



WE ARE THE
CHANGE
WE ARE OPSEU.

NOUS SOMMES LE
CHANGEMENT
NOUS SOMMES LE SEFPO.



 **OPSEU
SEFPO**
ONTARIO'S UNION LE SYNDICAT DE L'ONTARIO
FOR CHANGING TIMES DANS UN MONDE QUI CHANGE
CONVENTION/CONGRÈS 2018



Resolutions

G

SECTION G
RESOLUTIONS

RECEIVED IN ACCORDANCE
WITH
ARTICLE 13.8
OF THE
O.P.S.E.U. CONSTITUTION

Convention 2018

***Resolutions Submitted by the Deadline of March 2, 2018
Submitting Bodies (Ministry and Sector, Division, Locals, Area
Councils, Executive Board, and Provincial Committees)***

RESOLUTIONS COMMITTEE – 2018

Region 1	Gino Franche	Vice-Chair
Region 2	Karen Clark	Member
Region 3	Elaine Bagnall	Chair
Region 4	Daryl O'Grady	Member
Region 5	Joe Healy	Member
Region 6	Ron Lavigne	Member
Region 7	Mike Lundy	Member
	Laurie Nancekivell	Executive Board Member
	Mandy Dumais	OPSEU Staff Advisor
	Bebe De Freitas	OPSEU Staff Advisor
	Karlene Henry	Secretary

Resolutions Committee Report

March 2, 2018

1. Resolutions Received from Submitting Bodies (Ministry and Sector, Division, Locals, Area Councils, Executive Board, and Provincial Committees):

No. of Resolutions Received:	117
No. of Resolutions Referred to Constitutional Committee	3
No. of Resolutions Rejected*:	<u>4</u>
No. of Resolutions Accepted:	110

* Resolutions are rejected because of failure to meet the requirements outlined in "Your Guide to Resolutions and Constitutional Amendments", i.e. resolution which is already policy, failing to meet the deadline, improperly voted, or the subject is deemed to be a bargaining issue, etc. The Committee voted on each rejection.

2. Section G - Resolutions:

Resolutions that were received on the deadline of March 2, 2018, and accepted by the Committee are in the Resolutions Book - Section G, categorized by subject. Identical or similar resolutions are only printed once in the book, but with all other submitting bodies clearly identified.

All delegates are encouraged to review the Resolutions Book prior to Convention.

3. Report of the Resolutions Committee:

This year, the Resolutions Committee will not be distributing reports, other than this Section "G". This is in response to a request from OPSEUs Executive Board, that committees look for ways to reduce the amount of paper produced for Convention. Each day we will announce the order of resolutions to be presented by the Committee. Our recommendations and our rationale will be displayed on the screens at convention.

4. Emergency Resolutions to Convention:

An Emergency Resolution to Convention is a motion which is:

- truly **unexpected**; and
- **urgent**; and
- **of great importance to the Convention**

and it is NOT an issue that could have been foreseen prior to Convention and submitted in the proper manner.

However, if such an issue arises, please provide your motion **in writing with a rationale**, to any member of the Resolutions Committee. We will assess its merits and recommend to the Chair of the Convention our opinion on the merits of any and all proposed emergency resolutions received.

The "Emergency Resolutions Guidelines" will be included in your registration kit.

5. Alternative Format:

A **Large Print** version of Section G has been prepared and is available on request. Please contact the Convention Office at Head Office (ext. 7467) to obtain a copy.

6. Where do you find the Committee at Convention?

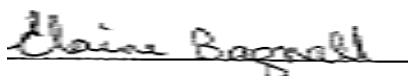
The Resolutions Committee will be available from **8:30 – 9:00 a.m.** during Convention. The committee will be located in the **Halton Room** at the Intercontinental Hotel.

7. Activities of the Committee since last Convention:

- (a) The Committee dealt with the resolutions that the 2017 Convention did not deal with, for preparation of a final report to the Board for their action.
- (b) The Committee met in March to prepare for the printing of the Resolutions Book.
- (c) The Committee met in March and April to prioritize and make recommendations to Convention regarding the submitted resolutions.

If you have any questions, please feel free to contact the Resolutions Committee member for your region. In the meantime, the Resolutions Committee hopes you enjoy a good Convention.

In solidarity,



Elaine Bagnall
Chairperson
Resolutions Committee

Authorized for Distribution:



Warren (Smokey) Thomas
President

Resolutions Committee OPSEU Convention Policy, Section 4 Terms of Reference

1. Upon receipt of proposed resolutions, where several identical or nearly identical resolutions are submitted, select one of such resolutions as being representative of all, and print only that resolution in the Convention manual, taking care to identify all locals that submitted such resolutions.
2. Examine all proposed resolutions having collective bargaining implications, determine which are specific contract demands (as opposed to general bargaining objectives of the Union,) and to refer such specific contract demands back to the submitting body with the recommendation that they be presented at demand setting meetings.
3. Omit from the Convention manual those resolutions that are submitted contrary to Article 13.8, namely, late resolutions and those submitted without the required accompaniment of signed minutes of the meeting at which they were adopted. Such minutes must contain evidence that a quorum was present and that each resolution was presented and voted upon separately.
4. When preparing the report to Convention, the Committee may check with the originating body when the intent is not clear, so that a resolution can be clarified by changing words but not intent.
5. Combine similar resolutions into one resolution encompassing the spirit of several, or prepare composite resolutions which may be the sum of several resolutions (but which may be different from any of the submitted resolutions,) and thus attempt to build the broadest consensus for a complete policy resolution.
6. Divide the resolutions into categories (such as internal, economics, politics, industrial relations, etc.) and within categories, assign priorities on the assumption that there may not be time to deal with all resolutions in every category.
7. Make recommendations to the Chairperson of the Convention on the classification of emergency resolutions. To be classified as "Emergency," a resolution must deal with a matter that is urgent and important and unexpected.
8. Resolutions submitted which are already OPSEU policy, shall be returned to the submitting body.

