

***CONSTITUTIONAL
AMENDMENTS &
RESOLUTIONS***

**ADOPTED
BY CONVENTION 2018**

Each year, delegates from affiliated CUPE locals gather at the Annual Convention of CUPE Saskatchewan Division to set the direction and determine priorities for the year ahead, hear reports on the vital work being done by our union, elect members to leadership positions and engage in important policy discussions on the issues facing CUPE members and the public services we provide to Saskatchewan communities.

The following are the decisions of the 2018 Annual Convention.

ADOPTED RESOLUTIONS – TABLE OF CONTENTS

CONSTITUTIONAL AMENDMENTS	- 4 -
C 1 – Additional Young Worker Credentials	- 4 -
C 2 – Travelling Expenses	- 4 -
RESOLUTIONS.....	- 5 -
Bargaining	- 5 -
R 1 – Citizenship Leave	- 5 -
R 2 – Living Wage.....	- 5 -
R 3 – Toolkit to Bargain Out Precarious Work.....	- 5 -
Equality	- 5 -
INDIGENOUS	- 5 -
R 4 – Aboriginal Employment.....	- 5 -
R 5 – Calls to Action on Truth and Reconciliation.....	- 6 -
R 6 – Day of Commemoration.....	- 6 -
LGBTQ	- 6 -
R 7 – Politics in Pride.....	- 6 -
WOMEN	- 6 -
R 8 – International Women’s Day.....	- 6 -
R 9 – Missing and Murdered Indigenous Women and Girls.....	- 7 -
R 10 – Pay Equity	- 7 -
R 11 – 16 Days of Activism Against Gender-Based Violence	- 7 -
Health and Safety	- 7 -
R 12 – Employment Leaves for Intimate Partner Violence (ALSO R 16, R 17, R 18)	- 7 -
R 13 – Health Hazards of Standby and Call Back	- 8 -
R 14 – Health and Safety Minutes.....	- 8 -
R 15 – Infection Rates.....	- 8 -
R 16 – Intimate Partner Violence (ALSO R 12, R 17, R 18)	- 8 -
R 17 – Intimate Partner Violence (ALSO R 12, R 16, R 18)	- 9 -
R 18 – Legislated Financial Support for Domestic Violence Victims (ALSO R 12, R 16, R 17)	- 9 -
R 19 – Workplace Bullying	- 9 -
Political Action and Workers’ Rights	- 10 -
R 20 – Climate Jobs for Saskatchewan Workers.....	- 10 -
R 21 – Coordinated Action Against Wage Rollbacks and Concessions (ALSO R 28).....	- 10 -
R 22 – Fair Taxation	- 10 -
R 23 – Inclusive Workplaces for Migrant Workers and Temporary Foreign Workers	- 10 -

R 24 – Investing in CUPE Members.....	- 11 -
R 25 – Member Consultation.....	- 11 -
R 26 – National Public Drug Plan.....	- 11 -
R 27 – Public Child Care System.....	- 11 -
R 28 – Reverse the 3.5% wage rollback (ALSO R 21).....	- 12 -
Privatization.....	- 12 -
R 29 – Abandon P3 Projects.....	- 12 -
R 30 – Bringing Services and Infrastructure Back In-House.....	- 12 -
R 31 – Opposition to Privatization of Public Infrastructure.....	- 13 -
R 32 – Opposition to Social Impact Bonds (ALSO R 35).....	- 13 -
R 33 – Privatized MRIs and CT Scans.....	- 13 -
R 34 – Resisting Contracting Out.....	- 14 -
Sectors.....	- 14 -
EDUCATION SECTOR.....	- 14 -
R 35 – Education Social Impact Bonds (ALSO R 32).....	- 14 -
R 36 – Education Support Workers in Crisis.....	- 14 -
HEALTH CARE SECTOR.....	- 15 -
R 37 – End Lean / Kaizen / Quality Improvement in Health Care.....	- 15 -
R 38 – Establish a Public Provincial Medical Laboratory System.....	- 15 -
R 39 – Greening Healthcare.....	- 15 -
R 40 – Health Care Staffing Levels.....	- 16 -
R 41 – Maintaining Union Jurisdiction in Health Care.....	- 16 -
R 42 – Provincial, Publicly-Delivered EMS System.....	- 16 -
Solidarity.....	- 16 -
R 43 – Sanctuary Cities.....	- 16 -
R 44 – Solidarity and Working Together.....	- 17 -
R 45 – Support for the CUPE National Global Justice Fund.....	- 17 -
Union Affairs.....	- 17 -
R 46 – CUPE Education in Local Areas.....	- 17 -
R 47 – Staff Human Rights Representative for CUPE in Saskatchewan.....	- 17 -
R 48 – Systemic Racism.....	- 17 -

