



Resolutions

Résolutions

G



SECTION G
RESOLUTIONS

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

Convention 2024

***Resolutions Submitted by the Deadline of March 11, 2024
Submitting Bodies (Ministry and Sector, Division, Locals, Area Councils,
Executive Board, and Provincial Committees)***

RESOLUTIONS COMMITTEE – 2024

Region	1	Darryl Bedford	Member
Region	2	Julie Chambo	Member
Region	3	John Shirk	Member
Region	4	Christine Kelsey	Member
Region	5	Rod Bemister	Member
Region	6	Kim Kazur	Chair
Region	7	Jody Tsubouchi	Vice Chair
Joel Usher		Executive Board Member	
Marc Casey		OPSEU Staff Advisor	
Cindy DiGiuseppe		Secretary	

Resolutions Committee Report

March 11, 2024

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

No. of Resolutions Received:	253
No. of Resolutions Referred to Constitutional Committee	5
No. of Resolutions Rejected*:	<u>46</u>
No. of Resolutions Accepted:	202

* 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, lacking meeting minutes, or the subject is deemed to be a bargaining issue, etc. The Committee voted on each rejection.

2. Section G - Resolutions:

Resolutions that were received on the deadline of March 11, 2024, 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 acceptance of an Emergency Resolution by the Committee, does not necessarily guarantee that the Resolution will be presented on the floor of Convention.

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 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 **Kingsway Boardroom** at the Intercontinental Hotel.

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

- (a) The Committee had its first meeting in February 2024. This meeting was to plan for upcoming Convention. Roles and upcoming meeting dates were decided.
- (b) In March, the Committee came together for 4 days of intense review and debate to verify each submitted resolution and determine the Committee's position on the merits of those resolutions.
- (c) In some cases, similar resolutions were merged as the Committee believed one resolution captured the intent of other resolutions.
- (d) A significant amount of Committee time was spent organizing and clarifying bundled resolutions. Moving forward, the Committee recommends that each resolution be submitted individually as this was a cumbersome task this year.
- (e) Committee members went to great lengths to contact submitting bodies who had not adhered to the submission guidelines. As per the Committee's Operating Guidelines and Procedures, submitting bodies were afforded the opportunity to correct their submissions.

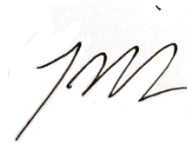
If you have any questions, please feel free to contact the Resolutions Committee member for your region. In the meantime, the Resolutions Committee hopes you enjoy a good Convention.

In solidarity,

Authorized for Distribution:



Kim Kazur
Chairperson
Resolutions Committee



JP Hornick
President

/cd

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

Therefore be it resolved that as required by section 17 of the Ontario Not-for-Profit Corporations Act, Convention confirms and approves the actions of the OPSEU/SEFPO Executive Board that created or amended a bylaw of OPSEU/SEFPO, as reflected in the minutes of the meetings of the OPSEU/SEFPO Executive Board from the closing of the last Convention until the closing of this Convention.”

A2 Statutory Resolutions

Submitted by the Executive Board

Therefore be it resolved that as required by section 68 of the Ontario Not-for-Profit Corporations Act, Convention appoints MNP LLP as Auditors of OPSEU/SEFPO for the fiscal year 2024 or until their successor is appointed.

A3 Statutory Resolutions

Submitted by the Executive Board

Therefore be it resolved that in accordance with section 83 of the Ontario Not-for-Profit Corporations Act, the OPSEU/SEFPO Executive Board approves the 2023 financial statements, as reviewed by the Audit Committee; and

Be it further resolved that the President and First-Vice President/Treasurer will sign the financial statements on behalf of the OPSEU/SEFPO Executive Board.

Budget

B1

**Submitted by Local 701
also submitted by the Thunder Bay and District Area Council**

Whereas OPSEU/SEFPO is a membership driven Union;

Whereas the cost of living in Ontario has risen significantly;

Whereas wages and general compensation has not kept up with the cost of living in Ontario;

Whereas those hit by hardship are impacted the most by not maintaining wages at a cost-of-living increase;

Therefore be it resolved that OPSEU/SEFPO will fund the Regional Hardship Committees at \$2.00 per member in good standing;

Be it further resolved that that this increase would start in 2025;

Be it further resolved that increases be maintained to be indexed annually to match COLA increases.

B2

**Submitted by Local 234
also submitted by the Thunder Bay and District Area Council**

Whereas OPSEU/SEFPO Members rely on the elected Sector and Divisional Leaders to improve and maintain Labour Relations during their terms; and

Whereas Members on Equity Boards, that also fight hard for our Members during their Terms, have a yearly operating budget of \$1,000 per Member

Therefore be it resolved that all elected leaders of a Division or a Sector including elected leaders of a Division or a Sector including elected Provincial Health and Safety Leaders be granted a \$1,000 per year as an operating budget pending receipts. The budget will be used to offset costs associated with furthering the Divisions and Sectors interests and improve and maintain Labour Relations.

B3

**Submitted by the Thunder Bay and District Area Council
also submitted by Local 234**

Whereas OPSEU/SEFPO Members rely on the elected Sector and Divisional Leaders to improve and maintain Labour Relations during their terms and

Whereas networking and sharing issues of mutual concern with associated Labour Movements is beneficial to the Sectors and Divisions and

Whereas those holding equity seats are granted automatic delegate status for OFL, CLC and NUPGE for the reasons of advancing and sharing issues of mutual concern with other associated Labour Movements

Therefore be it resolved that elected Chairs of a Division or a Sector including elected Provincial Health and Safety Chairs be granted status to CLC, NUPGE and OFL Conventions. This will serve to assist the Divisions and Sectors in advancing their issues and concerns within our associated Labour Movements.

B4

**Submitted by Local 4106
also submitted by Local 595, Local 491, Local 583, Local 106, Local 215,
Local 234**

Whereas OPSEU/SEFPO is a fair and transparent union, and

Whereas OPSEU/ SEFPO shares resources as a way to build strength and solidarity, and

Whereas the current strike fund can be accessed for the purposes of campaigns to strengthen bargaining and for strike pay by groups in a right to strike environment by way of a vote in the units but those that don't have the right to strike cannot access said funds for campaigns to strengthen bargaining positions, and

Whereas all members of OPSEU/SEFPO support those who have the right to strike by contributing a portion of general dues revenue in to the strike fund whether they have the right to strike or not, and

Whereas members who do not have the right to strike and can not access the strike fund also require financial supports to strengthen their positions in bargaining, access legal supports and/or to defend members work from privatization through lobbying and political campaigns, and

Whereas members who do not have the right to strike do not have access to funds and require individual motions to the executive board which may or may not be approved as per the executive board members decision at said board meeting based on financial position at the time,

Therefore be it resolved that OPSEU/ SEFPO implement a fund for sectors that have no access to the strike fund which would allocate resources for sectors who do not have the right to strike and are covered under HLDAA (Hospital Labour Dispute Arbitration Act) and by the Corrections Collective Agreement under the Crown Employees Collective Bargaining Act, and

Be it further resolved this fund be implemented using dues from wage reopener monies from said sectors and pay equity retro monies earnings from recent HPD pay equity settlement, and

Be it further resolved that each of the sector chairs impacted by this new fund meet to discuss the implications, access and coordination and recommended policies for executive board approval, and

Be it further resolved after initial implementation from funds mentioned above, the fund shall be increased via five (5) percent of the general dues revenue from impacted sectors (as mentioned above) and shall be transferred on a monthly basis.

Be it further resolved the fund shall be capped at ten (10) million and shall be kept at a minimum of five (5) million in order to be proactive about allocating resources to members in sectors who cannot access the strike fund to strengthen their bargaining positions.

B5

Submitted by the Orillia Service Area Area Council

Whereas OPSEU/SEFPO conducted a Forensic Audit that noted multiple financial irregularities and policy breaches.

Whereas OPSEU/SEFPO commenced civil litigation against multiple parties and companies based on the findings of the Forensic Audit.

Whereas OPSEU/SEFPO is the respondent in cross claims and counter claims as a result of the above noted litigation.

Whereas OPSEU/SEFPO has a fiduciary responsibility to spend member dues in the best interest of the corporation and its members based on the budget approved at Convention.

Whereas OPSEU/SEFPO members have not been provided costing of the above noted litigation, nor have they been provided the anticipated / potential future costs associated with litigation.

Therefore be it resolved that all Local Presidents and Area Council chairs be provided complete financial disclosure of current costs associated with each of the lawsuits arising from the results of the Forensic Audit within 60 days of resolution.

Be it further resolved that all Local Presidents and Area Council chairs be provided with all documentation filed with the court related to the above noted litigation including but not limited to statements of claim, statements of defense etc., within 60 days of resolution.

Be it further resolved that OPSEU/SEFPO convene a 2 day hybrid All Presidents / Area council chair meeting within 90 days of resolution for the purpose of reviewing the above noted financial disclosure with OPSEU/SEFPO legal counsel with full transparency.

Be it further resolved that the Presidents and Area Council chairs will be tasked with directing the OPSEU/SEFPO Executive Board on how to proceed with litigation, and what, if any, financial resources will be approved.

Be it further resolved that the outcome of the meeting will be communicated to members as soon as practical following adjournment.

B6

**Submitted by Local 503
also submitted by the Greater Toronto Area Council**

Whereas OPSEU/SEFPO communications do not live in a vacuum and are competing for attention against a rich media environment

Whereas our employer uses public resources to produce its own messaging

Whereas members require information and compelling material to build up capacity, self- respect and the energy to fight anti-worker sentiment and campaigns

Whereas the current media team at OPSEU/SEFPO is made up of a single person with no backup

Whereas media production requires a team to fulfill all necessary roles from filming, to lighting, to editing, to distribution

Whereas OPSEU/SEFPO membership is diverse in stories and geography

Whereas solidarity and collectivism is a central tenet of the labour movement and our constitution

Therefore be it resolved that OPSEU/SEFPO hire no less than five (5) full-time production staff.

B7

Submitted by Local 503

Whereas open, transparent and public information is part of any healthy decision making capacity

Whereas there are many challenges being faced by our members including but not limited to classifications, some of which that go back decades

Whereas members already understand that wages have not kept up with rising costs of living

Whereas a better understanding of our history will aid in determining the direction of our shared future

Whereas historically unions have leveraged membership funds to fund independent research that can help inform crucial decisions that impact members

Whereas information and education is the only antidote to ignorance and anti-worker sentiment

Therefore be it resolved that OPSEU/SEFPO will hire no less than two (2) full time research positions to investigate discrepancies, trends and data that affects our membership.

B8

Submitted by the Rainbow Alliance arc-en-ciel

Whereas according to the Ontario Human Rights Code, unions “have a legal duty to accommodate based on a person’s family status”

Whereas it is identified that locals and area councils may not have the funding reserves necessary to provide childcare for its members attending local business and events.

Whereas OPSEU/SEFPO delegates to Convention in 2022 resolved the creation of an ad-hoc childcare committee to remove barriers and improve participation of union members

Whereas OPSEU/SEFPO recognizes the barriers equity deserving groups who face greater participation barriers such as low income workers, precarious/ part-time workers, women, Indigenous, black and racialized workers, and those with family and caregiver responsibilities, and have historically been tasked with the responsibility of childminding, placing careers on hold in lieu of being a parent or caregiver and have historically lower salaries, less positions of leadership, and less opportunity for career advancement.

Whereas OPSEU/SEFPO recognizes that our children are the next generation of Labour activists, and their experiences, or lack thereof within the union, have the potential to create a strong foundation with the potential to inspire generational activism.

Whereas Local members are the foundation of OPSEU/SEFPO, the main revenue stream of the union, and are deserving of, and will greatly benefit from, greater access to information sharing, increased accessibility and transparency in their union, and increased engagement from members.

