



Resolutions

Résolutions

G

CONGRÈS 2025 CONVENTION

SECTION G
RESOLUTIONS

RECEIVED IN ACCORDANCE
WITH
ARTICLE 13.8
OF THE
OPSEU/SEFPO CONSTITUTION

Convention 2025

***Resolutions Submitted by the Deadline of February 21, 2025
Submitting Bodies (Ministry and Sector, Division, Locals, Area Councils,
Executive Board, and Provincial Committees)***

RESOLUTIONS COMMITTEE – 2025

Region	1	Darryl Bedford	Vice Chair
Region	2	Kevin MacKay	Member
Region	3	John Shirk	Member
Region	4	Christine Kelsey	Chair
Region	5	Rod Bemister	Member
Region	6	Laura Dumoulin	Member
Region	7	Stefanie Bourelly	Member
Joel Usher		Executive Board Member	
Marc Casey		OPSEU/SEFPO Staff Advisor	
Gita Singh		Secretary	

Resolutions Committee Report

February 21, 2025

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

No. of Resolutions Received:	310
No. of Resolutions Referred to Constitutional Committee	6
No. of Resolutions Rejected*:	4
No. of Resolutions Accepted:	300

- * 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 February 21, 2025, 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 2025. 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:



Christine Kelsey
Chairperson
Resolutions Committee

JP Hornick
President

/gs

Resolutions Committee
OPSEU/SEFPO Procedures Manual, Section 2.9B(3)
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 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 committee's report to the Convention, check where possible with the originating body when the intent is not clear, so that a resolution can be clarified by changing words.
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) and within categories, assign priorities on the assumption that there may not be time to deal with all resolutions in every category.
7. Consider the urgency of the desired actions(s) of resolutions submitted as emergency resolutions and whether the content could have been reasonably contemplated prior to the conventional resolution submission deadline. Also, the Committee will determine whether there is urgency to consider the resolution immediately, including the consequences of the resolution not being decided upon at the current Convention. Prioritize those submissions that meet their emergency threshold. In order of priority, recommend to the Convention Chair any submission determined to meet their emergency threshold, so the Convention Chair may seek to determine if delegates are willing to accept the submission as an emergency resolution and deal with it immediately.

8. Resolutions submitted that are already OPSEU/SEFPO 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 2025 or until their successor is appointed.

Budget

B1

Submitted by Sudbury Area Council also submitted by the Thunder Bay Area Council

Whereas OPSEU/SEFPO continues to grow and evolve as a Union;

Whereas OPSEU/SEFPO has a highly complex budget process;

Whereas there has been a change in the process to which Ministries, Sectors, Equity and Colleges submit their budget requests;

Whereas the current process has seemed rushed;

Therefore be it resolved that OPSEU/SEFPO process for the budget will be changed to the following:

The Executive Committee will meet one day in November for the budget only, receiving a presentation from the First Vice President/Treasurer and any other department as may be required or requested. At this meeting the Executive Committee will have the opportunity to amend the budget as deemed necessary, with votes on all amendments.

The Executive Board will then meet one week after the Executive Committee budget meeting with all Executive Board Members present. The first day of the executive Board Budget meeting will be designated for presentations from the First Vice President/Treasurer, departments as may be required or requested,

sectors, ministries, equity committees and colleges. The next 3 days will be for the budget debate.

Be it further resolved that that this would start in 2025.

B2

**Submitted by Local 590
also submitted by Local 583, 595 & 514**

Whereas The Executive Board's budget for 2024 is \$1,547,036. Activities covered under this budget include travel and travel related expenses, release time, Board-related supplies, and "other activities", and

Whereas according to the Audited Financial statements presented at the 2024 Convention for the Budget ending December 31, 2023 under DEPARTMENTAL COSTS, under sections President's Office and Vice President's Office there is a subsection "other costs", which was \$136,287 and \$27,413 respectively, and

Whereas according to the Audited Financial statements presented at the 2024 Convention for the Budget ending December 31, 2023, under DEPARTMENTAL COSTS, under section Legal Services, with subsection "other costs" initially budgeted for \$161,510 when in fact \$961,688 was spent creating a deficit of \$800,178, and

Whereas these and several other budget lines of "Other" are not explained in a transparent and accessible manner, and

Whereas according to the 2024 Financial statements presented at the 2024 Convention for the Budget ending December 31, 2023, under DEPARTMENTAL COSTS, section "Finance and Operations, and subsection "other costs" was budgeted for \$136,000 and the actual cost was \$84,607, and

Whereas according to the 2024 Financial statements presented at the 2024 Convention for the Budget ending December 31, 2023, under DEPARTMENTAL COSTS, section, Political Action and Education, and subsection "other costs" was budgeted for \$605,601 and the actual cost was \$355,822.

Therefore be it resolved that OPSEU/SEFPO provide full disclosure of ALL "other costs" and "Miscellaneous activities" including but not limited to Social Justice Funds, Trips for equity members, donations, in the OPSEU/SEFPO budget; and;

Be it further resolved that OPSEU/SEFPO share the above information to the general membership to improve transparency and accountability.

B3

**Submitted by Local 595
also submitted by Local 583, 514 & 551**

Whereas Currently OPSEU/SEFPO does not have a clear policy to ensure transparency of donation monies sent or received by members of the board, or the Board as a whole, and;

Whereas all donations sent or received represent the membership;

Therefore be it resolved that that all donations sent or received serve the vision and mission objectives of OPSEU/SEFPO, a just Ontario for all workers and building public service worker power to advance social and economic justice for all Ontario workers;

Be it further resolved that donations sent or received are in support of Ontario Labour relations and would have a benefit to OPSEU/SEFPO members;

Be it further resolved that donations sent or received may include supporting international union efforts to build unions and worker rights;

Be it further resolved that any donations sent or received will not include involvement in any international political affairs, wars and conflicts, and religious and/or cultural organizations, that are not directly beneficial to OPSEU/SEFPO members equally, with the exception of such union efforts directed to workers' rights and well-being as stated above; and;

Be it further resolved that any donations sent or received will not involve participation in international political affairs, international wars and conflicts, or religious and/or cultural organizations, unless such efforts directly benefit OPSEU/SEFPO members equally. However, this restriction shall not preclude the union's involvement in advocacy efforts related to workers' rights, well-being, and public policies that promote equitable access to healthcare and other essential services that support the overall health and welfare of members.

B4

Submitted by Thunder Bay Area Council
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Whereas Executive Board Members are elected by the leadership in their regions and communities;

Whereas OPSEU/SEFPO recognizes the significant workload and responsibilities of our EBMs, and

Whereas EBMs are often required to undertake union business which may result in their positions not being backfilled, leading to an increased workload upon their return, and

Whereas such workload increases may contribute to burnout and undermine the well-being of our EBMs, and

Whereas it is essential to ensure EBMs have sufficient time to carry out union duties effectively.

Therefore be it resolved OPSEU/SEFPO will implement a policy to book off EBMs full-time for union business. This policy will ensure EBMs are not expected to perform double duties upon their return to work and that adequate time is allocated for them to complete union business, promoting both their mental well-

being and the effectiveness of the union.

This policy aims to safeguard against burnout, support our EBMs in fulfilling their union duties, and uphold the overall health and productivity of the workforce.

Be it further resolved that this start in 2026.

B5

Submitted by Thunder Bay Area Council

Whereas the education fund for 2025 has been reduced by 30%.

Whereas as per article 8.2(3) of the constitution states every member has the right to the highest quality education.

Whereas this is not the first attempt to reduce the education budget and members spoke and indicated that they did not want these cuts, and the result was the budget needed to be restored.

Therefore be it resolved that the education budget be restored to 100%; and

Be it further resolved that that OPSEU/SEFPO will not attack this budget and maintain their constitutional commitment to the best quality education for members.

B6

Submitted by Local Thunder Bay Area Council

Whereas as of December 21, 2024, Regional Education Funds were reduced by 30%; and

Whereas one of the primary functions and priorities of OPSEU SEFPO is to educate its members to help combat egregious employers and encourage succession planning.

Therefore be it resolved that Regional Education Fund balances, as of January 1 2025, are increased by 30%; and

Be it further resolved that these funds be taken from the General Fund.

B7

Submitted by Thunder Bay Area Council

Whereas the budget meeting is held on Wednesday night at 9:00 PM.

Whereas this is not equitable with travel, family obligations, additional expense not supported by OPSEU/SEFPO.

Whereas those that are within the 60km radius would be required to travel for the budget meeting and unjustly penalized for arduous travel late at night for this budget meeting.

Whereas The Budget Q&A session is essential in educating members about the budget process and making it more accessible will enhance members' understanding and engagement.

Therefore be it resolved that OPSEU/SEFPO's Budget Q&A session will be scheduled at 6:00 PM eastern time prior to commencement of the convention.

Collective Bargaining/Strike

C1

Submitted by Local 701
also submitted by the Thunder Bay Area Council, Local 503 & 154

Whereas Strike Pay for OPSEU/SEFPO members remains at the current rate of \$250.00 per week, with an increase to \$350.00 per week for the fourth week and beyond; and

Whereas no cost-of-living increase has been applied to this rate.

Therefore be it resolved that OPSEU/SEFPO members receive an increased strike pay of \$450.00 per week (\$90.00 per day);

Be it further resolved that strike pay be increased to \$550.00 per week (\$110.00 per day) commencing week four and beyond;

Be it further resolved that the dependent entitlement be increased to \$125.00 per week (\$25.00 per day);

Be it further resolved that OPSEU/SEFPO have a clear and transparent process to update strike pay, and dependent entitlement, equitably in a way that reflects the cost of living and is indexed to inflation to avoid falling behind in the future;

Be it further resolved that OPSEU/SEFPO post this strike pay information in an accessible format to reassure the membership, and show resolve to all public sector employers; and

Be it further resolved that as part of its educational mandate, OPSEU/SEFPO provide ongoing education about the strike fund, supporting mechanisms (such as local top-up or hardship funds), the history of strikes, and how to prevent scabbing and strikebreaking.

C2

Submitted by Local 154

also submitted by the Greater Toronto Area Council, Sault Ste Marie Area Council, Provincial Human Rights Committee, Nipissing Area Council, Provincial Young Workers Committee, Provincial Women's Committee, Sudbury Area Council, Region 1 Area Council, and Local 568

Whereas OPSEU/SEFPO members experience unequal access to resources and support throughout their locals depending on the availability, training, and workload of their staff representatives.

Whereas stewards and local executive members are volunteer positions whose capacities and capabilities vary vastly throughout OPSEU SEFPO and often require but do not always possess the time, resources, support and guidance of staff representatives and other OPSEU/SEFPO resources needed in order to best support their members.

Whereas members, especially part-time, temporary, precarious, or equity seeking members, may experience a disproportionate amount of hardship, job insecurity and reprisal within their workplaces for participating in and/or pursuing opportunities within the union and struggle to uphold their rights within the Collective Agreement.

Whereas caps on hours of union involvement in the collective agreement can result in Gatekeeping of time allotted within locals which may prevent new member involvement and cause friction amongst the local.

Therefore be it resolved that OPSEU/SEFPO require staff representatives and bargaining units to make a concerted effort to remove language from collective agreements that speak to maximum union participation time allotments and replace language which may prevent members from participating in a broad range of OPSEU/SEFPO endeavors, business, and functions;

Be it further resolved OPSEU/SEFPO will conduct a thorough review that includes member consultation to determine how the Union can provide better resources and support for members to identify and defend against union busting tactics from employers, with special attention to members who may be facing reprisal from their employer for being active in the union and representing the membership;

Be it further resolved OPSEU/SEFPO provide training to its staff representatives, bargaining teams, local presidents, stewards, and grievance officers in regards to recognizing union busting tactics, and, supporting members to uphold their right to union affiliation, representation without prejudice, and participation within their union regardless of the designation or affiliation within OPSEU/SEFPO (local, regional, central, promotional training and leadership opportunities, campaigns, etc.); and

Be it further resolved OPSEU/ SEFPO provide specialized support for members and staff representatives throughout the grievance process, arbitration hearings, and other proceedings that relate to a members ability to participate in

and affiliate with their union, identify and challenge employers who openly and covertly discriminate or hold bias, and combat employers who cite 'management rights', 'operational requirements', 'undue hardship' or language misinterpretation in the Collective Agreement without just cause.

Dues/Rebate

D1

Submitted by Local 701
also submitted by Sudbury Area Council & Orillia Service Area Council

Whereas OPSEU/SEFPO has almost 200,000 members.

Whereas OPSEU/SEFPO continues to grow, evolve and adapt to the needs of our membership.

