



# INDIVISIBLE

CONGRÈS 2019 CONVENTION

Resolutions

Résolutions

G

SECTION G  
RESOLUTIONS

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

**Convention 2019**

***Resolutions Submitted by the Deadline of April 5, 2019  
Submitting Bodies (Ministry and Sector, Division, Locals,  
Area Councils, Executive Board, and Provincial  
Committees)***

## RESOLUTIONS COMMITTEE – 2019

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

Steve Saysell OPSEU Staff Advisor

Karlene Henry Secretary

Enrico De Matteo Secretary

# Resolutions Committee Report

April 5, 2019

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

No. of Resolutions Received:	187
No. of Resolutions Referred to Constitutional Committee	2
No. of Resolutions Rejected*:	<u>7</u>
<b>No. of Resolutions Accepted:</b>	<b>178</b>

- \* 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 April 5, 2019, 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 first report of the Resolutions Committee will be in your Convention kits.

**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 the resolution deadline date 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 [convention@opseu.org](mailto:convention@opseu.org) 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.

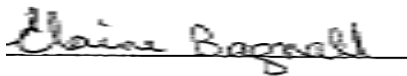
**7. Activities of the Committee since last Convention:**

- (a) The Committee dealt with the resolutions that the 2018 Convention did not deal with, for preparation of a final report to the Board for their action.
- (b) The Committee met in April to prepare for the printing of the Resolutions Book.
- (c) The Committee met in 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,

Authorized for Distribution:



Elaine Bagnall  
Chairperson  
Resolutions Committee



Warren (Smokey) Thomas  
President

/edm

## **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 that 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 2018, 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, 2019 through to December 31, 2019 and the Executive Board fix the Auditors' remuneration.

## Budget

### B1

**Submitted by Local 137  
also submitted by Local 557 and Local 559**

**Whereas** locals with large numbers of unsigned members still require time to represent and sign bargaining unit members during business hours, and can benefit from sending their fair share of delegates to Conventions of the Union; and

**Therefore be it resolved** that Local Time Off and paid Local President release time under OPSEU policy be based on the number of bargaining unit members, not the number of signed members in good standing of a Local.

### B2

**Submitted by the Thunder Bay Area Council**

**Whereas pay** equity is the law; and

**Whereas** OPSEU has a large number of back logged pay equity plans in maintenance and development; and

**Whereas** a large percentage of OPSEU members are female and working in female dominant careers; and

**Whereas** attaining and maintaining pay equity plans increases the dues OPSEU receives; these positions will effectively pay for themselves;

**Therefore be it resolved** that OPSEU will fund two additional full time Pay Equity Officer positions; and

**Be it further resolved** that these positions remain in place until every bargaining unit has completed their pay equity plans including maintenance.

### B3

**Submitted by the Provincial Francophone Committee  
also submitted by the Sudbury Area Council, the Provincial Women's  
Committee, Local 546, the Kingston Area Council, the Ottawa Area Council,  
and the Rideau St. Lawrence Area Council**

**Étant donné** qu'il n'y ait jamais eu autant de Canadiens bilingues maintenant qu'en tout autre temps dans toute notre histoire Canadienne. De plus, ceux-ci sont fiers, consciencieux et prêt à améliorer l'équité et la qualité de nos services;

**Étant donné** que l'anglais et le français sont reconnus au sein de la Charte des Droits Canadiens, et que depuis 2016, l'Ontario a participé à divers fonctions francophone international.



**Étant donné** que le SEFPO/OPSEU n'est pas seulement un syndicat model mais aussi une voix forte qui défend la justice sociale qui reflète la diversité existante au sein de notre mouvement syndical et dans nos communautés;

**Étant donné** que le SEFPO/OPSEU s'efforce de servir ses membres dans les deux langues officielles, l'anglais et le français;

**Étant donné** que le SEFPO/OPSEU fait toujours de grands efforts pour servir ses membres inclusivement;

**Étant donné** que récemment, le gouvernement provincial est revenu sur sa promesse d'honorer l'ouverture d'une université francophone en Ontario, et a éliminé le commissariat des services en français, menaçant ainsi la nature même de la francophonie.

**Qu'il soit résolu** que le SEFPO/OPSEU soit désigné comme syndicat officiellement bilingue où ses membres peuvent être servi dans n'importe quelle langue officielle, l'anglais ou le français, dans les cinq (5) prochaines années. Une ligne sera désignée au budget avec une somme de \$125 000 supplémentaire par année pour permettre une transition des différents matériaux écrits (formes, sites web, le portail des membres, le matériel éducatif, les conventions collective (selon la nécessité) et autres documentations imprimées) dans un format bilingue.

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**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 has been a participant to many international French functions; and

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

**Whereas** OPSEU/SEFPO strives to serve its members in both official languages, French and English; and

**Whereas** OPSEU/SEFPO make great effort to provide inclusive services to all of its members; and

**Whereas** recently, the provincial government now refuses to honor its promise to maintain the opening of a French University in Toronto, Ontario, and eliminated the French Service Commissioner, which represents a direct threat to "la Francophonie" in our province;

**Therefore be it resolved** that OPSEU be officially designated as a bilingual union where members can be served in either official language of English or French within the next five (5) years. An additional budget line be allocated at a sum of \$125,000 per year to transition materials (forms, websites, member portal, educational, collective agreements, printed documentation) to a bilingual format.

**B4**

**Submitted by the Thunder Bay Area Council**

**Whereas** currently during the OPSEU convention time available for Ministry Employee Relations Committee (MERC), OPS, BPS, CAAT-A, CAAT-S Equity Committee meetings and Caucus meetings are limited to lunchtime breaks and other inconvenient meeting times; and

**Whereas** meetings with Ministry Employee Relations Committee (MERC), OPS, BPS, CAAT-A, CAAT-S Equity Committee meetings and Caucus' occurs on an annual basis, in person during OPSEU Convention;

**Therefore be it resolved** that OPSEU add a half day prior to Convention to be exclusively used for the meetings of the Ministry Employee Relations Committee (MERC), Ontario Public Service (OPS), Broader Public Service (BPS), Colleges of Applied Arts and Technology – Academic (CAAT-A), Colleges of Applied Arts and Technology – Support (CAAT-S), Equity Committees and Caucus'. The money for these meetings is to be drawn from the Convention budget line.

## B5

<b>Submitted by the Provincial Francophone Committee</b>
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**Whereas** the Ford government has been targeting and continues to target minority groups with budget cuts and imposes austerity on them; and

**Whereas** the PC government broke their promise to maintain the opening of the Université Francophone in Ontario; and

**Whereas** the PC government has eliminated the Commissioner of French services, attacking the democratic base of a society; and

**Whereas** each equity group needs to organize to fight back against an oppressive government;

**Therefore be it resolved** that OPSEU/SEFPO will provide \$5000 from the contingency funds to the Provincial Francophone Committee to support the petition and post card campaign, requesting the provincial government open the Université Francophone, re-instate the position of the Commissioner of French services and maintain the pressure on the government to serve our minorities instead of imposing an austerity agenda. The committee will report back to the board with the outcome of the campaign.

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**Étant donné** que le gouvernement Ford a ciblé et continue de cibler les groupes minoritaires avec des compressions budgétaires et des politiques d'austérité.

**Étant donné** que le gouvernement PC a brisé leur promesse électorale de maintenir l'ouverture de l'Université Francophone en Ontario.

**Étant donné** que le gouvernement PC a éliminé la position du Commissaire aux services en français.

**Étant donné** que chaque groupe d'équité ont besoin de s'organiser pour se battre contre un gouvernement oppressif.

**Qu'il soit résolu** qu'OPSEU/SEFPO finance \$5 000 des fonds de contingence/secours au Comité Provincial des Francophone pour supporter la campagne de pétition et de cartes postales. Cette campagne exige que le gouvernement provincial retourne sur sa décision et maintienne l'ouverture de l'Université Francophone, telle que promis pendant la campagne électorale. Que la position du commissaire aux services en français soit aussi rétablie et pour maintenir une pression sur le gouvernement provincial pour qu'il puisse servir nos minorités au lieu d'imposer des mesures austères. Le comité rendra compte de la campagne au Conseil Exécutif.

**B6**

**Submitted by the Greater Toronto Area Council  
also submitted by Local 571**

**Whereas** OPSEU members and Public Sector workers are continually under attack by the Provincial government; and

**Whereas** under the Constitution, Area Councils are responsible for the Coordination of political activity in the region; and

**Whereas** OPSEU needs to advocate for members and our communities by creating allies with community groups; and

**Whereas** political actions take resources that often must be acted upon in short timeframes and with community allies;

**Therefore be it resolved** that a political action fund of \$10,000 per year, per region be provided to the area councils within the seven (7) regions of OPSEU for the purposes of community outreach and the creation of alliances among community groups and allies, and that said funds are equitably distributed between the area councils within the regions.

## Collective Bargaining

### C1

**Submitted by the Provincial Young Workers Committee  
also submitted by the Niagara Area Council**

**Whereas** bargaining team alternates frequently have to step in at the last minute and sit on the actual bargaining team; and

**Whereas** some alternates have been denied bargaining team training which leaves them ill prepared to then be a bargaining delegate; and

**Whereas** Social Mapping Recommendation #59 suggests developing innovative strategies for supporting workers in the equity groups and contingent workers to participate in the bargaining process and on bargaining teams; and

**Whereas** Social Mapping Recommendation #22 c) (iii) states that alternates attend some meetings with the delegate/officer or serve as alternate when there are temporary absences; and

**Whereas** some alternates are currently receiving training while others are not;

**Therefore be it resolved** that effective immediately all members elected to bargaining teams, including alternates receive bargaining team training, to be paid for by central OPSEU.

### C2

**Submitted by Local 712**

**Whereas** the Ontario Public Service Employees Union (OPSEU) continues to face aggressive governmental attacks on the hard-won Collective Agreement benefits and support for its members; and

**Whereas** the Doug Ford Government has already clearly indicated its position to further attack and reduce the Ontario Public Service (OPS); and

**Whereas** the members of the Ontario Public Service provide valuable, professional, and affordable services to the people of Ontario;

**Therefore be it resolved** that OPSEU send a clear message to the current and future provincial governments on its resolve to support all members in labour disputes by increasing the current strike pay by \$2.50 per hour and dependent care by \$5.00 per week to the following:

- \$12.50/hr (from \$10.00) for the first 3 weeks totaling \$250.00 per week and to \$17.50/hr. (from \$15.00) totaling \$350.00 per week for the 4<sup>th</sup> week onwards.

