

## ABORIGINAL ISSUES

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### Resolution No. 19

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#### CUPE NATIONAL WILL:

Continue its support of the "IDLE NO MORE" movement by way of promotion and presence at rallies, meetings, demonstrations and marches.

#### BECAUSE:

- The "IDLE NO MORE" movement has brought forth aboriginal issues that require government action on the environment, water, land (mining and logging), air and other natural resources on First Nations Territories.
- The Federal Government prefers profits over honoring treaties with First Nations, which includes their Territories.
- The Federal Government would rather be a friend to Multinational Companies consortiums that would Americanize Canada re oil exploration, water ownership, deforestation of our boreal forest.
- The Federal Government continues to ignore its judiciary responsibility by way of education, housing, inadequate health care, clear clean drinking waters, sewage disposal and jobs.

## AIRLINE

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### Resolution No. 27 (COVERS RESOLUTIONS 24, 25 AND 26)

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#### CUPE NATIONAL MUST:

Take any appropriate measure to assist CUPE affiliated flight attendants in their ongoing campaign to prevent the Federal Government and Transport Canada from:

- a) Granting exemptions to airlines from the existing 1 flight attendant per 40 passengers ratio regulation; and
- b) Changing existing regulation, aiming to reduce the current ratio of flight attendants to passengers.

#### BECAUSE:

- The government, via Transport Canada, is interfering with the travelling public's safety in order to benefit large corporations instead of fulfilling their mandate of prioritizing safety for passengers and workers;
- Transport Canada's stated priority is 'Passenger Safety is our Top Priority';
- The consequences of corporate transportation exemptions to public safety were recently witnessed with the catastrophic train derailment in Lac Mégantic;
- Air France 358's crash in Toronto Pearson (2005) had a ratio ' of 1:35, which allowed every passenger to evacuate quickly and survive;
- Asiana 214's recent crash in San Francisco had a ratio of 1:24, which allowed almost all passengers on board to evacuate quickly and survive;
- In 2013, Westjet received a backroom exemption granting them a ratio of one (1) flight attendant per fifty (50) passenger seats;
- Air Canada has recently requested the same exemption;
- Five (5) previous Transport Ministers, following public consultations on this subject, determined that a ratio of 1:50 wouldn't maintain an 'equivalent' level of safety, and specifically decided against the regulatory change;
- A 1:40 ratio insures a better coverage of emergency exits, a faster evacuation, more available personnel to ready the aircraft for a prepared emergency landing, a higher number of trained safety personnel to handle a variety of medical or emergency situations, and improves the overall odds of survival;
- Flight attendants work in a hazardous and unpredictable environment within a confined space at high altitudes. They are trained to handle hijackings, violent and unruly behavior, medical emergencies, on-board fires, emergency evacuations, and are responsible for survival in the aftermath of major incidents.

## CHILD CARE

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### Resolution No. 32 (COVERS RESOLUTION 31)

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#### CUPE NATIONAL WILL:

1. Work with the Canadian Labour Congress, the Child Care Coalition of Manitoba and other child care advocates on a National Child Care Campaign leading to the 2015 federal election.
2. Lobby the federal government to develop a publically funded and publically delivered comprehensive childcare system. One that is cognizant of the changing workforce and available to meet the needs of evolving families.

#### BECAUSE:

- Child care is a pressing issue for many working families including CUPE members across the country; and
- CUPE needs to have a clear direction in advancing a child care policy position that calls for federal funding and action to support the development of publicly funded and delivered child care in all provinces and territories in Canada; and
- A national child care policy position will set a course for future CUPE work on child care.

## COLLECTIVE BARGAINING

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### Resolution No. 35

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CUPE NATIONAL WILL:

- Oppose any and all attacks on free collective bargaining and fair and independent interest arbitration;
- Support the membership mobilization necessary to defend access to an independent arbitration system;

BECAUSE:

- Healthcare workers do not have the right to strike. That right was removed and replaced with access to an independent arbitration system;
- Healthcare interest arbitration outcomes have actually been slightly less generous than freely negotiated agreements in the public or private sector;
- Municipalities and hospitals are lobbying aggressively to fundamentally bias the arbitration system in favour of employers;
- Political parties have announced plans to introduce legislation to change interest arbitration;
- In some parts of the country, health care workers have mounted a vigorous pushback including lobbies of politicians, a provincial demonstration, advertising etc.

