation with the National Post-Secondary Education Task Force, work with CUPE locals in raising awareness about precarity in employment conditions among post-secondary education workers through engagement, outreach, education and direct discussions with the membership;</li> <li>2. Develop appropriate tools and provide adequate training for use by CUPE locals in combating precarity in post-secondary education sector; and</li> <li>3. Develop language for the bargaining table to help locals in their fight against precarious work.</li> </ol>
248	CUPE NATIONAL WILL: Pressure governments into putting in place the necessary legislative and regulatory provisions to: <ul style="list-style-type: none"> <li>• Protect jobs against business models that result in work displacement, particularly contracting out relating to technological change; and</li> <li>• Provide legislative framework to address automation and all disruptive technologies (artificial intelligence, robotization, 5G, connected objects, etc.) in the work force.</li> </ul>

RES NO.	RESOLUTION
249	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Call on governments to reject for-profit social impact bonds and instead properly and directly fund the social services and programs we need to advance social and economic justice, and reconciliation, in our communities and our country; and</li> <li>2. Partner with divisions, locals and affiliates to fight back against Social Impact Bonds where they do emerge; and</li> <li>3. Educate members and communities on the danger of introducing private funding schemes into our social and community services; and</li> <li>4. Develop a pact with the Canadian Labour Congress and other labour organizations to discourage the use of Social Impact Bonds.</li> </ol>
Substitute Resolution 903 (Covering Res. 216)	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Continue its commitment to the New Democratic Party and clearly articulate that support to other unions; and</li> <li>2. Encourage the CLC to renew its historic commitment and support to the New Democratic Party of Canada; and</li> <li>3. Support the New Democratic Party federally and all New Democratic candidates in upcoming federal elections, with special support for labour candidates; and</li> <li>4. Support the New Democratic Party provincially and all New Democratic candidates in upcoming provincial elections, while respecting Québec's distinct political context, with special support for labour candidates.</li> </ol>

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