



CONVENTION 2020

CONSTITUTIONAL AMENDMENTS & RESOLUTIONS

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CONSTITUTIONAL AMENDMENTS



C.1 - EXECUTIVE BOARD DISABILITY SEAT

CUPE SASKATCHEWAN WILL:

Add a Disability seat on the CUPE Saskatchewan Executive Board.

BECAUSE:

- Those who have a disability, whether it be mental or physical, have separate challenges than those who do not. A person with a disability can be a powerful advocate and advise the Executive Board at the Division level.

Submitted by CUPE Local 8443

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

C.2 - HOUSEKEEPING AMENDMENT TO REFLECT CURRENT OCCUPATIONAL GROUPS

CUPE SASKATCHEWAN WILL:

Amend Article 18, Section 4 of *The CUPE Saskatchewan Constitution and Bylaws* to delete the reference to the University Sector Steering Committee as follows:

SECTION 4 INCLUSION OF OCCUPATIONAL GROUPS

The terms of reference of the Municipal, Education, Library, **University**, and CBO Workers' Steering Committees, and any other occupational group not holding a direct charter shall be part of this Constitution. However, changes and amendments to their respective bylaws can be made subject to the approval of the CUPE Saskatchewan Executive Board and National President.

BECAUSE:

- The University Sector Occupational Group (otherwise referred to as a Steering Committee) in the province of Saskatchewan has been discontinued.

Submitted by the Executive Board of CUPE SK

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

C.3 - HOUSEKEEPING AMENDMENT TO REFLECT DISCONTINUATION OF CBO WORKERS' STEERING COMMITTEE

CUPE SASKATCHEWAN WILL:

Amend Article 18, Section 4 of *The CUPE Saskatchewan Constitution and Bylaws* to delete the reference to the CBO Workers' Steering Committee as follows:

SECTION 4 INCLUSION OF OCCUPATIONAL GROUPS

The terms of reference of the Municipal, Education, Library, University, and ~~CBO Workers' Steering Committees~~, and any other occupational group not holding a direct charter shall be part of this Constitution. However, changes and amendments to their respective bylaws can be made subject to the approval of the CUPE Saskatchewan Executive Board and National President.

BECAUSE:

- The CBO Workers' Steering Committee (otherwise referred to as an Occupational Group) in the province of Saskatchewan has been inactive for many years and discontinued.

Submitted by the Executive Board of CUPE SK

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

C.4 - HOUSEKEEPING AMENDMENT TO REFLECT ESTABLISHMENT OF CUPE CBO WORKERS OF SASKATCHEWAN

CUPE SASKATCHEWAN WILL:

Amend Article 18, Section 4 of *The CUPE Saskatchewan Constitution and Bylaws* to establish and add the reference to a new Occupational Group – the CUPE CBO Workers of Saskatchewan, as follows:

SECTION 4 INCLUSION OF OCCUPATIONAL GROUPS

The terms of reference of the Municipal, Education, Library, University, and **CUPE CBO Workers of Saskatchewan**, and any other

occupational group not holding a direct charter shall be part of this Constitution. However, changes and amendments to their respective bylaws can be made subject to the approval of the CUPE Saskatchewan Executive Board and National President.

C.5 - RECOGNIZING INDIGENOUS PEOPLES IN OUR UNION

CUPE SASKATCHEWAN WILL:

Amend *The CUPE Saskatchewan Constitution and Bylaws* and amend subsequent appendixes to replace the term "Aboriginal" with the term "Indigenous" wherever it appears.

(Amending the following Articles: Article 4, Section 1; Article 5, Section 6 (e) and Section 9 (a); Article 8, Section 7 and Appendix "C")

BECAUSE:

- The term Indigenous affirms an organizational commitment to acknowledge the United Nations Declaration on the Rights of Indigenous Peoples.
- Assessing the impact of language and adopting respectful terminology that better reflects the diverse, autonomous identity of first peoples is a step towards reconciliation and recognizing the harms of colonialism and institutionalized racism.

Submitted by the Executive Board of CUPE SK

CONVENTION DECISION: ___CARRIED ___DEFEATED

BECAUSE:

- CBO Workers' Appreciation Day in Saskatchewan was marked by a historic meeting in Regina to build union strength with the establishment of a new committee to enhance sector-wide solidarity in addressing the challenges workers face in the sector that provides child care, social care and vocational training for people living with disabilities, and community services such as shelters and additions treatment through multiple agencies in various cities and towns. On November 5 and 6, 2019 in Regina, delegates from CUPE Local Unions representing members employed by various community-based organizations and agencies across Saskatchewan gathered together to establish a new provincial sectoral group. There are approximately 31 CUPE Local Unions across Saskatchewan in the community-based organizations (CBO) sector.

Submitted by the Executive Board of CUPE SK

CONVENTION DECISION: ___CARRIED ___DEFEATED

RESOLUTIONS

EQUALITY

R.1 - CHALLENGING ISLAMOPHOBIA

CUPE SASKATCHEWAN WILL:

Distribute the CLC's report, entitled: "Islamophobia at Work: Challenges and Opportunities," to CUPE Local Unions and its members.