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### Resolution No. 38

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CUPE NATIONAL will send a strong and forceful message to all levels of government opposing all concessionary bargaining and defending our free collective bargaining rights.

BECAUSE:

- CUPE' Strategic Directions 2011-2012, adopted at our 2011 National Convention, spoke directly to defending our hard-won free collective bargaining rights:
- Ensuring that our bargaining strategies and plans are strong enough to withstand the inevitable assault on trade unions and public services is critical to ensuring that our members' fundamental rights are protected the centerpiece of this struggle must be to ensure that we are doing the fundamentals and representing our members effectively at the bargaining table." ;and
- Since our October 2011 National Convention. CUPE members have faced legislative assaults on collective bargaining rights and various forms of austerity and restraint in almost all CUPE sectors as witnessed in the last Federal and Provincial budgets; and
- These realities, along with a very sluggish Canadian economy, all combine to create significant downward pressure on the workers' wages, benefits and pension plans, In short, demands for concessions are increasing in this climate of austerity; and
- All CUPE members and, more importantly, all CUPE employers must know that all moves to extract concessions from CUPE members will be resisted by CUPE.

## MEMBER EDUCATION

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### Resolution No. 45

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#### CUPE NATIONAL WILL:

Develop a policy for the delivery of equity-related courses to the membership, that is based on the principle that CUPE courses dealing with a particular equity-seeking group (such as Gay Pride courses, anti-racism courses, Aboriginal sensitivity training, or disability rights courses) will be co-facilitated, to the extent possible, by a CUPE member from such equity-seeking group.

#### BECAUSE:

- Courses dealing with the above issues require the expertise of a CUPE member who has lived experience respecting what it means to be a member of that group; and
- CUPE members with lived experience in that group have a world of insight, practical knowledge, empathy, and understanding of the particular needs and challenges faced by group members; and
- Many CUPE facilitators are already following this practice as it is common sense to do so; and
- CUPE members from equity-seeking groups are under-represented in the pool of available facilitators in most regions; and
- Becoming a facilitator is an important step in developing capacity for members from equity-seeking groups who are not yet union activists.

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### Resolution No. 49

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#### CUPE NATIONAL WILL:

- Take a serious look at how we educate our new members, by working with union development to develop a half-day workshop on unions: their role, structure, a brief history of the Trade Union Movement including CUPE and why solidarity is crucial in pushing forward the union agenda.
- Place this high on the agenda of priority items at the bargaining table across the country to replace minimal orientation periods presently negotiated in most collective agreements with a full-day union orientation period.

#### BECAUSE:

- Many new members are only given brief periods of time to have a quick review of their local's collective agreement, by-laws, etc., and are not given any background as to who we are as a union and the importance of being involved.
- New members would be better served by having a full-day of Union orientation combining the half-day educational and orientation to the Local's documents.
- Having these sessions negotiated in collective agreements would require all employees to receive this mandatory training as opposed to providing optional training further down the road in CUPE workshops.
- Training new members on our union movement as they come through the door may in fact promote interest from day one and ultimately get them interested in the optional training provided at our union workshops.
- There is an urgency to find ways to promote more members to get involved at the local provincial and national levels.

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## Resolution No. 57

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CUPE NATIONAL WILL:

1. Have union development create a health and safety learning series similar in concept to the Steward Learning Series.

BECAUSE:

- The steward learning series has proved to be an excellent education series; and
- Health and safety training is fundamental to improving the lives and working conditions of CUPE members.

## NATIONAL WORKING GROUPS

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### Resolution No. 68

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#### CUPE NATIONAL WILL:

1. Establish a task force to review the dispute resolution procedures within CUPE for CUPE member to member conflicts.
2. The Task Force will review other dispute resolution models and make recommendations to the next CUPE National Convention, including but not limited to union resources and possible constitutional amendments.

