

**RESOLUTIONS ADOPTED AT THE  
2015 CUPE NATIONAL CONVENTION**

RES. NO.	RESOLUTION
<p><b>Resolution No. 2</b> (covers resolutions 5 and 22)</p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Affirm CUPE’s commitment to reconciliation between Indigenous and non-Indigenous peoples in Canada; and</li> <li>2. Call upon governments in Canada to implement the recommendations of the Truth and Reconciliation Commission in consultation with Indigenous Peoples; and</li> <li>3. Educate our members on the residential school system and the attempted cultural genocide of Indigenous Peoples in Canada; and</li> <li>4. Support Indigenous organizations and grassroots activism in efforts to promote healing and reconciliation; and</li> <li>5. Encourage the CLC and other labour bodies to do the same.</li> </ol>
<p><b>Resolution No. 11</b> (covers resolution 24)</p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Reaffirm its commitment to the Indigenous community through updating CUPE National’s “2007 Native People and Aboriginal Rights” policy paper by editing the title to “2015 Indigenous Peoples Rights Policy Paper”.</li> </ol> <p>CUPE supports the principle of such demands for self-government for Indigenous Peoples and accordingly calls on the Federal/Provincial/Municipal government to:</p> <ol style="list-style-type: none"> <li>1. Recognize and respect the rights of Indigenous Peoples as guaranteed by the United Nations internationally covenants on the political, economic, social and cultural rights of humanity; and</li> <li>2. Engage in accelerated and comprehensive negotiations on outstanding land claims. This would include negotiations for the ownership of and jurisdiction over traditional lands in order to provide a secure economic base for local self-government and self-development; and</li> <li>3. Respect the law of Indigenous communities with regard to no development on lands without the approval of the appropriate Indigenous communities involved. This includes sites such as Grassy Narrows, Barriere Lake, Shoal Lake, Site C and many other communities; and</li> <li>4. Respect all treaty obligations with Indigenous Peoples on the same basis as any other treaties or all indigenous inherent rights; and</li> <li>5. Entrench in the constitution the Indigenous right of local self-government as the community sees fit; and</li> <li>6. Ensure that all Indigenous Peoples have fair access to the process and to the financial resources required to negotiate such agreements; and</li> </ol>
<p><b>Resolution No. 11</b> (continuation)</p>	

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	<p>7. Respect the rights of Indigenous communities to retain their tradition of customary self-government to run their affairs and for the federal government to cease and desist in its imposition of an Indian Act system of band council elections; and</p> <p>8. Guarantee indigenous language and cultural rights.</p>
<p><b>Resolution No. 32</b> (covers resolutions 34, 35 and 36)</p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Continue to take leadership in working with the Canadian Labour Congress, other unions and the Child Care Advocacy Association Canada (CCAAC) and provincial child care coalitions to keep child care on the federal agenda post the 2015 federal election; and</li> <li>2. Continue to provide financial and human resources and use the Rethink Child Care campaign to push for a child care system that is public and non-profit child care.</li> </ol>
<p><b>Resolution No. 40</b></p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Encourage affiliates to include Gender Identity and Gender Expression protections when negotiating non-discrimination language in their Collective Bargaining Agreements.</li> </ol>
<p><b>Resolution No. 52</b> (covers resolutions 51 and 58)</p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Encourage Union Development Department to include the Steward Learning Series module: “Literacy Awareness for Steward” as one of the core component for new stewards.</li> </ol>
<p><b>Resolution No. 53</b></p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Provide anti-oppression training at CUPE conferences and conventions, staff training and member orientation; and</li> <li>2. Incorporate anti-oppression analysis into all union activities as well as through stand-alone training; and</li> <li>3. Develop this training and analysis in consultation with equity-seeking groups, and use facilitators from equity-seeking groups.</li> </ol>
<p><b>Resolution No. 80</b></p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Host a high-level national child care roundtable discussion that brings together key CUPE child care activists, our allies in labour and the child care sector to help inform our policy and advocacy work on child care, parental and family leaves; and</li> <li>2. Invite panel presentations and discussions to provide deeper conversations about what is needed from all levels of government to ensure affordable, accessible public and non-profit child care services; to support advocacy and policy work at the federal municipal and provincial levels; to better understand and develop strategies to address parental and family leave and workforce issues, such as wages, benefits and working conditions.</li> </ol>