\*Based on 4hrs. per day and 20 hrs. per week minimum of recorded strike line activity.

- \$55.00/week (from \$50.00) dependent care.

\*Current dependent definitions from the Collective Agreement to remain intact.

## Education

### E1

**Submitted by the Indigenous Circle**

**also submitted by Local 546, the Sudbury Area Council, the Provincial Women's Committee and Local 102**

**Whereas** the Social Mapping Project recommendation #11(b) stated the need to educate members on culturally specific issues; and

**Whereas** OPSEU has held and continues to hold the Indigenous Educational course "The Indigenous Journey: Walking Together Parts One and Two"; and

**Whereas** participants have indicated overwhelmingly that further Indigenous Education supports OPSEU's progressive actions towards Truth and Reconciliation to address injustices against Indigenous peoples both historically and contemporary; and

**Whereas** OPSEU supports its Indigenous members in providing much needed continuing Education for OPSEU members;

**Therefore be it resolved** that OPSEU develop a Part III - Indigenous Educational Course in conjunction with the Indigenous Circle and that the work on this course will start no later than October 2019.

### E2

**Submitted by Local 503**

**also submitted by the Provincial Women's Committee, the Region 1 Area Council, the Provincial Human Rights Committee, and Local 575**

**Whereas** OPSEU members discussed a number of actions to take to fight for the rights of Migrant Workers at the 2018 Human Rights Conference after viewing a documentary called Migrant Dreams and hearing from Justicia organizers and works; and

**Whereas** OPSEU has invited Justicia organizers and workers to numerous events for years to educate our members on the treatment of Migrant Workers in Ontario; and

**Whereas** our members have repeatedly asked how they can help take action and educate other members as to what they can do to help; and

**Whereas** Migrant Workers continue to be mistreated, exploited, and abused under racist policies that provide cheap labour, because they do not have the same labour rights as some people in Ontario; and

**Whereas** OPSEU recognize an injury to one is an injury to all, regardless of race, citizenship, or status;

**Therefore be it resolved** that OPSEU work with Justicia for Migrant Workers to develop a one day forum to be delivered to each region to educate our members about how our food systems operates and the role of powerful organizations in perpetuating precariousness of farm workers across Canada, understanding the role of capitalism on how our food is produced and thinking about how our communities can resist; and

**Be it further resolved** that such cost for the development and implementation of the one day forum be dealt with by the OPSEU Executive Board within this current calendar year.

### E3

**Submitted by the Provincial Women's Committee  
also submitted by the Region 1 Area Council, Local 503, the Sudbury Area Council, and the Provincial Human Rights Committee**

**Whereas** OPSEU members discussed a number of actions to take to fight for the rights of Migrant Workers at the 2018 Human Rights Conference after viewing a documentary called Migrant Dreams and hearing from Justicia organizers and works; and

**Whereas** OPSEU has invited Justicia organizers and workers to numerous events for years to educate our members on the treatment of Migrant Workers in Ontario; and

**Whereas** our members have repeatedly asked how they can help take action and educate other members as to what they can do to help; and

**Whereas** Migrant Workers continue to be mistreated, exploited, and abused under racist policies that provide cheap labour, because they do not have the same labour rights as some people in Ontario; and

**Whereas** OPSEU recognize an injury to one is an injury to all, regardless of race, citizenship or status;

**Therefore be it resolved**, that OPSEU review and update the Global Solidarity course to include the current changes that our current government has implemented and how it relates to its role in colonialism, economic globalization, migration and international solidarity.

### E4

**Submitted by the Local 503  
also submitted by the Provincial Human Rights Committee**

**Whereas** the 2011 OPSEU Social Mapping Project identified that women make up 69% of the OPSEU membership; and

**Whereas** an analysis of that same survey indicates that women and racialized groups are currently under represented in leadership positions; and

**Whereas** OPSEU recognizes that violence against women is an ongoing issue that impacts the members of our union, as well as the Ontarians they serve. OPSEU has demonstrated its commitment to negotiate paid leave for survivors of domestic violence in all collective agreements, and by the development of a three-hour Violence Against Women workshop, which was added to the OPSEU education catalogue in 2017; and

**Whereas** OPSEU members, in growing numbers, are engaging in the difficult work of confronting, challenging, and overcoming the systemic racism that permeates all of our institutions and society, and which contributes to the ongoing inequality of racialized workers in our communities and in our Union; and

**Whereas** OPSEU recognizes the importance of this work, as demonstrated by the development of a three-hour Poverty, Economics and Race workshop, which was added to the OPSEU education catalogue in 2017; and

**Whereas** OPSEU Education Policy is “to provide educational programs that empower our members to effect meaningful change in their workplaces and their communities”;

**Therefore be it resolved** that OPSEU review the Violence Against Women three-hour workshop and expand it into a full weekend educational course; and

**Be it further resolved** that OPSEU review the Poverty, Economics and Race three hour workshop and expand it into a full weekend educational course.

## E5

**Submitted by the Region 1 Area Council  
also submitted by the Greater Toronto Area Council, the Provincial  
Women’s Committee, the Provincial Human Rights Committee, and Local  
503**

**Whereas** OPSEU members discussed a number of actions to take to fight for the rights of Migrant Workers at the 2018 Human Rights Conference after viewing a documentary called Migrant Dreams and hearing from Justicia organizers and works; and

**Whereas** OPSEU has invited Justicia organizers and workers to numerous events for years to educate our members on the treatment of Migrant Workers in Ontario; and

**Whereas** our members have repeatedly asked how they can help take action and educate other members as to what they can do to help; and

**Whereas** Migrant Workers continue to be mistreated, exploited, and abused under racist policies that provide cheap labour, because they do not have the same labour rights as some people in Ontario; and

**Whereas** OPSEU recognize an injury to one is an injury to all, regardless of race, citizenship, or status;

**Therefore be it resolved** that OPSEU work with Justicia with Migrant Workers to develop material for distribution to members educating them about why Migrant Workers come to Canada, the Temporary Foreign Worker Program, their fight for fairness, how workers are treated, health & safety concerns, access to services and how Migrant workers have fought for their rights which affect working conditions for all workers in Ontario.



## E6

**Submitted by Local 546  
also submitted by the Indigenous Circle, the Provincial Women's  
Committee, and the Sudbury Area Council**

**Whereas** the 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 mentor
- Self-directed learning activities
- Reflective journaling

**Whereas** the Membership Development Trainee (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;

**Therefore be it resolved** that OPSEU creates a Membership Development Program that is exclusively for the Equity Groups. This program initiative should be completed by September 2020.

## Executive Board

### EB1

<b>Submitted by the Executive Board</b>
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**Whereas** Ontario 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** Ontario has cut more than 18,500 hospital beds since 1990; and

**Whereas** this loss of beds and the trained staffing to support those beds has resulted in hospitals often operating at over 100 percent capacity; and

**Whereas** the pressure to discharge those in hospital rooms has reached such critical levels that the move to discharge quicker and sicker has reached epidemic proportions; and

**Whereas** the evidence shows that a 5.3 per cent annual increase in hospital funding is required to meet population growth, aging, inflation, and increased utilization; and

**Whereas** history shows that health care privatization increases costs while lowering quality and increasing wait times; and

**Whereas** Ontario now has the highest readmission rate in the country with one in nine discharged patients being readmitted into the hospital for extended stays; and

**Whereas** the Ford government plans to cut over \$22 billion of funding from the provincial budget over the next four years after introducing massive tax breaks benefiting the wealthy few; and

**Whereas** the Ford government's plan to create one new Super Agency, and 30 to 50 MyCare service groups replacing the current 14 LHINs and capturing over 1800 service providers, amalgamating over 20 existing operational health agencies and dozens of health services, was done without electoral mandate and without consulting frontline workers or the public; and

**Whereas** the proposed changes will hand unprecedented power to this new Super Agency to privatize and slash health services, while preventing public discussion and input; and

**Whereas** the Ford government is ignoring the evidence and blundering down a path towards more privatization in health care;

**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 demand that the Ford government commit to investing in proper facilities and staffing in the public health care system; and

**Be it further resolved** that OPSEU continue to support the call for safe hospital occupancy levels, including an 85 per cent maximum bed occupancy rate to improve

patient experience and health outcomes; and

**Be it further resolved** that OPSEU demand that the Ford government abandon all current privatization proposals and focus instead on returning already privatized health services to public ownership and control; and

**Be it further resolved** that OPSEU continue to demand that LHINs be reinstated with democratically elected boards to ensure transparency and accountability to patients, the public, and the health care workforce.

## EB2

<b>Submitted by the Executive Board</b>
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**Whereas** the contracting-out of home care services to private, for-profit companies has embedded privatization into the health care system; and

**Whereas** there are currently more than 160 separate third- party agencies providing home and community care services – the majority of which are private, for-profit entities – each with its own infrastructure, layers of bureaucracy, and demand for profit; and

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

**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 demand that all home care workers be brought in-house and employed as direct public service providers, and that the Ontario Ministry of Health and Long-Term Care explore its options for the termination or non-renewal of all contracts with private provider agencies; and

**Be it further resolved** that OPSEU continue demanding improved accountability to patients, the public and the workforce, through meaningful consultation processes and the creation of publically funded and operated health agencies that are democratically elected.

## EB3

### Submitted by the Executive Board

**Whereas** the number of Ontarians waiting to access long-term care has exceeded 20,000 since the late 1990s and, as of April 2018, had reached 32,835; and

**Whereas** more beds are being cut from our community hospitals – including complex continuing care beds – and 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** a severe lack of 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 per cent 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 demands the Ontario government invest in publicly owned and managed long-term care beds, appropriately staffed, to meet population need, address the large and long-standing waitlist, and ensure a minimum care standard of four worked hours of personal care, per resident, per day is achieved; and

**Be it further resolved** that OPSEU call on the Ontario 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 demands the Ontario government invest in improved staff training to minimize exposure to workplace violence including training on responsive behaviours, and commit to developing a provincial strategy to improve access to specialized seniors’ mental health services and increase access to specialized long-term care homes; and

**Be it further resolved** that OPSEU call for more annualized random inspections for long-term care homes, conducted by an appropriate number of professional frontline OPS inspectors.