#### BECAUSE:

- Member to member conflicts seem to be increasing
- The Trial procedure is the only mechanism within the CUPE National Constitution as a means to resolve disputes and is restricted in its ability to deal with many member to member conflicts
- CUPE needs to develop better mechanisms and resources to deal with this issue

## EDUCATION JK-12

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### Resolution No. 106 (COVERS RESOLUTION 107)

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#### CUPE NATIONAL WILL:

- Lobby the federal government for a National School Food program in all schools across the country;
- Request the assistance of the Canadian Labour Congress and its affiliates to support such lobby efforts

#### BECAUSE:

- Children form the largest group of people living below the poverty line;
- Poverty and child hunger has grown exponentially over the last twenty years;
- Obesity amongst children, due to poor nutrition, has led to increased diabetes and related diseases;
- Canada is one of the few countries in the world with no food program for children.

## EMPLOYMENT INSURANCE

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### Resolution No. 109 (COVERS RESOLUTIONS 108 AND 111)

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#### CUPE NATIONAL WILL:

1. Continue to fight against changes to Canada's Employment Insurance program that are reducing benefits and adversely impacting workers;
2. Assist all provincial and service divisions in opposing the Conservative government's plan to dismantle the current Employment Insurance system;
3. Continue to lobby all levels of government including municipalities, school boards, and others to bring pressure upon the Harper government to oppose changes to Employment Insurance eligibility, reduction in benefits, and changes to the appeals process;
4. Work with local unions and activists to provide them the necessary tools to voice their opposition to the changes Harper plans for Employment Insurance. This may include factsheets, online petitions, draft letters to MPs, and talking points;
5. Continue to document the stories of workers who are affected by these changes to Employment Insurance and provide research and analysis on the broad impacts of these changes;
6. Continue our work with the Canadian Labour Congress, other affiliates, and our community coalition partners to bring about progressive changes to Employment Insurance that supports unemployed Canadians.

#### BECAUSE:

- The Harper government has no mandate from Canadians to make any changes to Employment Insurance that would negatively affect Canadians now or in the future;
- The Harper government's changes to Employment Insurance will penalize seasonal workers by further restricting access to Employment Insurance and reducing benefits;
- The changes will make it more difficult for claimants who are denied benefits to appeal the denial and to receive a reply to the appeal in a timely fashion;
- The changes will adversely impact upon up to 50,000 CUPE members who work seasonally in school boards, municipalities, and universities;
- Social assistance costs for provinces and municipalities will rise to support unemployed Canadians forced into poverty as a result of Harper downloading costs through restricted access to Employment Insurance benefits;
- Employment Insurance is an insurance for unemployed Canadians, paid for by workers and employers.

## ENVIRONMENT

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### Resolution No. 127

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#### CUPE NATIONAL WILL:

1. Continue to be a leader in defending the environment by working with allies from labour, environmental, Aboriginal Nations and other social justice groups.

#### BECAUSE:

- Stephen Harper's federal government has removed or silenced scientists or agencies that we have relied on for best practices and truth on environmental issues; and
- CUPE is one of the largest organizations that is able to educate and activate the public to oppose Harper's anti-environmental agenda; and
- Climate change is affecting all CUPE workplaces and our communities.

## HEALTH AND SAFETY

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### Resolution No. 144

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CUPE NATIONAL WILL:

Conduct a review of the newest data on Circadian Rhythm Disruption;

Conduct a National Awareness Campaign on the link between working shift work and breast cancer;

Identify the best practices around alleviating risk and contract demands that minimize the risk and compensate shift workers.

BECAUSE:

- Health care workers work shift work and studies have been identifying clear links between shift work and breast cancer due to Circadian Rhythm Disruption.

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### Resolution No. 151

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CUPE NATIONAL WILL:

1. Develop a CUPE Mental Health Strategy to put into action the strategies identified by the Mental Health Commission of Canada, the CSA Standard on Psychological Health and Safety in the Workplace (CAN CSA - A1003-12/BNQ 9700-803/2012, Psychological Health and Safety in the Workplace) and related work being carried out across Canada.
2. Develop a toolkit to help Activists: promote awareness and remove the stigma associated with mental illness; identify workplace issues that negatively impact psychological health and safety in the workplace such as excessive workload; recognize early signs of mental illness and promote early intervention.