BECAUSE:

- To build awareness among CUPE members about the current struggles faced by people of the Islamic community;
- Solidarity within our union is best achieved between communities from which our members come; and
- To educate CUPE members in the importance of standing in solidarity and supporting all members of our communities.

Submitted by the Executive Board on behalf of the Committee Against Racism and Discrimination

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.2 - COMMEMORATIVE VIDEOS

CUPE SASKATCHEWAN WILL:

Lobby CUPE National to produce web viable commemorative videos to recognize and celebrate the following:

1. African-Canadian Black History Month in February;
2. Asian Heritage Month in May;
3. International Day of Persons with Disabilities on December 3; and
4. International Day for the Elimination of Racial Discrimination on March 21.

BECAUSE:

- We can reach a larger audience and engage more support through video;

- It would give CUPE Saskatchewan the ability to post and share these videos for following years; and
- To educate CUPE members in the importance of honouring these events of recognition, to support all members of our communities.

Submitted by the Executive Board on behalf of the Committee Against Racism and Discrimination

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.3 - FRESH START

CUPE SASKATCHEWAN WILL:

Support the SaskTel Fresh Start Program by providing information on the program at all CUPE functions and if possible, supply a donation box.

BECAUSE:

- Recycled phones help eliminate cell phones going into our landfills;
- The funds raised from recycled phones provide a cell phone and prepaid cards for women of domestic violence; and
- These phones empower victims by giving them access to supports such as housing, jobs, children's needs, safety and a piece of hope for a Fresh Start.

Submitted by the Executive Board on behalf of the Women's Committee

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.4 - FUNDING FOR ALL NATIONS HEALING MOON

CUPE SASKATCHEWAN WILL:

Lobby the Government to fund the All Nations Healing Moon Committee and continue to provide support for families of Missing and Murdered Indigenous People.

BECAUSE:

- The All Nations Healing Moon Gatherings are important for the continued support and healing for families and loved ones of those who are Missing and Murdered, and these gatherings are vital for connecting those who are suffering with this tragedy with cultural ceremonies to aid and assist in healing.

Submitted by the Executive Board on behalf of the Aboriginal Council

CONVENTION DECISION: ___CARRIED ___DEFEATED

R.5 - INTERNATIONAL DAY FOR PERSONS WITH DISABILITIES

CUPE SASKATCHEWAN WILL:

Encourage and support CUPE Local Unions and members to recognize the United Nation's International Day of Persons with Disabilities (Dec 3).

BECAUSE:

- Disability rights are workers rights; and
- Increase the awareness of invisible disabilities.

Submitted by the Executive Board on behalf of the Committee Against Racism and Discrimination

CONVENTION DECISION: ___CARRIED ___DEFEATED

R.6 - RECOGNITION OF ASIAN HERITAGE MONTH

CUPE SASKATCHEWAN WILL:

Encourage and support CUPE Local Unions and members to recognize and celebrate Asian History Month in May 2021.

BECAUSE:

- Recognize and celebrate all the ways that Asian Canadians have contributed to Canada's history and culture;
- Solidarity within our Union is best achieved between communities from which our members come; and

- We should support and honour members of all Asian communities, both inside and outside of CUPE.

Submitted by the Executive Board on behalf of the Committee Against Racism and Discrimination

CONVENTION DECISION: ___CARRIED ___DEFEATED

R.7 - RECOGNITION OF BLACK HISTORY MONTH

CUPE SASKATCHEWAN WILL:

Encourage and support CUPE Local Unions and members to recognize and celebrate African -Canadian Black History Month in February 2021.

BECAUSE:

- Recognize and celebrate all the ways that black Canadians have contributed to Canada's history and culture;
- Solidarity within our Union is best achieved when there is solidarity between the communities and from which our members come; and
- We should support and honour members of all black communities, both inside and outside CUPE.

Submitted by the Executive Board on behalf of the Committee Against Racism and Discrimination

CONVENTION DECISION: ___CARRIED ___DEFEATED

R.8 - ROCK YOUR ROOTS

CUPE SASKATCHEWAN WILL:

1. Participate in and encourage members and Local Unions to support and attend the Rock Your Roots 5th Annual Walk for Reconciliation, held on June 21, 2020, which is National Aboriginal Day.
2. CUPE Saskatchewan will also facilitate member participation through provision of swag, union flags, and other materials deemed reasonable by the Executive.

BECAUSE:

- Rock Your Roots is a Call to Action and Day of Reconciliation organized to honour National Aboriginal Day.
- CUPE's participation should expand and grow in strength, showing support for National Aboriginal Day and events which recognize clear need for reconciliation.
- Solidarity with our Unions is best achieved when there is solidarity between communities which embrace our members. We should support and honour Aboriginal, First Nations and Métis members both in CUPE and outside of CUPE.

Submitted by the Executive Board on behalf of the Committee Against Racism and Discrimination

CONVENTION DECISION: ___CARRIED ___DEFEATED

R.9 - WORKPLACE ACCESS TO FEMININE HYGIENE PRODUCTS

CUPE SASKATCHEWAN WILL:

Support the proposed amendments made under certain regulations under Part II of the Canada Labour Code to require the provision of free menstrual products in the workplace.