CONSTITUTIONAL AMENDMENTS

C 1 – Additional Young Worker Credentials

CUPE SASKATCHEWAN WILL:

Amend Article 7 – Representation, Section 1, to read as follows:

1. Renumber existing Section 1 as follows:

Section 1 (a)

At all CUPE Saskatchewan Conventions, representation from affiliated locals and organizations shall be:

Up to 100 members:	- four (4) delegates
Up to 200 members:	- six (6) delegates
Up to 300 members:	- eight (8) delegates
Up to 400 members:	- ten (10) delegates
Up to 500 members:	- twelve (12) delegates
For each additional 300 members or portion thereof:	- two (2) delegates
For each District Council:	- two (2) delegates
For each Council of Unions:	- two (2) delegates

Representation at the Annual Convention shall be calculated on the paid-up membership of the average number of members of the last twelve (12) months before the convention call is sent out.

2. Add a Section 1 (b) as follows:

Section 1 (b): Additional Young Worker Credentials

At all CUPE Saskatchewan Conventions, representation from affiliated locals and organizations shall be:

Up to and including 1000 members:	1 (one) young worker delegate
Over 1000 members:	2 (two) young worker delegates

Representation at the Annual Convention shall be calculated on the paid-up membership of the average number of members of the last twelve (12) months before the convention call is sent out.

✓ CARRIED

C 2 – Travelling Expenses

CUPE SASKATCHEWAN WILL:

Amend Article 11 – Out of Pocket Expenses, Section 2 (e) to read:

SECTION 2 – TRAVELLING EXPENSES

Members required to travel on behalf of CUPE Saskatchewan shall be reimbursed as follows:

- (e) All members required to travel outside of their community of residence shall receive a travel allowance of ~~forty cents (.40)~~ **forty-five cents (.45)** per kilometre or the actual cost of transportation.

✓ CARRIED

// END OF CONSTITUTIONAL AMENDMENTS //

RESOLUTIONS

Bargaining

R 1 – Citizenship Leave

CUPE SASKATCHEWAN WILL:

Request CUPE National to develop standard collective agreement language regarding leave for citizenship ceremonies and circulate the language to all CUPE Locals in the province.

✓ CARRIED

R 2 – Living Wage

CUPE SASKATCHEWAN WILL:

1. Support CUPE Local Unions at the bargaining table, support campaigns, and lobby the provincial government to secure a minimum wage of \$15 an hour to ensure all workers in Saskatchewan receive a living wage.
2. Work towards a living wage.

✓ CARRIED

R 3 – Toolkit to Bargain Out Precarious Work

CUPE SASKATCHEWAN WILL:

Encourage CUPE National – and work with them where appropriate – to develop a toolkit for bargaining committees on how to identify and bargain out precarious language and two-tier provisions in collective agreements. Precarious language and two-tier provisions include: low pay, scheduling insecurity, casual and contract positions, dangerous work, different starting rates of pay for new workers, different pension plans for new workers, and any other provision that unfairly targets new and young workers, divides our members, and weakens our union.

✓ CARRIED

Equality

INDIGENOUS

R 4 – Aboriginal Employment

CUPE SASKATCHEWAN WILL:

Lobby the provincial government to restore its misguided cuts and develop bold strategies to improve the education, skills, and employment opportunities for indigenous peoples in Saskatchewan.