## EB4

### Submitted by the Executive Board

**Whereas** the legalization of recreational cannabis is the biggest public policy change that the country has experienced in decades; and

**Whereas** the Ford government's reckless and chaotic scheme to privatize the sale of cannabis has caused significant confusion, a supply shortage, and months-long delays in opening just 25 retail outlets ; and

**Whereas** the previous provincial government had, after broad public and stakeholder consultation, decided to sell cannabis through up to 150 stores overseen by a subsidiary of the LCBO; 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** public opinion research shows that Ontarians are 11 times more likely to trust the LCBO to keep cannabis out of the hands of children and underage teenagers; and

**Whereas** nearly 100 municipalities – including Mississauga, Markham, Pickering, Vaughan and Oakville – have opted out of Ford's privatization scheme because it removed local control while imposing local costs; and

**Whereas** OPSEU had 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 OPSEU continue to pressure the Ontario government to allow municipalities to choose the LCBO or a publicly owned and managed subsidiary to sell cannabis.

## EB5

### Submitted by the Executive Board

**Whereas** the Ontario government estimates that the number of vulnerable workers in precarious jobs in Ontario is between 30 and 32 per cent; and

**Whereas** the Ford government's Bill 47, the Making Ontario Open for Business Act, 2018, is increasing the number of vulnerable workers in precarious jobs by removing from the Employment Standards Act (ESA) the requirement that workers be paid equally for equal work, regardless of whether they work full-time, part-time, or on a casual or temporary basis; and

**Whereas** 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;

**Therefore be it resolved** that OPSEU continue to call for legislative change with respect to equal pay for equal work, including:

- enshrining discrimination on the basis of job status as a prohibited ground for discrimination under the Ontario Human Rights Code;
- restoring “equal pay for equal work” provisions to the ESA and CECBA and College CECBA, covering wages, benefits, including pro-rated benefits for part-timers, in the definition of “pay”; and
- explicitly stating in the ESA 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 in the bill.

## EB6

<b>Submitted by the Executive Board</b>
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**Whereas** the federal government is the primary funder of Ontario’s public services and therefore has significant influence over the working conditions of Ontario’s public service workers; and

**Whereas** the federal election is scheduled to take place on or before Monday, October 21, 2019; and

**Whereas** voter turn-out rates in federal elections have been very low over the past two decades, sometimes below 50 per cent; and

**Whereas** OPSEU’s 155,000 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 federal 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; and

**Be it further resolved** that OPSEU recommend to our members that they consider voting for the NDP as the party that best represents the interests of working people, quality public services and strong, inclusive communities in the 2019 election.

## EB7

### Submitted by the Executive Board

**Whereas** Ontario's public blood system is a success story, helping the province and the entire country remain completely self-sufficient in terms of blood collection and supply; and

**Whereas** on the other hand, the ongoing reliance on world markets for fractionated plasma products, which are used to produce medications, has left the province and the country unable to achieve plasma self-sufficiency; and

**Whereas** provinces such as Saskatchewan and New Brunswick are allowing private companies to pay people for plasma donations, bringing privatization and all its greed-related problems of high costs, low quality, and questionable safety standards into the country's plasma supply; and

**Whereas** private plasma companies are banned from operating in Ontario;

**Therefore be it resolved** that OPSEU demands the provincial government maintain the ban on private, paid plasma collection in Ontario; and

**Be it further resolved** that OPSEU join with NUPGE and the CLC in demanding that the federal government impose a nation-wide ban on private, paid plasma collection.

## EB8

### Submitted by the Executive Board

**Whereas** 1 in 3 working Canadians don't have prescription drug funded provided by their employer; and

**Whereas** women, young, and other vulnerable groups of workers are even less likely to have employer-funded pharmaceutical coverage; and

**Whereas** one out of every four Ontarians say that they or someone in their household can't afford to take medication as prescribed by their doctors; and

**Whereas** one of the reasons medications costs are so high in Canada is because the pharmaceutical companies sell to a wide variety private insurance companies and individuals; and

**Whereas** a universal public Pharmacare program would lower medication costs because the federal government would negotiate one price for medications for all Canadians; and

**Whereas** experts estimate that a universal public Pharmacare would save the country between \$4 billion and \$11 billion a year; and

**Whereas** the Ford government has taken a backwards step on medicine prices by stripping universality from OHIP+, returning to private insurance and pharmaceutical companies the opportunity to price-gouge individual buyers; and

**Whereas** 91 per cent of Canadians support the creation of a universal public Pharmacare program;

**Therefore be it resolved** that OPSEU join with NUPGE and the CLC in their ongoing demands that the federal government establish a national universal public Pharmacare program with single administrative delivery; and

**Be it further resolved** that OPSEU demand the provincial government make OHIP+ universal again, and continue to expand coverage beyond young and senior Ontarians.

## EB9

<b>Submitted by the Executive Board</b>
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**Whereas** successive federal governments have negotiated a variety of significant trade agreements over the past generation, including the Free Trade Agreement (FTA), the North American Free Trade Agreement (NAFTA), the Trans-Pacific Partnership (TPP), and the Canada Europe Trade Agreement (CETA); and

**Whereas** a common and dominant theme throughout all of these negotiations has been the promotion of corporations' power and freedom at the expense of citizens and the environment; and

**Whereas** corporations and their shareholders have benefited mightily from the freedom and power to move work to jurisdictions where citizens and the environment are more easily exploited; and

**Whereas** these trade agreements has pushed many Canadians out of appropriately paid and secure jobs and into the precarious workforce, helping to drive rising income inequality; and

**Whereas** the federal government has not yet ratified the United States–Mexico–Canada Agreement (USMCA), which replaces NAFTA with an agreement that continues to favour corporations over citizens and the environment; and

**Whereas** the U.S. government imposed damaging tariffs on Canadian steel and aluminum products in May 2018 that have hurt steel and aluminum workers across Ontario and the entire country;

**Therefore be it resolved** that OPSEU join with NUPGE and CLC in demanding that the federal government insist that the lifting of steel and aluminum tariffs be a non-negotiable condition of its USMCA ratification; and

**Be it further resolved** that OPSEU join with NUPGE and CLC in demanding that the federal government adopt a new approach to trade deals that prioritize people and the planet over corporate profits.



## EB10

<b>Submitted by the Executive Board</b>
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**Whereas** evidence continues to mount that privatization is a direct threat to high-quality public services because the profit motive leads to higher costs, lower-quality services, and significantly lower levels of safety and accountability; and

**Whereas** the Auditors General in almost every provincial government in the country has flagged serious issues of cost overruns and shoddy quality in privatizations; and

**Whereas** evidence also shows that privatization is a direct threat to good jobs because private corporations often use precarious employment policies and engage in union-busting activities that make it very difficult for workers to organize ; and

**Whereas** privatization continues to be driven by factors such as a growing ‘privatization industry’, ongoing globalization, and emerging technologies such as artificial intelligence and robotics; and

**Whereas** this continuing privatization will further reduce the quality of our public services and increase the amount of precarious work; and

**Whereas** OPSEU’s recent “We Own It” community organizing campaign showed significant and measureable success in the fight against privatization by reducing overall public support for privatization to less than one-third of Ontarians and by attracting more than 60,000 campaign supporters;

**Therefore be it resolved** that OPSEU continues to invest in and support community organizing campaigns to ensure that privatization is a major issue in all provincial, municipal, and federal elections.

## EB11

<b>Submitted by the Executive Board</b>
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**Whereas** since January 1, 2009, the Corrections Bargaining Unit has received average wage increases of just 1.45 per cent; and

**Whereas** 16 separate job classifications within the Corrections Bargaining Unit filed special case job classification briefs during the current round of collective bargaining to address the very real and ever-widening gulf in wages between them and their comparators both within OPSEU throughout the BPS, and with other nationwide provincial and federal employers; and

**Whereas** falling wages have led directly to a crisis of understaffing, where our Probation and Parole Officers carry well over twice the caseload of their federal counterparts, and Tradespeople within corrections facilities typically earn 30 percent less than their OPSEU BPS comparators, the shortfall can be even greater with comparators in the private sector; and

**Whereas** OPS Nurse 2s employed within correctional facilities are 18 per cent behind RNs employed in Ontario's hospitals under the OPSEU OHA central agreement; and

**Whereas** over 25 per cent of Correctional Officers have been diagnosed with PTSD; and

**Whereas** there are no longer enough Correctional Officers on duty to safely staff and manage our current over crowded aging correctional facilities; and

**Whereas** this chronic understaffing has directly lead to increased level of assaults both inmate on inmate and inmate on Correctional Staff; and

**Whereas** this increased violence has led to a record number of security lockdowns; and

**Whereas** there has been a dramatic increase in the number and the acuteness of inmates suffering from mental health and addiction issues;

**Therefore be it resolved** that OPSEU call on the provincial government to stop placing the lives and health of correctional staff, inmates, and the public at risk through continued chronic underfunding and dangerously low staffing levels; and  
Be it further resolved that OPSEU continue to demand that the provincial government place people before profit, address the existing wage deficits, build the new facilities that have been planned for over a decade, and fill all of the existing open positions through an aggressive hiring and training initiative.

## EB12

### Submitted by the Executive Board

**Whereas** the number of frontline workers in the OPS has dropped dramatically over the past generation, from 80,000 in the 1990s to just 35,000 today; and

**Whereas** the number of managers has increased dramatically over the same time period, to the point that the ratio of frontline staff to managers is now 1 to 7 and even as high as 1 to 4 or 1 to 3 in some ministries; and

**Whereas** the use of private consultants has also increased dramatically over the years, with the Auditor General expressing serious concern that the Treasury Board Secretariat is used consultants 90 per cent of the time for IT vacancies in 2016; and

**Whereas** the Auditor General found that each consultant costs the people of Ontario \$40,000 more per year than a permanent employee, while robbing the OPS of the opportunity to develop a knowledgeable and experienced permanent staff;

**Therefore be it resolved** that OPSEU demand that the Ontario government drastically reduce the number of managers in the OPS and use the savings to invest in frontline staff who can actually meet the needs of Ontario; and

**Be it further resolved** that OPSEU demand that the Ontario government drastically reduce the use of private consultants and instead focus on hiring and retaining frontline staff.

## EB13

### Submitted by the Executive Board

**Whereas** the Ministry of Community 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** MCSS and MCYS 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 months to access children's mental health units, and due to chronic underfunding, many children and 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 on workers and service provision under the new funding formula, resulting in agencies going into deficit;

**Therefore be it resolved** that OPSEU demand that the Ontario government:

- dramatically increase investment in social services in the broader public sector; and
- strike central provincial bargaining tables for children's aid societies, developmental services and children's treatment centres.