Therefore be it resolved that OPSEU/SEFPO make funding available, similar to the accessibility fund, in which locals and area councils shall access supplementary funds from OPSEU/SEFPO in order to ensure access to the safe and effective provision of childcare when members actively attend to the business of the union. Ie. LEC meetings, demand set meetings, bargaining, AGMs, team-building engagements, training, committee work, political action campaigns, strike committees, and other events deemed necessary by the local executive or area council.

Be it further resolved that this fund be available to members effective budget 2025.

Be it further resolved that the fund and its policies and procedures will be surveyed by the OPSEU/SEFPO membership and responses be made available to members within a year of implementation.

B9

Submitted by the Sault Ste. Marie and District Area Council

Whereas some EBMs have a great geographical area to cover which requires them to spend a lot of time on the road, thereby increasing the time they must take off from their regular work duties, and

Whereas waiting for time off letters to reach their employers puts unnecessary stress on EBMs and the members they support, and

Whereas some EBMs have jobs where taking sporadic time off negatively affects the populations they serve.

Therefore be it resolved that the following amendment be included in Article 16 as follows:

Members of the Board shall be granted the opportunity to take a leave of absence with pay (full time book off) from their regular employment to fulfill their duties as Executive Board Members and provide adequate support to locals in their region. Their wages will be reimbursed to their employer by the Union.

B10

Submitted by the Provincial Young Workers Committee
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Whereas Grassy Narrows has a long-standing history of massive mercury contamination of its water system; and

Whereas mercury poisoning has been linked with nervous system disorders, impacting mental health by causing psychological distress and suicide attempts (Mergler, Philibert, Fillion, & Da Silva, 2023); and

Whereas Grassy Narrows has a suicide rate three times higher than any other First Nation's community, with the majority of those dying by suicide being between the ages of 5-17 years old; and

Whereas as of January 3, 2024, Grassy Narrows is in a state of emergency with 3 youth suicides in the prior 2 months; and

Whereas OPSEU/SEFPO has an existing relationship with Layla Staats wherein she spoke to 2023 Convention delegates on the issue of Canada's indigenous youth;

Therefore be it resolved that OPSEU/SEFPO will immediately support Layla Staats to meet her financial fundraising goal of \$10,000. The cost will deliver a mini recording studio, complete with all the gear to record, edit, and produce music and videos to give these youth the tools to share their stories and voices. This will be an outlet to help channel their energy into something positive and empowering in an attempt to lower the rates of suicide among youth in Grassy Narrows.

References

Mergler, D., Philibert, A., Fillion, M., & Da Silva, J. (2023, July). The contribution across three generations of mercury exposure to attempted suicide among children and youth in Grassy Narrows First Nation, Canada: An intergenerational analysis. *Environmental Health Perspectives*, 131(7). doi: 10.1289/EHP11301

<https://www.gofundme.com/f/recording-video-editing-studio-for-grassy-youth>

B11

**Submitted by the Indigenous Circle
also submitted by the Region One Area Council**

Whereas The water crisis facing Indigenous communities is profound and Water First offers training and education in three key programs: Drinking Water Internship, environmental water technical training and school-based water science education workshops with no cost to the students attending the programs, and

Whereas Water First helps address water challenges in Indigenous communities in Canada through their programs and is just one part of a solution to the water crisis facing many Indigenous communities, and

Whereas OPSEU/SEFPO currently donates \$10,000 annually to the Water First programs,

Therefore be it resolved that OPSEU/SEFPO increase its annual donation to Water First Education and Training Inc to \$20,000 to help ensure the continuation of the programs in Indigenous communities so that these programs can continue to be offered with no cost to the students of Ontario.

Education

E1

**Submitted by the Region One Area Council
also submitted by the Thunder Bay and District Area Council**

Whereas as pursuant to the current OPSEU/SEFPO Policy manual section 7 education OPSEU/SEFPOs goal is to provide educational programs that empower our members to effect meaningful change in their workplaces and in communities; It must give us the skills, self-confidence and leadership needed to co-operate and to challenge the arbitrary power of the employer.

Whereas presidents training is currently only inclusive of new presidents

Whereas there are times and circumstances when the Vice President needs to take on the duties of the local president, and often are left without training and the skills to empower members and communities and effect meaningful change, in the workplaces and communities.

Therefore be it resolved that OPSEU/SEFPO permit 1st Vice-Presidents to attend presidents training to educate them and give them the skills, tools and resources to be able to take on the presidents duties when required.

E2

Submitted by the Thunder Bay and District Area Council

Whereas OPSEU/ SEFPO currently supports hybrid viewing of the annual convention

Whereas OPSEU/SEFPO could increase member involvement in convention literacy

Whereas OPSEU/SEFPO seeks to promote inclusivity, belonging and unity, and encourage membership involvement and remove barriers to union activities

Therefore be it resolved that OPSEU/SEFPO will have live stream at convention available to member centers or designated meeting spaces at no additional travel or wage costs, and live stream events could be locally funded by local units for their members to view as guests.

Therefore be it further resolved that this be in place for convention 2025.

E3

**Submitted by the Provincial Human Rights Committee
also submitted by the Provincial Young Workers Committee, Indigenous Circle**

Whereas the Ontario Public Service Employees Union (OPSEU)/Societe des employes de la fonction publique de l'Ontario (SEFPO) recognizes the importance of addressing Diversity, Equity, and Inclusion (EDI) issues effectively within the workplace;

Whereas Recommendation 16 of the Social Mapping Project calls for "building accountability and expectations among headquarters staff to identify and resolve subtle EDI issues embedded in grievances";

Whereas there is a recognized need to strengthen the role of Grievance Officers in addressing equity-related tasks, knowledge, and competencies, ensuring a more comprehensive and inclusive approach to grievance resolution;

Whereas integrating EDI considerations more explicitly into the job description and competencies of Grievance Officers can lead to more equitable and effective resolutions of workplace issues;

Therefore be it resolved that OPSEU/SEFPO shall work with Ontario Public Service Staff Union (OPSSU) to amend the job description of all OPSEU/SEFPO Grievance Officers to include specific responsibilities and skills related to equity, diversity, and discrimination issues, particularly in the identification of themes and barriers faced by equity-seeking groups;

Be it further resolved that the Major Tasks section of the Grievance Officer's job description shall explicitly mention the need to address equity/diversity/discrimination issues and identifying systemic themes within grievances;

Be it further resolved that the knowledge requirements for the Grievance Officer position shall include an understanding of potential workplace barriers faced by equity-seeking groups, and the Valuing Diversity competency requirement shall be elevated from Level 2 to at least Level 3 or 4;

Be it further resolved that specific references to understanding and reflecting identity-related perspectives in reaching agreed-upon solutions shall be incorporated into the role of the Grievance Officer;

Be it further resolved that the competency title "Valuing Diversity" shall be revised to "Fostering Equity" to better reflect the proactive and inclusive approach required in grievance resolution.

E4

<p>Submitted by Local 513 also submitted by Local 558, Local 595, Local 583, Local 514, Local 613</p>

Whereas year after year, according to Statistics Canada, the Canadian Jewish community is the most targeted religious community in terms of hate crimes, accounting for 67 percent of religiously motivated hate in 2022 (the most recent data available); and

Whereas according to Statistics Canada, on average, more than one hate incident targeted Canada's Jewish community every day in 2022; and

Whereas Canada is experiencing a spike in antisemitism, called 'terrifying' by Canada's Prime Minister; and

Whereas antisemitic incidents make up 53% of reported hate crimes in Toronto since the Israel-Hamas war began on October 7th, 2023; and

Whereas antisemitism directly and harmfully affects the lives of many OPSEU/SEFPO staff and members; and

Whereas OPSEU/SEFPO has a proud history of standing for the human rights of all its members and of all people; and

Whereas OPSEU/SEFPO has rightfully and robustly responded to discrimination and hatred directed toward various identified populations, by instituting mandatory training to prevent and respond to targeted hatred and discrimination; and

Whereas such training encourages a more inclusive and safe Union environment; and

Whereas similar training in understanding the nature of contemporary antisemitism and preventing and responding to it, has not yet occurred as part of OPSEU/SEFPO policy; and

Whereas OPSEU/SEFPO staff and members would benefit from training in the nature of contemporary antisemitism and in methods of preventing and countering said antisemitism.

Therefore be it resolved that OPSEU/SEFPO will undertake to offer training to address antisemitism for its Executive Board, for whom it shall be required; its staff; and its membership;

Be it further resolved that said training will be offered by a reputable and proven trainer, to be selected following consultations with national Canadian Jewish organizations and with the approval of Jewish representatives from the submitting body(s) of this resolution (following the principle of "nothing about us, without us");

Be it further resolved that said training shall begin with the Executive Board before July 1st, 2024, and shall continue on a defined and timely schedule, and

Be it further resolved that related expenses will come out of the contingency line for the 2024 budget, thereafter added to the regular training budget line.

E5

Submitted by Local 365

Whereas the continuous education and training of our union members, stewards and executive is crucial for the effective representation and support of our members;

Whereas the current training methods for stewards may benefit from enhanced accessibility, flexibility, and a wider range of educational resources;

Whereas an internal Learning Management System (LMS) can provide a platform for both asynchronous and synchronous learning, allowing stewards to access training materials, participate in educational sessions at their convenience, and increase timelines for steward training.

Whereas "asynchronous learning" refers to educational activities that do not occur in the same place or at the same time, enabling members to learn at their own pace by accessing materials, resources, and assignments anytime and anywhere, which is especially beneficial for those with varying schedules and those in remote locations;

Whereas "synchronous learning" involves live, real-time interaction between instructors and learners, facilitating direct communication, instant feedback, and a sense of community among participants, but requires participants to be available at specific times;

Whereas it is essential to ensure that our training is inclusive and accessible to all members, including those in remote communities and members with disabilities;

Be it resolved that OPSEU/SEFPO will:

1. Investigate the Feasibility:

- Conduct a thorough investigation into the feasibility of onboarding an internal LMS -study to be completed within the next 12 months and submitted to the next convention.

- Evaluate various LMS providers, considering cost, functionality, ease of use, and compatibility with our current systems.

1. Assess Educational Needs:

- Collaborate with experienced stewards and educational experts to identify the training needs of our stewards and our members.
- Develop a list of potential courses and resources that would be beneficial for steward training (either asynchronous or synchronous).

2. Explore Asynchronous and Synchronous Learning Options:

- Determine the balance between asynchronous and synchronous learning modes to maximize accessibility and engagement.
- Consider the development of custom educational content tailored to the specific needs of our stewards.

3. Pilot Testing and Feedback:

- Implement a pilot program after convention 2025 with a select group of stewards to test the functionality and effectiveness of the chosen LMS.
- Collect and analyze feedback from pilot participants to make necessary adjustments before a full rollout.

4. Report and Decision:

- Prepare a comprehensive report detailing the investigation's findings, including potential costs, benefits, and a proposed implementation plan.
- Present the report to the union's executive committee and membership for review and a decision on whether to proceed with the LMS implementation.

Be it further resolved that this initiative aims to enhance the skills and effectiveness of our stewards, ultimately benefiting the entire membership by ensuring high-quality, inclusive, and accessible representation and support.