Whereas is a member driven union and continues to offer one of the lowest percentage of dues in Canada.

Whereas the cost of events, engagement, and member servicing have risen.

Therefore be it resolved that OPSEU/SEFPO have the First VP Treasurer, President, Executive Committee, and the Executive Board begin the process to increase dues by at least 0.125%, up from 1.375%; and

Be it further resolved that the dues increase be considered at Convention 2026.

D2

Submitted by Local 503
also submitted by Greater Toronto Area Council & Local 568

Whereas Area Councils do important work coordinating union activities within OPSEU/SEFPO involving members in labour solidarity, political action, community involvement and social justice causes.

Whereas Area Councils are funded through the dues paid by affiliated Locals and do not receive any central funding from OPSEU/SEFPO.

Whereas OPSEU/SEFPO gives Locals the option to use their dues rebate to pay for Local expenses including the cost of wages for Alternates attending OPSEU/SEFPO Convention & purchasing merchandise on the Shop OPSEU/SEFPO website provided their TARs are up to date.

Therefore be it resolved OPSEU/SEFPO will commit to providing any Local that is affiliated to an Area Council or Labour Council with the OPTION to request that OPSEU/SEFPO pay their dues required to affiliate or maintain affiliation directly to their Area Council or Labour Council, and deduct the amount(s) paid from the local's quarterly dues rebate;

Be it further resolved that for locals that request this option, OPSEU/SEFPO will also calculate the local's 90% reimbursement on their Area Council and Labour Council dues per union policy, and include this reimbursement in the same quarterly local dues rebate from which the Area Council or Labour Council dues are deducted; and

Be it further resolved that for transparency, the amounts of the Area Council and Labour Council dues deducted and the amounts of the respective 90% reimbursement will be listed as separate line items in the local's rebate statement for each quarterly rebate.

Education

E1

**Submitted by the Provincial Younger Workers Committee
also submitted by Indigenous Circle, the Provincial Human Rights
Committee and Nipissing Area Council**

Whereas young workers are the future of the labor movement, and it is essential to educate students about unions, workers' rights, and collective bargaining to build a strong, inclusive labor force; and

Whereas many students, especially in high schools and universities, lack knowledge of unions and workers' rights, leaving them vulnerable to exploitation and uninformed about their future workplace protections; and

Whereas providing students with information about unions empowers them to make informed decisions and advocate for fairness and dignity in the workplace; and

Whereas the Young Workers Committee is a key resource for promoting labour rights and solidarity, making them ideal for engaging with students directly and sharing experiences; and

Whereas outreach efforts at the high school and university levels will foster understanding of workers' rights, create future union leaders, and encourage advocacy for fair working conditions; and

Therefore be it resolved that OPSEU/SEFPO supports the Young Workers Committee in implementing an outreach program to visit local high schools and universities, educating students on unions, workers' rights, and collective bargaining;

Be it further resolved that the Young Workers Committee will collaborate with educators, student unions, and youth groups to organize workshops and discussions on unions' history, protections, and how students can support workers' rights;

Be it further resolved that OPSEU/SEFPO will provide resources for educational materials to assist in delivering effective presentations within 120 days of this resolution passing; and

Be it finally resolved that OPSEU/SEFPO will build ongoing relationships with schools and universities to establish education programs that help shape a more informed and united workforce.

E2

**Submitted by the Sudbury Area Council
also submitted by the Sault Ste Marie & District Area Council, the
Provincial Human Rights Committee, Nipissing Area Council, the Provincial
Young Workers Committee, the Provincial Woman's Committee, and Orillia
Service Area Council**

Whereas is committed to equity and inclusion, ensuring all members have access to opportunities that enhance their skills and support their workplace needs;

Whereas recognizes its status as part of a bilingual nation, with both English and French being official languages of Canada;

Whereas many OPSEU/SEFPO members work in French-designated workplaces or serve French-speaking communities, where proficiency in French is essential for effective communication and service delivery;

Whereas providing French language training would enable members to better meet the demands of their roles, enhance workplace equity, and increase access to career opportunities;

Whereas offering such training would foster solidarity by empowering members to support colleagues and communities in bilingual settings.

Therefore be it resolved that OPSEU/SEFPO develop and implement a French language training program within five years, accessible to members across the province, to promote workplace equity, professional development, and the union's commitment to bilingualism; and

Be it further resolved that until such a program is developed, OPSEU/SEFPO will cover the cost of French language training for members through institutions such as Collège Boréal, which offers French as a second language courses.

E3

**Submitted by the Coalition of Racialized Workers
also submitted by Sault Ste Marie & District Area Council, the Provincial
Young Workers Committee and Nipissing Area Council**

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

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.”

Whereas OPSEU/SEFPO has mandated that every LEC official and anyone taking an officer’s position within the organization shall take an oath to eradicate anti-Indigenous racism, anti-Black racism and all forms of racism.

Whereas OPSEU/SEFPO has passed a constitutional amendment, ARTICLE 7.2.1., which reads: “Within 60 days of election, selection, and appointment...” that all LECs and officers shall take the DSRP training.

Whereas the DSSRP training has been slow to roll out.

Whereas there has been no data to illuminate what the delays and/or obstacles that are affecting the successful completion of the DSRP training within many regions.

Therefore be it resolved that OPSEU/SEFPO shall support the Equity Unit and the Dismantling Systemic Racism Project (DSRP) Advisory Unit in furtherance of the timely completion of the DSRP training and place more accountability upon the LECs who are not proactive in facilitating their groups in taking the training; and

Be it further resolved that the DSRP submits a DSRP progress training report at every six-month interval to the next scheduled sixth-month meeting of the Board and that all Equity Executive Board Members (EEBMs) shall share such report to their respective Equity Committees following that Board meeting. This reporting shall commence within 90 days of this resolution being passed.

Affiliations

F1

Submitted by the Retired Members’ Division also submitted by Sault Ste Marie & District Area Council, Nipissing Area Council, Rideau St. Lawrence Area Council, the Provincial Francophone Committee and South West Area Council
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Whereas the OPSEU/SEFPO constitution states in article 10.1 Affiliation of the Union, as a whole, to any labour, fraternal, service or other organization may be decided only by a Convention. Any and all fees and dues payable directly as a result of any affiliation so decided shall be the responsibility of the Union.

Whereas the National Pensioners Federation is fighting the same fight as the OPSEU/SEFPO Retirees Division to defend and improve pensions, pharmacare, long-term care, homecare, affordable housing, affordable internet and cell phone. Protecting seniors from being scammed and exploited.

Therefore be it resolved that OPSEU/SEFPO affiliate with the National Pensioners Federation at a cost of \$350 a year; and

Be it further resolved that those communications be shared with the Retired Members' Division.

F2

**Submitted by Nipissing Area Council
also submitted by Rideau St. Lawrence Area Council, Retired Members'
Division, the Provincial Francophone Committee and South West Area
Council**

Whereas OPSEU/SEFPO recognized the Canadian Labour Congress (CLC) as the National Voice of Unions in Canada and therefore ensure it is well represented at its decision-making body, its Conventions with voice and vote equally in all regions of OPSEU/SEFPO.

Whereas the Congress of Union Retirees of Canada (CURC) a branch of the Canadian Labour Congress (CLC) is the cornerstone of the union retiree's movement, that represents issues federally union retirees by fighting for Union Retiree's issues federally , including pension stability, healthcare, homecare, long-term care, housing, pharmacare, security and more.

Whereas the OPSEU/SEFPO Retirees Division does the same under the OPSEU/SEFPO banner and is attempting to expand to do more in our regions.

Therefore be it resolved that OPSEU/SEFPO recognize the work of the Congress of Union Retirees of Canada (CURC) and OPSEU/SEFPO retirees by ensuring that we are represented at all CURC conventions with voice and vote with a minimum of one Retired Members' Division representative per region; and

Be it further resolved that the representatives be the Regional Chair of the Retired Members' Division or an alternate executive member of the Retired Members' Division for that region.

F3

**Submitted by Rideau St. Lawrence Area Council
also submitted by Nipissing Area Council, Retired Members' Division, the
Provincial Francophone Committee and South West Area Council**

Whereas OPSEU/SEFPO recognized the Ontario Federation of Labour (OFL) as the Provincial voice of Unions in Ontario and therefore ensures it is well represented at its decision-making body, its Conventions with voice and vote equally in all regions of OPSEU/SEFPO.

Whereas the Ontario Federation of Union Retirees (OFUR) is the branch of Ontario Federation of Labour (OFL) that is representing union retirees by fighting for Union Retirees issues provincially, including pensions stability, healthcare, homecare, long-term care, housing, pharmacare, security and more.

Whereas the OPSEU/SEFPO Retirees Division does the same under the OPSEU/SEFPO banner and is attempting to expand to do more in our regions.

Therefore be it resolved that OPSEU/SEFPO recognize the work of OFUR and OPSEU/SEFPO retirees by ensuring we are represented at the decision-making

body of the Ontario Federation of Union Retirees (OFUR), all OFUR conventions, with voice and vote with a minimum of one representative per region; and

Be it further resolved that the representatives be the Regional Chair of the Retired Members' Division or an alternate executive member of the Retired Members' Division for that region.

World Issues

I1

Submitted by Local 568
also submitted by the Greater Toronto Area Council, Indigenous Circle, Ottawa Area Council, the Provincial Young Workers Committee, Sudbury Area Council, the Coalition of Racialized Workers Committee, Region 1 Area Council, Local 5115, 500, 532, 743, 556, 518, 503, 317 and Local 154

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 on January 26, 2024 issued an interim order directing 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.icj-cij.org/node/203454>); and

Whereas on November 21st, 2024 the International Criminal Court (ICC) issued arrest warrants for Israeli Prime Minister Benjamin Netanyahu and his former defence minister, Yoav Gallant, "for crimes against humanity and war crimes committed from at least 8 October 2023 until at least 20 May 2024", as per the ICC press release (<https://www.icc-cpi.int/news/situation-state-palestine-icc-pre-trial-chamber-i-rejects-state-israels-challenges>) ; and

Whereas in spite of these rulings Israel has escalated its military assault on Palestinians - killing at least 45,900 [Palestinians in Gaza](#) (more than half of them women and children), and more than 700 in the West Bank as of Dec. 31, 2024 - and expanded its war into Lebanon and Syria with devastating consequences to civilians in both countries; and

Whereas Israel's ongoing illegal occupation, colonization and annexation of Palestinian territory, its genocide in Gaza, and its continuing refusal to recognize a viable, free and independent Palestinian state are made possible and directly supported by the US, Canadian and international arms trade with Israel, and billions of dollars in direct military aid from the US; and

Whereas [Canadian companies continue to export weapons, component parts and other military equipment and technology](#) that are being used by Israel to kill innocent civilians and spread instability across the Middle East; and

Whereas Canadian banks, pension plans and other financial institutions continue to invest in arms and military technology companies and other businesses in Canada and abroad that engage in or finance the arms trade with Israel; and

Whereas in 2024 OPSEU/SEFPO's Executive Board passed resolution I1, which

committed OPSEU/SEFPO to actively support the international campaign of Boycott, Divestment and Sanctions (BDS) and resolution I2, which (among other provisions) calls for a Canadian and international ban on all financing, manufacturing, sale or transportation of arms and military equipment, components or technology to Israel; and

Whereas it is hoped the current ceasefire agreement will end the killing of civilians and Israel's invasion and blockade of Gaza, and result in the release of all hostages and detainees held by either party, but the agreement does not commit Israel to end its occupation and colonization of Palestinian territory, or recognize a free and independent Palestinian state; and

Whereas more than 400 Canadian unions (including BCGEU, CUPE, CUPW, NUPGE, PSAC), human rights, social justice, faith and other community groups have endorsed the Arms Embargo Now campaign (armsembargonow.ca) demanding that the Canadian government impose a comprehensive two-way embargo on all manufacturing, sale or transportation of arms and military equipment, components or technology to or from Israel; and

Whereas labour rights are human rights, an injury to one is an injury to all, and the labour movement should fight for the rights of workers everywhere;

Therefore be it resolved that effective immediately, OPSEU/SEFPO will endorse and actively support the Arms Embargo Now campaign, issue a public statement calling for a comprehensive two-way arms embargo, encourage our members to learn more and participate in the campaign, and urge our labour allies - including but not limited to the National Union of Public and General Employees (NUPGE), its component unions and the Canadian Labour Congress - to do the same.