## **EB14**

<b>Submitted by the Executive Board</b>
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**Whereas** the Ontario Labour Relations Board has confirmed that College Support Part-time staff are OPSEU members, following an historic vote and 14 year organizing drive; and

**Whereas** all part-time workers at Ontario's colleges are equally entitled to union representation; and

**Whereas** joining a union is a Constitutional right in Canada, and gives workers the collective power to reduce the low pay and precarious working conditions; and

**Whereas** precarious work is at crisis levels in the province, leaving many Ontarians struggling to keep up with the rising cost of living; and

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

**Whereas** a significant number of contract academics faculty at Ontario's colleges have signed union cards indicating signalled 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 faculty;

**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 college faculty.

## EB15

### Submitted by the Executive Board

**Whereas** Ontario's Ambulance Communications Officers (ACOs) and paramedics are often the first line of defense in a medical emergency, saving lives every day; and

**Whereas** demands on their services and care are growing by six per cent a year; and

**Whereas** the ongoing hallway medicine crisis in the province's hospitals is putting unsustainable pressure on paramedics, who are often stuck waiting for hours to offload patients at the Emergency Department because the hospital has no available beds; and

**Whereas** Ontario's Central Ambulance Communications Centres (CACCs) are suffering pervasive short-staffing problems because of their over-reliance on contract workers with little job protection and high exposure to trauma and PTSD;

**Therefore be it resolved** that OPSEU demands the Ontario government invest properly in our public hospitals' staffed beds to allow paramedics to more quickly offload patients at Emergency Departments; and

**Be it further resolved** that OPSEU demands the Ontario government invest properly in the entire Emergency Medical System in order to meet the annual 6 per cent growth in demand, including:

- better technological tools to prioritize calls;
- single paramedic response units in order to reduce the response time in emergencies;
- a registry of life-saving defibrillators and invest in more public defibrillators and CPR training;
- Expand community paramedic programs that deliver non-emergency, in-home services and reduce the number of 911 calls; and

**Be it further resolved** that OPSEU demands the Ontario government address chronic staff shortages at Ontario's Central Ambulance Communications Centres (CACCs) by investing in appropriate tools, resources and permanent, full-time Ambulance Communications Officers (ACOs).

## EB16

### Submitted by the Executive Board

**Whereas** contrary to the United Nations Charter principles of respect for sovereignty and non-interference in the affairs of sovereign states, the United States and Canada have engaged in efforts to overthrow the government of Venezuela, including the threat of military intervention; and

**Whereas** the economic crisis that is blamed on Maduro is largely a result of the collapse of the international price of oil, along with the crippling impact of US sanctions, credit freeze and embargo of trade; and

**Whereas** the US and Canada have not advocated regime change in the case of brutal dictatorships that are compliant with US foreign policy and the aims of US-based oil companies, US officials have openly proclaimed that their intervention is about re-establishing US control over Venezuela's oil industry, and the largest oil reserves in the world; and

**Whereas** Canadian corporate interests are similar, representing half of the world's mining companies, which are listed on the Toronto Stock Exchange and comprise about 60% of share value, and as the TSE is the primary market for raising capital for new and existing ventures, followed by London; and

**Whereas** Mexico, Uruguay, New Zealand and other countries have taken a more principled stand in calling for negotiations among the parties in Venezuela to achieve an internal, political solution to the crisis, and have opposed outside intervention; and

**Whereas** unions such as CUPE, CUPW and the Canadian Labour Congress, along with the Vancouver Labour Council and Toronto and York Region Labour Council have endorsed similar statements condemning the actions of Justin Trudeau, Chrystia Freeland and the Canadian government for playing an incendiary role in the coup plot; and

**Whereas** the people of Latin America have not forgotten the horrific history of military rule in the region, and the Canadian people have opposed the brutal dictatorships which were supported by U.S. interests throughout the Americas;

**Therefore be it resolved** that OPSEU through NUPGE and the CLC express its deep concern over recent actions of the Government of Canada in escalating the crisis in Venezuela, including by recognizing the presidency of a self-appointed, right wing politician who never ran for president of that country; and

**Be it further resolved** that OPSEU through NUPGE and the CLC call on the Government of Canada to refrain from seeking regime change and from intervening in the sovereign affairs of Venezuela. OPSEU calls on Ottawa to quit the pro-coup Lima Group of countries and to lift its sanctions against Venezuela; and

**Be it further resolved** that OPSEU through NUPGE and the CLC stands in solidarity with the Venezuelan people and supports their right to peaceful national self-determination.

## EB17

<b>Submitted by the Executive Board</b>
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**Whereas** Research shows that climate change is a significant threat to the well-being of people in Canada and across the globe, in terms of health, environment, and resources; and

**Whereas** a recent United Nations IPCC report indicates a 12-year timeline to reverse the major impacts of climate change by moving away from fossil fuel dependence, and reducing greenhouse gas emissions to 45% below 2010 emission levels and net zero emissions by 2050; and

**Whereas** Youth in Canada see climate change as one of the most important issues affecting their lives moving into the future; and

**Whereas** OPSEU is committed to values of social justice and community activism;

**Therefore be it resolved** that OPSEU advocate for a transition to a low-carbon or carbon-neutral economy provincially and federally; and

**Be it further resolved** that OPSEU advocate for the restoration of Ontario's Green Energy Act, which provided good jobs to Ontarians and expanded Ontario's solar and wind energy supply; and

**Be it further resolved** that OPSEU provide support to grassroots community groups organizing around a transition to a low-carbon economy.

## EB18

### Submitted by the Executive Board

**Whereas** on April 4, Ontario Treasury Board President Peter Bethlanfalvy announced the Ontario government's plans to launch "a series of consultations with a specific focus on our public sector bargaining agents... to explore how compensation growth can be managed in a way that results in wage settlements that are modest, reasonable and most importantly sustainable"; and

**Whereas**, Bethlanfalvy stated that "through these discussions with our province's public sector employers and bargaining agents will directly inform our government's next steps to responsibly manage growth in compensation... Examples of these next steps could include measures, such as:

- Voluntary agreement to wage outcomes, lower than the current trend
- Trade-offs that will lead to reductions in compensation costs, and;
- Consideration of legislative measures"; and

**Whereas** these consultations and the government's proposed "next steps" represent a direct threat to:

- the high quality, accessible public services our communities depend on
- the jobs, wages and working conditions of the more than one million Ontario public sector workers who deliver those services in communities across Ontario
- the negotiated collective agreements, and the constitutionally protected right to free collective bargaining, including the right to strike of every OPSEU member and hundreds of thousands of other public sector workers; and

**Whereas** OPSEU is committed to defending our right to members' full, democratic participation in free collective bargaining, including through the election of bargaining teams, the democratic demand-setting process, and the right to vote to ratify or reject any changes to their collective agreements;

**Therefore be it resolved that** under no circumstances will OPSEU participate in discussions or negotiations with the government on any possible agreement that would open up our collective agreements or reduce our members' negotiated wages, benefits and working conditions, or result in any other to any "trade-offs" that would undercut our members' jobs, wages, and working conditions, or the quality of the vital public services we deliver to our communities; and

**Be it further resolved that** if the provincial government announces any plan to use legislation to reopen existing contracts, impose cuts to public sector wages or jobs, or suspend free collective bargaining and the right to strike for any group of OPSEU members, OPSEU will use all necessary means to prevent, resist and defeat such an attack; and

**Be it further resolved that** in light of the government's threat to reopen existing contracts, impose cuts to public sector wages or jobs, and/or suspend free collective bargaining across the public sector, OPSEU will call on and work with our labour allies and the Ontario Federation of Labour to proclaim a "solidarity pact" and a plan of action for coordinated solidarity actions by all labour affiliates – together with our community allies - to take all necessary actions to prevent, resist and defeat such an attack on our public services and the public sector workers who deliver them and any efforts of privatization of public services.



## Health & Safety

### H1

**Submitted by Local 201  
also submitted by Local 546**

**Whereas** the number of precarious workers in the OPS has continued to steadily grow year over year according to OPS employment stats, currently at 15% or more of OPS employees; and

**Whereas** fixed term employees are or can be members of their pension plans; and

**Whereas** these employees can be injured on the job and file for WSIB; and

**Whereas** these employees are treated differently for pension contributions while on WSIB by the employer, (the employer makes pension contributions for full time and part time permanent employees but not for fixed term employees); and

**Whereas** many of these fixed term employees are in occupations where they may suffer physical, emotional or mental health injuries on the job which may be WSIB eligible e.g. Corrections, Ambulance Communications Officers, etc; and

**Therefore be it resolved** that OPSEU lobby on behalf of those injured or potentially injured fixed-term employees, to ensure that their future is not compromised due to their on-job injury in regards to their future retirement, by meeting with the OPS employer to ensure that all injured workers are treated equally in regards to their pension contributions when employees are injured on the job; and

**Be it further resolved** that CERC (Central Employee Relations Committee) make this a priority item when meeting with the employer.

## Human Rights

### HR1

**Submitted by the Northeast Area Council**

**Also submitted by the Retired Members Division**

**Whereas** until the elderly are fully recognized as individuals with the same Human Rights as other citizens, abuse of the elderly will prevail. Whether it takes place in the home, community or institutions; and

**Whereas** it has been reported that 4% or 60,000 of the 1.8 million older persons living in Canada experience elder abuse. However, many older persons are not willing to report it for fear of reprisals; and

**Whereas** physical abuse of an older person can include financial assault, rough physical treatment, sexual exploitation or the failure to provide an older person with food or appropriate hygiene or medical care; and

**Whereas** solutions have got to be found that will be meaningful and successful at eliminating the systemic vulnerability our elders live with, whether in long term care homes which are understaffed and not properly regulated;

**Therefore be it resolved** the issue of Elder Abuse, which according to statistics is completely out of control, has to be addressed with increased staffing in long-term care facilities and home care, enforced regulations and recognition of our vulnerable elderly; and

**Be it further resolved** OPSEU lobby the Provincial and Federal Governments for increased staffing in long-term care facilities and home care and improved regulations to ensure the safety of our elderly.