Statutory Resolutions

A1 Statutory Resolutions

Submitted by the Executive Board

Enabling Motion:

Be it resolved that in compliance with Article 26.2 of the Constitution and Section 97 of the Corporations Act, the Financial Statements for the 12-month period ending December 2017, including the Statement of Financial Position, the Statement of Revenue and Expenditures, the Statement of Fund Balances and the Statement of Cash Flows, together with the Auditors' report thereon, and all transactions reflected thereby be approved and that the President and First Vice-President/Treasurer be authorized to sign the financial statements on behalf of the Executive Board.

A2 Statutory Resolutions

Submitted by the Executive Board

Enabling Motion:

Be it resolved that in compliance with Section 129 of the Corporations Act, the Convention endorse the actions of the Executive Board from the closing of the last Convention until the closing of this Convention.

A3 Statutory Resolutions

Submitted by the Executive Board

Enabling Motion:

Be it resolved that in compliance with Articles 26.2 and 28.4 of the Constitution and Section 94 of the Corporations Act, PWC, PricewaterhouseCoopers, be Auditors of OPSEU for the fiscal year January 1, 2018 through to December 31, 2018 and the Executive Board fix the Auditors' remuneration.

Budget

B1

Submitted by Indigenous Circle

Also submitted by the Provincial Human Rights Committee, and the Region 1 Area Council

Whereas the Social Mapping Report states in 24a)(i)(iii) to allow members to network with the other committees/caucuses to share workplace and union strategies for equity; and

Whereas the current equity committee and caucuses have been using funds from their current budgets to fund the Gathering which has decreased the ability of the Equity Committees/Caucuses to achieve their mandates; and

Whereas the gathering needs to be expanded into a second day in order for the Equity Committees/Caucuses to properly network and design union and workplace strategies;

Therefore be it resolved that OPSEU create a separate budget line for the equity committees/caucuses to host an annual two (2) day gathering to network and share workplace and union strategies and equity; and

Be it further resolved that the gathering will be held prior to the resolution submission deadline for the OPSEU Convention with a cost not to exceed \$100,000 for committee and caucus members to attend; and

Be it further resolved that the Gathering will be planned and executed by the OPSEU Equity Chairs and the Equity Unit.

B2

Submitted by Local 527

Also submitted by the Greater Toronto Area Council

Whereas Local Presidents and Stewards are tasked with being the first line of defense for all member issues; and

Whereas the process for dealing with especially complex and/or sensitive member issues involves, where necessary, seeking assistance from our OPSEU Staff Representatives; and

Whereas Staff are responsible for supporting Local Presidents and Stewards to provide the best possible representation to OPSEU members; and

Whereas there have been several documented instances where Staff Representatives, while well-intentioned, have been ill-equipped to deal with the most complex and/or sensitive member issues; and

Whereas OPSEU has the resources available to create, a specialized Staff Unit trained to provide assistance in the most complex and challenging situations;

Therefore be it resolved that OPSEU allocate funding, support and resources to create an Advanced/Specialized Case Unit, and to create that Unit by recruiting existing Staff, for the purpose of assisting locals with high-needs, high priority cases, staying up-to-date on the most recent/advanced mediation, conflict resolution and labour relations techniques as well as case law, so that OPSEU members in unique and challenging situations may be afforded the same world-class support that OPSEU is known for providing its members.

B3

Submitted by Local 303

Also submitted by Local 347

Whereas 12.2.1 of the OPSEU constitution lists several examples of locals having a degree of autonomy including but not limited to, negotiating. Local Collective Agreements, processing grievances, establishing joint Labour Management Committees on local working conditions, exercising control over expenditure of their revenues, joining Local Labour Councils and other organizations and engaging social and community activities; and

Whereas OPSEU aims to ...promote justice, equality, and efficiency in services to the public (Article 4.1 (9) of the OPSEU Constitution), and internalizes those same values; and

Whereas OPSEU provides complete paid time off for a single member in large composite 650+ member locals and large single-unit 750+member locals; and

Whereas even after fully utilizing the local time off fund, smaller locals can find themselves with disproportionately less paid local representation; and

Whereas OPSEU has budgeted for time off for local work;

Therefore be it resolved that OPSEU restructures the way all locals receive time off for local business by funding time off day (s) per local as a percentage of local dues paid per member in the form of time off for local executive members; and

Be it further resolved that OPSEU cancel both the automatic full time book off and the current local time off funds and use those funds to provide time off day (s) for the local executive to use as they see fit to deal with local union business.

Collective Bargaining

C1

Submitted by Local 575

also submitted by Local 553, Local 503, Local 559, the Greater Toronto Area Council, Local 532, Local 568 and Local 5110

Whereas OPSEU is a member-driven union that is founded on the principles of solidarity, union democracy and free collective bargaining; and

Whereas OPSEU's policy and practice is to conduct collective bargaining, based on democratic principles that provide members with input into the bargaining process through:

- i) members right to democratically elect their bargaining teams from among the membership
- ii) their right to actively participate in establishing their team's bargaining objectives and priorities through a democratic demand-setting process
- iii) their ability to affect the outcome of bargaining by participating in workplace mobilization; and
- iv) their exclusive right to ratify or reject a contract offer or tentative agreement through a democratic vote, except where outstanding issues are subject to binding arbitration; and

Whereas under article 24.1.1 of the Constitution, OPSEU's Executive Board is the only body authorized to establish or modify bargaining procedures, based on prior input and direction from the respective Sector or Divisional conference; and

Whereas bargaining procedures established or modified by the Executive Board constitute OPSEU policy; and

Whereas in 2017, OPSEU negotiated several major province wide "extension" collective agreements, affecting more than 60,000 members, without following existing, Board- approved bargaining procedures that set out specific processes for democratically electing bargaining teams and conducting a democratic demand-setting process, as approved by their respective Divisional Conferences; and

Whereas these procedures were set aside without prior consultation with the full elected divisional leadership, local leaders and/or the division's membership as a whole, and without authorization by the OPSEU Executive Board, contrary to Article 16.2.1 of the Constitution; and

Whereas the decision to bypass the requirement for an elected bargaining team and a democratic demand-setting process effectively denied members of the affected bargaining units their rights to meaningful input into their own collective bargaining, and failed to engage and mobilize members to maximize their bargaining power and achieve the best possible collective agreements; and