E6

Submitted by Local 556
also submitted by Local 576

Whereas OPSEU/SEFPO is committed to the principles of equity and inclusion and believes in the importance of member-driven action across the province and beyond;

Whereas member education is a fundamental strategy in the engagement and development of a strong union;

Whereas a significant part of our membership works irregular hours, precarious jobs and across diverse locations;

Whereas remote work has increased since 2020, and OPSEU/SEFPO members now increasingly live outside of the region they work in;

Whereas the current model for educational opportunities has been mostly structured around the understanding of a traditional workweek for abled bodies;

Whereas asynchronous online learning opportunities enable members to learn at their own pace and in a flexible manner by accessing materials and resources anytime and anywhere;

Whereas synchronous online learning opportunities enable immediate communication, feedback and real-time connection;

Whereas access to educational opportunities should be as barrier-free as possible;

Therefore be it resolved that OPSEU/SEFPO will:

1. Ensure that there is an equivalent online, synchronous version of every in-person workshop provided in a Weekend Educational session, so that members can choose the mode of delivery that works best for them, and so that those who choose to attend online have the same content options as those who choose to attend in person.
2. Investigate the feasibility of onboarding an internal Learning Management System (LMS), conducting a study to be submitted at the 2025 convention that considers: cost, functionality, ease of use, and compatibility with our current systems.
3. Redevelop existing educational workshops into asynchronous training modules that can be accessed at any time by any member, to be hosted on a chosen LMS.
4. Redevelop existing stewards training into asynchronous training modules, to be hosted on a chosen LMS, that are augmented by synchronous opportunities to connect with other OPSEU/SEFPO stewards.

Be it further resolved that a version of asynchronous resources (Items 3 and 4), to the degree that it is possible, should be available to everyone, including non-OPSEU/SEFPO members; and

Be it further resolved that an update regarding the development and implementation of Items 1 and 2 should be presented no later than the 2025 convention; and

Be it further resolved that an update regarding the development and implementation of Items 3 and 4 should be presented no later than the 2026 convention; and

Be it further resolved that this initiative aims to enhance the skills and knowledge of all our members, benefitting all of OPSEU/SEFPO by ensuring high-quality, inclusive, and accessible knowledge and support.

E7

**Submitted by Local 503
also submitted by the Greater Toronto Area Council**

Whereas collective bargaining is a critical process that determines OPSEU/SEFPO member wages, benefits, and workplace rights through obtaining a fair collective agreement.

Whereas the only courses on collective bargaining currently available to members is training for bargaining teams once elected which currently limits Locals ability to organize.

Whereas Educational Weekends are regularly held throughout all seven Regions of OPSEU/SEFPO.

Therefore be it resolved that OPSEU/SEFPO will commit to creating a course on collective bargaining to be offered at Regional Educational Weekends and made available to Locals upon request.

E8

Submitted by the Executive of the Retirees Division

Whereas Members of the Retired Members Division are active members of OPSEU/SEFPO; and

Whereas of these, many members take part in OPSEU/SEFPO events, such as rallies, picket lines and campaigns; and

Whereas many of these members represent their Locals and/or OPSEU/SEFPO at Area Councils and Labour Councils; and

Whereas OPSEU/SEFPO has Regional Educationals that can have and do have topics that would be helpful or useful to these RMD activists such as equity, political or social issues and

Therefore be it resolved that OPSEU/SEFPO policy reflect the need to train all of its members in these issues, such as equity, political or social issues and where possible, include RMD members.

E9

Submitted by the Provincial Francophone Committee

Whereas OPSEU/SEFPO is a bilingual corporate entity, which is to be reinforced by standard practices that are to be observed, in both languages to avoid linguistic disparity and to dismantle linguistic insecurities by providing francophones learning spaces.

Whereas OPSEU/SEFPO Constitution Article 19.4 indicates that the Francophone Committee is to develop and promote programs to encourage Francophones to participate in activities and to increase the awareness and understanding of Francophone issues, and OPSEU/SEFPO's vision: "Organizing to Win" has encouraged collaboration and mobilization of the different members with the respect of all their different needs and rights.

Whereas as per the Social Mapping has found that one in twelve OPSEU/SEFPO members identify themselves as Francophone and the same study indicates that the francophone committee plays an active role in advocating for materials, events and information to be accessible to Francophones/francophiles and lack opportunities for involvement in the activities already proposed by OPSEU/SEFPO.

Whereas publications and materials and press releases offered in French contribute personal, educational, and professional development by promoting linguistic diversity, cultural understanding, inclusion and providing valuable skills for an increasingly interconnected and intersectional inclusive union.

Whereas OPSEU/SEFPO is promoting equity and inclusion focused in a multi-level educations, and skill building for bargaining and is only almost exclusively offered in the English language, preventing francophones and francophiles alike from benefiting from appropriate learning resources that can be the basis of equity learning pathways for leaders in French.

Whereas French publications and materials and press releases are rarely provided for Francophones which is detrimental and discriminatory increasing barriers to the Francophone membership and to their participation in OPSEU/SEFPO activities.

Therefore be it resolved that OPSEU/SEFPO provide a minimum of 1 virtual educational, in French per year, composed of 2 courses. These educational will be province wide and available to all members.

Be it further resolved that the determination of which courses are offered will be decided upon by the Provincial Francophone Committee, and rolled out before the end of 2024.

Be it further resolved that the funding of this provincial initiative will come from the central budget.

E10

Submitted by the Coalition of Racialized Workers

Whereas OPSEU/SEFPO recognizes that when bargaining wages, benefits, job security, working conditions, and all aspects of a collective agreement the union must include the voices of workers that have systemically been removed. The union must address systemic barriers to participation at the bargaining table for Black and Racialized Workers. We must acknowledge bargaining effectively, requires the voices of workers with lived experiences and who continue to face barriers and discrimination in their workplace and communities.

Whereas OPSEU/SEFPO is developing a training course for bargaining teams that highlights anti-racism, with examples of language that workplaces have bargained into their collective agreement.

Whereas one of the most important venues for effecting change in our fight against racism is at the bargaining table. Our collective agreements are one of our strongest tools to dismantle systemic racism and other forms of discrimination that members experience. We cannot have justice in the workplace unless we fight for better benefits, working conditions, wages, pensions, and job security for everyone. Fighting precarious work must be a priority at the bargaining table, and it's a critical part of an anti-racism collective agreement.

Whereas OPSEU/SEFPO continues to prioritize employment equity to build a workforce that represents the communities we live in. We achieve this through collective agreement language that establishes fair hiring and promotion processes and training opportunities. Our union is committed to fighting systemic racism and inequities and advancing the priorities of Black and Racialized workers at the bargaining table.

Therefore be it resolved that OPSEU/SEFPO develop a one-day course called "Organizing for Power with an Anti-Racism Lens" to educate and train our members to bargain and advocate for a more inclusive workplace

Executive Board

EB1

Submitted by the Executive Board

Whereas communities across Ontario are facing unprecedented environmental challenges that necessitate urgent and collective action; and

Whereas OPSEU/SEFPO recognizes the importance of transitioning toward a sustainable and green economy to better address climate change and advocate for environmental stewardship; and

Whereas the public sector plays a critical role in driving sustainable practices and fostering a resilient green community; and

Whereas collaboration, coalition building, and resource-sharing among public sector entities can enhance the effectiveness of green initiatives and promote innovation; and

Whereas a summit provides a platform for stakeholders to exchange ideas, share best practices, and develop collaborative strategies;

Therefore be it resolved that OPSEU/SEFPO calls for the organization of a public sector summit on greening the economy in Ontario; and

Be it further resolved that the summit aims to convene key stakeholders from various government agencies, organizations, union allies, and others to discuss and strategize on initiatives that promote sustainability and environmental responsibility; and

Be it further resolved that OPSEU/SEFPO is directed to coordinate and organize the summit; and

Be it further resolved that the outcomes and recommendations from the summit be documented and shared within the public sector to encourage the implementation of green initiatives.

EB2

Submitted by the Executive Board

Whereas the LCBO plays a crucial role in regulating the sale and distribution of alcoholic beverages in the province, ensuring responsible consumption and generating critical revenue for public services, including education and health care; and

Whereas the LCBO is a cornerstone of revenue generation for essential public services; bringing in \$2.5 billion dollars a year; and

Whereas the Ontario Government has proposed and implemented policies that suggest a move towards the privatization of the LCBO; and

Whereas the preservation of unionized jobs is a cornerstone of OPSEU/SEFPO; and

Whereas the privatization of the LCBO may lead to negative consequences, including reduced oversight, increases in alcohol-related harm, and a loss of revenue for public services; and

Whereas the LCBO contributes to harm reduction and public safety; and

Whereas the residents of Ontario deserve transparent and inclusive decision-making regarding any changes that may impact public health, safety, and the funding of public services;

Therefore be it resolved that OPSEU/SEFPO strongly opposes the Ontario Government's efforts to privatize the LCBO; and

Be it further resolved that OPSEU/SEFPO advocate around the significance of the LCBO's role in promoting responsible alcohol consumption and generating revenue for public services; and

Be it further resolved that OPSEU/SEFPO commits to raising awareness about the potential negative consequences of LCBO privatization in Ontario and actively engaging in advocacy efforts to safeguard public interest.

EB3

Submitted by the Executive Board

Whereas access to quality healthcare – from hospitals to community based health care and mental health and addiction support – is a fundamental right critical for the well-being of Ontario residents; and

Whereas the Ontario Government has proposed and implemented policies that privatize and monetize health care services in the province; and

Whereas the privatization of health care leads to increased costs, reduced accessibility, and compromised quality of care; and

Whereas public health care system is pivotal in ensuring equitable access to medical services; and

Whereas the privatization of health care disproportionately affects vulnerable and marginalized populations, exacerbating existing health disparities;

Therefore be it resolved that OPSEU/SEFPO vehemently oppose the Ontario Government's efforts to privatize health care in Ontario; and

Be it further resolved that OPSEU/SEFPO urges the government to prioritize the preservation and strengthening of our public health care system, ensuring accessibility, universality and quality of care; and

Be it further resolved that OPSEU/SEFPO calls for increased transparency and public engagement in decision-making processes related to the health care system to better serve Ontarians; and

Be it further resolved that OPSEU/SEFPO commits to fighting any and all forms of privatization of our health care system and will allocate the appropriate resources in fighting privatization.

EB4

Submitted by the Executive Board

Whereas OPSEU/SEFPO is committed to upholding principles of equity, justice, and human rights; and

Whereas transgender and gender non-conforming people deserve to be treated with dignity, respect, and without discrimination or threat of violence; and

Whereas there has been a rise in harmful and regressive policies across Canada aimed at transgender youth and children manufactured to stoke moral panic over 2SLGBTQIA+ people; and

Whereas advocating against discriminatory policies is aligned with OPSEU/SEFPO values; and

Whereas it is essential to use our collective voice and worker power to oppose and actively fight against legislation that is transphobic at local, provincial, and national levels;

Therefore be it resolved that OPSEU/SEFPO strongly condemns any legislation that discriminates against transgender individuals and violates their rights; and

Be it further resolved that OPSEU/SEFPO commit to actively advocating against legislation that is transphobic by engaging lawmakers, policymakers, and other stakeholders to express our outrage; and

Be it further resolved that OPSEU/SEFPO collaborate with like-minded organizations, unions, community groups, and individuals to build a strong coalition against legislation that is transphobic, pooling resources for more effective and impactful advocacy; and

Be it further resolved that OPSEU/SEFPO will use its communication channels, including social media, newsletters, and public statements, to raise awareness about the harmful impacts of legislation that is transphobic; and

Be it further resolved that OPSEU/SEFPO will actively support legal challenges against discriminatory laws, providing assistance, resources, and advocacy where possible.

EB5

Submitted by the Executive Board

Whereas opioid-related deaths saw a stark increase in Ontario in 2015 when illicit fentanyl made its way into the province; and

Whereas there were 272 suspected drug-related deaths according to the Office of the Chief Coroner (OCC) of Ontario between November 2023 and January 2024, a 31% increase from the same period four years ago; and

Whereas supervised consumption and harm reduction sites, including The Spot Supervised Consumption Site (SCS) in Sudbury, provide life-saving services that reduce preventable deaths, reduce the transmission of HIV and Hepatitis C, and connect some of Ontario's most vulnerable members to additional healthcare and health promotion services; and

Whereas Ontario has paused new site approvals since October 2023, and in December 2023 paused provincial funding for the supervised consumption and harm reduction site in Sudbury;

Therefore be it resolved that OPSEU/SEFPO calls on the Ontario government to resume immediately the funding of all supervised consumption and harm reduction sites that are currently providing services; and

Be it further resolved that the funding being sought for all supervised consumption and harm reduction sites is sufficient to optimize the safety of harm reduction workers at the sites;

Be it further resolved that OPSEU/SEFPO urge the Ontario government to expedite new site approvals for supervised consumption and harm reduction sites to ensure these services are available in all regions of the province.