I2

Submitted by Local 583 also submitted by Local 514

Whereas the Executive Board of OPSEU/SEFPO committed the Union to active support of "the international campaign of Boycott, Divestment and Sanctions (BDS)" in order to attack the State of Israel; and

Whereas support of this campaign commits OPSEU/SEFPO to following the direction of the Palestinian National BDS Committee; and

Whereas the Palestinian National BDS Committee is comprised of groups that include, first and foremost, the Council of National and Islamic Forces in Palestine (per <http://bdsmovement.net/bnc>), also known as Palestinian National and Islamic Forces (PNIF); and

Whereas this group in turn comprises groups that have been listed as terrorist groups by the Government of Canada, including Hamas, Islamic Jihad, and the Popular Front for the Liberation of Palestine; and

Whereas the civilians who have been targeted for death by these groups include OPSEU/SEFPO members who have lived in or visited Israel, as well as their

friends and family members; and

Whereas it is corrosive to Union solidarity for our Union (or any affiliated or adjunct group representing members of our Union) to formally support terrorist groups that are actively attempting to murder the friends and family members of other members of our Union.

Therefore be it resolved that OPSEU/SEFPO avoid establishing formal partnerships with--or participating in initiatives and projects that are organized or co-organized by--groups listed as terrorist entities by the Government of Canada; and

Be it further resolved that OPSEU/SEFPO formally withdraw from any such partnerships, initiatives, or projects in which it is currently participating, including the International Boycott, Divestment, Sanction movement targeting the State of Israel, which is co-organized by groups including Hamas and Islamic Jihad -- groups that are listed as terrorist groups by the Government of Canada; and

Be it further resolved that this resolution shall similarly apply to any group that represents itself as part of or adjunct to OPSEU/SEFPO or representing OPSEU/SEFPO members in whole or in part.

I3

Submitted by Local 595 also submitted by Local 583, Local 514 & Local 590
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Whereas the current conflict between the State of Israel and Hamas is among the most divisive conflicts in the world; and

Whereas OPSEU/SEFPO members have strongly held opinions on both sides of this conflict, extending to friends and family members who are directly impacted by it; and

Whereas the international campaign of Boycott, Divestment, and Sanction (BDS) against Israel is designed to attack Israel economically and socially; and

Whereas the campaign's co-founder explicitly described the purpose of the BDS movement being to "euthanize" the State of Israel; and

Whereas the businesses targeted for boycott by the campaign include businesses that employ OPSEU/SEFPO workers, including the LCBO; and

Whereas OPSEU/SEFPO has targeted Israel exclusively among all nations for sanction and boycott; and

Whereas it is antisemitic for OPSEU/SEFPO to hold the world's only Jewish state to standards to which it holds no other country; and

Whereas no less than 136 Jewish organizations have identified the BDS Campaign as antisemitic for this reason; and

Whereas the "cultural boycott" of Israel to which the Executive Board has committed OPSEU/SEFPO directly violates of our Statement of Respect, which explicitly states that "we welcome all peoples of the world" to OPSEU/SEFPO events; and

Whereas the "academic boycott" of Israel to which the Executive Board has committed OPSEU/SEFPO directly contradicts the principle of academic freedom that OPSEU/SEFPO has otherwise maintained as essential for its members in academic workplaces; and

Whereas OPSEU/SEFPO membership was not presented with an independent financial analysis of potential financial liabilities to union funds, including but not limited to pension plan funds, because of divestment triggered by the BDS resolution.

Therefore be it resolved that OPSEU/SEFPO formally withdraw from any such partnerships, initiatives, or projects in which it is currently participating, including the international Boycott, Divestment, Sanction Campaign targeting the State of Israel; and

Be it further resolved that this resolution shall similarly apply to any group that represents itself as part or adjunct to OPSEU/SEFPO or representing OPSEU/SEFPO members in whole or in part.

I4

**Submitted by Local 514
also submitted by Local 583 & Local 595**

Whereas union members have a fundamental right to know how their union is making decisions related to the Boycott, Divestment, and Sanctions (BDS) movement; and

Whereas union members have a fundamental right to know what goods, services, relationships, and partnerships are being divested from; and

Whereas transparency in these divestment decisions is essential for maintaining trust between union leadership and membership; and

Whereas members should be informed about any changes to the union's portfolio of goods, services, relationships, and partnerships, that will be impacted by their decisions related to the BDS movement; and

Whereas full disclosure of such decisions allows members to make informed decisions about their union's policies and leadership.

Therefore be it resolved that:

1. The OPSEU/SEFPO President and First Vice-President/Treasurer shall, within 90 days of the close of Convention 2025, provide a report to all members detailing the impact of the Boycott, Divestment and Sanction (BDS) resolution adopted by the Board, with particular attention to the following information:

- The criteria used to determine which goods, services, relationships, and partnerships, were subject to divestment
- All current and past divestments made in accordance with BDS-related policies including the termination or modification of vendor contracts, business relationships, academic partnerships, research collaborations, institutional memberships and affiliations, changes to members pension funds

- Any other financial, commercial, or academic relationships affected by BDS-related policies not listed above
2. The disclosure shall include:
- The criteria used to determine which relationships were subject to modification or termination
 - The timeline of when such divestments were executed
 - The financial impact of such divestments on the union's overall financial position and changes to members pension funds
 - The effects on academic programs, research initiatives, or educational resources
 - Alternative providers, partners, or sources selected, if any
 - Any associated costs, savings, or operational impacts from these changes
3. This disclosure shall:
- Be made available to all union members through secure electronic means
 - Be updated annually or when significant changes occur
 - Include both direct divestments and indirect divestments of all types
 - Cover both financial and non-financial relationships
 - Protect any legally required confidential information while maximizing transparency
 - Detail any exceptions made and the rationale for such exceptions
 - Include impact assessments on academic and research activities.

15

Submitted by Local 556

Whereas the fourth Geneva Convention explicitly prohibits the forcible displacement and ethnic cleansing of a civilian population for which Canada is a signatory as of May 1965.

Whereas Canada has its own legacy of forcible displacement, ethnic cleansing and land grab of Indigenous peoples for which it remains obligated to implement the recommendations of the Truth and Reconciliation Committee.

Whereas OPSEU/SEFPO has a history and mandate to support the human rights and equity through its policies, campaigns and actions in benefit of its membership, as well as a history of working in solidarity with other workers' organizations in support of their rights here on Turtle Island/Canada as well as workers all over the world, including South Africa and Palestine.

Therefore be it resolved that

OPSEU/SEFPO Provincial condemns:

- Any and all forcible removal or displacement of the Palestinian people from their homes or Palestinian lands, by continuing the siege, limiting humanitarian aid and all other necessities of life and the prevention of materials to allow for the rebuilding of the Gaza Strip by and for its current inhabitants.

- Displacing the Palestinian population in Gaza to other countries such as Jordan, Egypt or any other country, in order to annex the Gaza Strip and make it into a colony of America or Israel.
- Any planning or rebuilding of Gaza without the leadership and support of the Palestinian population living in Gaza.
- Any political rhetoric that frames the ethnic cleansing and continued genocide of the Palestinian population from Palestinian lands as a favor and minimizes the agency of the people to decide for themselves their own fate and futures society.

OPSEU/SEFPO supports:

- The right of the Palestinian people to remain in their homes and on their lands; a right that is afforded to all peoples around the world.
- The right of the Palestinian people to decide their own fate and futures.
- Lifting the siege to allow for the rebuilding of infrastructure destroyed by Israel backed by the United States, such as Water treatment facilities, hospitals, schools, businesses and homes.

Expenses

J1

**Submitted by 568
also submitted by the Greater Toronto Area Council**

Whereas OPSEU/SEFPO members who live within 60km of union events are unable to fully participate in union activities within OPSEU/SEFPO involving other members and do not enjoy the same equal opportunities in labour solidarity, political action, community involvement and social justice causes; and

Whereas OPSEU/SEFPO should let members gather together, provide a safe space and not disadvantage members due to demographical restrictions; and

Whereas urban congestion can lead to travel times greatly in excess of smaller distances in less congested areas.

Therefore be it resolved that OPSEU/SEFPO will allow members over 30km from any event that normally includes accommodation, to be reimbursed for accommodation and associated expenses if desired for all union business.

J2

**Submitted by Kingston Area Council
also submitted by Indigenous Circle, Sault Ste Marie Area Council, the
Provincial Human Rights Committee, Nipissing Area Council, the Provincial
Women's Committee and Orillia Area Council**

Whereas OPSEU/SEFPO is inclusive of all members, prioritizing accessibility as a fundamental principle of both the labour movement and the union itself; and

Whereas universal accessibility is essential to achieving full inclusion; and

Whereas the union is committed to building worker power to advance the labour movement and empower all members; and

Whereas members may obtain an operating advance, enabling them to function using union funds rather than their own personal finances; and

Whereas members are permitted to access advances to cover expenses such as lost wages, childcare, attendant care, transportation, accommodations, meals, mileage, and parking, ensuring participation in union activities is free from financial barriers;

Whereas the time required to process an advance is equivalent to that of processing an expense claim.

Therefore be it resolved that members who submit a request for an advance shall be granted the full amount requested, subject to standard union oversight and guidelines;

Be it further resolved that a clearly defined process be established and communicated to members, outlining how to apply for an advance and how it will be administered, ensuring transparency and accessibility for all; and

Be it further resolved that this be enacted within 3 months of adoption of the resolution.

J3

Submitted by the Provincial Women's Committee also submitted by Nipissing Area Council, Kingston Area Council, and the Provincial Young Workers Committee

Whereas the equity committees of OPSEU/SEFPO are essential in advancing the union's commitment to promoting inclusivity, equity, and the representation of diverse members; and

Whereas the ability for committee members to engage in union work is critical, and financial barriers such as the inability to secure advances, or the absence of personal credit cards, may prevent members from fully participating; and

Whereas while the Equity Executive Board Member (EEBM) of the committees may have access to a corporate credit card, they are not always in attendance with the committee when performing union-related work, which may create financial barriers for members who are unable to use their personal credit cards or secure advances; and

Whereas it is important to ensure that all members have equal access to the resources required to fulfill their union duties, regardless of their financial circumstances.

Therefore be it resolved that OPSEU/SEFPO will provide each equity committee with one union-issued credit card to be used for expenses related to union work, including but not limited to hotel holds, registration fees, and travel-related costs, where members are unable to use their personal cards or secure advances;

Be it further resolved that the credit card will be held by the Treasurer of each equity committee, with the understanding that all expenses will be managed and documented according to union policy and guidelines to ensure transparency and accountability;

Be it further resolved that this provision will enable equity committee members to participate in union activities, including conferences, meetings, and other work-related functions, without financial barriers inhibiting their involvement;

Be it further resolved that the union will monitor and evaluate the implementation of this measure to ensure it is achieving its intended purpose of supporting full participation in union work by all members, particularly those who may face financial barriers.

J4

Submitted by Local 110

Whereas OPSEU/SEFPO's financial policies do not allow for a local to hold a credit card, and

Whereas most banking institutions charge fee for each EFT transaction, and

Whereas many vendors with whom locals do business will only accept electronic or card payments, and

Whereas the use of personal credit cards for union business can create undue hardship for individual members;

Therefore be it resolved that OPSEU/SEFPO revise its financial policies to create appropriate safeguards and permit locals to hold a credit card should their local bylaws allow them.

J5

Submitted by Local 518

Whereas regional weekend educationals offer essential training for union members and are a key avenue for members to engage with their union; and

Whereas weekend educationals should be accessible to all; and

Whereas lost wages for weekend educationals are typically not provided; and

Whereas many union members do shift work or work weekends, and so are unable to attend these essential trainings without sacrificing wages; and

Whereas those union members who do shift work or work weekends include front-line workers in health care and social services, are among the most vulnerable economically, and are more likely to be women and/or racialized members; and

Whereas OPSEU/SEFPO's values of equity, inclusivity and diversity are not upheld when there are barriers to participation in regional weekend educationals that disproportionately affect women and/or racialized members; and

Whereas OPSEU/SEFPO's strategic goals to "increase meaningful member engagement" and remove "barriers to members becoming leaders at every level of the union" are not achieved when members are hindered from participating in weekend educationals; and

Whereas locals have a Local Time-Off Fund to "help fund the work of the local" and whose usage "is at the sole discretion of the Local Executive Committee (LEC)"; and

Whereas a key aspect of "the work of the local" is to engage members, especially equity-deserving ones, and the LEC may wish to build member engagement by using the Local Time-Off Fund to encourage attendance at weekend educationals; and

Whereas the Local Time-off Fund form states that "the fund cannot be used for attendance at regional educationals".

Therefore be it resolved that OPSEU/SEFPO honour its values and goals by either covering lost wages for members wishing to attend weekend educationals or by amending the guidelines for use of the Local Time Off Fund to allow locals to use it to cover paid time off for members wishing to attend weekend educationals.