Whereas the experience of other bargaining campaigns, including the recent CAAT-Academic strike, has shown that OPSEU's normal democratic bargaining procedures, combined with a focus on effective member engagement and mobilization, can generate real bargaining power and result in significant gains for OPSEU members;

Therefore be it resolved that as a member-driven union, OPSEU reaffirm its commitment to the democratic principle that members must have meaningful input into the collective bargaining process, including:

- i) The right to democratically elect their bargaining teams from among their bargaining unit's membership,
- ii) The right to actively participate in establishing bargaining objectives and priorities through a democratic demand setting process,
- iii) Member engagement and mobilization to support their bargaining objectives; and
- iv) Members' exclusive right to ratify or reject a contract offer or tentative agreement through a democratic vote, except where outstanding issues and subject to binding arbitration; and

Be it further resolved that OPSEU will not alter, depart from or set aside existing, Board-approved bargaining procedures without the prior authorization by a majority vote of both the delegates at the Divisional or Sector meeting of the affected bargaining unit and of the Executive Board; and

Be it further resolved that OPSEU will not engage in collective bargaining on behalf of a bargaining unit without first ensuring members' ability to participate in the democratic election of their bargaining teams from among the membership and the right to participate in a democratic demand-setting process, without first obtaining authorization to do so through a majority vote of the membership of the affected bargaining unit.

Education

E1

Submitted by the Provincial Young Workers Committee

also submitted by Local 102, the Provincial Human Rights Committee, the Ottawa Area Council, the Indigenous Circle and the Region 1 Area Council

Whereas currently some regions struggle to find co-facilitators; and

Whereas this resolution will satisfy Social Mapping Project (SMP) recommendations SMP 25.d, 25.d.i, 25.e, 25.e.i, and 25.e.ii; and

Whereas it is in OPSEU's best interest to have their elected equity members trained; and

Whereas there is no consistent policy in place regarding who will be trained and when; and

Whereas it is in each committees mandate to educate OPSEU members; and

Whereas most of the equity committee members facilitate and assist with workshop, educational, and conferences; and

Whereas new committee members will be required to facilitate a conference as early as three (3) months after being elected;

Therefore be it resolved that within three (3) months of being elected, all new incoming equity committee members receive train-the-trainer training from OPSEU.

E2

Submitted by the Indigenous Circle

also submitted by Local 137 and the Region 1 Area Council

Whereas the Equity Committee and Caucus Representatives are recognized by OPSEU; and

Whereas the Equity Committee and Caucus Representatives do not have equal voice at educational planning meetings/sessions; and

Whereas education planning minutes are not available to Equity Committees and Caucus Representatives; and

Whereas Equity Committees and Caucus Representatives may not be notified of educational planning meetings in a timely manner;

Therefore be it resolved that Equity Committee and Caucus Representatives should receive notice to attend education-planning meetings with no less than six weeks' notice and the minutes to those meetings be available to the Equity Committee and Caucus Representatives; and

Be it further resolved that all Equity Committee and Caucus Representatives have an equal voice with all educational committee members at said educational committee meetings.

E3

Submitted by the Thunder Bay Area Council
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Whereas our Employers are using monitoring systems in our workplaces; and

Whereas our Employers are using these systems to discipline our members during investigations; and

Whereas there are numerous acts and pieces of legislation regarding workplace surveillance; and

Whereas the majority of our members are unaware of their rights, entitlements and protections under numerous pieces of laws and legislation;

Therefore be it resolved that OPSEU create an Educational on the use of surveillance in our workplaces, outlining the current protections through laws and legislation; and

Be it further resolved that bargaining language, grievance language and arbitration awards be included in the course outlining; and

Be it further resolved that OPSEU have this course developed by the end of 2018.

Executive Board

EB1

Submitted by the Executive Board

also submitted by Local 102, Local 553, Local 137, the Provincial Human Rights Committee, Local 503, Local 575, the Greater Toronto Area Council, Local 532, Local 568, the Region 1 Area Council and the Indigenous Circle

Charter of Inclusive Workplaces and Communities

Whereas there has been a marked increase in reports of racism, Islamophobia and attacks on immigrants and refugees, including an increase in incidents of racist and far-right violence, fueled by right-wing politicians in both Canada and the United States; and

Whereas the National Council of Muslim Canadians called for action to endorse the NCCM's Charter for Inclusive Communities and to fight Islamophobia in July 2016; and

Whereas Renu Mandhane, Bernie Farber, Andrea Horvath, Jagmeet Singh, and Peggy Sattler, among others, have endorsed the NCCM Charter for Inclusive Communities; and

Whereas a number of unions and labour councils, area councils and locals have adopted a "**Charter of Inclusive Workplaces and Communities**" and called on the labour movement to engage and mobilize our members to combat the rise of racism, Islamophobia and bigotry of all kinds;

Therefore be it resolved that OPSEU endorses the following Charter of Inclusive Workplaces and Communities.

Charter of Inclusive Workplaces and Communities

Discrimination in all its forms, including racism and Islamophobia, threatens our country's rich social fabric, including the workplaces of OPSEU members and other workers, and the communities in which we live. Dividing people because of race, religion, ancestry or any other difference that undermines human rights serves only to weaken our unions and our society.

By endorsing this Charter, we commit to standing up for the rights and dignity of everyone in order to promote inclusive, just and respectful workplaces and communities.

That is why we affirm that:

- Islamophobia, anti-Black racism, anti-Indigenous racism and all other forms of racism, xenophobia, anti-Semitism and bigotry have no place in our workplaces or communities.
- Discrimination and acts of hate against OPSEU members and others in our communities marginalizes individuals and groups and excludes them from participating fully in our unions, workplaces and communities.
- The dignity of every member is essential to a healthy and vibrant union and workplace.
- As a union, we will work with the labour movement, all levels of government, Indigenous peoples, civil society, and communities to develop policies, programs and initiatives to reduce and eliminate racism, hate and bigotry in all its forms.
- By working together, we can nurture inclusive workplaces and strengthen our shared commitment to OPSEU's values of equality, respect, justice, and dignity for all.

