

# 2017 CUPE National Convention Adopted Resolutions

RES NO.	RESOLUTION
<p>2 (Covers Res. 1)</p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Treat child care as a high priority issue in CUPE's political action work, lobbying, communications strategy and public campaigns; and</li> <li>2. Work with the CLC and its affiliates, allies, and the Child Care Advocacy Association of Canada to lead an all-out effort to win publicly funded and publicly delivered child care services for Canadians; and</li> <li>3. Support the phase three of the CUPE National Rethink Campaign which will develop members' political lobbying efforts to ensure monies from the Canadian Governments' National Framework on ECE is used to shore-up the provincial public and non-profit ECE sector unequivocally.</li> </ol>
<p>21</p>	<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>
<p>36</p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Create a Task Force on Governance to conduct a comprehensive review of the governance and structure of our National Union as laid out in the National Constitution; and</li> <li>2. The Task Force will, in conducting its review, take into consideration:               <ol style="list-style-type: none"> <li>a) The current and historic composition of the National Executive Committee and National Executive Board; and</li> <li>b) The role and responsibility of the positions that make up the National Executive Board; and</li> <li>c) The structure of our chartered organizations, and that of other labour organizations.</li> </ol> </li> <li>3. The Task Force will report, with recommendations, to the National Executive Board no later than March 2019. The National Executive Board will submit any constitutional amendments necessary to the 2019 National Convention; and</li> <li>4. Task Force members will be approved by the National Executive Board and their work will be supported by the National President's Office.</li> </ol>

RES NO.	RESOLUTION
58	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Through the Union Development department, develop a course to educate and mobilize Young Workers to become effective leaders within our union.</li> </ol>
61 (Covers Res. 59 and 60)	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Establish a National Transportation Committee.</li> </ol>
63 (Covers Res. 64)	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Provide a respite room at all CUPE National events for members with mental health issues.</li> </ol>
89	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Conduct a thorough review of the CUPE Trial Procedure led by the National President's Office; and</li> <li>2. The review will include but not be limited to: <ol style="list-style-type: none"> <li>a) Interviews of members and staff who have participated in the trial procedure; and</li> <li>b) A study of trial procedures used by other trade unions, including across the world; and</li> <li>c) A study of alternative dispute mechanisms.</li> </ol> </li> <li>3. A report on the findings of the review will be presented to the National Executive Board no later than March 2019.</li> </ol>
100	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Support and promote workplace food-growing initiatives (such as workplace gardens, indoor "tower" gardens, green roof gardens).</li> </ol>
103 (Covers Res. 108 and 109)	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Develop and implement a Safer &amp; Inclusive Union Spaces policy; and</li> <li>2. Recommend that National Executive Board ensure that the policy be integrated into all Union Education classes through Member Facilitators; and</li> <li>3. Work with the National equality and equity seeking Committees and staff to develop a Safer and Inclusive Union Spaces campaign; and</li> <li>4. Work with the equality committees to develop a positive space/inclusive space campaign and toolkit for CUPE workplaces. Such a campaign may include safer space stickers, posters and literature for distribution; and</li> <li>5. Commit to using gender inclusive language at its events and in its documents and policies.</li> </ol>

RES NO.	RESOLUTION
112	<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.</li> </ol> </li> <li>2. Publicly oppose any legislation that promotes and supports these practices.</li> </ol>
126	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Promote a multi sector campaign that will inform members about the importance of reporting incidents, accidents and near misses.</li> </ol>
134	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Lobby all levels of government in each jurisdiction to ensure that workers in all professions and trades do not work alone.</li> </ol>
143 (Covers Res. 144)	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Create a toolkit on the topic of sexual violence at work (similar to the domestic violence bargaining tool kit) to include language to bargain on the topic, training on the continuum of sexual violence, general education about the topic; and</li> <li>2. Create a program to support stewards and union members in their support of others — to ensure that there are critical incident stress responders available especially in the absence of an Employee Assistance Program (EAP); and</li> <li>3. Develop and resource bystander training for all CUPE members and CUPE staff to create a culture of true respect in our union.</li> </ol>
146	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Promote education and raise awareness of H&amp;S hazards of shiftwork through creation of an information package for shift workers suggesting ways of coping with shiftwork, organizational or group approaches to redesigning the work schedule, redistribution of the workload, and other improvements to the work environment.</li> </ol>
149 (Covers Res. 178, 179 and 180)	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Work with CUPE locals, other unions and allies such as the Canadian Health Coalition and BloodWatch to pressure the federal government to implement a national strategy to ban payment for and privatization of blood and blood products, and achieve self-sufficiency of our national blood and blood product supply; and</li> <li>2. Support CUPE divisions that undertake campaigns to lobby for legislation banning private, for-profit plasma clinics; and</li> <li>3. Educate members and the public about the dangers of payment for blood and blood products and privatization of blood and plasma supply, and the importance of self-sufficiency of our national blood supply.</li> </ol>