BECAUSE:

- Between 20 and 25% of workers in Canada will be affected by mental health problems each year;
- Having a mental illness is difficult to deal with;
- The stigma associated with mental illness often prevents people from seeking the help they need;
- There is overwhelming evidence that investing in programs improves mental health and coping with mental illness. This includes awareness, prevention and early intervention; and
- Good mental health enables people to deal with the stresses that are part of everyone's lives.

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## Resolution No. 153

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### CUPE NATIONAL WILL:

1. Promote awareness to all sectors/jurisdictions of workplace violence legislation in their respective provinces and encourage lobbying their governments for better legislation.
2. Encourage all CUPE Divisions to work with their members to contact their elected officials at various levels of government for greater repercussions to employers for being in violation of "violence prevention" legislations.
3. Encourage all CUPE Divisions to promote awareness of all CUPE members' right to refuse dangerous work when violence is present in the workplace.

### BECAUSE:

- Effects of workplace violence are felt by many; the victim, respective families, employees who witness the violence, the person accused of violence and the organization.
- Violence and acts of violence in the workplace continue to cause unhealthy workplace environments.
- Not all provinces have good legislation with respect to violence in the workplace.
- Too many employers are shirking their responsibilities under the various health and safety acts and consequences for employers with injured workers due to violence are too small.

## HEALTH CARE

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### Resolution No. 157 (COVERS RESOLUTIONS 155 AND 156)

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#### CUPE NATIONAL WILL:

1. Continue to build a broad-based campaign for a strong federal role in health care and a new Health Accord that includes:
  - Stable and sufficient federal funding, including - at minimum - the 6 per cent escalator;
  - Enforcement of the *Canada Health Act* and closing of gaps in monitoring and reporting;
  - A national continuing care program, covering long-term care facilities, home and community care;
  - A national strategy to reduce healthcare associated infections;
  - A national Pharmacare program; and
  - New and expanded community health centres.
2. Dedicate funding for this as a major public campaign in 2014/15;
3. Educate members and the public about protecting, strengthening and expanding Medicare;
4. Train and support members to lobby and mobilize for actions; and
5. Work with allies in the labour movement and health coalitions.

#### BECAUSE:

- The Health Accord expires in 2014;
- Harper Conservatives' cuts to federal health funding will mean \$36 billion less over 10 years;
- The federal government is ignoring *Canada Health Act* violations and encouraging health care privatization;
- Federal Conservatives want to get out of funding and regulating health care altogether;
- Medicare should include seniors' care, Pharmacare and primary health care; and
- Canada has the second highest rate of healthcare associated infections among high-income countries, and we have no national strategy.

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**Resolution No. 167 (COVERS RESOLUTION 168)**

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CUPE NATIONAL WILL:

1. Promote public hospital services and oppose cuts to hospital beds and services in every community;
2. Promote more and better access to hospital beds and services;
3. Promote public hospitals as hubs for community health care, hubs which provide a range of services including acute care, complex continuing care, rehabilitation, outpatient care, day surgeries, and primary care.

BECAUSE:

- Tens of thousands of hospital beds and many hospital services have been cut; many more are threatened;
- These cuts have led to the privatization of health care services, and hospital bed occupancy being among the highest in the developed world;
- High bed occupancy and overcrowding is connected with [a] the spread of hospital acquired infections and superbugs, [b] cancelled surgeries, [c] overflowing emergency rooms and long emergency room waits, [d] the inability of patients outside of a hospital to access long term care facilities; [e] delays in ambulance responses to 911 calls as ambulances are forced to wait to offload patients to overflowing hospitals;
- These cuts are also often designed to move work to unorganized, lower paid private businesses and organizations which provide only limited publicly funded care.

## HIV/AIDS

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### Resolution No. 175

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#### CUPE NATIONAL WILL:

Develop, update, adapt and/or distribute to locals, educational materials that address HIV/AIDS prevention, testing, access to care, treatment and support.