Equity

K1

Submitted by Local 558 also submitted by Local 551 and 583

Whereas the OPSEU/SEFPO Harassment and Discrimination Prevention Policy Procedures Manual provides that Complainants and Respondents are entitled to a support person or advisor of their choice throughout the complaint process (section 2.1) and

Whereas time limits may be extended with notification to the parties (section 3.2) and

Whereas the Complainant or Respondent may request mediation through the Equity Unit Officer within 14 days of the complaint being received by the Respondent by making a request to the Equity Unit Officer within fourteen (14)

days from the Respondent's receipt of the complaint (section 9.2) and

Whereas the Equity Unit Officer will conduct a threshold assessment of the complaint within 7 days of a response or within 28 days of no response (section 11.1) and

Whereas any party to a complaint may request reconsideration in writing of a decision made under section 11.1 or 11.2 to the Supervisor of the Equity Unit and that Supervisor must provide a written decision on reconsideration within seven (7) days (section 11.3) and

Whereas if the Officer finds the complaint meets threshold of harassment or discrimination and will select a Regional Investigator unless there is a conflict of interest in which case an Investigator will be assigned from another region (section 12.1), and

Whereas communication protocols with the complainant and respondent needs to be detailed in policy.

Therefore be it resolved that Section 2.1 of the Harassment and Discrimination Prevention Policy Procedures Manual will be revised to include, "Every complainant and respondent will immediately be advised in writing upon receipt of complaint or response by the Equity Unit of their entitlement to a support person or adviser of their choice, their entitlement to a Mediator, and accompanying that, an attached copy of the Harassment and Discrimination Prevention Policy, Procedures Manual and List of Advisors and Investigators";

Be it further resolved that Section 3.2 will be revised to include, "The complainants and respondents will be notified of extension of time limits in writing with a specified date and should that specified date not be met, a notification in writing shall be provided to complainants and or/ respondents with a rationale and new date";

Be it further resolved that Section 9.2 will be revised to include, "Every complainant and respondent will be advised in writing, upon receipt of the complaint by the Respondent, of the entitlement to a mediator which must be requested within fourteen (14) days of the respondent's receipt of the complaint, with date of receipt of the complaint provided";

Be it further resolved that Section 11.1 will be revised to include, "The complainant and respondent receive in writing either: the assessment has been completed and a detailed rationale for the decision, or the assessment has not been completed per the time limit and the rationale or reason for more time needed";

Be it further resolved that Section 11.3 will be revised to include, "Upon any decision made under sections 11.1 and 11.2 and provided to the respondent and complainant in writing, it is required to notify respondent or complainant of their entitlement to request a reconsideration within seven (7) days of receipt of the decision"; and

Be it further resolved that Section 12.1 will be revised to include, "The definition of 'conflict of interest' in the context of this policy and procedures, and the complainant and respondent must both be advised in writing of who the investigator will be, and seven (7) days for either the respondent or complainant to request another investigator and the rationale for that request".

K2

**Submitted by Local 551
also submitted by Local 514**

Whereas several Canadian unions such as CUPE, USW and PSAC have one website page dedicated to all harassment and discrimination policies, manuals, procedures, and forms, and are prominently displayed on their website home page under a clear title, and

Whereas OPSEU/SEFPO'S Harassment and Discrimination Prevention Policy, Procedure Manual, and Complaint and Response forms are embedded in several non- related pages of the OPSEU/SEFPO website with no clear titles in a piecemeal manner and is not user friendly.

Therefore be it resolved that OPSEU/SEFPO's Harassment and Discrimination Prevention Policy, Procedures Manual, Complaint and Response Forms will be merged into one website page of the OPSEU/SEFPO website, displayed clearly as "Harassment and Discrimination Policies" on the Menu Bar; and

Be it further resolved that OPSEU/SEFPO's new Harassment and Discrimination Prevention Policy, Procedures Manual, Complaint and Response Forms page will include a Q&A for members, and List of Advisors and Investigators.

K3

**Submitted by the Provincial Human Rights Committee
also submitted by the Greater Toronto Area Council, Sault Ste Marie &
District Area Council, Nipissing Area Council, Ottawa Area Council, the
Provincial Women's Committee, Orillia Service Area Council and Region 1
Area Council**

Whereas the PHRC had to deny many applicants to their previous conferences.

Whereas the PHRC currently hosts a Human Rights conference bi-annually and

Whereas elected provincial human rights committee members deserve training and experience before time sensitive conference planning must occur.

Whereas the terms for elected committees will move from 2 years to 3 years in 2026 and this resolution seeks to modernize the conference process while saving the union money in line with the central 3-year election process.

Therefore be it resolved that the Provincial Human Rights Committee (PHRC) Conference take place on year two of three of elections to allow for new members to receive training, gather experience, and participate in a budget

process and get a better understanding of the needs of members before hosting a conference; and

Be it further resolved that the PHRC Conference attendee numbers be increased to 200 people from 150.

K4

Submitted by Local 500
also submitted by the Greater Toronto Area Council, Indigenous Circle, the Provincial Young Workers Committee, the Coalition of Racialized Workers, Local 145, 568, 5115, 410, 532, 743, 556, 558, 518, 317, 154 and Local 568

Whereas Incidents of Anti-Palestinian racism against Palestinian OPSEU members has been on the rise in the past 15 months and

Whereas Incidents of Anti-Palestinian racism has Palestinians, and those who support their human rights, have been on the rise all over Canada and

Whereas The Ontario Legislature took a racist position against Palestinians and their culture by banning the Palestinian Traditional Scarf, the Keffiyeh, from Ontario Parliament and, Whereas Many Palestinian and Arab workers do not feel safe wearing their traditional outfits or showing their identity in public in many Canadian cities and

Whereas Labour rights are human rights, and the labour movement should fight for the rights of workers everywhere.

Therefore be it resolved that OPSEU/SEFPO affirms that harassment and discrimination against Palestinians and the Anti-Palestinian Racism will not be tolerated within OPSEU/SEFPO, our workplaces nor communities;

Be it further resolved that Paragraph 3 of the Statement of Respect be amended as follows:

"We accord respect to all persons, regardless of age, creed, political affiliation and racialization including and not limited to People of African descent, Black, Caribbean, South Asian, Asian, Palestinian, women, men, First Nations, Métis and Inuit Peoples, members of ethno-racial groups, people with disabilities, gays, lesbians, bisexual, trans, two-spirit, and gender diverse persons, Francophones and all persons whose first language is not English."

Be it further resolved that OPSEU/SEFPO create a training course on Anti-Palestinian Racism in conjunction with Palestinian members and reputable organizations representing Palestinian workers and communities in Canada and make it available for all OPSEU/SEFPO members. This process will start no later than September 1st, 2025.

K5

**Submitted by the Ottawa Area Council
also submitted by Sault Ste Marie Area Council, the Provincial Human
Rights Committee and Nipissing Area Council**

Whereas the Provincial Francophone Committee has historically held a Francophone conference every two years.

Whereas the Provincial Francophone Committee aims to promote holidays and events of cultural significance to the Francophone community and OPSEU/SEFPO Francophone members.

Whereas the Francophone conference is an active offer of a safe cultural space where Francophone members can express themselves.

Therefore be it resolved that the Provincial Francophone Committee hold one Francophone conference within its term.

Be it further resolved that in the year of the conference, there will be an additional committee meeting for conference planning purposes.

Be it further resolved that the number of participants will be a maximum of 150 in person, selected based on applications submitted to the committee.

K6

**Submitted by the Provincial Young Workers Committee
also submitted by Sault Ste Marie Area Council, the Provincial Human
Rights Committee, and Nipissing Area Council**

Whereas young workers represent a growing and vital portion of the workforce, yet their voices have been underrepresented in labour movements; and

Whereas young workers bring fresh perspectives and innovative ideas that are essential for the continued strength and relevance of unions; and

Whereas mobilizers play a key role in union activities, organizing, and advocating for workers' rights, and young workers can greatly contribute to these efforts; and

Whereas including young workers in mobilizer positions will develop their leadership skills, foster intergenerational solidarity, and address challenges like precarious work and low wages; and

Whereas unions that invest in young workers are better equipped to adapt to changing workplace dynamics and ensure long-term success in the labour movement; and

Whereas young workers are involved in social justice movements, making their leadership essential for advancing economic, environmental, and social justice.

Therefore be it resolved that OPSEU/SEFPO commits to including at least one young worker in every mobilizing campaign, providing them with opportunities to lead in organizing and advocacy; and

Be it further resolved that OPSEU/SEFPO reaffirms its commitment to the future of the labour movement by providing young workers the tools and opportunities to shape the union's direction and advance workers' rights.

K7

Submitted by Sault Ste Marie Area Council, Nipissing Area Council, Rideau St. Lawrence Area Council, the Provincial Francophone Committee and South West Area Council

Whereas OPSEU/SEFPO Retirees are an unutilized resource; and

Whereas OPSEU/SEFPO activist retirees still have a passion for social justice and the union movement; and

Whereas OPSEU/SEFPO retirees division has a vision to be active in all our regions and as many communities as possible representing OPSEU/SEFPO in the community, through volunteerism, on picket lines, with an active flying picket squad in each region and in order to do that we need to engage our activists; and

Whereas OPSEU/SEFPO's other equity seeking groups/divisions all have regular conferences on a biannual or annual schedule; and

Whereas OPSEU/SEFPO says it respects equity; and

Whereas the United Nations recognized agism as an equity issue.

Therefore be it resolved that all equity seeking groups be treated equitably when OPSEU/SEFPO does conference planning and that Staff and financial resources for conferences be shared equitably.

Be it further resolved that Retirees also be entitled to regular conferences.

K8

Submitted by the Coalition of Racialized Workers Committee

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 has constitutionally created a committee to reach out to Racialized members to assist and support their inclusion in Union activism and activities.

Whereas Equity, Diversity and Inclusion initiatives such as the DSRP have been slow to roll out across the local LECs.

Whereas OPSEU/SEFPO recognizes the presence and prevalence of systemic racism affecting Racialized and equity identifying Members within the Union and

the workplace.

Whereas culturally appropriate support and training is most effective in supporting Racialized and equity identifying members.

Therefore be it resolved that the Article 19 Equity Committees shall have full access to work in conjunction with local LECs and Staff Representatives in identifying issues affecting racialized and equity identifying members with the locals upon request and the consent of the affected member; and

Be it further resolved that OPSEU/SEFPO shall mandate that every local be proactive in facilitating local members with connecting with the Article 19 Equity Committee they identify with when requiring and/or requesting a support person. This action shall be effective within six weeks of this resolution being passed.

K9

Submitted by the Nipissing Area Council
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Whereas young workers are an essential and growing demographic within OPSEU/SEFPO, contributing to the vitality and long-term sustainability of the labour movement; and

Whereas the Provincial Young Workers Committee (PYC) has demonstrated leadership in advancing young worker issues, including precarious employment, environmental justice, and labour rights; and

Whereas an annual Provincial Young Workers Conference would serve as a vital space for education, leadership development, networking, and mobilization of young members across the province; and

Whereas similar conferences in the past have proven successful in empowering young members and building solidarity across locals and sectors; and

Therefore be it resolved that OPSEU/SEFPO support and fund an annual Provincial Young Workers Conference, organized by the Provincial Young Workers Committee (PYC), with participation open to young members from all regions.

K10

Submitted by the Ottawa Area Council

Whereas Contact ontariois is the foremost event of the Francophone cultural marketplace that contributes to the flourishing of performing arts in Ontario.

Whereas Contact ontariois is the most renowned event for the Canadian Francophone artistic community.

Whereas Contact ontariois is a unique networking opportunity that showcases the largest number of Francophone artists in one event.

Whereas the Provincial Francophone Committee's mandate is to promote Francophone culture among OPSEU/SEFPO members, and develop and promote programs to encourage Francophones to participate in Union activities, and to increase the awareness and understanding of Francophone issues throughout the membership in all Francophone communities across the province, as per article 19.4 of the OPSEU/SEFPO Constitution.

Whereas OPSEU/SEFPO Francophone members doesn't currently have an internal structure to deliver cultural connections to its members, and the Provincial Francophone Committee is developing opportunities for their engagement.

Whereas the Francophone experience may vary greatly between regions due to geography, history, social development and immigration trends.

Whereas this reinforces the importance of the community and relationship building within our union and the greater labour movement.

Therefore be it resolved that Provincial Francophone Committee members attend Contact ontario in order to build our internal infrastructure to increase member engagement.