✓ CARRIED

R 5 – Calls to Action on Truth and Reconciliation

CUPE SASKATCHEWAN WILL:

Commit to continue the process of reconciliation through ongoing education, awareness, and solidarity in efforts to implement the Calls to Action of the Truth and Reconciliation Commission (TRC)

✓ **CARRIED**

R 6 – Day of Commemoration

CUPE SASKATCHEWAN WILL:

Observe November 25th as a day commemorating missing and murdered indigenous men and shall encourage affiliated locals to participate in commemorations.

✓ **CARRIED**

LGBTQ

R 7 – Politics in Pride

CUPE SASKATCHEWAN WILL:

1. Support pride marches throughout the province by encouraging CUPE members' attendance and by carrying CUPE rainbow flags in the marches, along with handing out CUPE swag when available.
2. Recognize and reaffirm that politics is how pride marches began – we have not reached full equality and our rights can still be revoked as they are currently in other countries.

✓ **CARRIED**

WOMEN

R 8 – International Women's Day

CUPE SASKATCHEWAN WILL:

Annually, at its Convention, acknowledge and recognize International Women's Day (March 8).

✓ **CARRIED**

R 9 – Missing and Murdered Indigenous Women and Girls

CUPE SASKATCHEWAN WILL:

1. Lobby the federal government to ensure that the National Inquiry into Missing and Murdered Indigenous Women and Girls has the necessary resources; and
2. Lobby all levels of government to create adequately funded and accessible Aboriginal- specific victim programs and services.

✓ **CARRIED**

R 10 – Pay Equity

CUPE SASKATCHEWAN WILL:

Lobby the Provincial government and ask CUPE National to lobby the Federal government to introduce, without delay, proactive, pay equity legislation applicable to the public and private sector

✓ **CARRIED**

R 11 – 16 Days of Activism Against Gender-Based Violence

CUPE SASKATCHEWAN WILL:

Promote and participate in activities during the annual 16 Days of Activism against Gender-Based Violence that takes place November 25 – December 10.

✓ **CARRIED**

Health and Safety

R 12 – Employment Leaves for Intimate Partner Violence (ALSO R 16, R 17, R 18)

CUPE SASKATCHEWAN WILL:

1. Lobby the provincial government to amend the *Saskatchewan Employment Act (SEA)* to provide victims of intimate partner (IP) violence 10 days of paid leave and up to 17 weeks of non-paid leave over a 52 week period;
2. Pressure the government to require employers to provide training in the workplace and create workplace policies that protect and support victims of IP violence;
3. Urge the government to develop a comprehensive public education campaign to raise awareness on intimate partner violence.

✓ **CARRIED**

R 13 – Health Hazards of Standby and Call Back

CUPE SASKATCHEWAN WILL:

1. Be aware of the health hazards to members that work Standby and Call back;
2. Assist when requested to distribute material and raise awareness regarding the health hazards of Standby and Call Back; and
3. Raise awareness with the CUPE Saskatchewan OH&S Committee that the hazards of Standby and Call back are a concerns for CUPE Health Care Providers.

✓ **CARRIED**

R 14 – Health and Safety Minutes

CUPE SASKATCHEWAN WILL:

Lobby the provincial government to reinstate OHS meeting minutes reported to the Provincial OHS Officer.

✓ **CARRIED**

R 15 – Infection Rates

CUPE SASKATCHEWAN WILL:

In conjunction with CUPE Local 5430, educate the public and members on health care infection rates.

✓ **CARRIED**

OUTSTANDING RESOLUTION ADOPTED BY THE EXECUTIVE BOARD (APRIL 17, 2018 MEETING)

R 16 – Intimate Partner Violence (ALSO R 12, R 17, R 18)

CUPE SASKATCHEWAN WILL:

1. Encourage CUPE Locals to establish pro-active practices to address the impact of intimate partner violence at work.
2. Lobby the provincial government to require employers to develop workplace policies on intimate partner violence and post the policies in the workplace.