#### BECAUSE:

- HIV/AIDS is a workplace Issue, a union issue and a social justice issue and
- Tens of thousands of Canadian workers, many of whom are CUPE members are living with HIV/AIDS and
- These workers are losing their health, their income, their rights and their lives to HIV/AIDS and
- Stigma, discrimination and the threat of job loss suffered by CUPE workers affected by HIV/AIDS are barriers to knowing one's HIV status and
- There is a steady rise of new HIV infections among Canadian women of ALL ages compared to men as a result of gender inequality and
- Continued social and economic inequality and lack of information increase the risk of HIV transmission and
- CUPE as a champion of workers' rights, has a key role in addressing the response to HIV/AIDS in the world of work, and in particular with regards to educating its members in the areas of prevention, treatment, care and support and
- Critical elements for combating the HIV/AIDS pandemic require an intensified, much more urgent and comprehensive approach by our union.

## INTERNATIONAL SOLIDARITY AND GLOBAL JUSTICE

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### Resolution No. 180

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#### CUPE NATIONAL WILL:

- Work with the CLC, Global Union Federations (GUFs), and workers' rights organizations to develop a strong and enforceable system that recognizes international labour rights and workplace health and safety;
- Demand our federal government recognize the need to form trade unions, and insist that recognition and enforcement of labour rights and ILO conventions are a precondition to signing international trade and investment agreements;
- Continue to build worker-to-worker solidarity partnerships at all levels of the union with the labour movement and workers' rights organizations in countries where export processing zones are located and where employers and owners exploit workers with impunity;
- Reaffirm our commitment to educating and organizing CUPE members against corporate exploitation and toward global justice.

#### BECAUSE:

- The Rana Plaza building collapse in Bangladesh on April 24, 2013, as the world's deadliest industrial homicide causing 1,127 deaths and injuring over 2,500 workers, has exposed to the world the experience of gross exploitation and repression of workers under capitalism;
- Multinational corporations, including Canadian companies, profit from low wages, prevent union organizing, and undermine or disregard health and safety regulations all over the world;
- The Canadian government has a role to play demanding that labour rights be present in countries with whom we trade, and must also hold Canadian corporations accountable for their actions abroad;
- The most important way to ensure a strong and enforceable system of labour rights and workplace health and safety is through workers' ability to collectively organize and unionize.

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## Resolution No. 181

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### CUPE NATIONAL WILL:

Convene a strategic meeting in 2014 to consider CUPE's international solidarity work moving forward. This meeting would bring together the National Global Justice Committee, activists, leaders, staff, and allies to consider the vision and goals for CUPE's future international solidarity, including ways to stabilize the resourcing of CUPE's global justice work.

### BECAUSE:

- Our commitment to global justice must be founded on the principle of solidarity and involvement on a long-term basis;
- CUPE needs a vision for international solidarity work to ensure our work is focused, sustainable, and does not rely on fundraising to be maintained;
- Issues facing public sector workers in other countries are the same issues facing Canadian workers;
- Speaking out on international solidarity issues and defending human rights and workers' rights with our sisters and brothers in other countries is necessary in the fight back against neo-liberal globalization;
- Greater understanding of the connections between CUPE's work in Canada and the conditions of workers in other countries informs our fight back strategy here in Canada;
- There is a growing momentum to support CUPE's international work as a way of energizing CUPE members in Canada.

## LITERACY AND TRAINING

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### Resolution No. 196

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#### CUPE NATIONAL WILL:

Initiate a National Campaign forcefully and publicly to defend the disbursement of the Labour Market Agreement funds in its current format.

#### BECAUSE:

- The Labour Market Agreements provide funding for literacy and essential skills for front line workers.
- This has made it possible to support training in the workplace in meaningful ways.
- National awareness is necessary to stop the proposed changes to the Labour Market Agreements.
- The Labour Market Agreements' funding for literacy and essential skills for front line workers has made it possible to support training in the workplace in meaningful ways.
- Money is required in all provinces and territories for essential skills education and training in the public sector.

## PENSIONS

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### Resolution No. 219 (COVERS RESOLUTIONS 214 AND 221)

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#### CUPE NATIONAL WILL:

Make raising the profile of the federal government's decision to phase-in an increase to the age of eligibility for Old Age Security (OAS) and the Guaranteed Income Supplement (GIS) a major communications and mobilization priority ahead of the next federal election.

Mount campaigns in all provinces to educate members and citizens on both the importance of maintaining the OAS-GIS age of eligibility at 65 and strategies for pressuring federal politicians on the issue.