BECAUSE:

- Across the country, CUPE members are organizing and supporting fundraisers that provide menstrual products, either directly or through donations, to women in shelters and transition houses, remote and northern regions and other situations where costs are a barrier.
- CUPE recommends that employers have a dispenser in every washroom of a facility, including men's washrooms.
- Destigmatizing menstruation contributes to women's safety by challenging the shame associated with girls' and women's bodies in our society.

Submitted by the Executive Board on behalf of the Women's Committee

CONVENTION DECISION: ___CARRIED ___DEFEATED

HEALTH & SAFETY

R.10 - EXPAND RIGHT TO REFUSE

CUPE SASKATCHEWAN WILL:

Lobby the Minister of Labour Relations and Workplace Safety to expand the fundamental Right to Refuse so a worker can refuse unsafe work on behalf of another worker.

BECAUSE:

- Co-workers should have the ability to protect the health and safety of fellow workers.

Submitted by the Executive Board on behalf of the Occupational Health and Safety Committee

CONVENTION DECISION: ___CARRIED ___DEFEATED

R.11 - HEALTH AND SAFETY CHARTER

CUPE SASKATCHEWAN WILL:

Lobby WorkSafe Saskatchewan to evaluate the Health and Safety Charter to ensure all signatories to the Charter have indeed upheld their commitment to keeping workplaces safe.

BECAUSE:

- In 2010, Safe Saskatchewan and WorkSafe Saskatchewan launched the Saskatchewan Health & Safety Leadership Charter, aimed at creating a cultural shift among community leaders, and positioning injury prevention as a core value. Signatories should be evaluated to see if their workplaces are indeed committed to being leaders in injury prevention.

Submitted by the Executive Board on behalf of the Occupational Health and Safety Committee

CONVENTION DECISION: ___CARRIED ___DEFEATED

R.12 - IMPROVE YOUNG WORKER READINESS

CUPE SASKATCHEWAN WILL:

Lobby the provincial government to make drastic improvements to the Young Worker Readiness Certificate Course, and insist the

course be provided in all schools and also be available in-person to Saskatchewan's young people.

BECAUSE:

- In Saskatchewan, the minimum age of employment is 16. If you are 14 or 15 years old, and able to work, you must complete the Young Worker Readiness Certificate Course (YWRCC) before starting work in Saskatchewan. In addition to online delivery, young workers should also have access to in-person delivery of the course.

Submitted by the Executive Board on behalf of the Occupational Health and Safety Committee

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.13 - OCCUPATIONAL HEALTH COMMITTEE MINUTES

CUPE SASKATCHEWAN WILL:

Call on the government to reinstate the regulatory requirement for workplace Occupational Health Committees (OHC) to submit regular minutes to the Occupational Health and Safety Division of the Ministry of Labour Relations and Workplace Safety to ensure all workplaces are holding regular meetings.

BECAUSE:

- In 2014, the provincial government consolidated and revamped labour and employment legislation by proclaiming *The Saskatchewan Employment Act*. Among the changes to regulations included removing the requirement for an Occupational Health Committee to submit minutes of meetings to the ministry's occupational health and safety division and replaced it with a requirement to have the minutes readily available for inspection.
- Since the regulatory amendment, employers are not being held accountable for their responsibility to have functioning workplace committees.

Submitted by the Executive Board on behalf of the Occupational Health and Safety Committee

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.14 - PAID LEAVE FOR DOMESTIC VIOLENCE

CUPE SASKATCHEWAN WILL:

Lobby the provincial government to provide ten (10) days of paid leave for people experiencing domestic violence to get assistance with their needs for a safe living environment.

BECAUSE:

- Legislation currently only provides up to five days (5) paid days of Domestic Violence Leave. The Act states that the employer must pay the employee either: the wage that they would have been paid if the employee had worked regular hours on the day of the leave; or 5% of the employee's total monthly wage per day of paid leave, if the nature of the employment is such that the employee's wages and hours in a normal workday vary from day to day.

Submitted by the Executive Board on behalf of the Occupational Health and Safety Committee

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.15 - PAID LEAVE FOR TREATMENT OF DOMESTIC VIOLENCE

CUPE SASKATCHEWAN WILL:

Lobby the provincial government to provide ten (10) days of paid leave for those who self identify as abusers in domestic violence to enroll in and attend treatment programs.

BECAUSE:

- Intimate partner violence impacts not only the victim/survivors, but also the perpetrator who may require time off from work to seek help and treatment; and
- Paid time off to seek help and treatment could prevent further acts of violence.

Submitted by the Executive Board on behalf of the Occupational Health and Safety Committee

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

POLITICAL ACTION & WORKERS' RIGHTS

R.18 - INDIGENOUS FIRE MARSHALL OFFICE

R.16 - ADEQUATE DRINKING WATER FOR FIRST NATIONS COMMUNITIES

CUPE SASKATCHEWAN WILL:

Pressure the government to bring the level and quality of drinking water access in Indigenous communities to a standard equal to or surpassing the standards to which municipal water supplies are held.