K11

Submitted by Local 365

Whereas procurement of goods and services is necessary to support the growth of our union and to provide additional support to our membership beyond the work done by our members; and

Whereas adherence to Equity, Diversity, Inclusivity, and Accessibility (DEIA) principles is crucial for promoting fair, inclusive, and accessible business practices; and

Whereas OPSEU is committed to upholding its Statement of Respect, which emphasizes that harassment or discrimination of any kind will not be tolerated, and that respect is accorded to all persons regardless of age, creed, political affiliation, and racialization, among other factors; and

Whereas there is a concerted effort and agenda to delegitimize DEIA principles, making it more important than ever to prioritize vendors who uphold strong DEIA values.

Therefore be it resolved that OPSEU/SEFPO supports the procurement of goods and services only from vendors who demonstrate a commitment to Diversity, Equity, Inclusion, and Accessibility (DEIA) in their company models;

Be it further resolved that OPSEU/SEFPO will actively move away from and will not consider vendors who do not have DEIA policies or who no longer emphasize the importance of DEIA principles; and

Be it further resolved that OPSEU/SEFPO would prioritize and seek to partner with companies whose values align with OPSEU/SEFPO's commitment to DEIA principles and practices.

Lobby / Campaigns

L1

Submitted by Local 154

also submitted by the Indigenous Circle, Sault Ste Marie Area Council, the Provincial Human Rights Committee, Nipissing Area Council, Thunder Bay Area Council, Kingston Area Council, Ottawa Area Council, the Provincial Younger Workers Committee, the Provincial Women's Committee and Region 1 Area Council

Whereas OPSEU/SEFPO continues to take steps to support and advocate for persons with disabilities, as is evident in the election of an Equity Board Member representing persons with disabilities, with the creation of the Accessibility Audit compliance officer position, and its commitment to ensuring accessibility across OPSEU/SEFPO buildings and events.

Whereas the 2024 Social Mapping Survey results indicate that OPSEU/SEFPO has approximately 30% of its members who self-identify as having a disability.

Whereas the Canada Disability Benefits Act was legislated into law in 2023 to help the 41% of Canadians with a disability who live in poverty.

Whereas the \$200 monthly Canada Disability Benefit that will begin in July 2025 falls far below what is authentically required for persons with disabilities to be elevated out of poverty, given the escalating inflation and cost of living crisis.

Whereas persons with disabilities often have additional costs like medical equipment, transportation, nutrition and treatments like physiotherapy and care providers not covered by insurance or other benefits. These additional expenses are solely incurred by persons with disabilities.

Whereas it is unconscionable that poverty is so dire that some persons with disabilities are accessing Medical Assistance in Dying (MAiD) because they can't live with dignity or a modicum of comfort.

Whereas groups like ONIWG (Ontario Network of Injured Workers Groups), Disability without Poverty, DAWN (DisAbled Women's Network Canada), Inclusion Canada and others have made public statements and/or signed on to campaigns such as "Fund the Benefit" and #raise the benefit. Sounding alarms that the proposed benefit will offer only \$200 a month, and certainly does not live up to the commitment to contribute to lifting persons with disability out of poverty. These groups are campaigning to increase the base amount and simplify the application process.

Therefore be it resolved that OPSEU/SEFPO will, in conjunction with Disability Rights Caucus, make an initial public statement in 2025, to share our union concerns with the Canadian Disability Benefit and its shortfalls in its current form; and

Be it further resolved that OPSEU/SEFPO will continuously amplify the voice of disability advocates and organizations demanding the Federal government to immediately and drastically increase the insignificant \$200 monthly Canada Disability Benefit by supporting existing campaigns to raise and fund the benefit

by working in conjunction with the Disability Rights Caucus to make a commitment to share information and resources with the membership and support actions.

Canada Disability Benefit - CCPA

<https://www.policyalternatives.ca/news-research/canada-disability-benefit/>

L2

**Submitted by the Indigenous Circle
also submitted by Sault Ste Marie & District Area Council, Nipissing Area Council, Ottawa Area Council, the Provincial Young Workers Committee, the Provincial Women's Committee, Sudbury Area Council and Region 1 Area Council**

Whereas the anti-Indigenous hatred is on the rise and 44% First Nations, 29% Inuit and 24% of Metis people experienced discrimination in the last five years; and

Whereas Indigenous people make up 5% of "Canadian" population and yet 31.6% of the prison population are Indigenous people; and

Whereas there was a Bill introduced in the Federal government (Bill C-413) which adds to the criminal code the offense of willfully promoting hatred against Indigenous people by condoning, denying, justifying, or downplaying caused by the residential school system in Canada; and

Whereas the government has been prorogued, and this Bill is off the standing paper; and

Therefore be it resolved that OPSEU/SEFPO will work in conjunction with the Canadian Labour Congress (CLC) and the Ontario Federation of Labour (OFL) to pressure the government of the day to reintroduce the contents of Bill C-413 to parliament; and

Be it further resolved that OPSEU/SEFPO will work in collaboration with the OPSEU/SEFPO Indigenous Circle to ensure that this Bill is reintroduced in the right way.

Private Member's Bill C-413 (44-1) - First Reading - An Act to amend the Criminal Code (promotion of hatred against Indigenous peoples)

<https://www.parl.ca/documentviewer/en/44-1/bill/C-413/first-reading>

L3

**Submitted by Region 1 Area Council
also submitted by the Indigenous Circle, Sault Ste Marie & District Area Council, the Provincial Human Rights Committee, Nipissing Area Council, Kingston Area Council, Ottawa Area Council, the Provincial Young Workers Committee, the Provincial Women's Committee and Sudbury Area Council**

Whereas OPSEU/SEFPO has made the commitment to support the efforts and calls to action from the Missing and Murdered Indigenous Woman and Girls (MMIWG) National Inquiry; and

Whereas this has been expanded to now include two-spirited, lesbian, gay, trans, bisexual, queer and/or questioning, intersex, asexual plus (2SLGBTQIA+) people; and

Be it resolved that OPSEU/SEFPO will renew its commitment to the 231 Calls to Justice, and National Action Plan to end Violence Against Indigenous Women, Girls, and two-spirited, lesbian, gay, trans, bisexual, queer and/or questioning, intersex, asexual plus (2SLGBTQIA+) people; and

Be it further resolved that OPSEU/SEFPO will renew its commitment by continuing to lobby the provincial, federal, and territorial governments and hold them accountable for failures to implement all the calls to justice.

Call for Justice 1.7 Final Report

<https://www.rcaanc-cirnac.gc.ca/eng/1717103903695/1717103981609>

L4

**Submitted by the Provincial Women's Committee
also submitted by Sault Ste Marie & District Area Council, the Provincial Human Rights Committee, Kingston Area Council, the Provincial Young Workers Committee, Sudbury Area Council and Region 1 Area Council**

Whereas The declaration of Intimate Partner Violence (IPV) as an epidemic in Ontario has been a topic of significant debate, with the Ontario NDP advocating for this declaration through Bill 173, the Intimate Partner Violence Epidemic Act, 2024; and

Whereas The NDP introduced Bill 173 to the legislature on March 7, 2024, for its first reading, and on April 10, 2024, at the second reading, the bill was referred to the Standing Committee on Justice Policy; and

Whereas Despite the urgency and support from various municipalities and advocacy groups, the Progressive Conservative government has been reluctant to make the declaration, citing a need for additional research and understanding of the issue; and

Whereas The government has faced significant criticism for delaying the

process, given the rising rates of IPV and femicides across the province. Advocates stress that declaring IPV an epidemic is a vital step toward addressing root causes and ensuring access to necessary resources and support for victims.

Therefore be it resolved that OPSEU/SEFPO demands that the Ontario government declare Intimate Partner Violence an epidemic and pass the contents of Bill 173 without further delay;

Be it further resolved that OPSEU/SEFPO demands the Ontario government allocate adequate funding to ensure accessible, comprehensive services for individuals impacted by Intimate Partner Violence; and

Be it further resolved that OPSEU/SEFPO encourages all its members, locals, area councils, and committees to actively communicate this demand to their respective Members of Provincial Parliament (MPPs).

L5

Submitted by the Provincial Young Workers Committee also submitted by the Nipissing Area Council
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Whereas the climate crisis disproportionately impacts working-class and marginalized communities; including rural areas, necessitating equitable solutions that balance environmental sustainability and social justice; and

Whereas public transportation, especially buses, reduces carbon emissions and air pollution, and is essential for achieving environmental goals; and

Whereas union members face barriers to affordable transportation, limiting their participation in climate justice efforts and sustainable commuting; and

Whereas many rural union members lack access to public transit, requiring alternative transportation solutions such as ridesharing, carpooling, electric vehicles (EVs), or on-demand shuttles to contribute to sustainability goals; and

Whereas studies show public transportation is vital in reducing emissions and improving environmental sustainability, making it a key component of any climate action plan;

Whereas providing free or subsidized transportation options for both urban and rural union members will reduce financial burdens and promote fairness, solidarity, and sustainability for workers; and

Whereas incorporating these policies into climate action plans helps reduce the environmental footprint of the labour force, while strengthening economic well-being and worker power;

Therefore be it resolved that OPSEU/SEFPO calls for the adoption of policies providing free bus passes to urban union members and alternative transportation solutions for rural members, including ride-sharing, EV incentives, carpooling, and on-demand shuttle services;

Be it further resolved that OPSEU/SEFPO will advocate for the inclusion of both free transit passes and rural transportation options in climate action plans at

all levels of government, ensuring equitable access to clean, reliable transportation for all workers; and

Be it further resolved that OPSEU/SEFPO reaffirms its commitment to both labour rights and climate justice, advocating for policies that support good jobs and contribute to building a more sustainable, equitable, and just society.

L6

Submitted by Local 110 also submitted by Region 1 Area Council

Whereas OPSEU/SEFPO engages in advocacy and in the process sometimes misinformation and harmful policy positions can be inadvertently advanced by activists, and

Whereas Guillain-Barré Syndrome (GBS) and its variants, are rare conditions which can be characterized by rapid onset of weakness and, often, paralysis of the legs, arms, breathing muscles and face, in some cases leading to complete paralysis requiring life-sustaining hospital care. Often accompanied with excruciating pain, and

Whereas Chronic Inflammatory Demyelinating Polyneuropathy (CIDP) and its variants, are rare chronic progressive conditions, which can be characterized by the onset of weakness, numbness and tingling, which can lead to the paralysis of the legs and arms and affect other areas of the body, and the effects are often symmetric in the body, and it is not uncommon for individuals to endure significant pain and discomfort, and

Whereas Multifocal Motor Neuropathy (MMN), is a rare, usually chronic, disorder in which focal areas of multiple motor nerves are attacked by one's own immune system. MMN progresses gradually, resulting in asymmetrical weakness of a patient's hands, limbs, and muscle wasting, which could lead to debilitating weakness or paralysis, loss of independence, and the need for ongoing treatment, and

Whereas GBS, CIDP, MMN, and variants are rare, paralyzing and potentially catastrophic disorders of the peripheral nerves where the body's own immune system attacks the myelin sheath that protects the nerves, and

Whereas GBS, CIDP, MMN, and variants are largely unknown not only to the public but also most physicians as the diseases are barely mentioned in standard medical texts, if at all. The diagnosis and treatment of these conditions is highly specialized with only a few dozen of neurologists in Canada with deep experience, and

Whereas the causes of GBS, CIDP, MMN and variants are unknown, and these conditions can develop in any person, regardless of age, gender or ethnic background, and

Whereas there is no known cure for these conditions, and

Whereas it is difficult to diagnose these conditions as the symptoms can easily be confused for ALS (Lou Gehrig's disease), MS (Multiple Sclerosis), or other forms of neuropathy. There does not exist one simple diagnostic test for these conditions, and diagnosis for a chronic patient can often take years, and

Whereas GBS, CIDP, MMN, and variants have a slow and unpredictable recovery, patients and their families face an uncertain future, usually requiring months of hospital care without knowing if or when they will recover, or whether they will face long-term disabilities. Earlier diagnosis, treatment, and access to rehabilitation services can improve the chances of avoiding permanent lifelong residual damage of the nerves, and

Whereas GBS and variant patients can, especially with timely diagnosis and treatment, recover although may experience some residual effects throughout their lifetime or in some cases may later be re-diagnosed as having CIDP or another chronic variant, and

Whereas CIDP, MMN, and variant patients can experience remarkable improvement with timely diagnosis and treatment, however, due to their chronic nature may require periodic treatment throughout the patient's lifetime, and

Whereas immunoglobulin (IG) is the first line treatment for GBS, CIDP, MMN, and variants. Immunoglobulin is approved for use for these conditions and many others by Health Canada and has a solid effectiveness and safety history, and