Lobby all federal MPs and political parties to reverse the decision to raise the OAS-GIS age of eligibility.

#### BECAUSE:

- The decision to raise the age of eligibility for OAS-GIS on grounds of sustainability was unnecessary. The Parliamentary Budget Officer and numerous pension experts agree that the OAS-GIS was completely sustainable before the government's cuts.
- The decision to raise the age of eligibility for OAS-GIS will affect all Canadians in difficult ways. In the coming years, Canadians will receive two years less of payments from these programs than previous generations of Canadians received. For the average Canadian, this will mean more than \$12,000 in lost retirement income.
- This change will hit the poorest seniors the hardest. 1 in 3 Canadian seniors currently qualifies for income from the means-tested GIS. The average single GIS recipient will lose a total of \$24,000 in lost retirement income between the losses in the OAS and GIS. Poverty rates for 65 and 66 year old seniors will increase dramatically.
- The plan to raise the age of eligibility for OAS-GIS is likely to be a key issue in the next federal election.
- The federal New Democratic Party has committed to reverse the Conservative government's decision to raise the age of eligibility for OAS-GIS.
- The labour movement can take a leadership role on yet another issue that benefits all Canadians.

## POLITICAL ACTION

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### Resolution No. 229 (COVERS RESOLUTION 230)

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CUPE NATIONAL shall concentrate efforts in the following areas:

- Collect membership contact data for all members within the confines of provincial privacy laws;
- Develop fact sheets on so-called Right to Work laws; the Lavigne case and the Rand formula;
- Develop a set of key messages for all CUPE leaders to use in upcoming events both within CUPE and externally;
- Develop a membership pledge card including support for political action;
- Work with staff in all regions to develop local union organizing plans to reach each and every member for a conversation and re-commitment to CUPE membership;
- Work with the CLC on a Canadian wide response to the attack on labour.

BECAUSE:

- The Harper Conservative Government is preparing to attack the right of labour unions to mandatory dues check-off either completely, or with respect to curtailing political actions;
- The Ontario Progressive Conservative Party is preparing to put an end to mandatory dues check-off in Ontario if that party is elected to government;
- The labour movement must prepare for these upcoming attacks on the very nature of our movement;
- These attacks are aimed at curtailing our collective strengths and our political voice;
- All workers need a strong movement with the ability to take all means of political action to represent the interest of working people in Canada;
- In order to meet this challenge, CUPE must solidify the loyalty and support of its rank-and-file membership;
- Participants to CUPE's National Bargaining Conference in February 2013 identified direct communication with every CUPE member as an immediate priority.

## POST-SECONDARY EDUCATION

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### Resolution No. 241

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#### CUPE NATIONAL WILL:

- Develop, resource and implement a comprehensive campaign that sets as policy CUPE's commitment to the adoption of the *Post-Secondary Act*, a publically-funded, accessible post-secondary education system and the elimination of tuition fees.
- Use social media, videos, print ads, TV ads, union publications and local media to promote CUPE's vision and the societal and economic benefits of an accessible public post-secondary education system of high quality across this country.
- Hold a National-Post Secondary Education Conference in 2014 to launch the campaign.
- **BECAUSE** the Federal Government should provide dedicated envelopes of funding for post-secondary education to each of the provinces. Provinces and institutions should not be competing for funding. There should be no discrepancies in quality or access because of where you live.
- **BECAUSE** public post-secondary education is the most significant tool/resource we can give our future generations.
- **BECAUSE** user fees are the cornerstone of privatization and tuition fees are user fees. We don't believe in a little privatization!

## PRIVATIZATION AND CONTRACTING OUT

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### Resolution No. 248

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CUPE NATIONAL shall lobby the Federal Government to:

1. Eliminate the requirement of the use of P3's or any other form of privatization in order to qualify for infrastructure funding
2. To establish a fund for infrastructure projects to build and renew our communities without these requirements
3. Educate our members and public bodies about additional costs imposed by P3's and the costs of accountability and transparency of all levels of government.