### HR2

**Submitted by Local 594**

**Whereas**, in 1876, the Government of Ontario opened its first institution for individuals with developmental disabilities. By 1976, the Ontario Government was operating 16 such facilities, housing more than 10,000 individuals; and

**Whereas**, the last of these institutions was closed permanently in 2009, as a result of relentless self-advocacy by individuals with a developmental disability, their family members and community allies; and

**Whereas**, the institutions' intent was to provide appropriate residential care for individuals, these facilities severely minimized individuals' personal choice and independence and amounted to forced social exclusion. In many cases, residents of such institutions were overly medicated and suffered all forms of abuse, creating long lasting trauma; and

**Whereas**, OPSEU members were employees of such facilities and as such, were directly involved in ethical transgressions against individuals with developmental disabilities;

**Therefore be it resolved** that OPSEU acknowledge the harm that was caused by some of its members to individuals in residential facilities and ask forgiveness of individuals with developmental disabilities, who were systematically excluded from natural community participation; and

**Be it further resolved** that OPSEU keep this historical injustice in mind, as it guides its members to ensure that individuals with a label of developmental disability live in a welcoming, inclusive community; and

**Be it further resolved** that OPSEU members will work to support individuals with developmental disabilities to have full, rich lives within their communities with dignity, equitable access to supports and services, and safeguard individuals' right to self-determination.

## HR3

**Submitted by the Indigenous Circle**

**also submitted by Local 546, Local 102, the Provincial Women's Committee, and the Region 1 Area Council**

**Whereas** there are thousands of Missing and Murdered Indigenous Women and Girls in Canada and the public appears to be taking no notice that this is a continuing problem; and

**Whereas** in 2017 an Inquiry was launched into the Missing and Murdered Indigenous Women and Girls which is still ongoing and this inquiry has had a multitude of setbacks; There has been very little communication coming out of the Inquiry and the families are not being given voice nor culturally-based counselling and supports; and

**Whereas** the media and public in general have to be reminded that although we have an inquiry it is important that we keep awareness in the forefront and keep pressure on the Government to address the root causes: the systemic racism and the funding necessary to not only assist in the completion of the inquiry; and

**Whereas** the OPSEU Indigenous Circle has a Red Dress Campaign with a goal of reaching out to all members, their families and communities to bring awareness to the MMIWG and to create a wave of pressure on the Government to do the right thing for these families;

**Therefore be it resolved** that OPSEU agree to fund the Red Dress Campaign, led by the Indigenous Circle, and that OPSEU (with NUPGE and CLC) will have a rally on Parliament Hill by the end of 2019. Post cards will be brought to apply pressure to the Canadian Government to ensure that this Inquiry results in Justice and healing for the families of Missing and Murdered Indigenous Women and Girls; and

**Be it further resolved** that OPSEU will have 1000 of the Red Dress pins available for the Indigenous Circle to distribute as part of the campaign, and that members or regions will have the ability to order pins through the Indigenous Circle for their events.

## HR4

**Submitted by the Region 1 Area Council**

**also submitted by Local 503, the Provincial Women's Committee, the Provincial Human Rights Committee, and Local 102**

**Whereas** bosses are using different immigration status to pit groups of workers against each other and we refuse to be divided; and

**Whereas** migrants and refugees do not steal jobs, drive down wages or devalue work and it is provincial and federal laws that give power to employers to exploit migrant workers; and

**Whereas** respect for human and labour rights, permanent resident status and full access to services for migrant workers will ensure increased rights for all workers; and

**Whereas** women and racialized people's work is systematically being devalued, and it's primarily those workers who are denied the most rights; and

**Whereas** many people did not choose to come here completely willingly, but came in search of better jobs, or to escape climate change, war or persecution. Canadian military, mining and other corporate interests are partly responsible for these factors that push people out of their homes;

**Therefore be it resolved** that OPSEU,

- Participate in or organize anti-racist and migrant justice activities on June 16, 2019;
- Highlight anti-racist solidarity and migrant justice as key themes for Labour Day 2019 (September 2) activities in our community.

## HR5

**Submitted by the Kingston Area Council**

**also submitted by the Ottawa Area Council and the Rideau St. Lawrence Area Council,**

**Whereas** OPSEU is a Union that strives to be progressive and supportive to its members, as well as to engage in all member participation and endeavours to build inclusive, barrier free environments, and services for all its members; and

**Whereas** the Accessibility Ontario Disability Act has been the law in Ontario since 2005 to which OPSEU embraces and exemplifies; and

**Whereas** Universal accessibility of all buildings, communication, technology, and services are the aim to reducing and removing barriers and therefore reducing the need for accommodation and maintaining the independence and dignity of persons with disabilities; and

**Whereas** some members with disabilities still continue to face obstacles to fully participate in Union activities;

**Therefore be it resolved** that OPSEU ensures that all buildings-leased and owned by OPSEU, communications, technology and services meet and/or exceed the AODA (Accessibility Ontario Disability Act) to ensure members who wish to participate can do

so with dignity and will have equal access to all activities and services in the most inclusive manner, requiring the least amount of personal accommodation as possible; and

**Be it further resolved** OPSEU work in coordination with DRC (Disability Rights Caucus) in that bi-annual reports shall be provided to the DRC (Disability Rights Caucus) by OPSEU on their continual efforts to be in compliance with the AODA (Accessibility Ontario Disability Act) and that OPSEU shall report back to 2020 and 2021 conventions on their progress.

## HR6

**Submitted by the Provincial Human Rights Committee**

**also submitted by Local 5118**

**Whereas** an injury to one is an injury to all; and

**Whereas** bosses are using different immigration status to pit groups of workers against each other and we refuse to be divided and stand in solidarity with all migrants in Canada, be they temporary foreign workers, international students, refugees or undocumented; and

**Whereas** migrants do not steal jobs, drive down wages or devalue work and it is provincial and federal laws that give power to employers to exploit migrant workers; and

**Whereas** respect for human and labour rights, permanent resident status and full access to services for migrant workers will ensure increased rights for all workers; and

**Whereas** women and racialized people's work is systematically being devalued, and it's primarily those workers who are denied the most rights; and

**Whereas** many people did not choose to come here completely willingly but came in search of better jobs, or to escape climate change, war or persecution. Canadian military, mining and other corporate interests are partly responsible for these factors that push people out of their homes; and

**Whereas** over 35 organizations from across Canada have joined together to form a Migrant Rights Network, with the goal of establishing an anti-racist and migrant justice campaign that can respond and intervene in the 2019 federal election, with more organizations joining all the time;

**Therefore be it resolved** that OPSEU will lobby the federal government of Canada and all federal political parties to:

- Free migrants from the control of bosses by granting all migrants permanent residency status on arrival and grant permanent residency to all migrants and refugees already here;
- Ensure migrants have access to all federal social entitlements; and ensure genuine enforcement of labour standards and basic human rights;
- End detentions and deportations;
- End discrimination and criminalization of migrants, refugees and racialized people; and
- Stop Canadian corporate and military impunity here and abroad that forces people to migrate.

**Be it further resolved** that OPSEU commits to:

- Organize educational events on anti-racism and migrant solidarity for its members by assigning members to be trained as trainers by MigrantWorkers Alliance for Change and/or the OPSEU Equity Unit and ensuring that 100 members participate in training by September 1, 2019;
- Distributing anti-racist and solidarity materials to members, including materials developed by the Migrant Rights Network and/or by OPSEU's Equity Unit;
- Participate in or organize anti-racist and migrant justice activities on June 16, 2019;
- Highlight anti-racist solidarity and migrant justice as key themes for Labour Day 2019 (September 2) activities in our community, including distributing information leaflets created by the OPSEU Equity Unit and/or Migrant Workers Alliance for Change during Labour Day events;
- Build relations with and politically and financially support migrant led campaigns coordinated through the Migrant Rights Network and the Migrant Workers Alliance for Change
- Establish a budget of no more than \$20,000 to support the above commitments.

## Expenses

### J1

**Submitted by the Thunder Bay Area Council  
also submitted by the Retired Members Division**

**Whereas** Airline discount fares no longer cover the cost of baggage, seat selection or in some cases carry-on luggage until you have reached incremental level of their loyalty programs; and

**Whereas** OPSEU pays more expensive regular airfare that includes baggage and seat selection; and

**Whereas** if you purchase a discount flight on some airlines, without pre-paying for your seat, your seat is not secured in the case of overbookings; and

**Whereas** some airlines require that you must pre-book your seat at one of three or four loyalty price levels;

**Therefore be it resolved** that OPSEU amend the current Policy language (Section 10 – Expense Guidelines 10.1 – General) to indicate that members who fly to OPSEU activities and functions, may submit seat assignment and luggage cost, up to one checked bag and one carry on, for refund on their expense claims.

### J2

**Submitted by Local 137  
also submitted by the Thunder Bay Area Council**

**Whereas** there remains to be financial barriers for locals further away from Toronto, to send alternate delegates to Convention, while locals in Regions 5, and parts of Region 2 and 3 can send alternates at little additional cost; and

**Whereas** Locals with only one delegate must send their President or designee, and deny all other interested activists the experience; and

**Therefore be it resolved** that the Executive Board create a committee, including at least one Local President from each Region, to review the funding formula for locals and to make recommendations from each region to review the funding formula for locals. The Executive Board to make recommendations to Convention 2020 that would allow locals further away from Toronto to be able to afford to send at least one alternate delegate to Convention each year.

### J3

**Submitted by Local 546**  
**also submitted by the Northeast Area Council, the Niagara Area Council, Local 5118, the Sudbury Area Council, the Greater Toronto Area Council, the Provincial Women's Committee, the Provincial Francophone Committee, and Local 102**

**Whereas** OPSEU currently reimburses family care (child care/elder care/ Dependent care) at a rate of \$10.00 per hour to a maximum of \$160.00 for 24 hours, while doing union business; and

**Whereas** OPSEU endorses and actively participates in the \$15 and Fairness Campaign so that working people across Ontario can be lifted above the poverty line; and

**Therefore be it resolved** that OPSEU raise the rate of family care (child care/elder care/dependent care) to be paid no less than \$15.00 per hour to a maximum of \$220.00 within a 24 hour period, while doing union business.