BECAUSE:

- All people in the Province of Saskatchewan should have access to the basic human right of safe and clean drinking water.

Submitted by the Executive Board on behalf of the Aboriginal Council

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.17 - EQUAL RECOGNIZED AUTHORITY

CUPE SASKATCHEWAN WILL:

Call upon the Government of Saskatchewan to recognize the Indigenous and Métis peoples of the Province of Saskatchewan as such, and that the Indigenous and Métis people of Saskatchewan be given Equal and Recognized Authority in matters pertaining to the Environmental, Natural Resource and Land Management matters of the Province.

BECAUSE:

- The provincial government should adopt the United Nations Declarations on the Rights of Indigenous Peoples, indicated in articles; 18, 19, 24(i), 27-30, 32.

Submitted by the Executive Board on behalf of the Aboriginal Council and Environment Committee

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

CUPE SASKATCHEWAN WILL:

In solidarity with the Aboriginal Firefighters Association of Canada (AFAC), publicly support, as an ally, the newly created Indigenous Fire Marshal Office (IFMO), as well as petition the provincial government to provide support as well.

BECAUSE:

- Fire protection, public education, enforcement of fire codes, health and safety, and building inspections within Indigenous communities are services in need of support in Saskatchewan.

Submitted by the Executive Board on behalf of the Aboriginal Council

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.19 - LISTS OF NDP/WORKER FRIENDLY CANDIDATES

CUPE SASKATCHEWAN WILL:

Develop and distribute a contact list of Saskatchewan NDP candidates running in the provincial election, as well as a contact list of worker-friendly candidates running in municipal and school board elections. CUPE Saskatchewan will further encourage members to use the lists to contact their local NDP/worker-friendly candidates to volunteer, make donations, and so on.

BECAUSE:

- The Saskatchewan provincial election takes place on Monday, October 26, 2020 and municipal and school board elections take place Monday, November 9, 2020; and
- This year's elections are pivotal for CUPE members and their communities; contact lists for worker-friendly candidates will make it easier for CUPE members to volunteer, make donations, and vote.

Submitted by CUPE Local 4828

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.20 - PHARMACARE

CUPE SASKATCHEWAN WILL:

1. Advocate for a universal public prescription drug program.
2. Assist Locals by providing information on the benefits of a universal Pharmacare program.
3. Assist Locals by providing information to lobby MP's on the benefits of a universal Pharmacare program.

BECAUSE:

- Twenty-five (25%) of Canadians cannot afford to buy prescribed medication;
- A comprehensive Pharmacare program could save Canadians almost \$10 billion a year;
- Provincial plans often provide minimal coverage;
- Private insurance plans are not available to low-wage, part-time and precarious workers who are not covered by a workplace plan;
- Drug costs are rising; and
- Public and private insurers reduce the capacity to save money through bulk purchasing of drugs.

Submitted by CUPE Local 5430

CONVENTION DECISION: ___CARRIED ___DEFEATED

R.21 - PLASMA FOR PROFIT

CUPE SASKATCHEWAN WILL:

1. Lobby the Saskatchewan Minister of Health and the Opposition Party Health Critic and ask them to introduce legislation that bans Plasma for Profit.
2. Write the Saskatchewan Minister of Health and ask him to work with the Canadian Blood Services to develop a national strategy for self-sufficiency in plasma through an expanded voluntary donor base as recommended by the World Health Organization.

BECAUSE:

- Tainted blood survivors who were infected with HIV and Hepatitis C would never imagine that Health Canada would allow a private company to pay donors for their blood plasma.
- Health Canada gave an operating license to Expharma/Canadian Plasma Resources to open the first paid donor plasma collection centre in Saskatoon, on February 18, 2016.
- The plasma that Expharma/Canadian Plasma Resources collect does not remain in Canada - it is sold on the plasma world market.
- By licensing Canadian Plasma Resources to collect plasma from paid donors, Health Canada and the Saskatchewan government are supporting the profitable trade in plasma, not creating self sufficiency.
- Justice Krever's 1997 Report spurred the creation of the Canadian Blood Services; Krever also emphasized five principles that must govern our Canadian blood system; blood is a public resource; donors should not be paid; sufficient blood should be collected so that importation from other countries is unnecessary; access to blood and blood products should be free and universal; safety of the blood supply system is paramount.

Submitted by CUPE Local 5430

CONVENTION DECISION: ___CARRIED ___DEFEATED

R.22 - POST CARBON FUTURE WITH PARTNERSHIPS

CUPE SASKATCHEWAN WILL:

Pressure the provincial government to move away from non-renewable resources such as coal, oil and natural gas, and to pursue a greater partnership with First Nations and Métis communities in the creation, implementation and continued production of renewable energy in the form of Wind and Solar energy, either by purchasing energy direct from the communities at the going market value or by partnering with the community in joint production with equal profit shares for all parties.

BECAUSE:

- Indigenous Peoples are the stewards of the lands and should have a stake in decisions made in the transition to clean energy. As well, Indigenous peoples should have a fair and equitable share of employment and profit from the clean energy sector.