✓ **CARRIED**

R 17 – Intimate Partner Violence (ALSO R 12, R 16, R 18)

CUPE SASKATCHEWAN WILL:

1. Lobby the federal and provincial governments to:
 - a) Acknowledge domestic violence and its effects on workers and the workplace;
 - b) Adequately fund programs and services that will educate employers and workers about creating work environments which protect and support this affected by intimate partner violence (IPV).
2. Support the important work of the Provincial Association of Transition Houses and Services of Saskatchewan (PATHS) and its project to identify the barriers encountered by the people experiencing IPV and develop and pilot workplace practices and policies that will support victims and education workers.
3. Work with CUPE union development to provide locals with the tools and training to raise awareness among their members about the effects of domestic violence in the workplace and how they can support c- workers experiencing IPV.

✓ **CARRIED**

OUTSTANDING RESOLUTION ADOPTED BY THE EXECUTIVE BOARD (APRIL 17, 2018 MEETING)

R 18 – Legislated Financial Support for Domestic Violence Victims (ALSO R 12, R 16, R 17)

CUPE SASKATCHEWAN WILL:

Lobby the provincial government to amend legislation to include financial support for those who are dealing with domestic violence from initial date of notification to employer. This would include but not be limited to, assistance through government agencies, employer paid leave of absence and disability benefits.

✓ **CARRIED**

OUTSTANDING RESOLUTION ADOPTED BY THE EXECUTIVE BOARD (APRIL 17, 2018 MEETING)

R 19 – Workplace Bullying

CUPE SASKATCHEWAN WILL:

1. Lobby to ensure Federal and Provincial governments receive a strong message from CUPE: that the hazards caused from bullying must have regulations developed to protect the health and safety of all workers.
2. Demand that the Federal and Provincial governments introduce legislation through *The Saskatchewan Employment Act* and its regulations to mandate protection for out members against workplace bullying.
3. Ensure Federal and Provincial governments have trained, qualified officers that are able to conduct investigations of alleged cases of bullying.

✓ **CARRIED**

OUTSTANDING RESOLUTION ADOPTED BY THE EXECUTIVE BOARD (APRIL 17, 2018 MEETING)

Political Action and Workers' Rights

R 20 – Climate Jobs for Saskatchewan Workers

CUPE SASKATCHEWAN WILL:

Lobby and pressure the provincial government, as well as municipal governments, to sign-on to the Canadian Labour Congress' plan to create one million climate jobs in Canada. CUPE Saskatchewan will contact all CUPE locals, labour councils, and the federation of labour asking them to join us in this effort.

✓ **CARRIED**

OUTSTANDING RESOLUTION ADOPTED BY THE EXECUTIVE BOARD (APRIL 17, 2018 MEETING)

R 21 – Coordinated Action Against Wage Rollbacks and Concessions (ALSO R 28)

CUPE SASKATCHEWAN WILL:

1. Strongly condemn the Government of Saskatchewan's budgetary plan to roll back public sector compensation by 3.5 percent for the 2017-2018 fiscal year followed by three consecutive years of zero percent increases.
2. Strongly encourage all affiliates to fight back against concessionary bargaining and to fight for fair wage increases that at least cover increases in the cost of living.
3. Convene regular meetings of the heads of public sector unions to share collective bargaining updates, exchange information, strategize on ways to fight against this draconian wage mandate, which could include the promotion and signing of Solidarity Pacts and coordination of job action.

✓ **CARRIED**

R 22 – Fair Taxation

CUPE SASKATCHEWAN WILL:

1. Advocate for the provincial government to make the tax system fairer and thereby stabilize provincial finances including: closing tax loopholes for stock options and capital gains, cracking down on tax evasion and use of tax havens, increasing the top income tax rate to 17.5%, and ending unnecessary tax cuts and giveaways to already profitable corporations.
2. Educate the membership and the general public on the need for fair taxation based on the principle of ability to pay.

✓ **CARRIED**

R 23 – Inclusive Workplaces for Migrant Workers and Temporary Foreign Workers

CUPE SASKATCHEWAN WILL:

Promote inclusive workplaces by preparing **TRANSLATED** informational material on the rights and responsibilities of migrant workers and temporary foreign workers in the workplace.