Be it further resolved that OPSEU will communicate our endorsement of the **Charter of Inclusive Workplaces and Communities** to our locals, area councils, equity committees and caucuses and members, and will encourage their continued engagement in organizing against racism, Islamophobia, bigotry and discrimination of all kinds.

EB2

Submitted by the Executive Board

Equal Pay for Equal Work

Whereas Ontario's Bill 148, the *Fair Workplaces, Better Jobs Act*, enshrines the principle of "equal pay for equal work" and other improvements to the *Employment Standards Act (ESA)*; and

Whereas this principle arises from the idea that it is discriminatory to pay workers in casual, part-time, temporary, temp agency, or other precarious jobs less than full-time workers doing the same job, merely because of their job status; and

Whereas Bill 148 says that "no employer shall reduce the rate of pay of an employee in order to comply" with equal pay for equal work, but does not require employers to pay equal benefits to workers in precarious jobs, including pro-rated benefits for part-time workers; and

Whereas this allows employers to continue to discriminate against precarious workers; and

Whereas Bill 148 does nothing to prevent employers from cutting hours, benefits or other terms & conditions of work for part-time, contract, casual, temporary, agency or other precarious employees; and

Whereas Bill 148 does nothing to prevent employers from cutting the incomes of full-time workers by cutting hours, benefits, or terms and conditions of work other than their rate of pay; and

Whereas Bill 148 does not explicitly recognize that paying workers less, or denying them benefits, because of their job status is discriminatory; and

Whereas Bill 148 fails to recognize that in many cases this allow employers to force part-time & precarious workers and/or full-time workers, not the employers themselves, to pay equal pay and other improvements for precarious workers;

Therefore be it resolved that OPSEU continue to call for legislative change to strengthen equal pay for equal work, and other provision in Bill 148 to:

- enshrining discrimination on the basis of job status as a prohibited ground for discrimination under the Ontario Human Rights Code;
- expanding “equal pay for equal work” in the Employment Standards Act to include benefits, including pro-rated benefits for part-timers, in the definition of “pay”; and
- explicitly stating in the Employment Standards Act that no employee shall experience any adverse employment effect, pay-related or otherwise, as a result of an employer complying with the equal pay for equal work language and/or other ESA improvements provided for in Bill 148.

EB3

Submitted by the Executive Board

Sell cannabis through the public system

Whereas the Government of Canada aims to legalize the commercial sale of recreational cannabis by July 1, 2018; and

Whereas the federal government has given responsibility for regulating the sale of cannabis to provincial governments; and

Whereas in Ontario, the provincial government has already recognized the wisdom of selling cannabis through stores overseen by a subsidiary of the LCBO, and has announced that up to 150 retail stores in Ontario will be overseen by that subsidiary, the new Cannabis Retail Corporation of Ontario; and

Whereas the LCBO has 90 years' experience in handling a controlled substance and public control is the best way to minimize the social harms caused by the legalization of cannabis; and

Whereas OPSEU has already negotiated contract language that guarantees that the LCBO will voluntarily recognize OPSEU as the bargaining agent for frontline employees who handle cannabis and work for the LCBO, or an LCBO subsidiary; and

Whereas unionization is the surest way to ensure good, stable jobs in the cannabis industry;

Therefore be it resolved that if and when the government expands the recreational sale of cannabis to more locations, OPSEU will support the sale of cannabis through the Cannabis Retail Corporation of Ontario; and

Be it further resolved that OPSEU call on the Government of Ontario to establish the 150 retail stores sooner than 2020 and establish additional stores as needed to provide reasonable, safe and regulated access to cannabis products and undercut the illicit market and its associated harms.

EB4

Submitted by the Executive Board

Improving Emergency Medical Services in Ontario

Whereas the Ontario government has proposed major changes to the *Ambulance Act* as per Bill 160, the *Strengthening Quality and Accountability for Patients Act*; and

Whereas these changes – including the establishment of ministerial directives, and an exemptions clause to facilitate pilot projects - would open the door to the use of the fire-medical model; and

Whereas expanding the power of the Lieutenant Governor in Council to allow exemptions is particularly concerning because the standards established in the *Ambulance Act* exist to ensure the highest level of patient care and safety; and

Whereas the provincial government is moving forward with this plan despite repeated warnings about the high costs and dangers of implementing a fire-medical model, including risks associated with increased use of firetrucks in emergency response, firefighters' 24 hour shift schedules and exemptions from hours of work provisions, daily rest periods, and mandatory time off; and

Whereas the cost of expanded fire response is an increased cost placed on already-overstretched municipalities who bear 100 percent of the cost of providing fire services (as opposed to the province's 50/50 cost-share for ambulance services); and

Whereas the establishment of a pilot project would require the support of the municipality involved;

Therefore be it resolved that OPSEU focus its efforts to combat the implementation of the fire-medical model at the municipal level, especially if/where a municipality expresses interest or agrees to establish a pilot project; and

Be it further resolved that OPSEU work to make this a municipal election issue; and

Be it further resolved that OPSEU work with local allies (such as labour councils) to undertake initiatives or campaigns to support these efforts.

EB5

Submitted by the Executive Board

Improving access to public long-term care beds

Whereas the number of Ontarians waiting to access long-term care has exceeded 20,000 since the late 1990s; and

Whereas more beds are being cut from our community hospitals – including complex continuing care beds – patients are increasingly offloaded from hospitals and into long-term care homes “sicker and quicker”; and

Whereas Ontario has the lowest standards in all of Canada when it comes to the long-term care sector, and there exist no guidelines for staff-to-resident ratios in Ontario’s long-term care homes, despite the existence of staffing standards in other sectors like daycare; and

Whereas severe cuts to beds and services, combined with an aging population, have meant that staff are increasingly overworked, rushed and expected to do more with less, while patient acuity and complexity of care is growing; and

Whereas nearly 84 percent of those entering long-term care homes today have high or very high needs as a result of cognitive or behavioural problems, resulting in a dramatic spike in violent incidents affecting both staff and residents; and