BECAUSE:

- P3's are a costly form of corporate welfare leading to corruption and erosion of democratic processes and accountability in our communities; and
- The Harper Conservatives have aggressively been promoting and subsidizing P3's at the municipal, provincial, federal levels and on First Nations communities even when it can be demonstrated that projects will cost more and be less transparent and less accountable than traditional design/build methods of procurement.

## STRIKE PAY

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### Resolution No. 269

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#### CUPE NATIONAL WILL:

As per Article 14.3 of the National Constitution, mandate the National Executive Board to amend Article 7 of the Strike Fund Regulations to increase strike pay to \$60 per day beginning the 10<sup>th</sup> calendar day of the strike, to a maximum of \$300 per week.

#### BECAUSE:

- The last increase in strike pay was in 1997, the longest period in CUPE history without any increase;
- The strike fund stands today at \$62 million and can handle this increase based on recent strike experiences;
- CUPE needs to ensure its members on strike have adequate financial support on the picket line, and the cost of living has increased significantly since the last increase 16 years ago.

## TELE COMMUNICATIONS

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### Resolution No. 276

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#### CUPE NATIONAL WILL:

Stand in solidarity with the J'aime Radio-Canada (I love the CBC) campaign to show support for the public broadcaster.

#### BECAUSE:

- CBC/Radio-Canada provides extensive coverage of all social, economic, and political issues, including labour relations;
- CBC/Radio-Canada has one of the best code of journalistic ethics in Canada and an ombudsman who investigates citizens' complaints in an impartial and independent manner;
- CBC/Radio-Canada employees are under increasing pressure both economically and professionally due to the media's rapidly changing competitive and economic climate;
- CBC/Radio-Canada suffered major cuts following the 2012 budget, which will have repercussions until 2015;
- The federal Conservative government is attacking the public broadcaster's independence and free collective bargaining; and
- The participation of affiliated unions in the J'aime Radio-Canada awareness campaign is essential.

## WOMENS ISSUES

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### Resolution No. 288

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#### CUPE NATIONAL WILL:

1. Develop a module on violence against women for health and safety, bargaining, and other workshops;
2. Negotiate contract language and programs that challenge domestic violence, including women's advocates modeled after the CAW program;
3. Support the CLC - Western University research project on domestic violence and the workplace;
4. Participate in actions for this year's 25<sup>th</sup> anniversary of December 6;
5. Campaign for a federal inquiry into missing and murdered Aboriginal women and girls;
6. Pressure the Canadian Government to (a) meet the United Nations call to have a national action plan to address violence against women by 2015, and (b) fight violence against women at the UN and in other international forums;
7. Link violence against women to neoliberal "austerity" and union-busting campaigns and the social, economic and political marginalization of women.

#### BECAUSE:

- Half of all women in Canada have experienced at least one incident of physical or sexual violence;
- On average, every six days a woman in Canada is killed by her intimate partner;
- Over 600 Aboriginal women in Canada have gone missing or been murdered;
- Good jobs and public services are key to women leaving a violent relationship;
- Perpetrators often extend their abuse to the work setting, escalating the violence.

## WORKERS RECOGNITION AND REMEMBRANCE

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### Resolution No. 293 (COVERS RESOLUTION 294)

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#### CUPE NATIONAL WILL:

1. Establish the Ed Blackman Worker of Colour Award to recognize achievement and activism in ending racism, promoting diversity, and advancing equality and social justice for all racialized people; and
2. Present the award at each National Convention to a CUPE racialized member, beginning in 2015; and
3. Establish criteria and a selection process for the award through the Office of the National President in consultation with the National Rainbow Committee.

#### BECAUSE:

- CUPE has been a leader in the pursuit of social justice and racial equality through the creation of our National Rainbow Committee in 1988; and
- The late Brother Ed Blackman was a committed trade unionist on the local and national scenes, as a founding member of the CUPE National Rainbow Committee and a prominent local and national leader of our union, serving for many years as President of CUPE Local 500 and as a General Vice-President on CUPE's National Executive Board; and
- He was also a committed activist in the community, and demonstrated a strong commitment to social unionism; and
- Brother Ed Blackman's contribution to building a strong labour movement and a better society makes him a fitting trade unionist to name this award after.