Submitted by the Executive Board on behalf of the Aboriginal Council and Environment Committee

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.23 - PUBLIC CHILD CARE SYSTEM

CUPE SASKATCHEWAN WILL:

1. Lobby the provincial and federal governments to develop a publicly funded and publicly delivered universal child care system; and
2. Continue working with CUPE National, the Canadian Labour Congress, and other child care advocates to promote the need for a publicly funded, universal, low costs child care system.

BECAUSE:

- Child care benefits everyone in society, more women working means a stronger economy, with direct benefits to government coffers from higher tax revenues, reduced social assistance for families with children, and lower reliance on other income-tested benefits.
- Canadian families need a universal, affordable child care system that includes core funding to ensure that child care workers can make a decent wage.
- Quality child care promotes healthy child development and increases educational achievement for all children, with particular benefits for the most vulnerable.

Submitted by the Executive Board on behalf of the Women's Committee

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.24 - RAMPING UP POLITICAL ACTION AT ELECTION TIME

CUPE SASKATCHEWAN WILL:

1. Mobilize our members to vote and support pro-worker NDP candidates in the 2020 provincial general election, municipal elections and school board elections;
2. Use our voice and reach to let our members know the issues of importance and what's at stake when they vote; and
3. Develop resources and share information to inform union members and their families which candidates are pro-worker and share a commitment to advance public services.

BECAUSE:

- At election time, we must not forget the Sask Party's record of costly privatization, attacks on workers' rights and deep cuts to public services in this province which spreads inequality and destroys public sector jobs.
- As public sector workers we know first-hand that our jobs and the quality of public services we provide are directly impacted by the decisions of local government and school boards.

Submitted by the Executive Board

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.25 - SUICIDE PREVENTION

CUPE SASKATCHEWAN WILL:

Continue to lobby the provincial government to provide better support and funding towards suicide prevention in Indigenous communities in Saskatchewan, in line with the suicide prevention strategies laid out by the Federation of Sovereign Indigenous Nations (FSIN).

BECAUSE:

- The suicide rate among Indigenous people is known to be, as per the June 28, 2019, report by Statistics Canada, between 2011 and 2016, as follows:

-Among First Nations people, the rate of suicide is three times higher than Non-Indigenous people;

-Among Métis, the rate of suicide is twice as high; and

-Among Inuit, the rate is nine times higher.

- A Saskatchewan First Nation recently declared a State of Emergency as a result of the suicides of its youth in November of 2019.

Submitted by the Executive Board on behalf of the Aboriginal Council

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.26 - SUPPORT FOR UNION MEMBER CANDIDATES

CUPE SASKATCHEWAN WILL:

Distribute information on the funding available from CUPE National for members seeking candidacy in municipal, provincial or federal elections.

BECAUSE:

- In 2016, two hundred and fifty-two (252) school board trustee's positions were open for election. Out of that number one hundred and twenty (129) were acclaimed.
- Many CUPE members are not aware of the funding available from CUPE National for municipal, provincial or federal elections.

Submitted by the Executive Board on behalf of the Women's Committee

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.27 - TACKLING THE CLIMATE CRISIS

CUPE SASKATCHEWAN WILL:

Create a *Climate Crisis Action Plan* and submit it to the Saskatchewan New Democratic Party, the Saskatchewan Party, and all other provincial parties ahead of the 2020 provincial election. The *Climate Crisis Action Plan* must include several actionable items that political leaders in Saskatchewan must take to help

tackle the climate crisis. The actionable items should focus on making life better for CUPE members, investing in renewable energy, and creating good jobs.

BECAUSE:

- The climate crisis is the single greatest threat facing workers in Saskatchewan, Canada, and around the world;
- Creating climate jobs will not only help save our environment, but will create good jobs and spur economic activity in Saskatchewan;
- Saskatchewan has huge potential in the three main areas where good climate jobs could be created: renewable energy, green buildings and building retrofits, and public transportation; and
- Reducing greenhouse gas emissions, creating good jobs, and spurring economic activity will directly benefit CUPE and its members.

Submitted by CUPE Local 4828

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.28 - TRAINING FOR A GREEN ECONOMY

CUPE SASKATCHEWAN WILL:

Pressure the provincial government to begin to provide training for Indigenous youth entering the workforce in all sectors of renewable energy, from Administration to I.T. to Installation and Maintenance of infrastructure. As well, we call upon the Government of Saskatchewan to provide paid re-training for those already working in the Fossil Fuel energy sector so that they may transition into renewable energy.

BECAUSE:

- This falls in line with the Truth and Reconciliation Commission Call to Action #92, article ii.

Submitted by the Executive Board on behalf of the Aboriginal Council and Environment Committee

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.29 - WATER SAFETY INVESTMENTS

CUPE SASKATCHEWAN WILL:

Pressure the provincial government to address the issue of drinking water in Indigenous communities and to provide the long term funding and infrastructure as is provided to municipal governments so that Indigenous water treatment facilities are brought to the same level and continuously maintained to the same level as their counterparts in the major cities and non-Indigenous communities in the Province of Saskatchewan.

BECAUSE:

- There is a continued crisis in Indigenous communities in regards to both access to clean drinking water as well as poisonous chemicals and metals such as mercury prevalent in fish stocks.