### J4

**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 educational 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 the OPSEU Policy Manual be amended to include reimbursement of wage claims for precarious workers, who do not have regularly scheduled shifts and rely on call-ins for work; and

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



J5

**Submitted by Local 546  
also submitted by Local 378 and the Oshawa Area Council**

**Whereas** OPSEU recognizes that rank and file activists give up considerable amounts of their free time to attend OPSEU functions to conduct the business of the union and spend considerable time away from family for this purpose; and

**Whereas** OPSEU recognizes that such business of union travel is stressful enough without adding a layer of potential stress and wishes to provide our union members with the respect they deserve; and

**Whereas** OPSEU members who travel for OPSEU business to benefit our union should be treated with the respect and regard that they deserve, including privacy, a place for downtime away from others and the opportunity to relax without having to worry about the opinions, feelings, habits of a fellow activist; and

**Whereas** removing the shared room policy could protect the union from liability;

**Therefore be it resolved** that the shared room policy be rescinded so that rank and file activists have a private room to retire to for breaks and in the evening; to call home without an audience, to consume food and beverages without a disapproving observer, work until the wee hours of the morning, or call it an early night without worrying about the needs of a fellow activist and to have a safe sleep space during these events.

## Lobby / Campaigns

### L1

**Submitted by the Northeast Area Council  
also submitted by the Retired Members Division**

**Whereas;** there are many older Seniors who are not computer literate, are afraid to use online banking and do not own a computer; and

**Whereas;** Service Canada and Service Ontario are more and more to online services only; and

**Therefore be it resolved** that OPSEU in conjunction with the Ontario Federation of Labour (OFL), Canadian Labour Congress (CLC) and the National Union of Public and General Employees (NUPGE) lobby the Provincial and Federal Governments to have Service Canada and Service Ontario assist persons who are not computer literate so that they may have the option of completing a manual alternative to forms.

### L2

**Submitted by the Retired Members Division  
also submitted by the Northeast Area Council**

**Whereas;** the Supreme Court ruled that the Charter Rights of Doctors and patients must be reconciled in any legislative or regulation decision, but did not provide an exemption for faith-based medical facilities; and

**Whereas;** Ontario has passed a law confirming the “conscience rights” of faith-based institutions in denying patients access to Medical Aid In Dying (MAID) services on their premises; and

**Whereas;** Institution such as hospitals do not have Constitutional or Charter of Rights; only people have such rights;

**Therefore be it resolved that** OPSEU lobby the Ontario Government to ensure that the Constitutional and Charter Rights of patients, as outlined in the Supreme Court Ruling (Carter vs Canada) are upheld so that patients can request and receive a medically assisted death; and

**Be it further resolved that** OPSEU lobby the Ontario Government to amend the Medically Assisted In Dying legislation by revoking the “conscience rights” of faith-based institutional exemptions that permits faith-based hospitals, long-term care homes and facilities prohibiting medically assisted death services in their premises.

### L3

**Submitted by the Retired Members Division  
also submitted by the Northeast Area Council**

**Whereas;** the Financial Services Regulatory Authority of Ontario (FSRAO) is responsible for good administration of pension plans and to protect and safeguard the pension benefits and rights of pension plan beneficiaries; and

**Therefore Be it resolved that;** OPSEU lobby the provincial government in conjunction with the Ontario Federation of Labour (OFL), Canadian Labour Congress (CLC) and the National Union of Public and General Employees (NUPGE) to ensure that the Financial Services Regulatory Authority of Ontario incorporates the following regulatory powers; and

Regulatory powers to block or place conditions on company takeovers, bankruptcies and insolvency processes that are deemed to put pension plans at risk;

Regulatory powers to ensure that any pension plans are funded 100% prior to paying any secured creditors;

Regulatory powers to ensure payments to workers, termination pay, severance pay, and health benefits are paid to workers prior to paying any secured creditors;

Regulatory powers to prevent companies from stopping payments of any retirement benefits during any proceedings under bankruptcy and insolvency processes;

Regulatory powers to permit punitive fines on company directors and executives in case of clear wrong doing; and

Regulatory powers to claw back directors' and executives' bonuses after a company pension plan(s) collapses.

### L4

**Submitted by the Retired Members Division**

**Whereas;** the Ontario health care system needs progressive changes in hospital funding, minimum standards in the long term care homes, increasing long term care capacity, and prevention of privatization of hospitals;

**Therefore be it resolved that;** OPSEU, in conjunction with the Ontario Federation of Labour (OFL), Canadian Labour Congress (CLC) and the National Union of Public and General Employees (NUPGE), will lobby the Provincial and Federal Government for progressive changes in hospital funding, minimum standards in long term care homes, increased long term care capacity, and the prevention of privatization of hospitals.

## L5

**Submitted by the Kingston Area Council  
also submitted by Local 546, the Sudbury Area Council, Local 102, the  
Provincial Francophone Committee, the Provincial Human Rights  
Committee, and Local 5118**

**Whereas** the Ontario Pay Equity Act was a key victory in both acknowledging the underfunding of women's work and in bringing in measures to ensure a process by which to achieve pay equity; and

**Whereas** The Ontario Federation of Labour and its many affiliates came together for a Pay Equity Symposium, dedicated to reviewing and strategizing long-fought-for established legislative measures to ensure economic justice; and

**Whereas** under the provision of Bill 148 Pay Transparency Act was legislated to take effect as of January 1, 2019 as passed by the Liberal Government. This decision was made after hearing from the Gender Pay Gap affiliates at the Legislature at one of its many presentations earlier in 2018; and

**Whereas** Pay Transparency was seen as a major win for all working women in Ontario and the purpose of the act are:

- (a) to promote gender equality and equal opportunity in employment and in the workplace, including equality of compensation between women and men, through increased transparency of pay and workforce composition;
- (b) to increase disclosure of inequities related to employment and compensation that women and other Ontarians may experience in the workplace to encourage the removal of such inequities to promote the full and equal participation of women and other groups in the workplace;
- (c) to promote, amongst employers, the elimination of gender and other biases in hiring, promotion, employment status and pay practices;
- (d) to support open dialogue and workplace consultation between employers and employees on issues concerning employment, compensation and equal opportunity; and
- (e) to support economic growth through the advancement of equity in employment and in the workplace for women and other groups.

**Whereas** the Pay Transparency Act mandates that every employer with 100 or more employees and every prescribed employer shall collect the prescribed information for the purposes of preparing, no later than May 15 each year, a pay transparency report that complies with the requirements in the regulations and that contains the prescribed information relating to the employer, the employer's workforce composition and differences in compensation in the employer's workforce with respect to gender and other prescribed characteristics; and

**Whereas** the Pay Transparency Act requires that an employer with 250 or more employees shall submit the first pay transparency report no later than May 15, 2020 and employers with 100 or more employees but fewer than 250 employees shall submit the first pay transparency report no later than May 15, 2021; and

**Whereas** the Anti-reprisal provisions state, "No employer or person acting on behalf of an employer shall intimidate, dismiss or otherwise penalize an employee or threaten to

do so because the employee has, (a) made inquiries to the employer about the employee's compensation; disclosed the employee's compensation to another employee; made inquiries about a pay transparency report made under section 7, or about information contained in such a report; given information about the employer's compliance or non-compliance with the requirements of this Act or the regulations to the Ministry; or asked the employer to comply with this Act or the regulation.”;

**Therefore be it resolved** that OPSEU continue to fully support the Ontario Federation of Labour (OFL), Canadian Labour Congress (CLC) and the National Union of Public and General Employees (NUPGE), in fighting the Provincial Government in recognizing the changes to Pay Transparency that directly impact women. OPSEU Staff and the Provincial Women's Committee (PWC) will prepare tool kits (education/training on gender parity, pay transparency, overall pay equity) which will be distributed and facilitated by each regional PWC rep; and

**Be it further resolved** that OPSEU hold an annual symposium combined with a lobby day at the Legislature starting no later than 4 months after Convention 2019, to be ready for Pay Equity Day 2020;

**Be it further resolved** that OPSEU continue to support the Pay Equity campaigns by the Ontario Federation of Labour (OFL), Canadian Labour Congress (CLC) and the National Union of Public and General Employees (NUPGE) in combating gender wage discrimination, ensuring that women throughout unions have the knowledge on pay equity. The PWC will mobilize OPSEU members to actively participate in Equal Pay Day annually.

## L6

**Submitted by Local 546  
also submitted by the Kingston Area Council, the Provincial Francophone  
Committee, the Provincial Women's Committee, and Local 5118**

**Whereas** the United Nations ranks Canada as having the 8th highest gender wage gap and this gendered income disparity continues to victimize women. As the former women's critic for London West, New Democrat MPP Peggy Sattler points out that for women escaping violence, “if her job is insecure and doesn't pay enough to lift her out of poverty, she may feel forced to stay in the abusive relationship.” For example, while Bill 47 maintains provisions brought in by the previous Liberal government providing up to 17 weeks of leave for victims of sexual assault or domestic violence. Those provisions include five days of paid leave, but the bill repeals 10 days of job-protected leave for personal and family illness; and

**Whereas** research from the Gender Pay Gap and Centre for Research shows that women are far more likely to fall into poverty after leaving a relationship as compared to men. Too often women are afraid to leave or are forced to return to their abusers because they can't afford rent, child care, food, clothing and other basic necessities, especially with the new changes to the basic income supplement. Most women's shelters are presently operating over capacity due to a lack of affordable transitional and permanent housing. In addition, the burden of insufficient income makes it all the more difficult for women to leave and remain out of abusive relationships. Now this Government has set in motion changes that will significantly add to the financial stress women are presently faced; and

**Whereas** a panel of experts known as the Roundtable on Violence against Women was established in 2015 by the Liberal government – experts who work with specific

populations on the subject matter and who came from approximately two dozen organizations, most of whom were volunteers; and who provide strategic advice to the Province on emerging issues related to, and including Indigenous women, immigrants, older women, LGBTQ people, and sex workers. The roundtable provided advice on campaign language and policies relating to domestic violence. For example, when the government was considering introducing new family-court fees in custody, access or child-support cases in 2015, the roundtable pointed out that this could be prohibitive to women fleeing domestic violence. The government ultimately decided to scrap the fee increases from their proposal. The roundtable also advocated for paid leave for people experiencing domestic or sexual violence or the threat of violence; and

**Whereas** according to a Pan-Canadian research study conducted at Western University in 2014, domestic violence impacts one in three workers in their lifetimes. A significant majority of those workers also reported that their work also suffered. Half of those we surveyed said the abuse occurred near or at the workplace. Ignoring this issue won't make it go away; not only will people continue to suffer while fearing the loss of their income if they make a move, but the costs to employers will continue to accumulate. Recent estimates show Canadian employers lose \$77.9 million annually due to the direct and indirect impacts of domestic violence. This includes that women are often forced to choose between one's job and one's own well-being, or that of their children. Women, predominately racialized and Indigenous, are more likely to be employed in precarious, low-wage work and are potentially more likely to lose out on the repeal of this bill. How callous is it to send a further signal that this Province doesn't care much about their safety or well-being?; and

**Whereas** OPSEU passed a motion in 2018 to further the commitment to an education program, and campaign on domestic and sexual violence;

**Therefore be it resolved** OPSEU will continue its commitment, and dedication to all women within the OPSEU membership and to create stronger centralized language that directly addresses domestic violence within workplaces; and

**Be it further resolved** that OPSEU will make funds available so OPSEU staff and the Provincial Women's Committee (PWC) can bring awareness, education programs and campaigns on domestic and sexual violence to increase the knowledge of the general membership; and

**Be it further resolved** that OPSEU continues its commitment and dedication to fighting the Ontario Government in making the issue of Domestic Violence as one of its primary priorities. OPSEU and the PWC will work continuously with Canadian Labour Congress (CLC), Ontario Federation of Labour (OFL), the National Union of Public and General Employees (NUPGE) and like-minded community partners; and

**Be it further resolved** that OPSEU will support creating a Roundtable Forum on sexual and domestic violence, to undertake the discussion, education and training regarding domestic violence. This round table would consist of no more than 25 members from OPSEU and community. OPSEU will fully fund all OPSEU members expenses related to all activities/events related to the domestic violence campaign. This roundtable will take place immediately following Convention 2019.