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## Emergency Resolution No. 801

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### CUPE NATIONAL WILL:

1. Call on all levels of government to place an immediate moratorium on any further Shale Gas Fracking, including exploration for the purpose of hydraulic fracking.
2. Offer support and solidarity to the people of Elsipogtog First Nation, Chief Arren Sock and Council, community grassroots groups, as well as all other First Nation Communities as they protect Mother Earth for the benefit of all Canadians.

### BECAUSE:

- The New Brunswick Chief Medical Officer has spoken against proceeding with Shale Gas developments without further study to protect public health.
- The available evidence of risk to public health is too great to ignore.

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## Emergency Resolution No. 802

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### CUPE NATIONAL WILL:

1. Oppose the ratification and implementation of Comprehensive Economic and Trade Agreement between Canada and the European Union (CETA).
2. Work with our coalition partners across Canada and the European Union countries to fight against ratification of CETA through public education, campaigning and lobbying.
3. Work with our coalition partners to pressure the Conservative Harper government to release the full text of CETA and call for a democratic debate of the full text.
4. Work with our coalition partners to build public pressure to convince the provincial and municipal governments to demand an opt-out if the Conservative Harper government proceeds with ratification.

### BECAUSE:

- Prime Minister Harper signed the Comprehensive Economic and Trade Agreement between Canada and the European Union (CETA) last week; and
- The people and provincial governments do not know what is in CETA because it has been negotiated in secret; and
- The public should have the right to debate all aspects of trade agreements before they are signed because CETA will have far reaching impacts on the Canadian economy; and
- CETA includes a Investor-State Dispute Settlement System which gives corporations the right to challenge democratically adopted federal, provincial and municipal laws and regulations; and
- CETA will increase costs to our health care system by extending the life of patents on brand-name drugs by two years and thereby reducing timely access to cheaper generics at the estimated costs of billions of dollars; and
- CETA will impose limits on the use of local procurement by municipal and provincial governments; and
- CETA will undermine the public delivery, investment and ownership of services, utilities and crown corporations by promoting deregulation and privatization.

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Substitute Resolution No. 903  
(COVERING RESOLUTIONS 133, 134, 135, and 136)

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CUPE NATIONAL WILL:

1. Develop strong bargaining language models to prevent and handle bullying and mobbing within CUPE workplaces; and
2. Develop language to include in the Equality Statement a provision for those hazards prevalent in all workplaces, including our local unions.

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Substitute Resolution No. 904 (as amended)  
(COVERING RESOLUTION 74)

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1. Create a National Sector Council to provide for an increased focus on information-sharing and communication for key CUPE sectors on a national basis;
2. Convene a biennial National Sector Council Conference in the off-year from national convention;
3. Appoint co-chairs, via the National Executive Board, for a two-year term for each of the following key sectors:
  - ~~— Acute Care;~~
  - ~~— Long-Term Continuing Care;~~
  - **Health Care;**
  - Education;
  - Municipal;
  - Social Services;
  - Post Secondary;
  - Library;
  - Emergency Service Workers;
  - Energy;
  - Airlines;
  - Child Care.
  - **Provincial Government and Crown Corps.**
4. Assign staff to each sector group to assist the appointed co-chairs with coordinating information-sharing and communication with locals in each sector;
5. Establish a steering committee for each sector with representation from provincially based sector committees or a regional representative where no committee exists;
6. Steering committee members will be appointed in consultation with Provincial Divisions taking into account the diversity of our membership;
7. Ensure that the co-chairs, working with the steering committee, develop a work and communications plan and report regularly to the NEB;
8. Ensure the sector co-chairs have the resources to enable virtual meetings and conference calls with their steering committee;
9. Establish the mandate of the Sector Council working through each steering committee to plan information sharing and communication with all locals in the sector and provincial bodies using a variety of technologies such as webinars, virtual meetings, closed facebook pages and telephone town halls;
10. Request that each local identify a member of their executive to participate in and report on the sector work to their local;
11. Work with the co-chairs, in consultation with the steering committees, to plan the biennial sector conference and sector meetings at national convention.
12. Provide more access to bargaining education and discussion for rank and file members through the new Sector Council;
13. Prepare a report for review of the Sector Council at the 2015 convention to determine if this new structure meets the need to meet more regularly for sector based discussions and strengthen our Bargaining power.