Whereas immunoglobulin (IG) is administered intravenously (injected into a vein), known as IVIG, or administered subcutaneously (below the skin), known as SCIG, and

Whereas studies have concluded that the early diagnosis of CIDP, MMN, combined with aggressive treatment with IG is necessary to ensure the best possible patient outcomes, and

Whereas immunoglobulin (IG) is manufactured through the highly sophisticated process of fractionation of plasma, a component of human blood, with only a handful of pharmaceutical companies with such expertise and equipment, and

Whereas CIDP, MMN, and variant patients may require IVIG or SCIG for the rest of their lifetimes. It is common for patients to require IVIG once every 3 or 4 weeks to stabilize or prevent the return of symptoms such as numbness, tingling, weakness, pain, or lack of mobility including partial paralysis, and

Whereas it can take, depending on the quality of plasma collected, up to 1,000 plasma donors donating regularly to produce enough vials of immunoglobulin for just one GBS, CIDP, MMN, or variant patient, and

Whereas Justice Krever's report, in the wake of the tainted blood scandal in Canada, recommended that no donor be paid to donate blood or plasma. This report was developed through the 1990s with the final report tabled November 1997, and

Whereas the impact of treating CIDP, MMN, and variant patients with immunoglobulin could not have been considered by the Krever Commission at the time. CIDP had only been discovered and named in 1982. MMN was discovered and named in 1988. Treatment protocols for CIDP and MMN were developed through the 1990s and early 2000s. Health Canada finally approved the use of IVIG for CIDP in 2008 though it has a solid track record of

effectiveness and safety over two decades. SCIG was finally approved by Health Canada for use with CIDP in 2018, and

Whereas in the years following the Krever Commission it is still universally acknowledged that no donors of whole blood should ever be paid, and

Whereas there is a 100% supply in Canada of every product derived from plasma except immunoglobulin (IG) where sufficient supply to meet patient need has been an issue, and

Whereas taking the incident rates and the treatment needs of CIDP, MMN, and variant patients into account, plus the patients of other conditions where IVIG or SCIG are indicated, there is no debate within the medical community that it is necessary to incentivize plasma donors to ensure sufficient supply to meet patient need, and

Whereas recent medical discoveries and treatment protocols, especially for CIDP and MMN and variants, “broke” the Krever Report when it comes to immunoglobulin. The Krever recommendations continue to hold true for products other than immunoglobulin and that isn’t in dispute, and

Whereas there is no jurisdiction where CIDP, MMN, and variants are treated that has been able to meet patient need with strictly voluntary plasma donations, instead relying heavily on U.S. imports where plasma donors are compensated, and

Whereas the nature of the IG supply problem can be demonstrated with a simple example. The London Health Sciences Centre serves a patient population of approximately 1 million people in the City of London and surrounding counties. In a typical Canadian population, as of today there are likely at least 3 in every 100,000 people who have been diagnosed with CIDP. (Depending on region and lifespan of patients, this number could be as high as 9 in every 100,000 people.) Conservatively, this would mean approximately 30 people in the London area are likely to receive IG on a regular basis. If one were to try to achieve self-sufficiency within London and meet the treatment needs of CIDP patients in the London area, up to 30,000 plasma donors would be required to donate at the CBS London donation site. This would be roughly double the donor rate one would expect for both whole blood and plasma combined within a typical Canadian community. And this example is only for CIDP, let alone the other conditions where IVIG or SCIG are indicated, and

Whereas the problem is further compounded when one considers that many CIDP cases in the community have yet to be identified, where the misdiagnosis rate is believed to be approximately 45% given how easily it is mistaken for other diseases. The need for IG will grow as awareness of CIDP grows among Canadian doctors and cases identified. It will also naturally grow as new cases of CIDP will develop spontaneously in the population at a rate of 1 in every 100,000 in a typical year, and

Whereas Canadian Blood Services (CBS) had reached a low of 15% self-sufficiency for immunoglobulin meaning that it relied on U.S. imports, where plasma donors are paid, for 85% of its supply, and

Whereas Hema-Quebec (HQ) had reached a low in 2024 of 33% self-sufficiency for immunoglobulin meaning that it relied on U.S. imports, where plasma donors

are paid, for 67% of its supply. HQ has a plan to fully build out its voluntary donation centers to reach a target of 45% self-sufficiency. HQ reports that patient need is increasing at a rate of 5 to 7% per year, and

Whereas experts expressed alarm that importing more than 50% of the IG supply poses an unacceptable risk to Canadian patients should there be any disruption in the supply chain, border closures, new markets emerge, or should the U.S. achieve “Medicare for All” and provide universal treatment to its own CIDP, MMN, and variant patients based on need and not face the possibility of being declined by insurance, and

Whereas it has been acknowledged that Canada’s IG supply should not originate from a single source. This means that IG made from paid plasma from the U.S. will remain a component of the CBS and HQ supplies for the foreseeable future, and

Whereas Health Canada has confirmed that IG made from paid plasma is safe for patients and there is an over two-decade safety record, and

Whereas there is no disagreement that CBS needs to build out its own plasma donation centre network. However, CBS indicated that this would take approximately 20 years based on funding from provinces. Experts inside and outside CBS concluded that this was not an acceptable risk, and

Whereas the other unacceptable risk identified was the lack of a purely Canadian supply of IG. Today, plasma collected at CBS centers is shipped to a Grifols fractionation plant in North Carolina and then shipped back as finished IG. Should there be any issues with products crossing the border (e.g. 9/11, Covid-19 restrictions), this also posed risk to the supply needed for patients. Therefore, there was a need to have a supply fully collected and fractionated within Canada, and

Whereas patient advocacy groups demanded action to address these unacceptable risks to their patients, and

Whereas CBS devised a solution to the IG supply to reach a level of 50% self-sufficiency by entering into a supply contract with Grifols. In order to supply sufficient product, Grifols would open its own donation centers in Canada (except Quebec) operating under the authority of CBS and in locations approved by CBS. Grifols would pay plasma donors, and

Whereas Grifols plans to fractionate Grifols sourced plasma at their new Montreal based fractionation facility, estimated to begin sometime in 2026, ensuring the complete supply chain on Canadian soil, and

Whereas OPSEU/SEFPO represents CBS workers in Ontario, and

Whereas it is understandable that OPSEU/SEFPO would oppose privatization of its member work. However, activists have conflated the two distinct questions of private operation of clinics versus the payment of donors. These are two different issues, and

Whereas Bloodwatch, an advocacy group that has received OPSEU/SEFPO funding, has communicated misinformation to the OPSEU/SEFPO Board, OPSEU/SEFPO members, and the public regarding the use of IG and the patient need for IG, and

Whereas examples of this misinformation have included mischaracterization of the conditions of CIDP, MMN, and variants. This has included a mischaracterization of the diagnosis and treatment processes in Canada and raising examples from other countries that are not applicable and referencing situations that could never occur in Canada. Including a suggestion that patients could easily switch from IG to other treatments such as plasmapheresis (also known as plasma exchange) which would have a catastrophic long-term effect on the health of patients who require IVIG or SCIG. Including false claims that not all patients receiving IG require it, whereas studies have shown that in Canada 100% of the prescriptions of IG were based on legitimate medical need. Including an unfounded suggestion that somehow IG made from paid plasma is unsafe, unnecessarily scaring patients, despite the nature of the fractionation process which has a proven safety record. This misinformation included a flyer distributed at OPSEU/SEFPO Convention 2023 that falsely stated that Hema-Quebec was 100% self-sufficient for IG and therefore a fully voluntary donation system, when in fact it was only 40% self-sufficient at the time with 60% of its IG derived from paid plasma, and

Whereas OPSEU/SEFPO activists have unknowingly circulated misinformation and have been misled without having access to accurate medical information including the nature of these diseases, recent medical discoveries since the time of the Krever Commission, current treatment protocols, and patient need, and

Whereas activists supported resolutions in Hamilton and Toronto calling for those cities to become “no paid plasma zones”, and

Whereas support for these resolutions was based on misinformation supplied to city councilors, and

Whereas should such a position become widely adopted and take hold in Canada, there is no question that serious harm to patients would result. There is no debate in the medical community that stopping all supplies of IG made from paid plasma, whether it be imported from the U.S. or collected domestically somehow, would cause catastrophic harm to patients, and

Whereas it would be understandable to oppose privatization, such as the involvement of Grifols in the operation of collection centres. However, based on the medical evidence it is unconscionable to take a position, as contemplated by these municipal resolutions, that no organization, including a public agency such as CBS itself, could ever incentivize a plasma donor. Patient harm would result, and

Whereas it was acknowledged that such city council resolutions for “no paid plasma zones” were strictly symbolic as the patient need is not going away. However, such resolutions have poisoned public opinion with misinformation and provoke an unnecessary debate where there is no debate in the medical community, and

Whereas the GBS/CIDP Foundation of Canada a patient organization providing support, education, research, and advocacy, was founded in 2003 so that no patient or family would go through GBS, CIDP, MMN, or a variant, feeling alone, and

Whereas the GBS/CIDP Foundation of Canada Board of Directors bases its

decisions on guidance from its Medical Advisory Board, a group of experts who specialize in the research and treatment of GBS, CIDP, MMN, and variants, and WHEREAS the GBS/CIDP Foundation of Canada Board unanimously voted to be in support of remuneration of plasma donors by accepting the expert advice of its Medical Advisory Board, and

Whereas the GBS/CIDP Foundation engaged in outreach to the OPSEU/SEFPO Board and has offered to bring a delegation to share information and recommendations informed by current medical science, and

Whereas Bloodwatch has made the outrageous claim that patient groups have only supported the payment of plasma donors because they have been “bought out by big pharma,” not because experts have reached the conclusion that a strictly voluntary plasma donor system could not mathematically produce enough IG to meet the needs of CIDP, MMN, and variant patients, and patients of other conditions, today and into the future, and

Whereas the “bought out by big pharma” accusation was repeated online by certain OPSEU/SEFPO activists, and

Whereas the “bought out by big pharma” smear was a personal attack on the character of Darryl Bedford, the elected President of the GBS/CIDP Foundation of Canada, the patient group which is arguably one of the most affected by decisions surrounding IG, save for patients with primary immune deficiency. He was diagnosed with CIDP in 2005, later becoming a patient advocate and volunteer. He is active in the labour movement, having been a member of OPSEU/SEFPO Local 110 (Fanshawe College Faculty) since 2002, serving as a Steward since 2004, Local President from 2010 to 2022, having opposed partnerships between Fanshawe and private colleges, a member of two previous College Faculty bargaining teams, current member of the Resolutions Committee for Region 1, and the Communications Officer for the London and District Labour Council. Certain activists who reposted the “bought out by big pharma” attack were quite aware of Darryl Bedford’s elected leadership position in the patient community, and

Whereas there is an adage in the labour movement “not for us, or about us, without us,” and

Whereas the voices of patients with lived experience, and who also happen to have access to informed experts, deserve to be heard, and

Whereas should adopt a principle of “do no harm” and base its positions on science to ensure the best possible care for patients, which is the whole point of promoting public services;

Therefore be it resolved that the OPSEU/SEFPO Board receive the delegation previously proposed by the Guillain-Barré Syndrome (GBS) / Chronic Inflammatory Demyelinating Polyneuropathy (CIDP) Foundation of Canada;

Be it further resolved that OPSEU/SEFPO review all its advocacy positions relating to plasma such that the union can advocate to protect the valuable work performed by its members while at the same time “causing no harm” to patients who need immunoglobulin; and

Be it further resolved that OPSEU/SEFPO consult relevant medical experts versed in the needs of patients, whenever and wherever appropriate, to ensure

that its messaging and materials are factually accurate and are informed by current medical science.

Membership Activities / Services

M1

**Submitted by the Thunder Bay Area Council
also submitted by the Sudbury Area Council**

Whereas OPSEU SEFPO prides itself on openness and transparency for our membership; and

Whereas OPSEU SEFPO is always looking for teaching and engagement opportunities for the membership; and

Whereas members want to see how OPSEU SEFPO Executive Board Members have voted.

Therefore be it resolved that OPSEU/SEFPO will do a roll call vote on all final motion votes at the Executive Committee meetings and Executive Board meetings. For clarity, this does not include votes on amendments to motions and waiver motions.

M2

**Submitted by the Sudbury Area Council
also submitted by the Thunder Bay Area Council**

Whereas OPSEU/SEFPO continues grow and evolve as a Union; and

Whereas OPSEU/SEFPO locals and bargaining units continue to grow; and

Whereas time commitments and responsibilities of local Presidents grow with the addition of members to the local and bargaining units; and

Whereas there has been an increase in time commitments for the local Presidents; and

Whereas work, union, life balance is essential to an activist's health and wellness.