EB6

Submitted by the Executive Board

Whereas The OPSEU/SEFPO Policy Manual confirms that "OPSEU/SEFPO officially supports the NDP both provincially and federally"; and

Whereas the NDP is not always a competitive election option in the provincial/federal electoral ridings where OPSEU/SEFPO members reside; and

Whereas our provincial/federal first-past-the-post (aka single member plurality) electoral system prompts consideration of strategic voting, where Ontarians are faced with voting for the least bad competitive option rather than the best option for themselves and their loved ones; and

Whereas voter turnout is trending low in provincial and federal elections; and

Whereas engaging OPSEU/SEFPO members in electoral politics is one way to seek to achieve social and economic improvements for workers and the entire working class; and

Whereas it is difficult to engage OPSEU/SEFPO members in electoral politics when the provincial/federal first-past-the-post electoral system leaves much to be desired in many ridings across Ontario.

Therefore be it resolved that OPSEU/SEFPO will provide members with education pertaining to our provincial/federal first-past-the-post electoral system and alternative democratic electoral systems during and between provincial/federal elections; and

Be it further resolved that OPSEU/SEFPO commits to:

- evaluating several alternative electoral systems used by democracies of the world, including mixed member proportional representation; and
- officially supporting the electoral system that will be the most fair and engaging for provincial/federal voters; and
- completing this work before 2026.

EB7

Submitted by the Executive Board

Whereas OPSEU/SEFPO continues to be engaged in an organizational transformation process to move from a servicing model to an organizing model of unionism that centres its work on the membership building their bargaining power; and

Whereas OPSEU/SEFPO has developed a strategic plan that frames its work and decision-making according to shared principles; and

Whereas Convention 2023 passed a resolution to convene a Governance Ad Hoc Committee of the OPSEU/SEFPO Executive Board to conduct a review of OPSEU/SEFPO's governance structure with the analysis and any recommendations from the committee to be presented to OPSEU/SEFPO Convention 2024; and

Whereas the Governance Ad Hoc Committee of the OPSEU/SEFPO Executive Board has completed Phase One of a review that has resulted in constitutional amendments coming to Convention 2024 for debate; and

Whereas there is additional need for a governance review of OPSEU/SEFPO structures and systems;

Therefore be it resolved that an ad-hoc committee be established by

the President's office, with membership of the committee being the President or designate, the First Vice- President/Treasurer or designate, and three OPSEU/SEFPO Executive Board Members, and at least one of which will be an OPSEU/SEFPO Equity Executive Board member as elected by the OPSEU/SEFPO Executive Board at its first meeting after Convention 2024, with support from OPSEU/SEFPO General Counsel and any professional expert(s) chosen by the President and approved by the ad-hoc committee as a whole to continue the review of OPSEU/SEFPO's governance structure; and

Be it further resolved that the mandate of the committee shall include exploring the creation of an OPSEU/SEFPO Ombuds Office, assessing the combined role of President, CEO and Chair, assessing the combined role of First Vice-President and Treasurer, and reviewing OPSEU/SEFPO Executive Board policy and procedure; and

Be it further resolved that the committee bring forward any recommendations to the OPSEU/SEFPO Executive Board to consider bringing to OPSEU/SEFPO Convention 2025.

EB8

Submitted by the Executive Board

Whereas the OPSEU/SEFPO Constitution enshrines the use of Roberts Rules of Order and the O. Garfield Jones' Parliamentary Procedure in addition to the provisions found in Article 13.11 as the procedures used to ensure the smooth function of OPSEU/SEFPO Convention and meetings; and

Whereas Robert's Rules of Order is used to govern the meeting procedures in most organizations in Canada; and

Whereas Robert's Rules may be seen to pose dysfunctional and incomprehensible procedural barriers to participation by members of OPSEU/SEFPO; and

Whereas OPSEU/SEFPO has identified an interest in identifying and removing structural and systemic barriers that impede participation by its full membership;

Therefore be it resolved that an ad-hoc committee be established by the President's office, with membership of the committee being the President or designate, the First Vice- President/Treasurer or designate, and three OPSEU/SEFPO Executive Board Members, one of whom is an OPSEU/SEFPO Equity Executive Board Member, as elected by the OPSEU/SEFPO Executive Board at its first meeting after Convention 2024, with support from OPSEU/SEFPO General Counsel and any professional expert(s) chosen by the President and approved by the ad-hoc committee as a whole to review parliamentary procedures used by OPSEU/SEFPO with the analysis and any

recommendations from the committee to be presented to the OPSEU/SEFPO Executive Board to consider bringing to OPSEU/SEFPO Convention 2025.

EB9

Submitted by the Executive Board

Whereas the availability of affordable housing is a fundamental right that contributes to the well-being and stability of our communities; and

Whereas the rising cost of housing in Ontario has created significant challenges for working people and their families, leading to housing insecurity and homelessness; and

Whereas, as a public sector union, OPSEU/SEFPO recognizes the direct impact of housing affordability on the lives of our members and the broader community; and

Whereas access to affordable housing is critical for uplifting the workforce; and

Whereas the lack of affordable housing negatively affects the physical and mental health of individuals and families, exacerbating social inequities and contributing to the social determinants of health;

Therefore be it resolved that OPSEU/SEFPO strongly advocates for increased efforts and investments in building affordable housing in Ontario communities; and

Be it further resolved that OPSEU/SEFPO calls on the government to collaborate with stakeholders, including the private sector labour leadership and non-profit organizations, to develop and implement comprehensive strategies to address the affordable housing crisis; and

Be it further resolved that OPSEU/SEFPO supports initiatives that prioritize affordable housing projects, ensuring they are integrated into community planning and development efforts; and

Be it further resolved that OPSEU/SEFPO commits to engaging in advocacy efforts, including public awareness campaigns and partnerships with like-minded organizations, to promote the importance of affordable housing in building strong, vibrant, and equitable communities; and

Be it further resolved that OPSEU/SEFPO will be active participants in discussions, consultations, and initiatives at the local, regional, and provincial levels to advance policies and funding mechanisms that promote the development of affordable housing;

Be it further resolved that OPSEU/SEFPO lobby the Ontario government to

adequately fund the landlord and tenant board.

EB10

Submitted by the Executive Board

Whereas legislative attacks on free collective bargaining over the last three decades have stripped language from collective agreements, curtailed our bargaining rights, set out strict essential service levels, and imposed settlements, and restricted the ability of OPSEU/SEFPO to take meaningful action when faced with concession bargaining; and

Whereas OPSEU/SEFPO has faced an austerity agenda at the bargaining table, driven by an unfair and increasingly regressive tax system that prioritizes corporate tax cuts, lowering income tax rates for the richest Canadians, expanding tax loopholes, and turning a blind eye to tax havens thereby drastically reducing government revenue to pay for the quality public services that benefit all Canadians; and

Whereas OPSEU/SEFPO is faced with employer proposals in collective bargaining that would see members, working side-by-side, being paid different rates of pay, with access to different benefits, and even different pensions upon retirement, which entrenches more precarious jobs and precarity of existing jobs; and

Whereas recent Supreme Court decisions have protected our Charter rights to free collective bargaining; and

Whereas OPSEU/SEFPO has, a central tenet of its Strategic Plan the goal of challenging bosses and anti-worker legislation at a greater scale and supporting collective bargaining that leads to better and more inclusive contracts; and

Therefore be it resolved that OPSEU/SEFPO enshrine a no-concession policy that opposes concessionary bargaining, opposes two-tier provisions, and defends free bargaining rights; and

Be it further resolved that OPSEU/SEFPO affirms its determination to protect our collective agreement rights, to resist any demands for concessions or two-tier contract provisions, and to defend our right to free collective bargaining, including our right to strike; and

Be it further resolved that OPSEU/SEFPO fights concessions, resists two-tier contract provisions, and defending free collective bargaining rights through the close collaboration of staff and elected leaders; and the affected membership as a whole; and

Be it further resolved that in advance of the commencement of each round of collective bargaining, a strategic plan for bargaining will be developed that

sets out an education component for rank and file members and a communications plan to take the membership through to the conclusion of collective bargaining. The plan will provide details on member mobilizing and organizing in support of bargaining proposals as well as details on resisting concessions and two-tier contract proposals.

World Issues

I1

**Submitted by Local 518
also submitted by the Provincial Human Rights Committee, Local 532,
Local 503, Provincial Young Workers Committee, Indigenous Circle,
Greater Toronto Area Council, Rainbow Alliance arc-en-ciel**

Whereas on January 11th, 2024, the International Court of Justice (ICJ) convened to address the South African legal case, asserting that the state of Israel is in violation of its obligations under the United Nation (UN) Genocide Convention; and

Whereas OPSEU/SEFPO has a long and proud record of actively contributing to the struggle against South African apartheid through the systematic boycott of South African goods; and

Whereas prominent figures in the realm of social justice, and many trade unions in the international labour movement fervently advocate for the Boycott, Divestment, and Sanctions (BDS) campaign against apartheid in Israel; and

Whereas the intent of BDS is the targeted consumer boycott from select retailers to stop selling products from companies profiting from war

Whereas Section 29.9.3 of the OPSEU/SEFPO Constitution mandates that every new member shall "... promise to uphold the Union's commitment to dismantling anti-Black racism, anti-Indigenous racism and all forms of racism and discrimination."; and

Whereas the struggle against colonialism and genocide is a matter that pertains not solely to Palestinian workers but encompasses all Canadians, as outlined in the Truth and Reconciliation Commission's first 42 calls to action, urging the full and public acknowledgment of the genocide perpetrated against First Nations, Inuit, and Métis; and

Whereas labour rights are human rights and the labour movement should fight for the rights of workers everywhere;

Therefore be it resolved that effective immediately, OPSEU/SEFPO will actively support the international campaign of Boycott, Divestment and Sanctions (BDS) to demand an immediate ceasefire and that the state of Israel end the siege of Gaza and occupation in the West Bank, and dismantle the apartheid wall and Israeli settlements in the West Bank, and fully comply with international law, including United Nation Resolution 194, which calls for the right of return of Palestinian refugees.