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<b>Resolution No. 112</b>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Lobby the federal government to create a National Disability Strategy in consultation with provincial and territorial governments, First Nation representatives or employers that employ workers in this sector; and</li> <li>2. The purpose of the Strategy will be to create a comprehensive, unified, national approach to policy and program development to improve the lives of Canadians with a disability and their families. The Strategy shall be entitlement-based and fully-funded by the federal, provincial and territorial governments with the federal government contributing at a minimum fifty per cent of the total cost of the strategy; and</li> <li>3. The strategy will focus on the priority areas for action to improve the lives of people with a disability and their families. Priority actions shall include, but not necessarily be limited to: <ol style="list-style-type: none"> <li>a) Inclusive and accessible communities; and</li> <li>b) Rights protection, justice and legislation; and</li> <li>c) Economic security; and</li> <li>d) Personal and community support; and</li> <li>e) Person-centered care; and</li> <li>f) Learning and skills; and</li> <li>g) Health and well-being.</li> </ol> </li> </ol>
<b>Resolution No. 118</b>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Help promote, distribute and support the presentation of the National Environment Committee's PowerPoint presentation called Starting to Talk: CUPE Climate Change Conversations.</li> </ol>
<b>Resolution No. 119</b>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Develop a strategy for Provinces, Divisions, Councils and Locals to lobby municipal and provincial governments on issues with the most significant environmental impact within their jurisdictions, i.e., energy, transportation and environmentally friendly buildings.</li> </ol>
<b>Resolution No. 131</b>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Make sure that part-time/part-time casual unionized workers shall receive the same level of representation, rights, and benefits in the union as full-time workers.</li> </ol>
<b>Resolution No. 143</b>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Help implement the CUPE National Code of Conduct by offering ombudsperson training, including but not limited to, anti-racism and white privilege, sexual and gendered violence, transphobia, heterosexism, and ableism for all locals.</li> </ol>
<b>Resolution No. 144</b> (covers resolutions 147, 150, 151 and 152)	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Provide resources for a campaign to raise the issue of mental health in the workplace. This campaign will provide education toolkits and will include specialized mental health issues for each sector. It will support members to be able to recognize and understand mental</li> </ol>

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	health issues, and offer the necessary tools to deal with mental health issues in the workplace.
<b>Resolution No. 145</b>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Promote awareness to all sectors/jurisdictions of workplace violence legislation in their province and lobby their government for better legislation; and</li> <li>2. Encourage all CUPE Divisions to work with members to contact elected officials at all levels of government for greater ramifications of those employers in violation of "Violence Prevention Legislation"; and</li> <li>3. Encourage all CUPE Divisions to promote awareness of member's rights with respect to workplace violence and encourage all Divisions to educate all members about their responsibilities to report all incidents of violence in the workplace; and</li> <li>4. Encourage all CUPE Divisions to help develop a standard assessing workplace risk assessments provided by the employers.</li> </ol>
<b>Resolution No. 166</b>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Impress upon all provincial governments the importance of and the need to strictly enforce working alone legislation requirements.</li> </ol>
<b>Resolution No. 188</b> (covers resolutions 185, 186, 187 and 190)	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Mobilize our membership to work with health coalitions, community partners and other allies to protect, strengthen and expand Medicare; and</li> <li>2. Promote our vision of universal, publicly funded, publicly administered and publicly delivered health care; and</li> <li>3. Promote public hospitals as hubs for community health care, which provide more and better access to hospital beds and a range of services; and</li> <li>4. Help build and coordinate national action to expand public health care; and</li> <li>5. Campaign for federal leadership in health care and a new Health Accord that includes: <ol style="list-style-type: none"> <li>a) Stable and sufficient federal funding, including at minimum the 6% escalator; and</li> <li>b) A national continuing care program, covering long term care facilities, home and community care; with minimum staffing levels and phasing out of for profit delivery of services; and</li> <li>c) A national publicly funded and operated, comprehensive Pharmacare program.</li> </ol> </li> </ol>
<b>Resolution No. 192</b>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Encourage the Canadian Labour Congress and other long term care advocates to create a National Long-Term Care Strategy; and</li> <li>2. Lobby the federal government to develop a National Long-term Care Strategy that focuses on establishing national and optimal staffing ratios, addressing staffing shortages and staff</li> </ol>