RES NO.	RESOLUTION
<p>154 (Covers Res. 159 and 177)</p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Educate members, locals, and Provincial Divisions on the Cambie Clinic case and its threat to Medicare; and</li> <li>2. Continue its significant support for the work and legal costs of the BC Health Coalition and the Canadian Health Coalition with regard to the Cambie Clinic case and also that CUPE National communicate with all provincial divisions and locals, as well as CLC affiliates, to urge them to support and contribute to the costs for the defense of single payer public healthcare in Canada; and</li> <li>3. Work with its national allies in the labour movement and with the Canadian Health Coalition to prepare for the likely appeal of this case to the Supreme Court of Canada.</li> </ol>
<p>156 (Covers Res. 169 and 170)</p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Demand the federal government call on all levels of government to immediately implement a full-funded, evidence-based health care response to the opiate overdose crisis in communities across the country that includes: <ol style="list-style-type: none"> <li>a) Increased staffing for projects that are responding to the Public Health Emergency; and</li> <li>b) Expanded Harm Reduction and Detoxification and Treatment on demand programs; and</li> <li>c) Access to prescription opioids for individuals suffering from the disease of addiction.</li> </ol> </li> </ol>
<p>158 (Covers Res. 147, 153, 155, 160, 168 and 175)</p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Work with our allies, in the labour movement and with the Canadian Health Coalition to pressure the Federal Government to create a national public drug plan with provinces; and</li> <li>2. Advocate for a unified public drug plan which would provide proper access to care, for everyone. Pressure the Federal Government to establish priorities, backed by funding, to ensure access that is fair and equal for all.</li> </ol>
<p>166</p>	<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. Actively 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 retention, providing stable funding transfers, and implementing a national tracking system on violent and dangerous incident statistics.</li> </ol>
<p>183 (Covers Res. 184)</p>	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Hold all levels of government accountable for fully implementing the Truth and Reconciliation Commission Calls to Action, in partnership with Indigenous organizations, grassroots activists, and the labour movement; and</li> <li>2. Monitor the progress of the implementation of the Truth and Reconciliation Commission Calls to Action, including progress in completing the National Inquiry into Murdered and Missing Indigenous Women and Girls; and</li> <li>3. Issue a progress report on implementation prior to the next federal election; and</li> <li>4. Produce materials, workshops and other tools on how CUPE members can help fulfill the Calls to Action, and foster reconciliation with Indigenous peoples.</li> </ol>

RES NO.	RESOLUTION
204 (Covers Res. 196 and 205)	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Lobby the federal government to declare June 21 a National Holiday; and</li> <li>2. Lobby the federal government establish a statutory holiday to honor residential school survivors, their families and communities; and</li> <li>3. Encourage the Canadian labour Congress to provide for a similar lobbying effort.</li> </ol>
208 (Covers Res. 211, 213 and 214)	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Raise awareness of issues and establish educational tools and services around LGBTTI older persons and seniors in Canada; and</li> <li>2. Share the Egale Canada National LGBTIQ2S Senior Consultation results with CUPE locals; and</li> <li>3. Share information from HEU's aging out initiatives/CARE Can't Wait campaign; and</li> <li>4. Work with CUPE healthcare locals across Canada to promote LGBTTI awareness/sensitivity amongst health care workers in Canada.</li> </ol>
216	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Conduct an investigation in the incidents of workplace violence involving library workers to determine the types of violent incidents that library workers are exposed to and the frequency of such incidents; and</li> <li>2. Develop a toolkit aimed specifically bringing an awareness to this important health and safety problem, educating these workers on how best to handle this problem and finally, how best to protect themselves.</li> </ol>
217	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Promote and Lobby, through accessing CUPE's Research and Communications teams, to help recreate the narrative around the need for public services, through a reinterpretation and "re-spin" of statistics/metrics to promote the value and the need for full service and fully staffed libraries of CUPE workers with full time, living wage employment to service communities throughout the country, as well as for other types of public services.</li> </ol>
219 (Covers Res. 221)	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Advocate for a pan Canadian conversation to create a national vision and long-term strategy for literacy; and</li> <li>2. Work with the federal government and literacy organizations to promote literacy; and</li> <li>3. Ensure that CUPE has an effective voice in the new Labour Market Stakeholder Organization announced by the Federal government.</li> </ol>
220	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Press for transparency and accountability in Federal spending on literacy and essential skills.</li> </ol>