**Submitted by Local 532
also submitted by Local 568, Local 503, Greater Toronto Area Council**

Whereas OPSEU/SEFPO proudly supports the principles of human rights, social justice and international workers' solidarity and has a long history of mobilizing to support workers' rights and communities in Canada and internationally; and

Whereas OPSEU/SEFPO and our members have been horrified by the unprecedented escalation of violence against unarmed civilians in Israel-Palestine since October 7 - including the deaths of approximately 1,200 Israelis, more than 28,000 Palestinians in Gaza and almost 400 Palestinians in the West Bank; and the mass destruction of civilian neighbourhoods, hospitals, schools and civil infrastructure in Gaza; and

Whereas on January 26th, 2024, the International Court of Justice (ICJ) i) issued an interim finding that there is a plausible case that Israel is committing acts of genocide in violation of the United Nation (UN) Convention on Genocide, and ii) directed Israel to take all immediate steps to prevent the killing of Palestinians, ensure resumption of humanitarian aid and basic services to Gaza, and prevent and punish incitement to genocide (<https://www.ici-cii.org/node/203454>): and

Whereas international law imposes a positive duty on all nations, including Canada, to oppose and take all steps in their power to prevent acts or potential acts of genocide by other states; and

Whereas since the IJC ruling, Israel has escalated its war on Gaza and extended it into the so-called "safe zones" in southern Gaza to which more than 1.5 million Palestinians have fled for safety; and

Whereas a coalition of major Canadian unions (including CUPW, CUPE, NUPGE, PSAC, Unifor and UNITE/HERE) - together with more than 250 other union locals, labour councils and community, social justice and faith groups - have issued a national call for a Ceasefire Now; an end to Israel's blockade of Gaza; immediate humanitarian assistance; the release of all hostages; an end to increased Anti-Arab and anti-Palestinian racism, Islamophobia, and antisemitism in Canada; and a just and lasting peace in Israel-Palestine and an end Israel's decades-long occupation of Palestinian territory (<https://ceasefirenow.ca/who-we-are>); and

Whereas these groups have marched together with hundreds of thousands of Canadians — including many members of OPSEU/SEFPO, other unions and our diverse communities — in mass demonstrations as part of the growing movement for a Ceasefire Now and a just peace;

Therefore be it resolved that OPSEU/SEFPO;

1. Condemns the killing of unarmed civilians.
2. Deplores any racist, antisemitic or Islamophobic statements or acts against Muslims, Jews, Palestinians, Arabs or Israelis in Canada and internationally;
3. Demands an immediate end to Israel's blockade, bombing and invasion of

Gaza, and the mass detentions and killing of Palestinian civilians in the West Bank;

4. Demands that the Canadian government call for an immediate ceasefire, restoration of humanitarian aid and essential services to the people Gaza, and the immediate release of all hostages, political prisoners and individuals held in detention without charge by Israel and Hamas;
5. Calls for a Canadian and international ban on all financing, manufacturing, sale or transportation of arms and military equipment, components or technology to Israel;
6. Calls for an end to Israel's occupation, seizure & annexation of Palestinian lands and the forced displacement of Palestinian people; and immediate negotiations towards a just peace that respects international law, United Nations resolutions, and the historic rights of the Palestinian people;
7. Rejects attempts by governments, politicians, institutions and other organizations to equate criticism of the State of Israel or its policies, or support for the rights of Palestinians, with antisemitism or support for terrorism;
8. Condemns attempts to silence workers, students, unions, civil society organizations and individuals — including the voices of indigenous, immigrant, racialized and marginalized individuals and communities — who speak out for an immediate ceasefire, an end to the blockade, and the rights of Palestinians;
9. Encourages OPSEU/SEFPO locals, area councils, and other bodies - and our labour and community allies, including the OFL, NUPGE and the CLC — to advocate, mobilize and build the public campaign for the positions outlined above; and
10. Calls for all hostages on the Palestinian and Israeli sides to be released.

I3

Submitted by Local 560

Whereas as of January 2024, there were at least 7 major conflicts being waged globally, including but not limited to international or civil wars in Russia/Ukraine, Israel/Gaza, Ethiopia, Sudan, Myanmar, and several North African countries, and

Whereas many additional countries and groups are engaged on the periphery of these conflicts or in numerous minor conflicts globally, and

Whereas many OPSEU/SEFPO members may identify with nations involved in these conflicts or have family and friends directly affected by these conflicts, and

Whereas OPSEU/SEFPO has selectively taken positions on international conflicts in the past, and

Whereas in 2023's convention, of the 55 resolutions sent to delegates by the

Resolution Committee, only one concerned any international conflict, and

Whereas that resolution exclusively targeted the State of Israel for criticism and called for OPSEU/SEFPO to boycott and sanction the State of Israel indefinitely, and

Whereas it would be discriminatory for OPSEU/SEFPO to hold any one country to a standard that it does not hold all other countries, and

Whereas it would be discriminatory for OPSEU/SEFPO to selectively target one single country for criticism or sanction, for actions that are also undertaken by neighbouring countries, and

Whereas many international conflicts have complex dynamics, and any position taken on them should be based on thoughtful consideration that takes into account those dynamics, including historical factors, territorial claims, and an analysis of international law, and

Whereas the time constraints of Convention do not lend themselves to a sufficiently detailed and thoughtful discussion of any international conflict, let alone several conflicts, on the floor of Convention,

Therefore be it resolved that OPSEU/SEFPO recognizes that a diversity of opinions related to international conflicts is an inevitable consequence of our diverse membership; and

Be it further resolved that OPSEU/SEFPO reaffirms the paramount importance of human rights, and calls upon the Government of Canada to demand that all countries and parties involved in conflicts respect the human rights of both combatants and civilian populations under international law; and

Be it further resolved that OPSEU/SEFPO calls upon the Government of Canada to promote peaceful resolution to international conflicts; and

Be it further resolved that OPSEU/SEFPO will take no further position at the 2024 Convention directly related to any international conflict.

I4

Submitted by Local 556

Whereas OPSEU/SEFPO supports the principle that human rights, social justice and international solidarity are key issues for our members and the labour movement; and

Whereas OPSEU/SEFPO has a long and proud history of organizing and mobilizing to build labour solidarity and political action to support workers' rights and our communities in Canada and internationally; and

Whereas OPSEU/SEFPO and our members have been shocked by the unprecedented escalation of violence against unarmed civilians in Palestine since October 7.

Whereas a coalition of major Canadian unions (including ATU, CUPW, CUPE, NUPGE, PSAC, Unifor and UNITE/HERE) – together with more than 250 other

union locals, labour councils and community, social justice and faith groups - have issued a national call for a Ceasefire Now; an end to Israel's genocide in Gaza; immediate humanitarian assistance and reinstatement of funding to UNRWA; the release of all hostages and political prisoners, including men, women and children; an end to increased Anti-Arab and anti-Palestinian racism, Islamophobia, and antisemitism in Canada; and a just and lasting peace in Israel-Palestine including an end Israel's decades-long occupation of Palestinian territory; and

Whereas these groups have marched with hundreds of thousands of Canadians – including many members of OPSEU/SEFPO, other unions and our diverse communities – in mass demonstrations as part of the growing movement for a ceasefire and a just peace; and

Whereas the psychological safety of workers is impacted by witnessing this genocide and made worse by the suppression of speech in the workplace in support of Palestinians;

Therefore be it resolved that OPSEU/SEFPO Local 556 submit the following to OPSEU/SEFPO Provincial for debate at the annual convention on April 25-27, 2024;

- I. Supports the statements on the escalating violence in Israel-Palestine issued by NUPGE (<https://nupge.ca/2023/nupge-statement-israel-and-palestine/>) and Ceasefire Now! (<https://ceasefirenow.ca/who-we-are>)
- ii. Deplores any Islamophobic, racist or antisemitic or statements or acts against Muslims, Palestinians, Jews, Arabs or Israelis in Canada and internationally;
- iii. Demands an immediate end to Israel's blockade, bombing and invasion of Gaza, and the mass detentions and killing of Palestinian civilians in the West Bank;
- iv. Demands that the Canadian government call for an immediate ceasefire and that Canada immediately restore funding to UNRWA;
- v. Calls for a Canadian and international ban on all financing for and/or direct/indirect shipments of arms and military equipment to the region;
- vi. Calls for an end to Israel's occupation, seizure and annexation of Palestinian lands and the forced displacement of Palestinian people;
- vii. Calls for immediate negotiations towards a just peace that respects international law, United Nations resolutions, and the historic rights of the Palestinian people;
- viii. Rejects attempts by governments, politicians, educational institutions and other organizations to equate criticism of the State of Israel and its policies, or support for the rights of Palestinians, with antisemitism or support for terrorism;
- ix. Condemns attempts to silence workers, students, unions, civil society organizations and individuals – including the voices of immigrant, racialized and

marginalized individuals and communities – who speak out for an immediate ceasefire, an end to the blockade, and the rights of Palestinians;

x. Encourages OPSEU/SEFPO area councils, locals and other bodies – including our labour and community allies, such as the OFL, NUPGE and the CLC – to advocate, mobilize and build the public campaign for the positions outlined above.

Acronyms:

ATU: Amalgamated Transit Union

CLC: Canadian Labour Congress

CUPW: Canadian Union of Postal Workers

NUPGE: National Union of Public and General Employees

OFL: Ontario Federation of Labour

PSAC: Public Service Alliance of Canada

Expenses

J1

**Submitted by the Provincial Young Workers Committee
also submitted by Thunder Bay and District Area Council**

Whereas the costs of accommodations and travel for union activities have become prohibitively expensive, creating a financial burden for lower-paid members of the Ontario Public Service Employees Union (OPSEU)/Société des employés de la fonction publique de l'Ontario (SEFPO);

Whereas many young and precarious workers within the union are facing difficulties in managing these initial costs, often resulting in financial strain and the accumulation of debt;

Whereas the limited access to high credit limits or credit cards for these members exacerbates the challenge of participating fully in union activities, including holding elected positions and attending key events;

Whereas OPSEU/SEFPO is committed to inclusivity and equity, as outlined in the Strategic Membership Plan (SMP) Recommendations, specifically Recommendations 22, 35, and 36, which emphasize the need for accommodating diverse needs beyond physical disability and family status, addressing unwelcoming aspects in union environments, and fostering a diverse and inclusive leadership;

Therefore be it resolved that OPSEU/SEFPO shall initiate and implement a process, within 120 days of this motion passing, to prearrange and cover the costs of accommodations and travel for elected representatives at various levels (local, Central, Divisional, Occupational) as an initial step;

Be it further resolved that this process shall be reviewed and amended as necessary, with the goal of extending this financial coverage to a broader range

of union members within 9 months of this motion passing, in line with the union's commitment to diversity, equity, and inclusion; and

Be it further resolved that this initiative aligns with OPSEU/SEFPO's commitment to taking a leading role among Canadian labor organizations in diversity, equity, and inclusion, and is essential in building a first-in-class leadership that reflects diverse approaches and ensures a fully inclusive experience for all members.

J2

Submitted by the Thunder Bay and District Labour Council

Whereas many OPSEU/SEFPO meetings occur in Toronto.

Whereas union engagement is best served by attending meetings in person which allows for members to build solidarity.

Whereas members in region 7 must travel a significant distance to attend in person meetings

Therefore be it resolved that OPSEU/SEFPO covers the travel expenses for an additional night for members who must travel over 200km from the returning airport or train station at the conclusion of an OPSEU/SEFPO meeting.

Therefore be it further resolved that OPSEU/SEFPO implement this policy at the conclusion of convention 2024.

J3

Submitted by the Thunder Bay and District Labour Council

Whereas OPSEU/SEFPO is a membership driven Union; and

Whereas we celebrate our members at our annual OPSEU/SEFPO convention by handing out awards and lifetime memberships; and

Whereas travel and accommodation costs have risen significantly; and

Whereas we wouldn't want our award winners and lifetime members to be burdened with additional costs;

Therefore be it resolved that all attendance costs will be covered the same as any member, for award winners traveling into convention.

J4

Submitted by the Rainbow Alliance arc-en-ciel

Whereas the current hotel billing process can sacrifice the prospectives of members living with financial instability, and

Whereas the claim process can be delayed and can cause financial hardship and halt the participation of active activists, and

Whereas a process is already in place for OPSEU/SEFPO staff and co-facilitators for central hotel billing, and

Whereas many OPSEU/SEFPO members work in precarious employment and do not have access to credit to cover high costs expenses and security deposits, and

Whereas the cost of hotel accommodation has increased substantially, and

Therefore be it resolved that OPSEU/SEFPO facilitate a more direct billing process with their hotel contracts

Therefore be it resolved that OPSEU/SEFPO be billed centrally and cover all costs and security deposit for all approved hotel stays for all union events booked centrally.

Therefore be it further resolved that this be available to members by September 2024.