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	retention, providing stable funding transfers, and implementing a national tracking system on violent and dangerous incident statistics.
<b>Resolution No. 197</b> (covers resolution 209)	CUPE NATIONAL WILL: <ol style="list-style-type: none"> <li>1. Join public sector unions around the world in mobilizing to oppose a new wave of international trade agreements, including the Trade in Services Agreement (TiSA), that threaten public services and democracy; and</li> <li>2. Raise awareness about the increased privatization and deregulation that TiSA and other global trade agreements promote; and</li> <li>3. Call on the Canadian government to withdraw from TiSA negotiations that jeopardize our public services and infrastructure; and</li> <li>4. Promote the People's Trade Agenda being developed by the Trade Justice Network, as part of our work to promote a vision of trade that is fair and works for people and the planet.</li> </ol>
<b>Resolution No. 202</b>	CUPE NATIONAL WILL: <ol style="list-style-type: none"> <li>1. Will act upon and realize the 2011 commitment to Resolution 175 to "develop a strategy to ensure that our global justice project work is sustainable on a continuing financial basis"; and</li> <li>2. Present a financial plan by the end of 2015 that ensures, at a minimum, that our ability to fund project work is financially protected on an ongoing basis.</li> </ol>
<b>Resolution No. 211</b> (covers resolution 212)	CUPE NATIONAL WILL: <ol style="list-style-type: none"> <li>1. Lobby the federal, provincial and territorial departments of health and social services to promote awareness and education on LGBTTI aging issues for frontline care and support services workers.</li> </ol>
<b>Resolution No. 217</b>	CUPE NATIONAL WILL: <ol style="list-style-type: none"> <li>1. Survey all public library locals across Canada over the next two years and have them complete the index of precarious work developed by the Poverty and Employment Precarity in Southern Ontario (PEPSO); and</li> <li>2. Analyze the results of this survey and determine the percentage of precarious workers in each bargaining unit; and</li> <li>3. Survey all academic and school libraries as per above in the following two year period.</li> </ol>
<b>Resolution No. 218</b> (covers resolutions 220 and 221)	CUPE NATIONAL WILL: <ol style="list-style-type: none"> <li>1. Lobby the Federal Government to restore and maintain core funding to literacy and essential skills programs and organizations across Canada.</li> </ol>