Whereas these issues are compounded by the proliferation of privately-operated homes where residents are increasingly forced to pay massive out-of-pocket costs or face long wait lists in accessing publicly funded long-term care. These private-sector corporations cut corners by cutting staff, rationing supplies and reducing the quality of food;

Therefore be it resolved that OPSEU call on the Ontario government to provide funding for publicly owned and managed long-term care beds (staffed beds), to a level that meets population need; and

Be it further resolved that OPSEU call on the government to reject any proposal to privatize the ownership or management of an existing public long-term care facility, and that all new capacity in the long-term care sector be fully public; and

Be it further resolved that OPSEU demand funding for increased access to specialized long-term care homes, with appropriate staffing, including skilled regulated health professionals; and

Be it further resolved that OPSEU call for more annualized random inspections for long-term care homes; and

Be it further resolved that OPSEU call for a provincial strategy to improve access to specialized seniors' mental health services, as per the recommendations of the Office of the Chief Coroner of Ontario's Geriatric and Long-Term Care Review Committee.

EB6

Submitted by the Executive Board

Renewing the call for a public home care system

Whereas the contracting-out of home care services to private, for-profit companies has embedded privatization into the health care system; and

Whereas contracting-in will remove the costs associated with the duplicate administration of the many provider agencies and profit-taking; and

Whereas Bill 41, the *Patients First Act*, has enabled the Local Health Integration Networks (LHINs) to assume responsibility for the management and direct delivery of home and community care, which eliminates the structural barriers that have reinforced the contracting-out system; and

Whereas the Minister of Health and Long-Term Care has announced the creation of a new crown agency for home care services called "Self-Directed Personal Support Services Ontario (SDPSSO)" to be launched in early 2018; and

Whereas the creation of the SDPSSO adds a new layer of bureaucracy and will employ only a select few, it will not address the fact that the vast majority of home care workers are, and will remain, employed by an array of for-profit and not-for-profit agencies, where they often earn less and face precarious employment. It does not end the practice of contracting-out; and

Whereas there exists little information about the agency's governance or accountability structure;

Therefore be it resolved that OPSEU continue to call for an end to contracting-out and the creation of a fully-public, not-for-profit home care system where patients have the right to access the care they need; and

Be it further resolved that OPSEU oppose the creation of the SDPSSO “Self-Directed Personal Support Services Ontario” and continue to demand that all home care workers be brought in as direct service providers employed by the Local Health Integration Network (LHIN) and that the Ontario Ministry of Health and Long-Term Care explore its options for the termination or non-renewal of all contracts with provider agencies; and

Be it further resolved that OPSEU continue to demand improved Local Health Integration Network (LHIN) accountability to patients, the public and the workforce, through meaningful consultation processes and the creation of democratically elected Local Health Integration Network (LHIN) boards of directors.

EB7

Submitted by the Executive Board

Demanding health system planning

Whereas Ontario now has the fewest number of hospital beds per capita in Canada, and the most overcrowded hospitals of any jurisdiction in the developed world; and

Whereas the last hospital bed study conducted in Ontario was in the mid-1990s; and

Whereas Ontario has cut more than 18,500 hospital beds since 1990; and

Whereas the evidence shows that a 5.2 percent annual increase in hospital funding is required to meet population growth, aging, inflation, and increased utilization; and

Whereas 2017 marked the first year in 10 years of real dollar funding increases for hospitals (between 2 and 3 percent), despite this increase remaining well below the amount required; and

Whereas Ontario’s Local Health Integration Networks (LHINs) have been a driving force for costly hospital restructuring rather than health system planning, resulting in more hospital cuts, closures, and the loss of local accountability; and

Whereas the primary function of the LHINs has been to overrule local boards of directors, order them to provide certain services or levels of service, and force them to restructure rather than actually planning health care services to meet population need;

Therefore be it resolved that OPSEU demand the restoration of health system planning to meet population need, including funding the appropriate number of hospital beds and proper staffing levels; and

Be it further resolved that OPSEU continue to support the call for safe hospital occupancy levels, including an 85 percent maximum bed occupancy rate to improve patient experience and health outcomes; and

Be it further resolved that OPSEU continue to demand that Local Health Integration Networks (LHINs) be accountable to patients, the public, and the health care workforce, through meaningful consultation processes and the creation of democratically elected Local Health Integration Network (LHIN) boards of directors.

EB8

Submitted by the Executive Board

Ensuring all OPSEU members vote in the 2018 provincial elections

Whereas the provincial government is the primary influence on the quality of Ontario's public services and on the working conditions of Ontario's public service workers; and

Whereas the Ontario provincial election is scheduled to take place on or before June 7, 2018; and

Whereas voter turn-out rates in provincial elections have been very low over the past two decades, sometimes below 50 percent; and

Whereas OPSEU's 150,000 members could have a meaningful impact on the outcome of the election;

Therefore be it resolved that OPSEU strongly encourage all of its members to vote in the provincial election; and

Be it further resolved that OPSEU provide all of its members with resources and information that will help them make an informed choice about which candidates will be most likely to support strong and effective public services.

EB9

Submitted by the Executive Board

Securing voluntary recognition for all part-time Academic college workers

Whereas the Ontario Government has acknowledged that precarious work is at crisis levels and has committed to meaningfully reduce precarious work; and

Whereas a majority of Ontario's college academic faculty are in precarious part-time and sessional contracts; and

Whereas a significant number of contract academics at Ontario's colleges have signaled they want to join OPSEU in order to improve their working conditions; and

Whereas the College Employers Council is actively working to stall and block the unionization process for its part-time academic;

Therefore be it resolved that OPSEU demand that the provincial government direct the College Employers Council to immediately voluntarily recognize OPSEU as the official bargaining agent for all part-time academic.