J5

**Submitted by Local 701
also submitted by the Thunder Bay and District Area Council**

Whereas OPSEU/SEFPO is a membership driven Union;

Whereas Convention occurs annually;

Whereas Convention is defined in our Constitution as our supreme governing body;

Whereas a 2.5 day Convention is not sufficient to properly debate, question and vote on Resolutions and Constitutional Amendments;

Whereas a 2.5 day Convention is not long enough to properly debate, question and vote on the annual budget and hold caucuses during 'business of the day';

Therefore be it resolved that OPSEU/SEFPO where possible, will add a full day to convention;

Be it further resolved that where possible that the additional day will be added to the 2025 Convention;

Be it further resolved that where possible, the Convention will be 3.5 days going forward.

J6

**Submitted by the Provincial Human Rights Committee
also submitted by the Provincial Young Workers Committee, Provincial
Francophone Committee, Indigenous Circle, Kingston Area Council, Orillia
Service Area Area Council, Rainbow Alliance arc-en-ciel**

Whereas the Ontario Public Service Employees Union (OPSEU)/Syndicat des employes de la fonction publique de l'Ontario (SEFPO) recognizes the importance of active participation by members of its Article 19 Provincial Committees in equity leadership roles within affiliate unions or federations;

Whereas the election of Article 19 Provincial Committee members to such positions is beneficial for the representation and advancement of equity objectives within the broader labor movement;

Whereas the financial responsibilities associated with performing duties in these elected leadership roles can be substantial and may not align with the primary budgetary objectives of Article 19 Provincial Committees;

Whereas it is vital to ensure that the budgets of Article 19 Provincial Committees remain focused on their core activities and mandates, without being unduly burdened by additional expenses;

Therefore be it resolved that any expenditures related to the performance of duties by an OPSEU/SEFPO member elected to leadership in affiliate unions or federations shall be funded through the OPSEU/SEFPO Central budget;

J7

Submitted by the Provincial Human Rights Committee

Whereas OPSEU/SEPPO is an equity driven union and

Whereas equity deserving members face barriers to equal participation and

Whereas when meetings are held some members are unable to fully participate due to the geographic area of where they live and

Whereas the 60km rule prohibits fostering networking capabilities of members and

Whereas the meetings extend past normal business hours

Therefore it be it resolved that the current 60km rule be waived for all scheduled OPSEU/SEFPO meetings and events.

J8

Submitted by Local 491

Whereas 12.2.1 of the OPSEU/SEFPO Constitution lists several examples of locals having a degree of autonomy including, but not limited to, negotiating local collective agreements, processing grievances, establishing joint labour-management committees on local working conditions, exercising control over expenditure of their revenues, joining local labour councils and other organizations and engaging in social and community activities, and;

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

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

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

Whereas OPSEU/SEFPO has budgeted for time off for local work.

Therefore be it resolved that OPSEU/SEFPO restructures the current 80/20 fund by funding time off day(s) per local as a percentage of local dues paid per member in the form of time off for local executive members, and

Be it further resolved that the OPSEU/SEFPO Executive Board amend the current policy to ensure locals not meeting the full time book off threshold shall receive more time off while also addressing the disproportionate impact to small locals by providing a minimum threshold of book off days regardless of number of members.

J9

Submitted by Local 416 also submitted by Local 241, Kingston Area Council, Ottawa Area Council

Whereas members benefit from attending events in person, giving them the opportunity to network with other OPSEU/SEFPO members

Whereas hotels are only accepting check in with a valid credit card

Whereas not all members have credit cards and not all members are able to have a credit card

Whereas this is a barrier for members preventing them from attending OPSEU/SEFPO events including Convention, Educational events, Divisional Meetings, Bargaining Conferences and participating fully in Equity events or being a delegate on Provincial Committees.

Therefore be it resolved that the Executive Board investigates the issue of checking in to a hotel for an OPSEU/SEFPO event for the delegates who do not have a credit card.

Be it further resolved that the Executive Board implement a process to accommodate the delegates who identify with this need by December 31st ,2024.

Equity

K1

**Submitted by the Thunder Bay and District Area Council
also submitted by the Provincial Young Workers Committee**

Whereas OPSEU/SEFPO is committed to principles of trade unionism and social justice and

Whereas OPSEU/SEFPO holds current funds with financial institutions that have questionable investment and banking practices that conflict with our principles and

Whereas members would benefit from an ethical, solidarity focused institution to bank with

Therefore be it resolved that OPSEU/SEFPO create a committee to explore options for forming a member's credit union and

Be it further resolved that the committee will report back to the membership quarterly and at convention 2025, with a budget not to exceed \$200,000

K2

**Submitted by the Kingston Area Council
also submitted by the Provincial Human Rights Committee, Region One Area Council, Provincial Francophone Committee, Indigenous Circle, Greater Toronto Area Council, Niagara Area Council, Orillia Service Area Council, Ottawa Area Council, Rainbow Alliance arc-en-ciel**

Whereas we move closer to 2025 Accessibility for Ontarians with Disabilities Act (AODA) is to be completely implemented ensuring accessibility to all Ontario citizens. The Ford government is unwilling to commit to adherence to these deadlines.

Whereas OPSEU/SEFPO espouses inclusion and supports to allow equal access to all members to their union.

Whereas OPSEU/SEFPO has not implemented Resolution number HR 5 from 2019 convention.

Be it resolved that OPSEU/SEFPO will, in conjunction with the Disability Rights Caucus (DRC), conduct a full audit of all of OPSEU/SEFPO buildings for compliance with AODA by the end of September 2024 and are made compliant by April 2025, with the cost to be borne by the general operating fund;

Be it further resolved that OPSEU/SEFPO will, in conjunction with the DRC, conduct a full audit of the accessibility of all its communications including website and educational by September 2024 and made competent by January 2025, with the cost to be taken from the general operating fund.

K3

**Submitted by the Ottawa Area Council
also submitted by the Provincial Human Rights Committee, Provincial Young Workers Committee, Region One Area Council, Provincial Francophone Committee, Indigenous Circle, Greater Toronto Area Council, Orillia Service Area Area Council, Rainbow alliance arc-en-ciel**

Whereas OPSEU/SEFPO is an inclusive union and espouses the concepts of Equity Diversity and Inclusion (EDI) as one of its primary guiding principles

Whereas OPSEU/SEFPO is inclusive of members with disabilities.

Whereas equity, diversity and inclusion does not denote accessibility.

Be it resolved that OPSEU/SEFPO support Locals with resources, funding, and training to include Inclusion, Diversity, Equity and Accessibility in all collective agreements;

Be it further resolved that all structures, communications, and events are developed with an Inclusion, Diversity, Equity and Accessibility (IDEA) lens.

K4

**Submitted by the Region One Area Council
also submitted by the Provincial Human Rights Committee, Provincial Young Workers Committee, Provincial Francophone Committee, Indigenous Circle, Greater Toronto Area Council, Kingston Area Council, Rainbow Alliance arc-en-ciel**

Whereas universal accessibility is quintessential to full inclusion; and

Whereas the pandemic has demonstrated barriers to that inclusion; and

Whereas OPSEU/SEFPO has already demonstrated and acquired the technological ability to provide hybrid events with existing equipment and resources; and

Whereas equity, inclusion, diversity, and accessibility are a priority and are fundamental principles of the labour movement and OPSEU/ SEFPO; and

Whereas members of the disability community are more likely to be impacted by airborne viruses and mobility issues and travel barriers.

Be it resolved that all in person general membership, educational, conferences, convention, and meetings be made in a functional and accessible hybrid format, to meet the needs of all OPSEU/SEFPO members;

Be it further resolved that OPSEU/SEFPO will update all of its facilities and offices to ensure hybrid functions are available and these functions will be available by the end of 2024.

K5

**Submitted by the Niagara Area Council
also submitted by the Provincial Human Rights Committee, Provincial
Young Workers Committee, Region One Area Council, Provincial
Francophone Committee, Indigenous Circle, Greater Toronto Area Council,
Kingston Area Council, Orillia Service Area Area Council, Rainbow Alliance
arc-en-ciel**

Whereas the Social Mapping Project recommendation 43 identified the need for "alternative and effective methodologies" regarding educational offerings; and,

Whereas alternative methods of education will meet the needs of members of equity deserving groups and workers who may face barriers attending education both regionally and centrally; and,

Whereas Recommendation 43 specifically outlined "women, Indigenous peoples, workers with disabilities, young workers, those in precarious jobs, members in northern/rural/remote regions, etc." but shall also prioritize Black, Racialized, and Indigenous members; and,

Whereas regions may offer education courses that will be beneficial to these participants that may not be available in their own regions; and,

Whereas it is more cost effective to provide hybrid format to allow maximum educational opportunities,

Therefore be it resolved that all OPSEU/SEFPO regions offer a minimum of one hybrid educational session per year, open to members identified as experiencing barriers to attending education with prioritization of Black, Indigenous, and Racialized members.

K6

**Submitted by Coalition of Racialized Workers
also submitted by the Provincial Human Rights Committee, Provincial
Francophone Committee, Indigenous Circle, Kingston Area Council,
Rainbow Alliance arc-en-ciel**

Whereas The Workers of Colour Caucus initiated the Living Wall at the 2004 OPSEU/SEFPO Convention to document how few Black and Racialized members attended the convention. The Living Wall continued year after year at conventions as a way to show whose voices were missing in our union. This also made OPSEU/SEFPO acknowledge the barriers Black and Racialized members face accessing and participating in our union. OPSEU/SEFPO Equity Committees and Caucuses lobbied for a demographic profile of our membership, where in 2008 the Social Mapping Resolution was passed at our annual convention.

Whereas our members voted to amend the OPSEU/SEFPO Constitution to enact important changes that recognized the presence and prevalence of systemic racism affecting Black, Racialized, and Indigenous members within the union.

Whereas systemic racism and our colonial history have pitted workers against each other. The injustice and divisions they cause have never served the workers' movement. OPSEU/SEFPO realizes it's time to repair the damages and build the trust and engagement of workers in our union and communities. It's time to help workers see what we have in common so that we can work together more strongly for social justice.

Whereas on May 13, 2021, The Coalition of Racialized Workers (CoRW) wrote a letter to the OPSEU/SEFPO Executive Board urging them to do better as an organization and to eradicate all forms of white supremacy, intimidation, and bullying tactics found within our political structure. We need real-time and relevant solutions to move our union forward.

Therefore be it resolved that OPSEU/SEFPO allocate a Regional Equity Budget of \$140,000 to each region. This budget is to be used for equity work within the regions. In particular, to focus on member mobilization of Black and Racialized members. This budget is to be shared between the seven Equity Committees and Caucus.

K7

**Submitted by the Indigenous Circle
also submitted by the Provincial Human Rights Committee, Provincial
Young Workers Committee, Provincial Francophone Committee, Kingston
Area Council**

Whereas it is the requirement for OPSEU/SEFPO to have board representation at Equity Conferences it is our recommendation that these EBM attending Equity Committee be from the committees that they represent.

Whereas each committee will have representation through the newly elected Board Equity EBM will be responsible for report back at the next board meeting details of the conference, calls to action and any other important information to the entire Executive Board.

Therefore be it resolved that the respective Equity EBM be assigned as the liaison to the said conference,

Be it further resolved that the EBM's will apply like any other member for each equity conference or equity event,

Be it further resolved that the equity EBM shall be the only participant at their respective equity conference on behalf of the board.

K8

**Submitted by the Provincial Young Workers Committee
also submitted by the Provincial Human Rights Committee, Indigenous
Circle**

Whereas diversity and equity are paramount priorities amongst OPSEU/SEFPO membership, necessitating that campaigns be accessible to members across various work sectors and regions of Ontario;

Whereas it is essential for campaigns within OPSEU/SEFPO to be accessible and equitable for all members, particularly in relevance to their workplace;

Whereas the Equity Chair of Chairs plays a critical role in facilitating communication between the caucus, committee chairs, and their respective provincial representatives;

Whereas Social Mapping Project (SMP) Recommendation 31 emphasizes the need to "Solidify and extend the equity-related links between campaign topics and the diverse lived experiences and concerns of members, stakeholders, and communities";

Therefore be it resolved that regular and structured communication channels be established with the Equity Chair of Chairs. This communication shall include consultation, input and feedback as part of the development of all upcoming campaigns;

Be it further resolved that the Equity Chairs shall disseminate such information to all Equity, ensuring their involvement in providing insights and feedback. This process is crucial for ensuring that OPSEU/SEFPO campaigns are equitable and accessible to all members, aligning with our commitment to diversity and equity across Ontario.