✓ **CARRIED with friendly amendment.**

R 24 – Investing in CUPE Members

CUPE SASKATCHEWAN WILL:

Organize and promote a Political Action Conference in the Fall of 2018 or Spring of 2019. The conference should aim to train and prepare CUPE members for an upcoming provincial election. Skills-building workshops could be on: candidate training, canvassing, how to run a constituency campaign, volunteer recruitment, or any other topic that gets us closer to defeating the Sask. Party government and electing a worker-friendly government that will invest in public services and treat CUPE members with the respect they deserve.

✓ **CARRIED**

R 25 – Member Consultation

CUPE SASKATCHEWAN WILL:

Strike an ad hoc committee of our Provincial Executive Board to reasonably consult CUPE members and locals on their willingness to have CUPE Saskatchewan affiliate to the Saskatchewan New Democratic Party, as some other unions do, and deliver a report to our 2019 annual convention. The report shall include a recommendation on whether to affiliate or not, and any corresponding motion as a result of the recommendation shall be duly submitted by the Provincial Executive Board for debate on convention floor.

✓ **CARRIED**

R 26 – National Public Drug Plan

CUPE SASKATCHEWAN WILL:

1. Work with affiliates, the Canadian Labour Congress and the Canadian Health Coalition to lobby the provincial government to support the creation of a national public drug plan.
2. Advocate for a universal national plan with a national drug formulary created by the federal government with the provinces.

✓ **CARRIED**

R 27 – Public Child Care System

CUPE SASKATCHEWAN WILL:

1. Lobby the provincial government, and ask CUPE National to lobby the federal government, to develop a publicly funded and publicly delivered universal child care system.
2. Continue working with CUPE National, and the CLC, and other child care advocates to promote the need for a publicly funded, universal, low cost child care system.

✓ **CARRIED**

R 28 – Reverse the 3.5% wage rollback (ALSO R 21)

CUPE SASKATCHEWAN WILL:

Demand an end to the provincial government's misguided wage rollback mandate established by the 2017-2018 provincial government, and urge the new Saskatchewan Party premier to stop attacking the living standards and wages of working families.

✓ **CARRIED**

Privatization

R 29 – Abandon P3 Projects

CUPE SASKATCHEWAN WILL:

1. Urge the provincial government and the new Saskatchewan Party Premier to abandon the use of costly public-private partnerships (P3s) for infrastructure such as the Saskatchewan Hospital North Battleford, P3 schools, and the Regina highway bypass.
2. Educate the membership and the general public about the problems with P3 privatization.

✓ **CARRIED**

R 30 – Bringing Services and Infrastructure Back In-House

CUPE SASKATCHEWAN WILL:

1. Continue to work for fully public infrastructure and services, by building local capacity to bring services back in house and reverse the privatization of infrastructure; and
2. Work with members, staff, and committees to identify strategic targets for campaigns to contract in services, and reverse infrastructure privatization; and
3. Develop strategic plan to mobilize CUPE members, in coalition with other groups and concerned community members, to take political action to reverse privatization and return the targeted services or infrastructure to fully public ownership, financing, operation and management; and
4. Provide tools that support taking back public ownership and delivery of services and infrastructure.

✓ **CARRIED**

R 31 – Opposition to Privatization of Public Infrastructure

CUPE SASKATCHEWAN WILL:

1. Continue to take a strong stand against the private, for-profit financing, ownership, development and operation of infrastructure; and
2. Document and publicize privatized infrastructure projects, profiling the role of pension funds and identifying problems such as increased costs, reduced transparency and accountability, and cuts to jobs or working conditions; and
3. Work with members, staff and committees in coalition with other groups and concerned community members to raise awareness and take political action against further austerity and further privatization of infrastructure.