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<p><b>Resolution No. 231</b> (covers resolutions 229 and 230)</p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Lobby the provincial and federal governments to adopt the living wage as determined by "The Canada Living Wage Framework" as the minimum wage for communities across Canada; and</li> <li>2. Working with CUPE Divisions, support Living wage campaigns across Canada, providing resources where appropriate and needed; and</li> <li>3. Encourage locals and members to support living wage campaigns in their region; and</li> <li>4. Work towards adopting policy of bargaining a living wage for all members.</li> </ol>
<p><b>Resolution No. 235</b> (covers resolution 236)</p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Oppose recent changes to the Live-In Caregiver Program (LCP) and the Temporary Foreign Worker Program (TFWP); and</li> <li>2. Commit to strengthening relations and our support for migrant led campaigns that are challenging these changes; and</li> <li>3. Create opportunities to demand positive changes to the LCP and TFWP programs that would: <ol style="list-style-type: none"> <li>a) Allow foreign workers access to permanent residents upon arrival; and</li> <li>b) End the 4&amp;4 rule so migrant workers can continue to work in Canada; and</li> <li>c) Ensure migrant workers have access to all social benefits; and</li> <li>d) Ensure genuine enforcement of labour standards and basic human rights.</li> </ol> </li> </ol>
<p><b>Resolution No. 248</b> (covers resolution 249)</p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Take a strong stand against two-tier pension conversions, where current defined benefit plans are closed to new hires, which are instead placed into defined contribution plans or target pension plans; and</li> <li>2. Recognize the threat that two-tier pension plans pose not just to our locals but to the integrity of the labour movement as a whole; and</li> <li>3. Stand behind locals involved in two-tier fights in whatever ways the National union can.</li> </ol>
<p><b>Resolution No. 250</b> (covers resolution 262)</p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Take a strong stand against the use of public pension funds in the development, building, ownership or operation of private infrastructure; and</li> <li>2. Lobby municipal, provincial and federal governments and stakeholder organizations against the use of public pension funds for privatization; and</li> <li>3. Ensure that the NDP at federal and provincial levels takes a strong stand against such policies; and</li> <li>4. Engage in a public awareness campaign explaining CUPE's position on this complex issue.</li> </ol>

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<p><b>Resolution No. 275</b> (covers resolutions 269, 271 and 272)</p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Register our strong opposition to Bill C-51 by writing to the Prime Minister and Cabinet outlining the very real dangers to freedom of speech, assembly, human rights and democracy posed by the Bill; and</li> <li>2. Provide tools to our members, including analysis and fact sheets, and ask all CUPE chartered organizations to write to the Prime Minister and Cabinet to oppose Bill C-51; and</li> <li>3. Encourage and assist all CUPE members to contact their MP and register their concern and opposition to Bill C-51 through letters; phone calls and emails; and</li> <li>4. Support the New Democratic Party of Canada in its opposition to Bill C-51 by signing their petition against the Bill and collecting signatures among CUPE members and by highlighting our support for their principled position through mainstream and social media; and</li> <li>5. Actively work with civil society groups who are already opposing Bill C-51 and reach out to communities and organizations that find themselves made vulnerable by this Bill; and</li> <li>6. Demand that the Canadian Labour Congress (CLC) join with the civil society organizations and participate in events to demonstrate the union movement's opposition to Bill C-51; and</li> <li>7. Make every effort to expose the contradiction between the stated intent of Bill C-51 and this government's undermining of public safety and the health of communities by cutting funding to public services such as policing, food inspection, environmental protection and transportation regulation that actually ensure public safety.</li> </ol>
<p><b>Resolution No. 282</b></p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Support an educational campaign to build awareness of the ID requirements to vote and, furthermore, inspire First Nation Reserve and Non-Reserve residents to make a collective effort to vote and elect a progressive government.</li> </ol>
<p><b>Resolution No. 285</b></p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Develop, resource and mount a comprehensive campaign on the precarious work in Post-Secondary Education. The campaign would include: <ol style="list-style-type: none"> <li>a) Collection of research data; and</li> <li>b) Collaboration with progressive organizations such as CCPA; and</li> <li>c) Coordination with other workers, Student Union and Unions, and</li> <li>d) Public awareness and outreach component.</li> </ol> </li> </ol>
<p><b>Resolution No. 286</b> (covers resolution 287)</p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Develop, resource and mount a comprehensive four year campaign to ensure post-secondary education is a federal election priority.</li> <li>2. The campaign will:</li> </ol>