Submitted by the Executive Board on behalf of the Aboriginal Council and Environment Committee

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.30 - WORKERS' SUMMIT ON POLITICAL ACTION

CUPE SASKATCHEWAN WILL:

Distribute information to locals about the upcoming Workers' Summit on Political Action, organized by our federation of labour. CUPE Saskatchewan will further encourage locals to send delegates to the Summit, in recognition of how important this year's provincial, municipal, and school board elections are for CUPE members.

BECAUSE:

- The Workers' Summit on Political Action is a great opportunity to learn about issues, build new skills, and organize with union members from across Saskatchewan.

Submitted by CUPE Local 4828

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

PRIVATIZATION

R.31 - EXPOSING THE PITFALLS OF P3 PRIVATIZATION

CUPE SASKATCHEWAN WILL:

Continue to expose the pitfalls and true costs of P3 privatization by studying P3 facilities already built and in operation to highlight the debt burden, service delivery problems and human impacts of insidious privatization schemes long after the opening day ribbon is cut.

BECAUSE:

- Saskatchewan people deserve to know the true costs and consequences behind the P3 privatization sales pitch.

Submitted by the Executive Board

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.32 - P3S AND CONTRACTING OUT

CUPE SASKATCHEWAN WILL:

1. Continue to prioritize the fight against privatization in the health care sector in collaboration with CUPE Local 5430;
2. Demand that the government stop building P3 health care facilities;
3. Call on the government to increase transparency with respect to P3 contracts; and
4. Assist in providing locals with user-friendly tools and resources to educate members about the risks and impacts of health care privatization.

BECAUSE:

- Private, for-profit corporations erode the public and universal nature of health care;
- Private corporations should not profit from Canadians' health care needs;
- For-profit health care is more expensive, of lower quality and less safe;

- Private corporations cut staff and hours of care to increase profits; and
- Educating CUPE members about the costs of privatization will provide the knowledge and tools needed to fight to improve, protect, and expand our public health care services
- The Ministry of Education has removed financial autonomy of School Divisions, thus the Ministry of Education controls all financial matters. CUPE Education locals are forced to bargain with individual School Divisions who have been left with little to no authority to bargain in good faith;

Submitted by CUPE Local 5430

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.33 - REPEAL P3 BUILDS

CUPE SASKATCHEWAN WILL:

Call on the provincial government to repeal P3 builds in the province and move forward with traditional modes of funding for buildings and infrastructure.

BECAUSE:

- The P3 model has been fraught with lower building standards and cost over runs. The money paid for these builds often leaves the province and the country, weakening our employment potential and ultimately our economy.

Submitted by CUPE Local 8443

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

SECTORS

EDUCATION SECTOR

R.34 - BARGAINING IN K-12 EDUCATION

CUPE SASKATCHEWAN WILL:

Support the EWSC with their advocacy efforts in supporting CUPE Education locals to bargain fair and equitable wage increases.

BECAUSE:

- The Ministry of Education continues to underfund School Divisions for the past four consecutive budgets, while at the same time School Divisions reported efficiencies over and above the reduced budgets of \$103.8 million;

- Over the past four years, School Divisions' budgets have continued to diminish, while students' numbers have swelled by more than 9,000;
- Private Associate Schools continue to be supported by the Ministry of Education with funding increases of 20% since 2012;
- 58 million of tax payer's dollars has been syphoned from School Divisions since 2012 to provide funding to Private Independent Schools which to date has resulted in a 90% increase of priority funding by the Ministry of Education;
- The Ministry of Education continues to underfund School Division budgets which restricts their ability to effectively support all children to their full potential; and
- CUPE Education Support Workers are trained and qualified professionals who form an integral part of the education system that sustains students, teachers, schools and communities. Our schools work because we do! We keep "Saskatchewan Strong" and deserve a fair and equitable wage.

Submitted by the CUPE SK. Education Workers Steering Committee (EWSC)

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.35 - EDUCATION FUNDING LEVELS

CUPE SASKATCHEWAN WILL:

Call on the provincial government to fund education at adequate levels seen prior to 2017 budget cuts to education.

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BECAUSE:

- Our students require proper supports in the classroom to be prepared for their future and the future of the province.

Submitted by CUPE Local 8443

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.36 - SSBA/MANULIFE ATTENDANCE MANAGEMENT SERVICE IN K-12 EDUCATION

CUPE SASKATCHEWAN WILL:

Support the EWSC with their advocacy efforts to address concerns with the SSBA/Manulife Attendance Management Services in K-12 Education.