✓ **CARRIED**

R 32 – Opposition to Social Impact Bonds (ALSO R 35)

CUPE SASKATCHEWAN WILL:

1. Educate the members and the public on Social Impact Bonds;
2. Work with our locals, committees, and organizations to publicize the negative consequences of Social Impact Bonds; and
3. Lobby government to properly fund social service programs, education and health care rather than allowing private companies to profit by investing in these services;

✓ **CARRIED**

R 33 – Privatized MRIs and CT Scans

CUPE SASKATCHEWAN WILL:

1. Demand that the provincial government adhere to the federal Minister of Health's request that the province "put an end" to encouraging private payment for medical scans which "allows wealthier patients to jump the queue, both for initial diagnostic services, and for any follow-up care that may be required within the public system."
2. Pressure the provincial government to have all MRI and CT scans in Saskatchewan performed under our publicly funded and administered health care system.

✓ **CARRIED**

R 34 – Resisting Contracting Out

CUPE SASKATCHEWAN WILL:

1. Support fights to strengthen successorship laws to protect members and keep them in our union when jobs are contracted out or a contract is “flipped” to a new provider; and
2. Encourage contracting clauses into collective agreements where they do not exist and strengthen existing clauses as a goal of bargaining going forward; and
3. Develop and support a strategy to re organize workplaces which have been contract flipped and to follow any contracted out work by reorganizing those workers back into CUPE.

✓ **CARRIED**

Sectors

EDUCATION SECTOR

R 35 – Education Social Impact Bonds (ALSO R 32)

CUPE SASKATCHEWAN WILL:

Provide support for advocacy to the EWSC with their efforts to address the negative effects of Social Impact Bonds in the education sector.

✓ **CARRIED**

R 36 – Education Support Workers in Crisis

CUPE SASKATCHEWAN WILL:

Support the EWSC with their advocacy efforts to address budget cuts; reductions; increased workloads; and the ripple effect of Transformational Change directly affecting education support workers in Saskatchewan.

✓ **CARRIED**

OUTSTANDING RESOLUTION ADOPTED BY THE EXECUTIVE BOARD (APRIL 17, 2018 MEETING)

HEALTH CARE SECTOR

R 37 – End Lean / Kaizen / Quality Improvement in Health Care

CUPE SASKATCHEWAN WILL:

1. Demand that the Minister of Health and the provincial government end its wasteful and expensive experiment in Lean/Kaizen and Continuous Quality Improvement (CQI) schemes;
2. Call on the government to redirect its funding for staff in Kaizen Promotion or CQI teams and increase the number of front-line care providers in health care; and
3. Call on the provincial government to request the Provincial Auditor conduct a thorough forensic audit of the Lean/Kaizen/CQI program.

✓ **CARRIED**

OUTSTANDING RESOLUTION ADOPTED BY THE EXECUTIVE BOARD (APRIL 17, 2018 MEETING)

R 38 – Establish a Public Provincial Medical Laboratory System

CUPE SASKATCHEWAN WILL:

1. Work with health care unions to lobby the provincial government and new Saskatchewan Health Authority (SHA) to establish a fully public, provincial medical laboratory system'
2. Lobby the government and the SHA to improve working conditions of Medical Laboratory Technologists (MLTs) and Combined Laboratory and X-ray Technicians (CLXTs) and develop a strategy to recruit and retain MLTs and CLXTs, especially in rural areas; and
3. Pressure the provincial government to maintain and improve lab services in rural Saskatchewan.

✓ **CARRIED**

R 39 – Greening Healthcare

CUPE SASKATCHEWAN WILL:

1. Work with CUPE health care members on practical solutions to reduce greenhouse gas emissions in our workplaces.
2. Work with environmental groups, the labour movement, academics and other allies to determine best practices on sustainability in health care, and how to make a just transition that protects members' work and work schedules.
3. Campaign to remove unsafe materials and products from health care facilities which endanger both workers and patients, clients and residents.
4. Lobby CUPE National to compile and distribute sample collective agreement language.
5. Lobby CUPE National to develop an education program and tools for members on adapting work to address the impact of climate change.