Therefore be it resolved that OPSEU/SEFPO number of members required for a full-time book off will be as follows: Single Unit - 600 members, Composite/Multi-Unit - 500 Members; and

Be it further resolved that this would start in 2026.

M3

**Submitted by the Orillia Service Area Council
also submitted by the Thunder Bay Area Council and the Sudbury Area Council**

Whereas OPSEU/SEFPO's Area Councils work hard at promoting, mobilizing, advocating and engaging our Locals and Members; and

Whereas OPSEU/SEFPO's Area Council's are creative in the ways they connect with Locals and members; and

Whereas Area Councils actively work with communities and Labour Allies.

Therefore be it resolved that OPSEU SEFPO Area Council Chairs and or designee will meet for a two day hybrid meeting annually in January of every year to discuss mobilizing, advocating and engaging strategies they use to promote their locals and the Union;

Be it further resolved that support will be provided to the Area Council chairs meeting from the President's Office, Vice President/Treasurer's Office and any other applicable resource that is needed, directed from the President's Office; and

Be it further resolved that the President and or designee, will be the chair of the meeting and will add and call for agenda items for the January meeting; and

Be it further resolved that this meeting will start in 2026.

M4

Submitted by the Thunder Bay Area Council

Whereas the Ontario Public Service Employees Union (OPSEU/SEFPO) aims to promote active participation and representation for all members in union activities; and

Whereas local unions with fewer than 50 members often face challenges in ensuring adequate representation at the annual convention and divisional meetings due to financial constraints and limited resources; and

Whereas the involvement of alternate delegates at these events plays a crucial role in strengthening local unions by increasing their representation and ensuring a diverse range of voices within the decision-making process; and

Whereas attending the convention and divisional meetings requires time off work, which can present a financial hardship for local members.

Therefore be it resolved that OPSEU/SEFPO will cover the costs for alternates from locals with fewer than 150 members to attend divisional meetings, including the necessary wages to ensure their attendance does not create a financial

burden; and

Be it further resolved that this policy would support the ongoing growth, engagement, and solidarity of all OPSEU/SEFPO members, ensuring that even the smallest locals are represented and able to fully participate in union activities.

M5

Submitted by Local 4110

Whereas The OPSEU/SEFPO (known as the Union) membership has grown exponentially over the last decade; and

Whereas Locals are the first line of communication between members and the union; and

Whereas many Locals are struggling with maintaining adequate representation for their members, a functioning executive committee, financial oversight, member outreach, etc.; and

Whereas Locals need reliable, consistent, and timely support from the union such as financial support, marketing, and communication, accurate Members Lists, and access to OPSEU/SEFPO staff; and

Whereas dues paying members are demanding better services, more timely assistance, and support from both their Locals and OPSEU/SEFPO; and

Whereas many Locals are non-functioning, or otherwise unable to represent their members effectively; and

Whereas the services provided by the union to its Locals and membership have not kept pace with the growth in OPSEU/SEFPO memberships.

Therefore be it resolved that OPSEU/SEFPO Executive Board create an Ad Hoc Committee to review the functionality and financial health of each local, to determine if union staffing supports are adequate, to review the constitution, policies, and procedures to ensure that they support and help maintain healthy, functioning, sustainable, and effective Locals; and

Be it further resolved that the Ad Hoc Committee review will involve a survey of Local Presidents/Executives to ascertain from a Local perspective what additional supports are deemed necessary to help support successful Locals; and

Be it further resolved that the Ad Hoc Committee would develop a strategy, based on their assessment of Local's needs; that will ensure that OPSEU/SEFPO Locals are successful, financially stable, and capable of meeting the needs of their members today and into the future; and

Be it further resolved that the Ad Hoc committee report back to the Executive Board and a final costed report be presented at convention 2026.

M6

**Submitted by the Greater Toronto Area Council
also submitted by the Indigenous Circle, Sault Ste Marie & District Area Council, the Provincial Human Rights Committee, Nipissing Area Council, Kingston Area Council, the Provincial Young Workers Committee, the Provincial Women's Committee, Orillia Service Area Council and Local 154**

Whereas OPSEU/SEFPO members rely on on-site childcare to attend OPSEU/SEFPO events with their children aged 17 years and under; and

Whereas members with children who are caregivers cannot actively participate in events without access to childcare; and

Whereas OPSEU/SEFPO has made progress by incorporating childcare into its policies, barriers and accessibility challenges persist, limiting full member participation; and

Whereas High-quality childcare remains a key objective and mandate of OPSEU/SEFPO, with policies stating that all OPSEU/SEFPO events—educational sessions, conventions, regional meetings, divisional meetings, and central demand-setting meetings—must offer child care services when requested at least three weeks prior to the event; and

Whereas the current form required for parents and caregivers to access child care services is overly detailed and repetitive, creating unnecessary obstacles that overwhelm members and discourage their participation; and

Whereas Members who register their children in the OPSEU/SEFPO member portal should not be unreasonably denied child care services; and

Whereas Accessibility and access to child care must not serve as barriers to attendance at union events.

Therefore be it resolved that OPSEU/SEFPO establish a permanent Child Care Standing Committee, meeting four times a year, to review and recommend changes to child care procedures and communicate these updates annually to the membership to be implemented within 3 months of adoption of this resolution;

Be it further resolved that to identify areas for improvement OPSEU/SEFPO annually review the childcare registration forms/handbook in consultation with key stakeholders, including designated members from each equity committee who utilize childcare services;

Be it further resolved that OPSEU/SEFPO conduct an annual survey of all members who utilized childcare services, as outlined in the policy and procedure manual, to gather feedback and enhance service quality.

Be it further resolved that OPSEU/SEFPO childcare providers will receive information on registered member children in a timely manner and that all registered members are informed of the childcare location, itinerary, and contact details no later than one week prior to the event; and

Be it further resolved that the application of childcare practices are inline and compliant with Ministry standards.

M7

**Submitted by Local 551
also submitted by Local 583, 595, 514, 558 and Local 365**

Whereas social media can amplify political, ideological or social divisions and polarize union members and such divisions can negatively affect the reputation of a union and reduce its reach for mobilization, solidarity, labour and social justice issues and;

Whereas many Canadian unions have developed social media guidelines and policies such as CUPE and USW and those guidelines and policies feature prominently on the union websites for all membership to access and

Whereas OPSEU/SEFPO has no such guidelines, rules, or policies governing their social media accounts or platforms, the absence of which raises issues of liability, security or privacy infringements, or unfair or discriminatory practices and

Whereas the conduct of union members on OPSEU/SEFPO's social media platforms is an extension of in-person conduct subject to the Constitution, Statement of Respect, Harassment and Discrimination Policy and Privacy Policy.

Therefore be it resolved that OPSEU/SEFPO will develop social media guidelines;

Be it further resolved that policies subject to the Constitution, Statement of Respect, Harassment and Discrimination Policy, and Privacy Policy and will be implemented in the social media guidelines; and

Be it further resolved that such guidelines will include the following:

- A. The guidelines and policies will be disseminated to all members and found easily on the OPSEU/SEFPO website.
- B. The guidelines will apply to all OPSEU/SEFPO social media accounts and platforms with a link to such guidelines and policies on the OPSEU/SEFPO website prominently displayed.
- C. Every social media account of OPSEU/SEFPO shall post information about the local, region, committee, group, or caucus represented on that account or platform and their mandates.
- D. Every administrator of an OPSEU/SEFPO social media account or platform will be a current elected member of the Executive Board, Regional Executive Board, Local Executive Board, or provincial, regional, local Committee or Caucus.
- E. Uniform rules on admittance or removal of a member from a social media account.

M8

**Submitted by Sault Ste Marie & District Area Council
also submitted by the Indigenous Circle, the Provincial Human Rights
Committee, Nipissing Area Council, Kingston Area Council, the Provincial
Young Workers Committee, the Provincial Women's Committee, Sudbury
Area Council and Region 1 Area Council**

Whereas the OPSEU/SEFPO member portal is operated and maintained by the third-party company UnionWare and

Whereas UnionWare, previously a Canadian company, was acquired in 2019 by American corporation (Togetherwork) and

Whereas the current political climate is experiencing an increase in far-right, fascist, anti-equity and anti-union rhetoric and,

Whereas equity groups have requested information be displayed and used (e.g. pronouns and preferred names entered into portal to be printed on event badges) that has gone unaddressed and,

Whereas sensitive information about equity deserving groups is stored on the member portal, therefore in UnionWare with the potential for this information to be in the hands of American corporations.

Therefore be it resolved that OPSEU/SEFPO change vendors for operation and maintenance of the Member Portal to a Canadian company (that does not store their data in the US) to safeguard the information of its membership, including details of equity-deserving status from American corporations, as soon as feasibly possible due to the impending administration change in the American government.

M9

**Submitted by Nipissing Area Council
also submitted by the Indigenous Circle, Sault Ste Marie Area Council, the
Provincial Young Workers Committee and the Provincial Women's
Committee**

Whereas OPSEU/SEFPO represents tens of thousands of members across Ontario, and effective communication is essential to engage, inform, and mobilize members; and

Whereas social media has become a critical tool for unions to reach their members, amplify campaigns, share successes, and combat misinformation in real time; and

Whereas the current volume and complexity of social media communications require dedicated expertise to ensure consistent, timely, and high-quality messaging; and

Whereas hiring a full-time social media manager with professional experience in communications, digital strategy, and member engagement will strengthen OPSEU/SEFPO's online presence and support organizing efforts; and

Whereas a strong social media strategy can increase member engagement, build solidarity, and enhance OPSEU/SEFPO's public profile in advocacy campaigns.

Therefore be it resolved that OPSEU/SEFPO hire a full-time social media manager to manage, create, and coordinate content for the union's social media platforms; and

Be it further resolved that the social media manager will work closely with elected leadership, communications staff, and members to develop strategies that reflect the values and priorities of the union; and

Be it further resolved that OPSEU/SEFPO allocate appropriate resources for the role, including professional development and tools to enhance digital communications.

M10

Submitted by Retired Members Division
also submitted by Sault Ste Marie Area Council, Nipissing Area Council, Thunder Bay Area Council, the Provincial Francophone Committee and the South West Area Council

Whereas the Retired Members Division (RMD) publishes a magazine called Autumn View, and

Whereas the RMD must have consistent and reliable communications with its members, and

Whereas the RMD uses this publication to inform its members of regional bi-annual meetings and important union issues, and other pertinent retire information, and

Whereas the RMD has eliminated twice yearly mailouts to inform members of said bi-annual meetings, dates, due to cost and staffing.

Therefore be it resolved that the Retired Members' Division (RMD) be mandated and supported to publish a minimum of three Autumn View magazines per year *

Be it further resolved that OPSEU/SEPPO assist the RMD in determining how to facilitate a survey for members to choose to receive an online version or a physical copy of the magazine; as costed by the Vice-President's Office.

M11

**Submitted by Local 303
also submitted by Local 422, 371 and the Orillia Service Area Council**

Whereas OPSEU/SEFPO has established a local time off fund, commonly referred to as the 80/20 fund, for locals to release activists from work to do the work of the Union Local; and

Whereas OPSEU/SEFPO prides itself on equity between locals and members; and

Whereas different jobs have different wage rates and shift lengths but the need for time is equal when doing work of the Union Local; and

Whereas the current formula negatively impacts locals with activists in higher paying jobs and/or those with longer shifts; and

Whereas the burden weighs especially heavy on smaller locals.

Therefore be it resolved that OPSEU/SEFPO restructures the local time off fund employer release time eligibility as follows:

of Signed Up Members / # of Eligible Release Shifts (up to 12 hours) or
Teaching Contact Hours

25 or fewer / 3 shifts

26 to 50 / 6 shifts

51 to 100 / 9 shifts

101 to 150 / 12 shifts

151 to more / 12 shifts + 1 shift for every 8 signed up members over 150

Be it further resolved that the 80/20 cost sharing, the availability of local funds, and other existing local time off fund parameters will continue.

