

MEMORANDUM OF UNDERSTANDING TO SUPPORT FIRST NATIONS
JURISDICTION AND SOVEREIGNTY
AND
A LABOUR-FIRST NATIONS RELATIONSHIP
BETWEEN ONTARIO PUBLIC SERVICES EMPLOYEES UNION (OPSEU)
AND
THE MISSISSAUGAS OF THE NEW CREDIT FIRST NATION (MNCFN)

Aware that OPSEU wishes to rectify harms to First Nations caused by colonialism;

Maintaining that the Mississaugas of the New Credit First Nation (MNCFN) hold Treaty rights and inherent rights, title, and inherent jurisdictions;

Acknowledging OPSEU's offer to reconcile with Indigenous communities by fostering just relationships and its willingness to co-develop policies based on recognition of Treaty rights, inherent rights, title and jurisdictions of First Nations;

Mindful that the United Nations Declaration on the Rights of Indigenous Peoples (the UN Declaration) sets out minimum standards for the "survival, dignity and well-being" of Indigenous peoples including the equal right of Indigenous peoples to self-determination;

Emphasizing that OPSEU and the MNCFN wholly support the full and effective implementation of the Truth and Reconciliation Commission's (TRC) 94 Calls to Action and the UN Declaration as an essential framework for fostering just relationships and advancing reconciliation;

Taking into account OPSEU has made commitments to work with First Nations in full partnership to bring about fundamental change consistent with OPSEU's constitutional and legal obligations;

Mindful that OPSEU has established an Indigenous Mobilization Team in partnership with the Chiefs of Ontario to mobilize within Indigenous communities and build partnerships based on common ground to establish and/or retain public services under a threat of privatization;

Noting that OPSEU has mandates (Convention Resolution 2015) to partner with Indigenous communities to address poverty, inequality, and other systemic legacies of colonialism and to advance the implementation of the TRC Calls to Action and the UN Declaration;

Acknowledging that the achievement of just relationships requires immediate, ongoing, coordinated, and fundamental changes taken in full partnership with First Nations communities;

The Parties have agreed as follows:

I.

PURPOSE

The purpose of this MOU is:

- a) to promote and foster a just relationship between OPSEU and MNCFN as holder of Treaty and inherent rights, title, jurisdiction and Indigenous rights;

- b) to support the full and meaningful implementation of the TRC Calls to Action;
- c) to support the full and meaningful implementation of the UN Declaration on the Rights of Indigenous Peoples;
- d) to support the establishment of mechanisms and processes to ensure the full and meaningful enforcement and implementation of Treaty rights;
- e) to promote employment equity and recognize the hiring of Indigenous workers as a priority in any collective bargaining agreement between OPSEU and MNCFN and to consider specific programs and initiatives for the training and hiring of MNCFN members; and
- f) to establish transparent and accountable processes to jointly communicate activities and results.

II.

JOINT COMMITMENTS

The Parties commit:

to report back to one another in one year on efforts made to promote Labour-Indigenous reconciliation and suggest future paths of action;

to establish targets and outcomes for closing the social and economic gap and identify priorities for achieving change based on rights recognition in a coordinated way; and

to review and update the attached Schedule A on an annual basis.

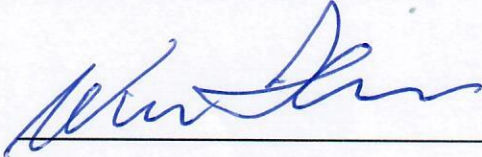
Signed

On Mississauga of New Credit First Nation territory in the City of Toronto, Ontario on the 7th day of July, 2018.



Chief Stacey Laforme

The Mississaugas of the New Credit First Nation



President Warren "Smokey" Thomas

Ontario Public Service Employees Union

SCHEDULE A

JOINT PRIORITIES

1. OPSEU educational priorities include two Indigenous Courses offered to all members, Indigenous Conferences and regular training opportunities to employees;
2. Inclusion of TRC Calls to Action in collective bargaining agreements whenever possible;
3. Organizing in Indigenous communities on and off-reserve;
4. Full inclusion of Indigenous OPSEU members at all levels of OPSEU, including educational and Union campaigns, especially campaigns to lobby governments for employment equity and other policies and practices that improve the economic and overall well-being of Indigenous peoples.
5. Dialogue and planning to identify priorities, and measure progress, to close the socio-economic gap between First Nations and other workers; and
6. To set targets to obtain an acceptable level of Indigenous inclusion in OPSEU and to take the necessary steps toward this target;
7. Collaborating on a truth and reconciliation strategy; and
8. Such other priorities as may be jointly agreed to.