L7

**Submitted by the Provincial Women's Committee  
also submitted by the Northeast Area Council, Local 546, the Kingston Area  
Council, Local 5118, the Sudbury Area Council, and the Provincial  
Francophone Committee**

**Whereas** the pilot program, of Universal Basic Income was launched last year by the province's Liberal government, and was intended to last three years; and

**Whereas** the Government ended the program on March 31, 2019, and the recipients have received their last payment. Approximately 4,000 people in Ontario began getting a supplement in October 2017 to bring them to at least 75 percent off the poverty line. That translates to a minimum annual income of \$17,000 in Canadian dollars, approximately \$13,000 for single people, and \$24,000 for married couples; and

**Whereas** the Basic Income pilot was not in existence long enough to collect any data. Lisa MacLeod, Ontario's Minister in charge of social services cited the high costs of the project, \$150 million in Canadian dollars, as the reason for the cuts and said it was "clearly not the answer for Ontario families." Data from the experiment was not provided to back up that statement. She went on to make a promise of a better plan within 100 days of the end of program. However, Jagmeet Singh stated, "the premature end of the pilot will make it impossible to amass enough data to determine how effective a basic income program could be in lifting Canadians out of poverty." Furthermore, it was an incentive towards empowering and motivating people who already had 50 cents clawed back for every dollar earned from a job. Singh also called on the Federal Government to step in and fund the remainder of the basic income pilot project in Ontario to have a wholesome data set, examine some of the challenges and some of the benefits that are raised from the basic income program, and gather evidence to make a decision as opposed to scrapping the program;

**Therefore be it resolved** that OPSEU along with the Provincial Women's Committee, create a task force to develop strategies, create a database, conduct a risk assessment looking at the correlation between poverty and mortality rates in the Province of Ontario. This task force will be made up of individuals from OPSEU, Canadian Labour Congress (CLC), Ontario Federation of Labour (OFL), National Union of Public and General Employees (NUPGE) and like-minded community partners; and

**Be it further resolved** OPSEU will continue to advocate to preserve the Basic Income Project and will petition and lobby the Ontario Government to reinstate the Basic Income Project.

## L8

**Submitted by Local 5118  
also submitted by the Sudbury Area Council, the Provincial Women's  
Committee, the Provincial Francophone Committee, the Kingston Area  
Council, Local 546, the Northeast Area Council**

**Whereas** the Provincial Advocate for Children and Youth Act was repealed by the Conservative Government, and prior to the Provincial election, Ontario was poised to lead the country on child care. In 2016 the Ontario government began its plan to help create 100,000 new child care spaces. In early 2018, after extensive consultations and an economic analysis by one of Canada's top child care policy experts, there was finally movement on making these spaces more affordable for Ontario families — who currently pay the country's highest child care fees; and

**Whereas** the Ontario PCs have promised only a small tax credit that will do almost nothing to alleviate the financial pressure faced by families and the PCs have done nothing at all to create new child care spaces or to help retain educators to staff child care programs; and

**Whereas** the Provincial Advocate for Children and Youth for the Province of Ontario's office is independent of government and has had a very specific legislative mandate to advocate and investigate on behalf of the most vulnerable and marginalized children and youth in the province; and

**Whereas** the Provincial Advocate said his office represents those who receive child welfare services, who are in the youth justice system and who are marginalized, predominantly Indigenous children and youth as well as those with disabilities or mental health issues; and

**Whereas** the Ford government has said the responsibilities of the Ontario Child Advocate will be handled by the Ombudsman's office once the change is made; and

**Whereas** Children, Community and Social Services Minister, Lisa MacLeod also defended the cut in the Legislature, telling fellow MPPs, "I can assure everyone in the legislature that the fiercest child advocate in this province will be me."

**Therefore be it resolved** that OPSEU will continue to support, advocate and lobby the Government to create a universal child care system; and

**Be it further resolved** that OPSEU will take a leadership role with all affiliates, grass-root organizations and community partners in petitioning/lobbying the Government to reinstate the Office for the Advocate for Children and Youth.



## L9

<b>Submitted by Local 5118</b>
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**Whereas** only 72% of workplaces in Ontario are covered by workers' compensation, which is among the lowest coverage rates of any province in Canada; and

**Whereas** a lack of workers' compensation coverage means workers who are injured on the job are left with little or no support system and are more likely to fall into poverty is a union that has a significant percentage of women members; and

**Whereas** the sectors that are not covered are disproportionately made up of women, newcomers, and racialized workers; and

**Whereas** the new economy has brought forward more precarious jobs, industries, and working conditions precarious that are often also not covered by workers' compensation; and

**Whereas** most women who work outside the home still bear the brunt of housework and child care responsibilities thus resulting in double duties; and

**Whereas** women who work in gendered industries, such as caretaking and hospitality, are at a particularly high risk of injuries; and

**Whereas** these sectors pay relatively low wages and are largely staffed by women of colour, poor working class women and women of colour who are disproportionately affected by workers' compensation denials;

**Therefore be it resolved** OPSEU embarks on a lobbying campaign to bring full Universal workers compensation Coverage to all workers in Ontario; and

**Be it further resolved** OPSEU work to support the campaigns by the Women of Inspiration Injured Worker Group and its affiliates to eliminate gender discrimination within the Workers' Compensation System, including through contributing \$1000 in financial support.

## L10

<b>Submitted by Northeast Area Council</b>
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**Whereas;** the Ontario Health Care system needs progressive changes in hospitals funding, minimum standards in long term care homes, increasing long term capacity and prevention of privatization of hospitals;

**Therefore be it resolved** that OPSEU lobby the Provincial and Federal Governments in conjunction with the Ontario Federation of Labour (OFL), Canadian Labour Congress (CLC) and the National Union of Public and General Employees (NUPGE) to improve minimum standards in long term care homes, to increase long term care capacity and the prevention of privatization of hospitals.

## Membership Activities / Services

### M1

<b>Submitted by Retired Members Division</b>
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**Whereas** the by-laws of the Retired Members Division of OPSEU Article 4 states membership in the Division is open to all OPSEU/CSAO members and employees of the Union who leave the workforce by retiring directly to a pension earned in his/her workplace or retiring from a bargaining unit with no pension plan upon payment of dues as approved by the Union; and

**Whereas** a retiree can work part time or full time at another none union or an employer represented by another Union without being suspended from the Retirees Division;

**Therefore it be resolved** that OPSEU cease to remove members who are recognized members of the Retirees Division Terms of Reference by-law 4, from the rolls of the Retirees Division, for choosing to work part-time or full time for an OPSEU unionized workplace.

### M2

<b>Submitted by Local 559 also submitted by Local 243, the Ottawa Area Council, Local 416, and Local 454</b>
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**Whereas** OPSEU Locals sign members and collect personal data from our members; and

**Whereas** OPSEU has a central repository of member's personal data within Unionware; and

**Whereas** OPSEU provides local President's access to partial data through the web portal; and

**Whereas** the employers are restricting access to communication tools with our members and it is more important than ever to be able to communicate effectively with our members;

**Therefore be it resolved** that in addition to the current information available to locals, the union provides the confidential work email addresses of each member, OPSEU member number and Employee ID, if available; and

**Be it further resolved** that the Union provides the Locals with a way to electronically download the Member Data in a sortable document format, like *Excel* on demand, in addition to the quarterly lists issued by the Regional Offices.

### M3

**Submitted by Local 116  
also submitted by the Region 1 Area Council**

**Whereas** OPSEU has a proud and long-standing practice of boycotting products and companies that are believed to be harmful to the greater good; and

**Whereas** boycotts of products and companies are effective when they are timely and relevant; and

**Whereas** OPSEU has a number of boycotts that have been in place for many years and may no longer be appropriate or necessary; and

**Whereas** there are boycotts that have been approved previously by OPSEU, however many OPSEU members are not aware of them and they are not easily located;

**Therefore be it resolved** that OPSEU post on its website all products and/or companies that are currently the subject of a boycott by OPSEU, the Canadian Labour Congress (CLC), the National Union of Public and General Employees (NUPGE) and the Ontario Federation of Labour (OFL); and

**Be it further resolved** that the Executive Board review all approved boycotts every 2 years and bring forward to Convention a resolution to end any boycott that is no longer deemed necessary and/or effective.

### M4

**Submitted by Local 441  
also submitted by the Rideau St. Lawrence Area Council**

**Whereas** the primary business of Convention is to deal with all resolutions submitted by the membership through Locals, Area Councils and Divisions (Section 4-17, OPSEU Policy Manual); and

**Whereas** it is in the best interest of all OPSEU members to have as many resolutions as possible resolved at Convention;

**Therefore be it resolved** that OPSEU make a commitment to respect the start and finish times at each of the days of Convention, as well as the respect of time management during Convention in order for members on the Convention floor to participate in the disposition of the resolutions brought forward; and

**Be it further resolved** that while there is a resolution in process on the Convention floor, it is not interrupted or ended at or about 12:00 noon on the last day of Convention, but continues until members have the opportunity to vote on the outcome of said resolution, as long as the Chair recognizes there is quorum.