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	<ul style="list-style-type: none"> <li>a) Build capacity through structured conversations and workshops with CUPE members; community and family; and</li> <li>b) Gather contact Information via a CUPE petition; and</li> <li>c) Outreach to communities and allies in the sector by organizing and joining post-secondary education coalitions; and</li> <li>d) Distribute the Post-Secondary Education: Our Choices, Our Future booklet in our communities and workplaces; and</li> <li>e) Coordinate days of action in our communities, provinces and nationally on the social value of post-secondary education; and</li> <li>f) Advocate for the adoption of a Post-Secondary Act that provides tuition free post-secondary education with dedicated adequate predictable multi-year funding.</li> </ul>
<p><b>Resolution No. 288</b> (covers resolution 292)</p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Work for fully public infrastructure and services by identifying strategic targets to pilot a campaign to reverse the privatization of key services and infrastructure; and</li> <li>2. Work with regional and local members and staff to identify these targets, with a focus on contracts that will expire by 2017; and</li> <li>3. Develop a strategic plan to mobilize CUPE members, in coalition with other groups and concerned community members, to take direct and political action to reverse privatization and return the targeted services or infrastructure to fully public ownership, financing, operation and management; and</li> <li>4. Produce tools to support an expanded campaign to take back ownership and control of public services and infrastructure, ending privatization and expanding the range of publicly owned, operated, financed and managed services in Canada.</li> </ol>
<p><b>Resolution No. 299</b></p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Oppose the policy and practices of carding and racial profiling carried out by law enforcement agencies in Canada; and</li> <li>2. Demand that the Mayor of Toronto, Toronto City Council and the Toronto Police Services Board immediately end the practice of carding; and</li> <li>3. Strengthen relations with civil society organizations representing those at risk of racial profiling, and support their campaigns to end practices which perpetuate it; and</li> <li>4. Call upon the Canadian Labour Congress (CLC) to join with civil society organizations in demanding an end to carding and racial profiling; and</li> <li>5. Educate our members on racial profiling and carding and the impact of these practices on those at risk.</li> </ol>



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<b>Resolution No. 300</b>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Lobby the federal government to:               <ol style="list-style-type: none"> <li>a) Investigate and report on policies and practices of racial profiling by law enforcement agencies such as local and provincial police forces, the RCMP, CSIS, border agencies, and private security firms; and</li> <li>b) Work with provincial and municipal governments to eliminate racial profiling policies and practices; and</li> </ol> </li> <li>2. Publicly oppose any legislation that promotes and supports these practices.</li> </ol>
<b>Resolution No. 325</b>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Create a campaign to educate our members on ethical purchasing and on how purchases support human rights and fair workplaces providing the living wage; and</li> <li>2. Create an app that would provide access to lists of unionized worksites, factories and the hospitality services for the general public's and our members' use; and</li> <li>3. Lobby the CLC to also create and keep a current and user friendly app with a list of unionized worksites, factories and hospitality services.</li> </ol>
<b>Emergency Resolution No. 802</b>	<p><b>WHEREAS:</b> A fiscal agreement was adopted between the Government of Quebec and the UMQ on September 23, 2015;</p> <p>The agreement announced by Minister Moreau will give the Cities the power to decree our working conditions;</p> <p>Never before has such a media balloon been floated that calls into question the social pact that was established over 51 years ago;</p> <p>Such arrogance demands that our National Union Officers and Local Unions respond in such a way that meets the expectations of our members;</p> <p>Should the bill that follows the agreement be adopted, the very notion of free collective bargaining would be jeopardized all across Canada;</p> <p>When such illegitimate attacks occur, we have the duty to close ranks because our very survival is what's at stake for everyone concerned.</p> <p><b>BE IT RESOLVED:</b> To employ all the means and all the political influence necessary to denounce this fiscal agreement;</p> <p>To put all the measures and means possible into place to support SCFP-Québec in its endeavours to prevent the adoption of this bill;</p> <p>To support and assist in practical terms the Local Unions in Quebec's municipal sector that will have to fight this bill.</p>

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