BECAUSE:

- In September 2018, several CUPE Education locals were informed their School Division was implementing a new SSBA/Manulife Attendance Management Pilot Project. This allowed a Manulife Case Manager the authority to approve or deny the disbursement of sick leave payment after 5 days of illness and;
- Effective September 2019, the Pilot project expired but, now is available to School Divisions at a cost and;
- The SSBA/Manulife Attendance Management Service contravenes many CUPE Education Support Workers' collective agreement rights and clear language on how their sick leave is defined, earned, accrued and paid and;
- The Manulife Service Case Manager requirements does not include a medical degree, however they have the authority to supersede our CUPE Education Support Workers medical physician recommendations and;
- The Manulife Group Benefits Attending Physician Statement must be signed and completed before sick leave compensation is considered by the Manulife Case Manager. The form allows the Manulife Case Manager access to "any medical information in their file", which includes and is not limited to copies of all

consultation reports, clinical notes, test results and hospital records, diagnosis, drugs and dosage and;

- More than 6,000 CUPE Education Support Workers currently have SSBA Manulife Benefits and are at risk of being included in the Attendance Management Service as the Ministry of Education has reported they will work with School Divisions to develop a long-term project on employee attendance management for support workers.

Submitted by the CUPE SK. Education Workers Steering Committee (EWSC)

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.37 - VIOLENCE IN K-12 EDUCATION

CUPE SASKATCHEWAN WILL:

Support the EWSC with their advocacy efforts in addressing violence in K-12 Education.

BECAUSE:

- WCB statistics show that worker injuries in Saskatchewan decreased by 28%; while at the same time worker injuries due to assault, violent acts, and harassment by person(s) have increased by 17%;
- WCB statistics show the Education Sector has experienced an injury rate increase of 8% due to assault, violent acts, and harassment by person(s) resulting in the second highest sector injury rate in Saskatchewan;
- WCB recognizes their statistics do not accurately reflect the actual number of violent acts that K-12 Education Support Workers are subject to, resulting in an underreporting of workplace injury claims; and
- WCB recognizes the need to reduce violence in the K-12 Education Sector by establishing a Transitional Council of Education Stakeholders.

Submitted by the CUPE SK. Education Workers Steering Committee (EWSC)

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.38 - VIOLENCE IN K-12 EDUCATION

CUPE SASKATCHEWAN WILL:

Support the EWSC with their advocacy efforts to address violence in our schools.

BECAUSE:

- Over 1000 members responded to the EWSC Violence Survey in 2019. The findings indicated that:
 - 70% of respondents experienced workplace violence over the last three years;
 - Of those, 58% experienced workplace violence on a daily, weekly or monthly basis;
 - Of the 60% of respondents who reported the incidents, a disappointing 17% reported action being taken;
 - A mere 16% reported that their workplace had a Violence Prevention Program; and
 - 28% reported having NO access to Student Safety Plans.
- Education Support workers need to be informed that violence is not part of their workplace;
- Education Support workers have a right to a safe working environment;
- Saskatchewan student numbers continue to grow which includes students with intensive needs; and
- Increase in workloads and workplace injuries are a direct result of shrinking School Division budgets and reductions to Education Support Workers in schools.

Submitted by the CUPE SK. Education Workers Steering Committee (EWSC)

CONVENTION DECISION: ___CARRIED ___DEFEATED

HEALTH CARE SECTOR

R.39 - LONG TERM CARE

CUPE SASKATCHEWAN WILL:

1. Assist CUPE Local 5430 in lobbying the Government of Saskatchewan for adequately staffed long term care facilities by introducing legislation that will standardize the number of hours of hands-on care that's required per resident per day in long term care.
2. Lobby the Government of Saskatchewan to increase the amount of provincial funding it dedicates to public long-term care.
3. Assist in raising public awareness of the failing infrastructure of publicly funded long-term care beds in Saskatchewan.
4. Promote any campaign that is being conducted regarding long-term care.

BECAUSE:

- Staffing levels in Saskatchewan long-term care facilities need to be staffed adequately to provide quality care for residents living in long-term care.
- The number of long-term care beds in Saskatchewan has dropped from 9,240 in 2001 to 8,517 beds in 2019.
- The Conference Board of Canada conservatively estimates that Saskatchewan will require and additional 4,648 long-term care beds by 2035.
- Publicly owned long-term care, if adequately funded, provides the highest quality care.
- Saskatchewan is developing a private pay alternative for long-term care.
- For profit provision of long-term care leads to lower quality care, lower staffing ratios, higher rates of hospitalization and mortality.

Submitted by CUPE Local 5430

CONVENTION DECISION: ___CARRIED ___DEFEATED

R.40 - PUBLICLY DELIVERED EMS

CUPE SASKATCHEWAN WILL:

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

BECAUSE:

- With 104 separate public and private ambulance services, our current EMS system is not coordinated, not integrated with other public health services and not at all efficient.
- The best way to create a more patient-centred, less expensive and effective EMS system in Saskatchewan is to create one public provincial service.
- To ensure high quality and more responsive ambulance services in rural Saskatchewan, the new public provincial EMS system must establish full-time EMR positions in rural Saskatchewan. This is the best way to ensure a stable and available EMS workforce that can provide patient-centred and faster response times to rural emergencies.

Submitted by CUPE Local 5430

CONVENTION DECISION: ___CARRIED ___DEFEATED

R.41 - REVIEW OF SECURITY SERVICES

CUPE SASKATCHEWAN WILL:

1. Work with CUPE Local 5430 to lobby the provincial government and Saskatchewan Health Authority (SHA) to establish fully public, provincial security services;
2. Lobby the government and the SHA to improve the working conditions of Security officers and develop a strategy to recruit and retain Security Officers; and
3. Pressure the provincial government and the Saskatchewan Health Authority to maintain, improve and expand in house Security Services in rural Saskatchewan.