EB10

Submitted by the Executive Board

Lobbying for funding increases to social services transfer payment agencies

Whereas the Ministry of Children and Youth Services (MCYS), and the Ministry of Community and Social Services (MCSS), have been restructuring children's aid societies, children's mental health and developmental services sectors; and

Whereas the Ministry of Children and Youth Services (MCYS) and Ministry of Community and Social Services (MCSS) have not provided adequate base funding increases to transfer payment agencies that deliver social services to society's most vulnerable for years; and

Whereas more than 12,000 children and youth in Ontario are currently waiting to access children's mental health units, and due to chronic underfunding, many children who are forced to seek treatment in hospitals; and

Whereas developmental services agencies have undergone nine years of zero budget increases to community agencies and predominantly operate with a part-time work force; and

Whereas a \$110-million class action lawsuit was launched against the Ontario government in 2017 for failing to eliminate the years-long wait list for support services for adults with developmental disabilities; and

Whereas children's aid societies continue to face operating pressures which adversely impact workers and service provisions under the new funding formula, resulting in agencies going into deficit;

Therefore be it resolved that OPSEU call on all parties during the provincial election to:

- dramatically increase base funding to transfer payment social service agencies in the broader public sector; and
- strike central provincial bargaining tables for children's aid societies, developmental services and children's treatment centres.

Health and Safety

H1

Submitted by Local 5110

also submitted by the Greater Toronto Area council and Local 553

Whereas in 2016, a series of allegations regarding incidents of alleged workplace sexual assault against members of OPSEU's staff resulted in criminal charges against a former OPSEU staff member and critical media coverage regarding OPSEU's response to the allegations; and

Whereas some members expressed serious concerns that a toxic work environment and systemic problems in its workplace culture may have existed in OPSEU and may have contributed to the alleged incidents of sexual harassment and sexual assault experienced by staff; and

Whereas these concerns were discussed and debated at OPSEU's 2016 Convention, resulting in the adoption of Emergency Resolution EB-16; and

Whereas Emergency Resolution EB-16 directed:

1. OPSEU's Executive Board to "establish an ad hoc task force consisting of two officers, two Executive Board members, two OPSSU members, one ASU member, and one employee from the excluded staff"; and
2. That the task force would "review the Union's staffing policies related to harassment and discrimination and...engage and direct an external independent consultant to conduct a review of OPSEU's harassment and discrimination policies, complaint reporting processes, and workplace culture"; and
3. That "the consultant will report to the task force and the Executive Board"; and
4. That the task force "be established immediately and the external review will be established to ensure that it does not prejudice legal or other processes that [were] currently underway"; and

Whereas in the wake of the Weinstein and other similar allegations, there have been widespread reports of sexual harassment and sexual assault in numerous workplaces, industries and sectors; and

Whereas the resulting public discussion of these alleged incidents has highlighted the ways in which a lack of appropriate workplace policies and practices and/or issues regarding workplace culture may have contributed to these alleged incidents and/or discouraged alleged victims from reporting such incidents; and

Whereas in the current climate - and in light of the growing #metoo and #timesup movements - organizations are recognizing the need for greater transparency and accountability in how they address these kinds of allegations, and the workplace policies and practices they adopt to prevent and respond to future incidents; and

Whereas there has been no formal report to OPSEU's membership regarding the findings of the external review of OPSEU's harassment and discrimination policies, complaint reporting processes, or any actions OPSEU has or will be taking as a result;

Therefore be it resolved that the full report of the external consultant stemming from Emergency Resolution EB16 from 2016 Convention will be provided to the OPSEU Executive Board for review, discussion and action as required, unless this has already taken place; and

Be it further resolved that OPSEU will prepare a written report providing a detailed summary of the external consultant's finding, and including a complete list of the consultant's recommendations together with the specific actions OPSEU plans to take or has taken to address each recommendation, for review, discussion and adoption by the Executive Board; and

Be it further resolved that OPSEU will provide copies of its final written report to the officers of each Division, Sector and Local and the members of each Provincial Equity Committee or Caucus, by June 30, 2018.

Expenses

J1

Submitted by Local 441

Whereas OPSEU is committed to providing educational programs that empower our member's rights and collective agreements; and

Whereas in Ontario, approximately 22% of jobs could be characterized as precarious work and approximately 33% of part-time workers are in positions with low wages, no benefits, no pension; and

Whereas precarious workers, active in the Union, should not have to make the decision as to whether they will commit to attending educationals to further their activism or remain available to possibly work during that period; and

Whereas Section 6.2 of section 7 of the OPSEU Policy Manual states shift workers will be provided lost wages for attending educationals on regularly scheduled work days (April 8-10, 1999 c. p. 7)

Therefore be it resolved that OPSEU commit to reimburse wage claims for precarious workers, who do not have regularly scheduled shifts and rely on call-ins for work;

Be it further resolved that precarious workers, attending OPSEU educationals, not have to comply with a deadline to submit wage claims prior to the event.

Equity

K1

**Submitted by the Provincial Human Rights Committee
also submitted by the Indigenous Circle and the Region 1 Area Council**

Whereas the Social Mapping Report states in 41 a) to heighten Board awareness of the demographics of the membership; and

Whereas the Social Mapping Report also states in 42 to increase the capacity of all staff to support the equity goals of OPSEU by building an equity perspective; and

Whereas the Joint Leadership Day in the past was a day, in which the Equity Committees and Caucuses were able to communicate their issues and create understanding with the Executive Board, OPSEU Leaders and Staff;

Therefore be it resolved that OPSEU reinstate the Joint Leadership Day on an annual basis; and

Be it further resolved that the Joint Leadership Day will be planned and executed by the OPSEU Equity Chairs and the Equity Unit as it has been done in the past.

K2

**Submitted by Local 137
also submitted by the Ottawa Area Council, Local 5110, the Greater Toronto Area Council, the Kingston Area Council, Local 503, Local 553,
the Provincial Human Rights Committee and the Rideau St. Lawrence Area Council**

Whereas there have never been as many bilingual Canadians in Canada's history; proud, conscientious and eager to improve the equity and quality of their services; and

Whereas English and French are recognized in the Canadian Charter of Rights, and since 2016 the province of Ontario is now an observing member within the International French Organization and a delegation of 6 women representative have participated at the Francophone Women's Conference in Romania; and

Whereas OPSEU is not only a service model union but is a strong voice for social justice that reflects the diversity that exists within both the labour movement and our various communities; and

Whereas OPSEU strives to serve its members in both official languages French and English; and

Whereas OPSEU makes great effort to provide inclusive services to all of its members;

Therefore be it resolved that OPSEU be officially designated as a bilingual union where members can be served in either official language of French or English within the next five (5) years. A budget line be allocated at a sum of \$100,000.00 per year to transition materials (forms, websites, member portal, educationals, collective agreements, and printed documentation) to a bilingual format. Where positions become posted that the ability to speak both official languages be considered.