✓ **CARRIED**

OUTSTANDING RESOLUTION ADOPTED BY THE EXECUTIVE BOARD (APRIL 17, 2018 MEETING)

R 40 – Health Care Staffing Levels

CUPE SASKATCHEWAN WILL:

Work with health care unions to urge the provincial government to:

- a) Establish provincially-legislated quality of care standards for residential continuing care facilities, including minimum staffing levels.
- b) Increase staffing (direct care and support staff) in residential continuing care facilities.
- c) Provide safe and healthy work environments that support high quality care.
- d) Implement the recommendations outlined in the Saskatchewan Ombudsman 2015 report “Taking Care”.

✓ **CARRIED**

OUTSTANDING RESOLUTION ADOPTED BY THE EXECUTIVE BOARD (APRIL 17, 2018 MEETING)

R 41 – Maintaining Union Jurisdiction in Health Care

CUPE SASKATCHEWAN WILL:

Work with Saskatchewan unions representing health care workers to demand that the provincial government’s current health care restructuring respects the constitutional and union rights of health care workers and ensures the continuation of a stable and predictable labour relations environment by maintaining current union jurisdiction and representation.

✓ **CARRIED**

OUTSTANDING RESOLUTION ADOPTED BY THE EXECUTIVE BOARD (APRIL 17, 2018 MEETING)

R 42 – Provincial, Publicly-Delivered EMS System

CUPE SASKATCHEWAN WILL:

Call on the Government of Saskatchewan and the new Saskatchewan Health Authority (SHA) to create one provincial publicly-delivered and publicly-coordinated emergency medical service (EMS), similar to the efficient and effective public provincial EMS model in British Columbia.

✓ **CARRIED**

Solidarity

R 43 – Sanctuary Cities

CUPE SASKATCHEWAN WILL:

Actively support and encourage CUPE locals to support movements committed to Sanctuary City/Access Without Fear initiatives, which encourage that all residents be recognized to have full rights to access city-administered services regardless of their immigration status.

✓ **CARRIED**

OUTSTANDING RESOLUTION ADOPTED BY THE EXECUTIVE BOARD (APRIL 17, 2018 MEETING)

R 44 – Solidarity and Working Together

CUPE SASKATCHEWAN WILL:

Develop and implement a plan to encourage all CUPE locals in the province to affiliate to CUPE Saskatchewan, the Saskatchewan Federation of Labour (SFL), and local labour councils. This will be done by working closely with non-affiliated locals, the SFL, and labour councils to explain the benefits of affiliation, solidarity, and working together to achieve common goals.

✓ **CARRIED**

R 45 – Support for the CUPE National Global Justice Fund

CUPE SASKATCHEWAN WILL:

1. Encourage all affiliated Locals in Saskatchewan to donate \$1 per member annually to CUPE National's Global Justice Fund;
2. Provide a link to the Global Justice Fund donation form on the CUPE Saskatchewan web site.

✓ **CARRIED**

OUTSTANDING RESOLUTION ADOPTED BY THE EXECUTIVE BOARD (APRIL 17, 2018 MEETING)

Union Affairs

R 46 – CUPE Education in Local Areas

CUPE SASKATCHEWAN WILL:

Lobby CUPE National to encourage and assist all locals to have education training in their respective local areas.

✓ **CARRIED**

R 47 – Staff Human Rights Representative for CUPE in Saskatchewan

CUPE SASKATCHEWAN WILL:

Lobby CUPE National for a staff Human Rights Representative position to cover Saskatchewan.

✓ **CARRIED**

R 48 – Systemic Racism

CUPE SASKATCHEWAN WILL:

1. Encourage CUPE National to review and update, share and actively circulate its Policy Statement on Workplace Racism (1999), with the view to reaffirming its commitment to defeating racism in all its forms.
2. Develop, share and actively circulate and support its own Policy on Workplace Racism for Saskatchewan Workplaces.

✓ **CARRIED**

OUTSTANDING RESOLUTION ADOPTED BY THE EXECUTIVE BOARD (APRIL 17, 2018 MEETING)

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Your Community Union

Canadian Union of Public Employees
Saskatchewan Division

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