## M5

**Submitted by the Niagara Area Council  
also submitted by the Provincial Young Workers Committee**

**Whereas** thorough, timely, engaging and accessible communication is fundamental to building an effective union movement; and

**Whereas** there have been significant developments in online technology that offer simple integrated management of emailing lists, websites, document sharing, etc.; and

**Whereas** Social Mapping Project Recommendation #55 calls for OPSEU to “provide Central support for Locals in optimizing local communication”; and

**Whereas** this resolution was carried at Convention 2017, however nothing has been provided in the timeframe detailed in the last resolution;

**Therefore be it resolved** that OPSEU research and report back to the Social Mapping Project Committee by December 31, 2019 about available community management software (for example, but not limited to: Active Community, Nation Builder, Ning, etc.) and its suitability for local and central use, and costing implications.

## M6

**Submitted by the Local 5112**

**Whereas**, at this time, a Delegate who is unable to attend some portion of Convention, Regional, Divisional or other OPSEU function forfeits the right to resume his or her position as Delegate if s/he passes the Delegate credential to an Alternate; and

**Whereas** many of those who attend as Delegates are members of active union executive bodies, who may need to attend urgent matters over the course of a gathering such as Convention; and

**Whereas** the single and final transfer of voting rights acts as a deterrent to Delegates to pass of voting to elected Alternates; and

**Whereas** this sometimes leads to organizations being unrepresented on the floor;

**Therefore be it resolved** that, going forward, a Delegate may transfer Delegate voting rights on a single-day basis to an Alternate, with the option to resume his or her Delegate status on the following day.

## M7

### Submitted by the Provincial Human Rights Committee

**Whereas** OPSEU is a member driven union; and

**Whereas** OPSEU thrives on engaged membership; and

**Whereas** difficult topics addressed at OPSEU functions may trigger or overwhelm activists; and

**Whereas** hurt and burned out members disengage; and

**Whereas** triggered and overwhelmed members need to process information in a safe place and perhaps with an unbiased individual;

**Therefore be it resolved** that OPSEU provide mental health first aid to interested activists; and

**Be it further resolved** that there be mental health workers available at OPSEU educationals, conferences and at Convention.

## M8

### Submitted by the Provincial Human Rights Committee

**Whereas** active membership in the union is the key to building strong activists and a strong union; and

**Whereas** misconceptions about the labour movement can negatively affect new hires when they enter a unionized workplace; and

**Whereas** the OPSEU membership application form may be the first and only personal contact members have with the union; and

**Whereas** seeing your identities reflected in the in the organization has the ability to speak to members in an increasingly diverse workforce;

**Therefore be it resolved** that the OPSEU membership application form is updated to include a brief description of the individual equity caucuses and committees, including an option to receive information on a specific equity group(s); and

**Be it further resolved** that these changes be phased in over the next 12 months, to allow for the existing forms to be used up, and for staff and the equity groups to prepare an introductory document that will be sent to new members along with their membership card.

## M9

### Submitted by the Provincial Human Rights Committee

**Whereas** the Corporate and Political elite are increasingly organized by their austerity agenda; and

**Whereas** OPSEU has long supported equity, both internally and throughout the world; and

**Whereas** OPSEU needs allies of all sorts to effect positive change in society; and

**Whereas** OPSEU's equity groups play a leading role in reaching community partners that may not be otherwise accessible to the organization; and

**Whereas** in order to build-up grassroots organizations, we need to share our knowledge and capabilities with those community partners that stand together with us in the fight for justice;

**Therefore be it resolved** that OPSEU develop a Key Fob Access policy for membership centres to include regional equity caucus and committee members; and

**Be it further resolved** that Equity caucus and committee members are granted access to the membership centres throughout the region.

## M10

### Submitted by the Greater Toronto Area Council

**Whereas** OPSEU and other Unions advocate for proportional representation in municipal, provincial, and federal elections; and

**Whereas** true democracy can only come out of a vote based on proportional representation; and

**Whereas** Doug Ford was elected to a majority government with less than 40% of the vote; and

**Whereas** proportional representation provides a system of true representation; and

**Whereas** proportional representation encourages collaboration between all parties;

**Therefore be it resolved** that OPSEU strike a committee to bring forward and recommend Constitutional changes at Convention 2020, that provide for regional representation on the OPSEU executive board that adhere to proportional representation based on the density of the membership within the region; and

**Be it further resolved** that delegate entitlements at OPSEU meetings be based on proportional representation; and

**Be it further resolved** that such changes will provide no less than three (3) Executive Board Members per region.

## M11

**Submitted by the Greater Toronto Area Council  
also submitted by Local 571**

**Whereas** Area Councils are vital to the political life of OPSEU and regional activities;  
and

**Whereas** there is no mechanism for area councils to caucus with each other; and

**Whereas** Area Councils can move motions at convention but there is no mechanism to provide representation as delegates to motivate such motions;

**Therefore be it resolved** that OPSEU commit to providing time and space at Convention for an open caucus for all OPSEU Area Council executives to meet, strategize and build solidarity.

## M12

**Submitted by Local 546**

**Whereas** OPSEU stands on the principles of democracy, equity, and inclusion; and

**Whereas** OPSEU strives to provide opportunities for members to access elected positions; and

**Whereas** the current OPSEU policy of electing the Highest Ranking Woman, whose duties are to represent the union at the Ontario Federation of Labour (OFL) and the National Union of Public and General Employees (NUPGE) Boards along with the President, is exclusionary to female board members who are not Regional Vice Presidents (RVP's) in their respective regions; and

**Whereas**, the President and 1<sup>st</sup> Vice President/Treasurer are elected by the delegates at convention;

**Therefore be it resolved**, that OPSEU change its policy to allow all elected female board members to stand for election to the position of Highest Ranking Woman in OPSEU, by the delegates at Convention commencing 2021, and to continue that process moving forward.

## M13

### Submitted by Local 549

**Whereas** OPSEU's aim is "to promote full employment and an equitable distribution of wealth within Canadian and international society"; and

**Whereas** the trend in society is towards a gig economy which disproportionately affects younger workers; and

**Whereas** many fixed-term and part-time OPSEU members feel that their union mainly supports classified members;

**Therefore be it resolved** that OPSEU creates a committee to study how OPSEU can better support fixed-term and part-time workers.

## M14

### Submitted by Local 586

**Whereas** progressive organizations and political parties around the world have moved to a one member one vote system for electing leadership positions and away from a delegated convention;

**Therefore be it resolved** that OPSEU move to a more equitable, just and open system for conducting elections within this union; and

**Be it further resolved** that OPSEU move in this direction for electing the president of this union; and

**Be it further resolved** that one member one vote should be adopted as the method with which OPSEU uses to elect its president.

## M15

### 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; and

**Whereas** members that work outside Toronto are at a disadvantage since they can easily have their steward at the GSB with low cost to their respective local;

**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.



## M16

**Submitted by Local 137**

**Whereas** new members often want their union number quickly for enterprise discounts, and locals need to be able to add members who sign cards electronically, to their email lists for communications;

**Therefore be it resolved** that OPSEU release to Local Presidents the private email address and union number, on the membership list available through Member portal; and further, that the list be available by download as an Excel spreadsheet as needed.

## Political

### O1

**Submitted by the Region 1 Area Council  
also submitted by the Sudbury Area Council, the Kingston Area Council,  
Local 556, the Rideau St. Lawrence Area Council, and Local 110**

**Whereas** administrators in colleges across the province of Ontario are employees of the province and, by extension, the public; and

**Whereas** employees of the provincial government must be transparent and accountable to the public trust; and

**Whereas** the College Employer Council (CEC) is the incorporated bargaining agent for college administrators; and

**Whereas** incorporated entities are considered private and not subject to public disclosure of records (e.g. meeting minutes, financial statements, etc.); and

**Whereas** during the Ontario college strike of 2017 the corporate status of the CEC allowed it to keep its records private from the public, and thus, not subject to public accountability, which invites potential abuse of the public trust;

**Therefore be it resolved** that OPSEU demand that the province change the status of the College Employer Council from a private entity to a public entity, so that its records will be made public, and thus, it may be subject to public scrutiny/accountability.

### O2

**Submitted by the Indigenous Circle  
also submitted by the Region 1 Area Council, Local 546, the Sudbury Area  
Council, the Provincial Women's Committee, Local 102, the Thunder Bay  
Area Council, and the Provincial Francophone Committee**

**Whereas** in 1977 Nestle was giving away free samples of Formula in hospitals and advertising it as "as good as breastmilk", without telling women they had to buy it once they left the hospital. In third world countries, poor women left hospital but the natural breastfeeding process had been interfered with and compromised. Most third world countries have little to no access to clean water and cannot read labelling advising of the need to boil the water when making the formula. Babies died. A boycott was launched; and

**Whereas** Nestle is taking water from aquifers for less than pennies a litre and selling for huge profits and shipping all round the world creating drought conditions and depleting water sources that will create an imbalance in the environment causing permanent damage; and

**Whereas** Water is a Human right and is not for profit of big business. It is limited and once it is depleted it cannot be replaced. Communities don't have enough water for themselves for the long term as long as Nestle continues to take water the risks rise;

**Therefore be it resolved** that OPSEU and its members will boycott all Nestle products. OPSEU in consultation with the Indigenous Circle will create literature and a large scale Social Media campaign about the boycott to educate the membership, their families and the public about this boycott.

## Pension

P1

**Submitted by Local 5112**

**Whereas** the majority of Correctional Officers and members of various other categories within and beyond the Corrections Division have for long years derived a substantial portion of their income from overtime hours worked; and

**Whereas** benefits in retirement are no longer covered for Corrections staff; and

**Whereas** a Correctional Officer, whose base salary is just over \$70,000/year may earn up to \$175,000/year by working most available shifts; and

**Whereas** that same Officer with 20 years of service will retire with a pension of \$28,000/year, with 25 years' service, \$35,000/year and with 30 years' service, \$42,000/year; and

**Whereas** the poverty line for life in Toronto and area has been estimated to be approximately a \$17/hr wage, which translates to \$35,360/year, and a living wage in the region is estimated to be as much as \$21.75/hour (\$45,240/yr);

**Therefore be it resolved** that overtime earnings be made pensionable under the OPTrust as soon as reasonably possible but before the beginning of fiscal 2020.



# CONGRÈS 2019 CONVENTION