Lobby / Campaigns

L1

Submitted by the Retirees Division
also submitted by the North East Area Council

Whereas Home Care and Long Term Care have steadily deteriorated in the province; and

Whereas getting the proper care through your local CCAC or LHIN's is presently impossible; and

Whereas studies have shown that having a time allotment of greater than 4 hours per resident per day significantly improves the quality of care; and

Whereas Ontario axed legislative care standards in 1996 while other jurisdictions have been increasing theirs;

Therefore be it resolved that OPSEU actively campaign to amend the Long Term Care Homes Act (2007) to legislate a minimum 4 hours per resident per day; and

Be it further resolved that OPSEU approach the Government of Ontario to change the level of funding for staffing and quality care to be tied to the minimum standard of the legislated 4 hours.

L2

Submitted by the Region 1 Area Council
also submitted by Local 102, Local 137, the Provincial Human Rights Committee, Local 503, the Greater Toronto Area Council, Local 553, Local 5110, and the Indigenous Circle

Whereas Canada has a proven history of underfunding services and infrastructure for Indigenous peoples, creating injustice and crisis in Indigenous communities; and

Whereas Indigenous people deserve the same quality public services and infrastructure available to others in Canada; and

Whereas Indigenous communities, both on and off reserves and in urban centers, have a right to control the services their people depend on.

Therefore be it resolved that OPSEU will produce tools and materials to educate OPSEU members about the negative effects the privatization of public services and infrastructure has on Indigenous peoples (on-reserve, off reserves and in urban centers); and

Be it further resolved that OPSEU will work with Indigenous peoples, the labour movement, and allies to oppose the commercialization of water, and protect our water from harmful development; and

Be it further resolved that OPSEU will pressure all levels of government through a member mobilization and lobbying campaign, in conjunction with the Indigenous Circle, 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

Be it further resolved that the cost associated to these campaigns not exceed \$100,000.

L3

<p>Submitted by the Provincial Human Rights Committee also submitted by Local 137, Local 503, the Greater Toronto Area Council, Local 553, the Region 1 Area Council, Local 5110, and the Indigenous Circle</p>

Whereas there has never been an official count of trans, bisexual, lesbian, gay, intersex, asexual, pansexual, queer, questioning, 2 spirited (“TBLGIAPQQ2S”) persons of communities in Canada; and

Whereas data on communities is essential if we want to include TBLGIAPQQ2S communities in employment equity laws and policies; and

Whereas data on communities is important for the development of good public policies and programs;

Therefore be it resolved that OPSEU, with its partners, lobby the federal government to include questions pertaining to the trans, bisexual, lesbian, gay, intersex, asexual, pansexual, queer, questioning, 2 spirited (TBLGIAPQQ2S) communities in the Canadian census.

L4

Submitted by Local 137

also submitted by the Indigenous Circle and the Region 1 Area Council

Whereas a Francophone position should be introduced to the Ontario Federation of Labour (OFL) and to the National Union Public General Employee's (NUPGE) executive boards; and

Whereas there is no francophone representation to either board;

Therefore be it resolved that the OPSEU Executive Board be tasked with opening discussions with both the Ontario Federation of Labour (OFL) and the National Union Public General Employee's (NUPGE) to introduce a Francophone position to their respective Executive Board.

L5

Submitted by the Provincial Human Rights Committee

also submitted by the Indigenous Circle and the Region 1 Area Council

Whereas sex work by choice is distinct from sexual exploitation or human trafficking; and

Whereas laws around sex work introduced through Bill C-36 reproduced all of the same criminalizations that were struck down by the Supreme Court; and

Whereas full decriminalization of sex workers, clients and third parties provide an approach which is inclusive of sex workers and does not perpetuate marginalization, state-sanctioned violence or gross human rights violations; and

Whereas OPSEU has long fought for social and legal supports for all workers, unionized or not;

Therefore be it resolved that OPSEU recognize and support the value of voluntary sex work, the rights of sex workers and their efforts to attain equality, equity, workplace safety, labour rights and any other benefit provided to all other workers; and

Be it further resolved that OPSEU, in solidarity with sex workers and advocates, support and promotes the full decriminalization of voluntary sex work, the repeal of punitive laws around voluntary sex work, and support sex workers in their struggle to organize and improve their working conditions; and

Be it further resolved that OPSEU, in solidarity with sex workers and advocates, educate OPSEU members on the intersectionality between sexual exploitation and human trafficking and vulnerable groups in our society, which most often includes the socially and economically disadvantaged, women and children, Indigenous persons, members of the trans, bisexual, lesbian, gay, intersex, asexual, pansexual, queer, questioning, two spirited (TBLGIAPQQ2S) communities, runaways, youth residing in care, migrants, and new immigrants.

L6

Submitted by the Provincial Human Rights Committee

also submitted by Local 503, the Greater Toronto Area Council, Local 553, the Indigenous Circle, the Region 1 Area Council and Local 5110

Whereas the Health Canada policy prohibiting men who have sex with men (MSM) from donating blood and organs is discriminatory and may result in an increase in the number of deaths relating to transplant shortages; and

Whereas Health Canada prohibits the sexual partners of MSM from donating blood and organs; and

Whereas every blood donation is tested; and

Whereas Health Canada should be stopped from sexual orientation based discrimination;

Therefore be it resolved that OPSEU, through its labour affiliates lobby Health Canada to abolish the discriminatory policy that bans men who have sex with men (MSM) from donating blood and/or organs if they have had sex with a man in the past year.