K9

Submitted by the Provincial Francophone Committee also submitted by the Provincial Human Rights Committee, Provincial Young Workers Committee, Region One Area Council, Indigenous Circle, Kingston Area Council, Orillia Service Area Area Council, Rainbow Alliance arc-en-ciel, Ottawa Area Council

Whereas OPSEU/SEFPO is a bilingual corporate entity, which is to be reinforced by standard practices that are to be observed, in both languages to avoid linguistic disparity and to dismantle linguistic insecurities by providing francophone learning spaces, and

Whereas a resolution has already been passed, but is not being fully implemented nor utilized, requiring OPSEU/SEFPO to release all publications, materials and press releases in both English and French, and

Whereas OPSEU/SEFPO Constitution Article 19.4 indicates that the Francophone Committee is to develop and promote programs to encourage Francophone to participate in activities and to increase the awareness and understanding of Francophone issues, and OPSEU/SEFPO's vision: "Organizing to Win" has encouraged collaboration and mobilization of the different members with the respect of all their different needs and rights, and

Whereas the Social Mapping project has found that one in twelve OPSEU/SEFPO members identify themselves as Francophone and the same study indicates that the francophone committee plays an active role in advocating for materials, events, and information to be accessible to Francophones/francophiles and lack opportunities for involvement in the activities already proposed by OPSEU/SEFPO, and

Whereas publications and materials and press releases offered in French contribute personal, educational, and professional development by promoting linguistic diversity, cultural understanding, inclusion and providing valuable skills for an increasingly interconnected and inclusively intersectional union, and

Whereas OPSEU/SEFPO is promoting equity and inclusion focused multi-level educations, and skill building for bargaining, and

Whereas courses are mainly offered exclusively in the English language, preventing francophones and francophiles alike from benefiting from appropriate learning resources that can be the basis of equity learning pathways for leaders in French, and

Whereas French publications, materials and press releases are rarely provided for Francophones which is detrimental and discriminatory increasing barriers to

the Francophone membership and to their participation in OPSEU/SEFPO activities, and

Therefore be it resolved that OPSEU/SEFPO shall immediately provide all publications, materials and press releases in French and English simultaneously.

K10

**Submitted by Local 513
also submitted by Local 558, Local 595, Local 532, Local 583, Local 514,
Local 613**

Whereas OPSEU/SEFPO is a progressive, socially conscious Union, and

Whereas OPSEU/SEFPO has established caucuses and Committees for members or identified groups which have unique perspectives, and

Whereas such caucuses and Committees have provided invaluable assistance, counsel, and leadership for the Executive Board and Convention in establishing and growing the OPSEU/SEFPO response to diversity, equity, inclusion and belonging challenges, and

Whereas Jewish members of OPSEU/SEFPO comprise a unique and definable community " with unique perspectives and needs, and

Whereas the ongoing rise in antisemitism has been identified as needing immediate attention, and

Whereas Jewish members are in the best position to advise on antisemitism and Jewish matters, and

Whereas OPSEU/SEFPO would benefit from a caucus of Jewish members, advising the Board and Convention, similar to what has occurred with other defined groups,

Therefore be it resolved that OPSEU/SEFPO establish a Jewish members caucus, effective at the close of Convention 2024, and

Be it further resolved that the initial leadership of the caucus be composed of Jewish members of the submitting bodies of this Resolution, to be selected from among themselves, to a number not greater than 12 members, and

Be it further resolved that this caucus report quarterly to the Executive Board, and annually to the Convention, and

Be it further resolved that an annual budget and staff support be dedicated for the use of the caucus, with limits and reporting obligations as per OPSEU/SEFPO policy, and

Be it further resolved that that beginning with Convention 2025 and continuing for each Convention thereafter, OPSEU/SEFPO provide meeting space on the Convention site, for the caucus and its members, and that the caucus be permitted to independently conduct its business and caucus leadership positions.

K11

Submitted by the Greater Toronto Area Council

Whereas OPSEU/SEFPO holds most of its conferences, Educational, Divisionals and Conventions in Toronto

Whereas OPSEU/SEFPO spends Millions of Dollars on Accommodation for members attending these events

Whereas OPSEU/SEFPO members work with students in the hospitality Industry through its community colleges program

Whereas these students need experience in the workplace

Therefore be it resolved that OPSEU/SEFPO will explore a partnership with a Community College in Toronto to build and operate a hotel in partnership with the Community colleges by way of Project Home

**Appendix A - For Reference Project HoMe at Centennial College would include Local 559 Treasurer Proposing the current 742 room residence be converted into a Work Integrated Learning Environment where OPSEU/SEFPO can negotiate a contract -

(ie.room rate per night of \$120 for the next 10 years) to Partner in this opportunity would help fund and therefore allow the College to build a larger Student Housing Residence in order to immediately respond to the Student Housing Crisis, therefore creating a safe learning environment and the Local 559 can support a small loan to the college for the development of onsite food sustainability kitchen for each student resident, to access healthy daily meals, a student mental health resources and counselling services centre.

K12

**Submitted by Local 416
also submitted by the Kingston Area Council, Ottawa Area Council**

Whereas member education helps locals be informed, represent the membership, and to be fully engaged with the union,

Whereas members need to be accommodated to have education that meets their specific needs,

Whereas universal and accessible design meet the needs of learners.

Therefore be it resolved that OPSEU/SEFPO set up an Education Accessibility Ad-Hoc Committee comprised of members who identify with disability and members whose needs are not being met by current education.

Be it further resolved that OPSEU/SEFPO strike up the committee within 30 days of end of convention 2024 and they report back to the board by December 2024 to bring back changes to education policy and practises.

K13

Submitted by the Coalition of Racialized Workers

Whereas unions have historically excluded Black and Racialized Workers, mirroring the colonial history of Canada. That history and continuing practices of systemic racism and colonialism have caused deep inequities for workers. These inequities can be seen in the unequal wages, working conditions, job security, and advancement opportunities, specifically for Black and Racialized people. Many Canadians are only starting to learn the truth about the slavery of African People in Canada.

Whereas for unions to build trust in marginalized communities we must organize alongside groups that have historically been oppressed and excluded. The real work in building people's power is supporting our community grassroots organizations that did the work of advocating long before unions did.

Whereas unions cannot survive on short-term solutions but commit to long-term solutions that will engage workers in Ontario. We have actions that are often seen by the communities most affected by provincial cutbacks as bandage solutions. We need to start listening to the communities that are living and experiencing the effects of the Ford government.

Therefore be it resolved that OPSEU/SEFPO create two positions for Black or Racialized Workers as mobilizers to reach out and engage Black and Racialized members. The two mobilizing positions are to take OPSEU/SEFPO in a positive direction in addressing the needs of Black and Racialized members by doing outreach to locate Black and Racialized members, and to empower Black and Racialized workers by organizing and mobilizing with our members.

K14

Submitted by the Provincial Human Rights Committee

Whereas OPSE/SEFPO is a diverse member driven Union, it is imperative that equity representation from all Regions be fulfilled; and

Whereas there have been vacancies on the equity committees; and

Whereas that Equity Committee delegate and alternate are voted in at Regionals;

Therefore be it resolved that Equity Committee seats voted on at Regionals, vote for two (2) alternates per region, to be run by plurality at Regional Meetings.

Lobby / Campaigns

L1

<p>Submitted by Local 215 also submitted by Local 464, Local 4106, Local 595, Local 491, Local 583</p>
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Whereas the allied health professionals in the Hospital Professionals Division in numerous professions are routinely working short staffed, working extended shifts, multiple shifts in a row without time off; and

Whereas the shortage of health professionals in hospitals has resulted in closures of emergency rooms, cancellation of diagnostic testing and has created backlogs in surgeries and diagnoses; and

Whereas recruitment and retention is one of the criteria for consideration by an Arbitrator under the Hospitals Labour Dispute Arbitration Act in bargaining; and

Whereas the government's solution to the staffing crisis has been privatization of services and increasing the number of private clinics in Ontario; and

Whereas the government has done nothing to address the staffing crises other than create a parallel, private system; and

Whereas the staffing crisis can only be solved through a public education campaign on the myriad of health professions that contribute to patient care to recruit people into these professions; and

Whereas the shortage of health professionals will require investments in Colleges and Universities to boost enrollment; and

Whereas the Hospital Professionals Division will be going back into bargaining beginning of 2025;

Therefore be it resolved that OPSEU/SEFPO launch a public-facing campaign of profiling the vital role of allied health professionals in hospitals and the need to train and hire more of every profession; and

Be it further resolved OPSEU/SEFPO commission a paper to publish the data around recruitment and retention of professionals in hospitals; and

Be it further resolved the hospital professionals division will be consulted and provide input into the campaign prior to launching.

L2

**Submitted by the Indigenous Circle
also submitted by the Provincial Human Rights Committee, Ottawa Area Council, Provincial Young Workers Committee, Region One Area Council, Provincial Francophone Committee, Niagara Area Council, Kingston Area Council, Orillia Service Area Area Council, Rainbow Alliance arc-en-ciel**

Whereas Indigenous women, girls, and two-spirit people, like all people, have the fundamental right to be safe. Supporting and working alongside Indigenous women, girls, and two-spirit people, the Indigenous Circle know all too well that they are not safe in their everyday lives. We have to be strong advocates for prevention-focused supports and services that ensure Indigenous women, girls, and two-spirit people and their families are safe.

Whereas OPSEU/SEFPO needs to stand in solidarity and work with Indigenous leadership to prevent the further loss of young Indigenous people's lives.

Whereas OPSEU/SEFPO needs to encourage quick action through the development of an Indigenous Women's Community Safety Plan.

Whereas OPSEU/SEFPO must act now. It will take everyone, working together, to address the systemic issues that Indigenous women, girls, and two-spirit people and their families continue to face and that play a role in their lives being cut too short.

Whereas Justice is needed for missing and murdered Indigenous women, girls, and two-spirit people (MMIWG2S)

Whereas OPSEU/SEFPO recognizes that Indigenous women, girls, and two-spirit people are strong and resilient, despite the systemic, physical, and emotional violence that they have been subjected to and the multiple barriers they experience in their daily lives

Whereas OPSEU/SEFPO needs to actively continue its call for action on Missing and Murdered Indigenous Women and Girls and Two-Spirit people in conjunction with the Canadian Labour Congress (CLC) and National Union of Public and General Employees (NUPGE) and the OPSEU/SEFPO Indigenous Circle to accelerate fulfillment of all the Calls for Justice from the final report of the National Inquiry Missing and Murdered Indigenous Women, Girls, and Two-Spirit people;

Whereas First Nations, Métis, and Inuit women are continually impacted by colonialism in what is now known as Canada and continue to face significantly higher rates of violence and sexual assault than non-Indigenous women;

Therefore be it resolved that OPSEU/SEFPO in conjunction with the Canadian Labour Congress (CLC) and National Union of Public General Employees (NUPGE) and the OPSEU/SEFPO Indigenous Circle, continue its actions in pressuring the federal government immediately for a definitive timeline to create a national Red Dress Alert system to notify the public when an Indigenous woman, girl, or two-spirit person goes missing

L3

**Submitted by the Indigenous Circle
also submitted by the Provincial Human Rights Committee, Provincial
Young Workers Committee, Region One Area Council, Provincial
Francophone Committee, Kingston Area Council, Orillia Service Area Area
Council, Rainbow Alliance arc-en-ciel**

Whereas The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) states:

Article 5: Indigenous peoples have the right to maintain and strengthen their distinct political, legal, economic, and social and cultural institutions, while retaining their right to participate fully, if they so choose, in the political, economic, social and cultural life of the State.