RES NO.	RESOLUTION
229	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Consult with equity-seeking members and committees to develop an accessible, educational toolkit to inform its organizing strategy; and</li> <li>2. Organize focus groups of precariously employed members from equity seeking backgrounds to better understand how their experiences of precarity and privatization impacts organizing; and</li> <li>3. Prioritize member organizers from equity seeking groups when implementing the organizing strategy; and</li> <li>4. Work with Union Development in developing a course in organizing for stewards and members so that they can broaden their organizing skills.</li> </ol>
233 (Covers Res. 238, 240 and 243)	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Oppose any government that seeks to change pension legislation to enable retroactive conversions of defined benefit pension promises into legally-reducible target benefits; and</li> <li>2. In jurisdictions where such conversions are permitted, offer significant support to any CUPE Local that seeks to resist such conversions for their plan; and</li> <li>3. Mount a significant public campaign if the Federal Government moves forward with Bill C-27, or against any other government contemplating similar legislation.</li> </ol>
249	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Lobby respective Provincial Governments on behalf any CUPE Local that is in position to be a retailer of recreational marijuana; and</li> <li>2. Lobby respective Provincial Governments that the sale of recreational marijuana should be a Public Service.</li> </ol>
252	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Lobby the federal government to stabilize the cost to consumers of fuel in Canada; and</li> <li>2. Lobby the federal government to do an enquiry into the fluctuating price of fuel at the gas pumps in Canada.</li> </ol>
253	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Lobby the federal government to establish domestic violence leave in federal legislation; and</li> <li>2. Assist other CUPE divisions in lobbying other provincial governments to establish this leave in other provinces.</li> </ol>
265	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Continue to urge the Trudeau Government to follow through on their campaign promise to advance electoral reform and the clear preference by Canadians for a system of proportional representation.</li> </ol>

RES NO.	RESOLUTION
272	<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 provincially and federally and all New Democratic candidates in upcoming Provincial and Federal elections, with special support for labour candidates.</li> </ol>
278 (Covers Res. 268)	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Continue to call on the Government of Canada to repeal Bill C-51 (<i>Anti-Terrorism Act, 2015</i>); and</li> <li>2. Continue to work in coalitions such as the International Civil Liberties Monitoring Group (ICLMG) and others to effectively lobby the government, to promote and educate about peoples' rights, and to mobilize in opposition to discrimination and civil rights violations in Canada and abroad; and</li> <li>3. Build solidarity links and join coordinated actions with targeted communities, activists and networks at the global level who are struggling against anti-terror legislation and "terrorist" labelling.</li> </ol>
287 (Covers Res. 281, 284, 288 and 289)	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Work with the post-secondary sector to mount and resource a comprehensive campaign that addresses the chronic underfunding of post-secondary education including: <ol style="list-style-type: none"> <li>a) Lobbying provincial governments to support the creation of a federal post-secondary act that would have dedicated envelopes of money from the federal government directed to the provincial government, with accountability agreements attached; and</li> <li>b) Advocating for a tuition free post-secondary education system; and</li> <li>c) Exposing the rise in usage of precarious workers in post-secondary and the increases in senior administrative salaries.</li> </ol> </li> </ol>
293	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Launch an awareness and education campaign around precarious work, including creating educational courses, material and resources that will address bargaining language and strategies, working through provincial divisions and district councils, as well as encourage locals to ensure representation of precarious workers on bargaining committees.</li> </ol>

RES NO.	RESOLUTION
299	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Continue to work for fully public infrastructure and services, by building local capacity to bring services back in house and reverse the privatization of infrastructure; and</li> <li>2. Work with members, staff and committees to identify strategic targets for campaigns to contract in services, and reverse infrastructure privatization; and</li> <li>3. Develop a strategic plan to mobilize CUPE members, in coalition with other groups and concerned community members, to take political action to reverse privatization and return the targeted services or infrastructure to fully public ownership, financing, operation and management; and</li> <li>4. Launch and promote tools that support taking back public ownership and delivery of services and infrastructure; and</li> <li>5. Document and promote cases where we have regained public control of services and infrastructure.</li> </ol>
300 (Covers Res. 307)	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Continue to take a strong stand against the private, for-profit financing, ownership, development and operation of infrastructure, including through the Canada Infrastructure Bank; and</li> <li>2. Document and publicize privatized infrastructure projects, profiling the role of pension funds and identifying problems such as increased costs, reduced transparency and accountability, and cuts to jobs or working conditions; and</li> <li>3. Work with members, staff and committees, in coalition with other groups and concerned community members, to raise awareness and take political action against austerity, and the privatization of infrastructure; and</li> <li>4. Call for a publicly-financed infrastructure bank that provides low-cost loans to municipalities, doesn't fund privatization through public-private partnerships (P3s), or facilitate asset sales.</li> </ol>
308 (Covers Res. 310 and 311)	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Produce tools and materials to educate CUPE members about the negative effects the privatization of public services and infrastructure has on Indigenous peoples (on-reserve, off-reserve and in urban centres); and</li> <li>2. Work with Indigenous peoples, the labour movement, and allies to oppose the commercialization of water, and protect our water from harmful development; and</li> <li>3. Pressure all levels of government through a member mobilization and lobbying campaign to protect community controlled infrastructure – including water and wastewater systems – and social services in Indigenous communities, and ensure all Indigenous peoples have fair and equal access to public services regardless of where they live; and</li> <li>4. Produce a report and materials highlighting the Trudeau Liberal government's funding of public infrastructure and services for Indigenous peoples prior to the next federal election.</li> </ol>
318	<p>CUPE NATIONAL WILL:</p> <ol style="list-style-type: none"> <li>1. Change its strike fund regulations to ensure that members receive strike pay from the first day of any strike or lockout.</li> </ol>