M12

**Submitted by Region 1 Area Council
also submitted by the Nipissing Area Council, Rideau St Lawrence Area Council, the Provincial Francophone Committee and South West Area Council**

Whereas many OPSEU/SEFPO workplaces do not offer post-retirement benefits or make them so costly that they are unaffordable; and

Whereas as we age, our health deteriorates and the cost of maintaining our health rises; and

Whereas many of our retired members without post-retirement benefits cannot afford the medication that their doctors prescribe; and

Whereas the Canadian Congress of Union Retirees of Canada (CURC), has been offering retire benefits through the Canadian Benefits Consulting Group, administered by Greenshield, for over 15 years; and

Whereas members can purchase various post-retirement plans at various prices, depending on your choices of Extended Health benefits, from Dental, Prescription Drugs and/or Hospital Coverage; and

Whereas membership is guaranteed with no medical questionnaire, as long as the applicant meets eligibility requirements. Those being, if a member is losing their group insurance coverage because of a career change, job loss, or retirement, and they are age 79 or younger, they are eligible to apply for any of the 4 LINK plans with 90 days of losing your group coverage; and

Whereas if a member is age 75 or younger, they are eligible to apply for any of the 7 ZONE plans, whether you have had previous group health coverage or not.

Therefore be it resolved that OPSEU/SEFPO actively promote the Canadian Congress of Union Retirees (CURC) retirement benefit plan to ALL members, and pension and, Staff Reps, negotiations, and EBMs, and all sectors.

M13

Submitted by Local 154

Whereas OPSEU-SEFPO continues to grow with new locals; and

Whereas OPSEU-SEFPO composite locals are experiencing significant barriers to their autonomy, for a number of reasons, including but not limited to, a decline in membership participation, the erosion of local labour relation tables, and increasing interference with employers trying to take control over the union participation at the labour relation tables; and

Whereas the isolations and social changes that occurred during and as a result of COVID and COVID restrictions have significantly affected all locals to conduct business and fostering a member-driven union, due to lack of interactions, suspension of activities which contributed negatively towards a general changing union and labour culture, which locals have found it very difficult to rebuild from; and

Whereas the general direction of OPSEU-SEFPO is to be a member-driven union and to empower the general membership and its leaders, which means a shift to less staff direction and day to day work in running the locals to each of the LEC members, which increases past workload; and

Whereas the landscape of the labour movement and political culture has shifted to significantly threaten the very existence of unions, and the only way to fight back is to increase the active participation of all members, through more local activism and greater local leadership presence within the work sites; and

Whereas composite locals generally include a larger OPS Unified and Corrections presence, which includes two separate collective agreements that are each over 400 pages long that bargains with an employer that has historically slashed rights and benefits, which includes very little union leave for local leadership, represents a total membership of over 50 000 people, with a combined geographic presence in every corner of the province, trying to balance the needs of highly populated urban areas with extremely isolated remote communities; and

Whereas the current political climate in Ontario and Canada is likely going to significantly increase the required activism and organization of the locals to fight back against continued privatization, funding cuts, staffing cuts and anti-union rhetoric; and

Whereas the union as a whole, all bargaining units, can only truly be united if all locals are empowered to provide solidarity and support to other locals, and other labour organizations as deemed appropriate, in order to fight back against the dismantling of the public services in Ontario.

Therefore be it resolved that the OPSEU/SEFPO Policy Manual, section Governance Policy 2.8.1, Leaves of Absence for Local Union Business, be amended to lower the signed-up member count required for a local union leave for composite locals from 650 signed-up members to 400 signed-up members, as follows:

"Section A – Definitions, Responsibilities and Requirements

This policy applies to single unit Locals with 750 or more signed members ~~and to composite and multi-unit Locals that have 650 or more signed-up members and to composite locals with 400 or more signed-up members.~~ When determining whether a Local qualifies for access to local union leave the signed Local membership numbers from each quarter shall be referenced.

Should membership numbers decline/or increase the loss or acquisition of eligibility will be reassessed when the new quarterly numbers become available.

The Executive Committee may include Locals that are created during the year in this policy, if they qualify. Only individuals who are members in good standing may access local union leave.

Individuals on local union leave will be required to continue to pay Union dues.

Where an existing collective agreement provides for Union leave with pay for specific Union-related duties such as, but not limited to collective bargaining, this policy does not apply. Locals are required to track and report all such periods of time so that proper reconciliation between Union-paid leave and employer-paid leave may be completed.

A Local that is eligible for local union leave under this policy must include, in the demand sets of the bargaining Units included in such Local, proposals that would seek to gain employer-paid local union leave intended for Local wide general Union activities. Such proposals must also ensure that the employer continues to provide insurance coverage, pensions, vacations and all other rights and benefits during such leave.

For the purposes of this policy the following definitions shall apply:

8. "Local Union Leave" shall be defined as a leave of absence for Union business initiated by a single unit Local of 750 signed-up members ~~and/or composite and multi-unit Locals of 650 or more signed-up members~~ and/or composite locals with 400 or more signed-up members under this policy.

9. "Insurance Plans" shall be defined as all insurance arrangements that apply to an employee under their collective agreement.

10. "Pension Arrangements" shall include any employment related pension or Registered Retirement Savings Plan (RRSP) arrangement that apply to an employee under their collective agreement.

Except for any reimbursements specifically set out under this policy the Local will be responsible for costs relating to any of their members on local union leave.

Should the bargaining unit of the member on local union leave be on strike or locked out, the member on leave shall receive only those payments that apply to other striking/locked out members in their home bargaining unit for the period of the strike or lock out.

In the event a Local is placed under trusteeship, the Trustee shall determine on what basis any existing local union leave will continue. The Trustee will have the same rights and responsibilities accorded to the Local Executive Committee during the period of trusteeship.

Each Local within the meaning of this policy shall only be entitled to one full-time employment (FTE) local union leave of absence under this policy."

M14

Submitted by Local 365

Whereas The use of social media platforms such as Twitter, Facebook, Instagram, and BlueSky has been beneficial for communication but also said social platforms, are experiencing homophobia, bigotry, and racism; and

Whereas The optics of OPSEU/SEFPO using platforms owned by individuals who peddle bigotry, racism, homophobia, and xenophobia are concerning; and

Whereas Social media allows for easy collaboration outside of locals and unions but doesn't increase local engagement; and

Whereas It is important to evaluate how OPSEU/SEFPO organizes and recognize that shared 1:1 conversations are more effective for organizing than social media; and

Whereas Social media does not significantly leverage or engage members compared to traditional organizing methods like 1:1 conversations or phone trees.

Therefore be it resolved that OPSEU/SEFPO will conduct an internal review regarding the use of social media platforms in 2025 and consider alternative methods of communication that align with our values.

M15

Submitted by the Coalition of Racialized Workers

Whereas OPSEU/SEFPO recognizes that education and mentorship is an integral tool in succession planning; and

Whereas many alternates are brand new into their activism roles and are eager to learn and participate within OPSEU/SEFPO; and

Whereas pursuant to the current OPSEU/SEFPO Policy manual section 7 education OPSEU/SEFPO's goal is to provide educational programs that empower our members to effect meaningful change in their workplaces, within the union and in communities, elected alternates often never get called up to their roles; and

Whereas training and education may be available, on the job training and mentorship is just as important to build skills and provide additional tools and resources to Alternates to be able to take on these elected roles full time, in the event that the elected delegate steps down or otherwise departs the role; and

Whereas elected Alternates are generally never invited to meetings of their respective committees or caucuses; and

Whereas there are times and circumstances where the Alternate needs to take on the duties of the elected delegates, and/or chairpersons, and often are left without training, no access to minutes of meetings, no access to event planning, and the skills to empower members and communities to effect meaningful change, in the workplaces and communities; thereby, making it very difficult to get caught up with the other committee members and ongoing projects.

Therefore be it resolved that OPSEU/SEFPO permit all alternates for each of the following: all 7 Equity Committees, Constitution Committee, and the Resolutions Committee to attend meetings and events whenever the elected delegates are unable to attend events in similar fashion as a local 1st vice president can attend events in place of the local president in order to remain relevant to the committee in case such alternate has to step into their role due to an unforeseen extended leave of the delegate and/or committee member.

M16

Submitted by the South West Area Council

Whereas under section 2.8 GOVERNANCE POLICY - The budget will provide for a local union member Time Off Fund. The fund shall be for the purpose of allowing Local members in good standing time off to address members issues and for the administration of their local union; and

Whereas the Local Time-Off (80/20) Fund Under OPSEU/SEFPO policy, locals may apply to use the Local Time-Off Fund (80/20) to help fund the work of the local. The fund will be based on the following formula: \$35.00 per member in

good standing per year. OPSEU/SEFPO Head Office will contribute \$28.00 per member per year and the Local Union will contribute \$7.00 per member Fund eligibility requires the following:

1. Trustee Audit Reports are up to date.
2. Prior approval must be received from Staff Representative.
3. Forms must be signed by two officers other than the person requesting the local time-off leave. Usage is at the sole discretion of the Local Executive Committee (LEC).
4. The form must be fully completed. Only wages are covered by the fund (cannot be used for own time) Where possible, employer "bill backs" should be utilized. The local's share of the costs will be deducted from its quarterly rebate. Where employer "billbacks" are not possible, the member completes an expense claim form, claiming lost wages.

Accounting will process reimbursement of lost wages to the member minus statutory deductions, upon proof of lost wages along with the Local Time-Off Fund Application for Reimbursement Form.

The fund will provide a minimum of one day per year for any local that has a maximum entitlement that is less than the cost of lost wages for one day, by topping up that entitlement.

The Local Time-Off Fund shall not be utilized for locals to send alternates or observers to central union functions including conventions, conferences, and divisional meetings.

The fund cannot be used for attendance at regional educational or sectoral meetings.

There will be no retro-active payments or carry-over of monies from the fund.

Therefore be it resolved that OPSEU/SEFPO amend the amount to be \$50.00 per member in good standing per year. OPSEU/SEFPO will contribute \$40.00 per member per year and the local will contribute \$10.00 per member per year.

M17

Submitted by Local 713

Whereas there is no local in all Region 7 that can ever meet the full-time book off threshold based on membership numbers; and

Whereas OPSEU/SEFPO is based on equity in representation for all members.

Therefore be it resolved that the threshold for full time book off for a Region 7 Local be reduced to 300 members.

Political

O1

Submitted by Local 532

Whereas a trade war hurts workers on all sides. Protectionism is the enemy of the impoverished and powerless; and

Whereas the foundation for social progress is solidarity with workers everywhere. An injury to one is an injury to all; and

Whereas Donald Trump has threatened a 25 per cent tariff on all imports from Canada and Mexico to the USA (10% on all Canadian bitumen). Canada has stated that it will respond with a 25 per cent counter-tariff on \$155 Billion worth of American goods (as of February 1, 2025) and

Whereas U.S. President Donald Trump has threatened to “annex by force” Greenland and the Panama Canal, and to absorb by “economic pressure” the Canadian state and its riches; and

Whereas the rate of union representation in the USA was 11.2 per cent in 2023, compared to 20 per cent in 1983. In the Canadian state, union density was 29 per cent in 2023, compared to 37.6 per cent in 1984; and

Whereas America’s unfavourable conditions for workers, including collapsing public health care, education and transportation systems, its growing social inequality, its surging homeless population, its looming climate crisis, and its forever wars, including its complicity with genocide are all reasons not to join the United States; and

Whereas Ottawa and the mainstream politicians promote a Team-Canada approach. But as every worker knows, there are two Canadas – one for the rich, another for everyone else.

Therefore be it resolved that OPSEU/SEFPO will call on the National Union of Public and General Employees (NUPGE) and the Canadian Labour Congress (CLC) to actively build an alliance with unions and popular movements in the USA and Mexico to resist trade war protectionism; and

Be it further resolved that OPSEU/SEFPO's response to Trump's trolling invitation to become the "51st state" is simply "No".

O2

Submitted by Local 101

Whereas many people are switching to Bluesky and abandoning X (Twitter) as a form of protest against its owner and the rise of far-right politics, spread of misinformation and conspiracy theories on X; and

Whereas Bluesky introduces customizable algorithms, enabling users to determine how content appears in their feeds, empowering users to avoid

overwhelming or irrelevant content, creating a timeline free from sensationalism or forced trends; and

Whereas Bluesky allows you to set up your own Personal Data Server, meaning your content and domain-tied handle are yours forever and cannot be held hostage by the platform; and

Whereas Bluesky does not offer monetization tools or advertising options, making it an ad-free platform creating a more organic environment where brands can focus on building genuine connections; and

Whereas Bluesky is growing rapidly, particularly among users seeking a positive and community-driven experience.

Therefore be it resolved that any OPSEU/SEFPO groups (locals, committees, etc.) who are currently using X will close those accounts by January 1st, 2026, and switch to using Bluesky (if desired), as well as any OPSEU/SEFPO groups looking to create new social media accounts will no longer use X on a going forward basis with the adoption of this resolution.

OUR TIME | NOTRE TEMPS
is NOW | D'AGIR!