Article 11 (2): States shall provide redress through effective mechanisms, which may include restitution, developed in conjunction with indigenous peoples, with respect to their cultural, intellectual, religious and spiritual property taken without their free, prior and informed consent or in violation of their laws, traditions and customs.

Article 17(1): Indigenous individuals and peoples have the right to fully enjoy all rights established under applicable international and domestic labour law.

Article 18: Indigenous peoples have the right to participate in decision-making in matters which would affect their rights, through representatives chosen by themselves in accordance with their own procedures, as well as to maintain and develop their own indigenous decision-making institution

Article 27: States shall establish and implement, in conjunction with indigenous peoples concerned, a fair, independent, impartial, open and transparent process, giving due recognition to indigenous peoples laws, traditions, customs and land tenure systems, to recognize and adjudicate the rights of indigenous peoples pertaining to their lands, territories and resources, including those which were traditionally owned or otherwise occupied or used. Indigenous peoples shall have the right to participate in this process.

Article 40: Indigenous peoples have the right to access and to prompt decision through just and fair procedures for the resolution of conflicts and disputes with States or other parties, as well as to effect remedies for all infringements of their individual and collective rights. Such a decision shall give due consideration the customs, traditions, rules and legal systems of the indigenous peoples concerned and international human rights.

Whereas the Summary of the final Truth and Reconciliation Commission (TRC) Report stated: Indigenous peoples must be recognized as possessing the responsibility, authority, and capability to address their disagreements by making laws within their communities. This is necessary to facilitating truth and reconciliation within Indigenous societies.

Whereas the TRC defines reconciliation as follows: An ongoing process of establishing and maintaining respectful relationships. A critical part of this

process involves repairing damaged trust by making apologies, providing individual and collective reparations, and following through with concrete actions that demonstrate real societal change. Establishing respect relations also requires the revitalization of Indigenous law and legal traditions.

Whereas the TRC's Call to Action 50 states: In keeping with the United Nations Declaration on the Rights of Indigenous Peoples, we call upon the federal government, in collaboration with Indigenous organizations, to fund the establishment of Indigenous law institutes for the development, use and understanding of Indigenous laws and access to justice in accordance with the unique cultures of Indigenous peoples in Canada.

Whereas The National Inquiry into Missing and Murdered Indigenous Women and Girls' Call to Justice 5.11 states: We call upon all governments to increase accessibility to meaningful and culturally appropriate justice practices by expanding restorative justice programs and Indigenous Peoples court. The decolonization and indigenization of justice is a legal evolution that is required to make space for Indigenous laws and jurisdictions to operate alongside Canada's common law and civil law systems. Indigenous peoples require capacity to support this transformation beyond existing oppressive regimes. Traditional justice and healing practices that intertwine with modern justice practices could provide that space.

Be it resolved that OPSEU/SEFPO in conjunction with the Canadian Labour Congress (CLC) and National Union of Public General Employees (NUPGE) and the OPSEU/SEFPO Indigenous Circle, call upon the Government of Canada to support First Nations initiatives to revitalize their traditional justice practices by adequately funding an innovative First Nations-led approach to justice and healing that is meaningfully informed by the sacred Knowledge Keepers and oral traditions of First Nations.

Be it resolved that OPSEU/SEFPO in conjunction with the CLC and NUPGE and the OPSEU/SEFPO Indigenous Circle encourage the continued engagement with First Nations and national or regional Indigenous organizations to determine options to support all First Nations as they seek to revitalize their legal practices and traditions and, where requested, by working with all First Nations and required internal and external partners in their co-development of processes that will revitalize Indigenous laws and traditional justice systems where mandated to do so,

Be it further resolved that OPSEU/SEFPO in conjunction with the CLC and NUPGE and the OPSEU/SEFPO Indigenous Circle demand that a first report be provided within 2 years and a first report on actions to be taken be provided within 5 years of this Resolution passing

Be it further resolved that OPSEU/SEFPO will develop a campaign in conjunction with the Indigenous Circle on this issue to be started within 3 months of this Resolution passing.

L4

Submitted by the Provincial Young Workers Committee

Whereas the Workplace Safety and Insurance Board (WSIB) is an employer sponsored Insurance plan and does not support the best interest of workers;

Whereas Chronic Mental Stress, Traumatic Mental Stress, PTSD are legitimate workplace injuries;

Whereas the WSIB has a history of systemic discrimination of denying claims related to workplace mental health by denying 90% of claims arising from workplace mental health injuries, while only denying 25% of all other claims;

Therefore be it resolved that OPSEU / SEFPO develop a strategy in consultation with all sectors to lobby the provincial government to end the discrimination of Mental health injuries in the workplace.

L5

Submitted by the Sector 11 – Hospital Support - Division

Whereas OPSEU/SEFPO bargaining units in Sector 11 – Hospital Support currently negotiates with their respective employer hospitals separately, and not directly and centrally with the Ontario Hospital Association (OHA); and

Whereas OPSEU/SEFPO centrally negotiates with the OHA for its Sector 10 – Hospital Professional's participating hospitals; and

Whereas the OHA does central bargaining with other Unions that represent hospital support workers, including but not limited to the Canadian Union of Public Employees (CUPE) and the Service Employees International Union (SEIU) for the monetary provisions of their respective collective agreements; and

Whereas central bargaining has resulted in better outcomes for workers in respective Sectors; and

Whereas our greater objective is to better organize and enhance solidarity within our membership for superior results during negotiations;

Therefore be it resolved that OPSEU/SEFPO lobby the OHA to create a central table to negotiate on behalf of its members and bargaining units in Sector 11 – Hospital Support, similar to CUPE and SEIU;

Be it further resolved that OPSEU/SEFPO create the necessary new bargaining procedures to aptly negotiate with OHA.

L6

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

Whereas the Ford Government announced the elimination of the Criminal Injuries Compensation Board (CICB) in 2019, leading to its cessation on December 31, 2021;

Whereas the CICB provided crucial compensation and lifetime support for victims of various crimes, including sexual assault, domestic assault, human trafficking, and workplace assaults;

Whereas in its last year of operation, the CICB disbursed over \$23,000,000 in financial support for lost wages, medical expenses, legal expenses, and pain and suffering;

Whereas numerous members of OPSEU/SEFPO have been victims of crime, both within and outside the workplace, and the absence of this tribunal has created a significant void for members and the broader community seeking compensation;

Whereas the Workplace Safety & Insurance Board (WSIB) offers employer-sponsored insurance but provides inadequate coverage for wages and minimal support for pain and suffering and other non-economic losses;

Whereas the financial impacts are particularly severe for marginalized communities and those in precarious working conditions;

Therefore be it resolved that OPSEU/SEFPO immediately commence organizing and lobbying the provincial government to reinstate a system for victims of crime to pursue compensation.

Be it further resolved that OPSEU/SEFPO actively seek input from all sectors and equity committees to understand the impact of the CICB's elimination on the respective sectors and communities.

Membership Activities / Services

M1

**Submitted by Local 234
also submitted by the Thunder Bay and District Area Council**

Whereas OPSEU/SEFPO Members rely on the elected Sector and Divisional Leaders to improve and maintain Labour Relations during their terms

Therefore be it resolved that all elected leaders of a Division or a Sector including elected Provincial Health and Safety Leaders and those holding Equity Seats within OPSEU be granted key fobs for access to Regional Membership Centres.

M2

Submitted by Local 743

Whereas consistent, efficient, and effective communication and centralized access to pertinent Local correspondence is imperative to strong member engagement;

Whereas the labour movement relies on collective power to organize and mobilize effectively;

Whereas challenges exist at the Local level in finding and utilizing communication platforms and mechanisms that work for all members due to varying levels of technological accessibility, literacy, and comfort among members, and the resource intensity of maintaining current member email lists;

Whereas OPSEU/SEFPO lacks a consistent and centralized platform that enables Local leadership to communicate consistently and effectively with members;

Whereas the OPSEU/SEFPO Member Portal already offers members secure online access to some services and member information;

Therefore be it resolved that OPSEU/SEFPO explore options to enable Local leadership to utilize the Member Portal as an accessible and efficient tool for centralized communication at the Local level; and

Therefore be it further resolved that OPSEU/SEFPO explore other options for consistent, centralized communication at the Local level, in the event that it is not feasible or possible to enact this function through the current Member Portal and report back to the next OPSEU/SEFPO Convention.

M3

Submitted by Local 532

Whereas Manulife coverage benefits under the SH&H OPSEU Benefits Plan for employees represented by OPSEU for services provided by an accredited and registered Psychotherapist applies ONLY if the professional is practicing under the supervision of a Registered Psychologist. Services provided by a Psychotherapist who is not supervised by a registered Psychologist are not eligible for coverage under your SH&H Benefits Plan.

Whereas Psychotherapists who are fully certified and registered in the College of Registered Psychotherapists of Ontario (CRPO) are not required by their association to work under a psychologist's supervision.

Whereas over 12,000 certified and registered psychotherapists in Ontario are not supervised by psychologists, according to the CRPO. Therapy services by these professionals are not paid benefits for OPSEU employees, whereas those

represented by AMAPCEO are covered for registered and accredited psychotherapy services.

Whereas the ongoing mental health services have been identified as needing immediate attention. Every year, more than one million Ontarians experience a mental health or addiction issue . This can severely impact their quality of life and everyone around them, including in the workplace. Every day, Ontarians struggle to find the help they need when experiencing a mental health or addiction challenge.

Whereas OPSEU SEFPO members should be able to access the quality mental health care we need and deserve.

Whereas the requirement of psychoanalysts needing to be supervised by a registered psychologist in order for our members to receive coverage is a major barrier for these services.

Therefore be it resolved that OPSEU/SEFPO supports broadening access to psychotherapy by members having access and benefit coverage for the use of psychotherapists.

M4

Submitted by the Orillia Service Area Area Council

Whereas transparency and communication are integral to the strength and unity of OPSEU/SEFPO;

Whereas an informed membership is crucial for a thriving democratic union;

Whereas executive board debates and decisions directly impact the lives of OPSEU/SEFPO members;

Whereas the minutes of executive board meetings, while essential, may not provide sufficient detail and context for members to grasp the nuances of discussions and decisions fully;

Be it resolved that OPSEU/SEFPO establishes and supports the creation of a newsletter dedicated to reporting on executive board debates and decisions.

The newsletter shall:

1. Provide regular updates on executive board debates, decisions, and discussions.
2. Feature articles that explain the rationale behind key decisions, ensuring members have a comprehensive understanding.
3. Include a section for members to submit questions or topics they want addressed.
4. Be easily accessible through OPSEU/SEFPO communication channels.

Be it further resolved that OPSEU/SEFPO allocates resources, including funding and personnel, to ensure the successful establishment and maintenance of the newsletter.

M5

Submitted by Local 576

Whereas remote work has steadily increased since 2020, and OPSEU/SEFPO members ability to attend local functions has been greatly impacted by this reality; and

Whereas locals have been increasingly reliant on virtual platforms for the organizing of meetings including GMMs; and

Whereas providers of such virtual platforms often function on a scale that makes obtaining such services cost prohibitive for locals; and

Whereas OPSEU/SEFPO already hires the services of Zoom.us in a scale that would allow for additional accounts;

Therefore be it resolved that OPSEU/SEFPO opens up the possibility of requesting a zoom account with an OPSEU/SEFPO domain by members of any local executive, with the cost of such account being passed down to the local via a deduction to their rebates; and

Be it further resolved that OPSEU/SEFPO should investigate the acquiring of a platform to facilitate hybrid (in person/online) meetings for all future meetings including those run by locals.