BECAUSE:

- On April 18, 2018 the Saskatchewan Health Authority (SHA) issued a memo announcing a province-wide review of security services being conducted by consultant Tony Weeks;
- When Tony Weeks was brought to Alberta to centralize security services in 2010, one-hundred and twenty jobs were lost and there was a partial contracting out of security services to a private B.C. firm - Paladin Security;
- Alberta Health Authority (AHA) wanted to be able to hire, train and direct Paladin security officers but Paladin refused and insisted on maintaining control - including recruiting and hiring employees; provide its own security training program; direct and control its employees through its own shift supervisors and managers and use its own incident reporting software system rather than use the (AHA); and
- The best model for security services in health care is an in-house model, in which security staff are employees and integrated as part of the health care team.

Submitted by CUPE Local 5430

CONVENTION DECISION: ___CARRIED ___DEFEATED

R.42 - VIOLENCE AGAINST HEALTH CARE STAFF

CUPE SASKATCHEWAN WILL:

1. Work with CUPE Local 5430 to lobby the provincial government and Saskatchewan health authority (SHA) to eliminate violence against health care workers.
2. Lobby the government and the SHA to improve working conditions of health care workers.
3. Lobby the government and the SHA to ensure health care workers have their violent incidents investigated without repercussions.

BECAUSE:

- Violence should not be part of anyone's job;

SOLIDARITY

R.44 - SUPPORT INTERNATIONAL SOLIDARITY EDUCATION

CUPE SASKATCHEWAN WILL:

Actively support International Solidarity education, including the workshop *The Big Picture: Why International Solidarity?* via:

- CUPE SK events;
- CUPE SK Communications; and
- CUPE SK Winter and/or Summer School.

BECAUSE:

- Workers in Saskatchewan and around the world are affected by privatization, austerity, inequality and precarious work.

Submitted by CUPE Local 3012

Also submitted by the Executive Board on behalf of the Global Justice Committee

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

UNION AFFAIRS

R.45 - TASK FORCE ON MEMBER ENGAGEMENT

CUPE SASKATCHEWAN WILL:

Establish a Task Force on Member Engagement to explore and develop tactics and strategies to better engage CUPE members in their union. The Task Force will have a maximum of seven (7) members, and will be appointed by the CUPE Saskatchewan Executive Board at its next meeting. The Task Force must include a mix of Executive Board members, local leaders, and rank-and-file members that reflect the diversity of CUPE.

The Task Force will deliver a report to the 2021 CUPE Saskatchewan Convention, as well as any related action items in the form of resolutions for members to consider.

- The Saskatchewan Association for Safe Workplaces in Health reported an increase in the number of health and safety contraventions for violence in health care workplaces; and
- Many members are fearful of reporting violent incidents as employers have returned to a "blame the worker" investigation approach.

Submitted by CUPE Local 5430

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.43 - WORKPLACE VIOLENCE IN HEALTH CARE

CUPE SASKATCHEWAN WILL:

1. Assist Local outreach to educate CUPE members across the health care sector about CUPE's violence and harassment tools and resources;
2. Assist in educating CUPE health care workers about the importance reporting all incidents involving violence and near misses; and
3. Promote any campaign regarding violence in health care.

BECAUSE:

- Workplace violence and harassment are major problems for CUPE health care workers;
- Health care workers must know what their workplace rights are, to be able to exercise them;
- Violence incidents in health care are increasing; and
- Reporting incidents compels employers to act because they have an obligation to ensure workplaces are safe.

Submitted by CUPE Local 5430

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

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BECAUSE:

- Members are the backbone of any union, and to be even more successful CUPE Saskatchewan should regularly explore new ways to engage all its members;
- Having a dedicated group of people focused on the topic of engagement is the best way for CUPE to reflect critically on existing practices, and identify new ways to bring members into the work that CUPE does.

Submitted by CUPE Local 4828

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.46 - 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.

BECAUSE:

- CUPE bargains forward, not backwards, and a toolkit will assist locals and bargaining committees to do that;
- Precarious work often affects vulnerable members the most, and two-tier provisions always negatively impact new and young workers the most, which can lead to divisions among members and a weaker union;
- CUPE National already has a bargaining policy on resisting concessions and two-tier proposals. Creating a toolkit will help locals implement that policy.

Submitted by CUPE Local 4828

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

R.47 - UPDATING REGISTRATION AND PAYMENT

CUPE SASKATCHEWAN WILL:

Assess the feasibility and estimated cost of an online registration and payment system, allowing locals to pay monthly levies and registration/delegate fees electronically.

BECAUSE:

- Paper-based forms of registration and payment can be cumbersome, risky, and time-consuming – especially for small locals with limited capacity and resources, and;
- Assessing the feasibility and estimated cost of updating CUPE Saskatchewan’s payment and registration processes is good practice, and will produce valuable information for decision-makers.

Submitted by CUPE Local 4828

CONVENTION DECISION: ___ CARRIED ___ DEFEATED

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