L7

Submitted by Local 532

Whereas the standard work week/time has not seen significant change since the establishment of the 40 hour work week over 70 years ago in most sectors; and

Whereas the massive increase in productivity of work processes has resulted in massive profit taking and a growing gap between worker incomes and those at the top of the economic system; and

Whereas the levels of stress and work life imbalance are growing; and

Whereas many workers face too few hours and others too many; and

Whereas the threat of job loss due to emerging artificial intelligence and robotic technology is anticipated;

Therefore be it resolved that OPSEU build support for a shorter workweek with no loss in pay, as a matter of social policy direction within the union, the labour movement and our communities in order to enhance worker well-being, job creation and promoting substantive equality in our society.

L8

Submitted by the North East Area Council

Whereas the Government announced the closure of the Ministry of Natural Resources and Forestry (MNR) Angus Seed Plant; and

Whereas the plant is important for Ontario's Forests to mitigate climate change and maintain tree species diversity;

Therefore be it resolved that the union lobby against the closure of the Ministry of Natural Resources and Forestry (MNR) Angus Seed Plant and that the Government of Ontario properly fund the facility.

Membership Activities

M1

Submitted by the Indigenous Circle

also submitted by Local 102, the Provincial Human Rights Committee, and the Ottawa Area Council

Whereas OPSEU promotes member engagement and opportunity for growth and involvement within our union; and

Whereas members often have Collective Agreements which grant limited time off for union business; and

Whereas collective agreements vary widely on the amount of union leave available to members; and

Whereas employers refuse to negotiate sufficient union time-off allotments for members, a union busting tactic; and

Whereas OPSEU already reimburses the actual cost for member wage claims when an employer grants union leave; and

Whereas losing a vacation or other credits deny a material benefit to the member; and

Whereas members should not be penalized for doing the work of our union;

Therefore be it resolved that members will be reimbursed at their regular hourly rate when a member's employer denies union leave and obliges a member to use credits or unpaid leave to attend union business; and

Be it further resolved that OPSEU promote the removal of time limits on union leave in collective agreements.

M2

Submitted by Local 130

Whereas the OPSEU annual Convention is the largest opportunity for the membership as a whole to debate policy and set direction for the union; and

Whereas there is always insufficient time to debate all submitted resolutions at the annual Convention; and

Whereas technology exists that could provide all OPSEU members in good standing and opportunity to review submitted resolutions found in Section G during a specified time period before the annual Convention; and

Whereas an engaged union is a union that gives every member greater opportunities for input and to have their voices heard; and

Whereas the Resolutions Committee could benefit from input from the membership on which resolutions they would prefer to see come to the Convention floor for debate; and

Whereas any voting or input from the membership would not be binding on the function or authority of the Resolutions Committee;

Therefore be it resolved that in time for the 2019 annual Convention OPSEU will develop and make available to all members in good standing an electronic mechanism that will give members an opportunity to review and vote on which resolutions they believe should be given priority on the Convention floor.

M3

Submitted by Local 713

Whereas OPSEU is an inclusive and equity based union composed of both full and part time and seasonal members; and

Whereas any member may aspire to better their position in the workplace and with OPSEU through post-secondary education;

Therefore be it resolved that all scholarships offered through OPSEU be written to make the application open to both children of members in good standing and the members themselves in good standing.

M4

Submitted by Local 735

also submitted by the Thunder Bay Area Council

Whereas OPSEU has set up Regional Offices by geographical boundaries and/or population; and

Whereas Regional Offices are strategically placed in geographical distance; and

Whereas the Executive Board has passed the motion to do a workload study; and

Whereas this study could affect Regional Offices; and

Whereas OPSEU's greatest strength is our members and their voices;

Therefore be it resolved that any change to current regional boundaries or Regional Offices will come to the Executive Board for approval and a two thirds (2/3) vote is required to implement the recommendations.

M5

Submitted by Local 446

Whereas OPSEU is a member driven union; and

Whereas the Local Union Steward plays a vital role in the union; and

Whereas the Local Union Steward supports the member through the grievance process; and

Whereas OPSEU Head Office has been refusing to pay for the time-off and travel expenses of the local steward to attend the Grievance Settlement Board (GSB) located in Toronto;

Therefore be it resolved that if a grievor requests a Local Union Steward to be present at their Grievance Settlement Board date, that OPSEU Head Office pay for at least one local steward's time-off and pay all travel expenses as per OPSEU policy.

M6

Submitted by the BPS Sector 13 Municipalities
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Whereas the BPS memberships of OPSEU are covered by over 500 separate Collective Agreements, and in some cases may be members of small units within large and diverse Locals; and

Whereas BPS Sectors face significant challenges in connecting with units within composite Locals; and

Whereas Communication is essential to mobilization and solidarity; and

Whereas Communication would be improved if Sectors had access to contact information for all stewards of a Unit or Local, other than just the highest ranking member of a single Unit;

Therefore be it resolved that Sector Chairs be provided with contact lists of all LEC members for Locals that include any unit(s) of their Sector.

M7

Submitted by the Indigenous Circle

Whereas Membership Development Program has been created to recruit, train and develop people within the union structure. As our union changes, the need to train and develop people becomes increasingly critical; and

Whereas the overall goal of the Membership Development Program is to provide learning and development opportunities relative to the work of the professional level staff at OPSEU; and

Whereas the Membership Development Trainees will participate in a variety of activities including the following:

- On the job shadowing
- Regular discussions with assigned staff member
- Self-directed learning activities
- Reflective journaling

Whereas the MDT program was created to provide opportunities for OPSEU members from all sectors to experience what working with OPSEU would be like. It's also meant to develop a pool of qualified and experienced applicants for a variety of staff vacancies that come up from time to time at OPSEU; and

Whereas OPSEU supports employment equity. Racialized workers, women, Indigenous workers, LGBTQTS workers, young workers, francophone workers, and workers with disabilities are encouraged to apply. For the purpose of statistical data collection, applicants are strongly encouraged to voluntarily self-identify; and

Whereas in 2017 the program was run and of the nine selected participants not one of them were from the equity seeking groups; and

Whereas the representation of Workers of Colour and Indigenous people is not adequate in comparison to their population percentages in Ontario;

Therefore be it resolved that OPSEU create a Membership Development Program that is exclusively for the Equity Groups; with emphasis on Workers of Colour and Indigenous peoples. This program initiative should be complete by June 2019.