



CONVENTION 2019
March 6 - 8, 2019 ❖ Regina, SK

ADOPTED
*Constitutional Amendments
& Resolutions*



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CONSTITUTIONAL AMENDMENTS

C.3 - Recognizing the Gender Diversity of CUPE Members

CUPE SASKATCHEWAN WILL:

1. Amend the Constitution to replace any instance of "he" and "she" with "they" and "his" and "hers" with "their";
2. Amend Article 18 (Constitution), Section 1 – Reading of this Constitution, to read:

"For the purpose of clarification, it is understood that the words "he" or "she" **word "they"** wherever **they it** appears in this Constitution shall apply and refer to persons of **either sex of any gender.**"

CONVENTION DECISION: **X_CARRIED** DEFEATED

C.4 - Updating Small Local Assistance

CUPE SASKATCHEWAN WILL:

1. Amend its Small Local Assistance policy (Appendix "B") as follows:

"Small local assistance is available to locals with 50 full-time equivalent members or less, to help them participate in CUPE Saskatchewan conventions, schools and conferences, including the Solidarity Conference and the tri-union community-based organization conference.

CUPE Saskatchewan will reimburse small locals up to ~~\$1000~~ **\$1,250** for lost wages, hotel and transportation costs for two delegates.

Locals applying for reimbursement must have a dues structure of no less than 1.5% and be affiliated to CUPE Saskatchewan.

Requests for reimbursement are to be in the hands of the CUPE Saskatchewan Secretary-Treasurer by the close of the conference. Forms will be available at the conference, upon request."

2. Amend Article 12 – Small Local Assistance as follows:

"CUPE Saskatchewan shall reimburse affiliated Local Unions of fifty (50) full-time equivalent members or less up to one thousand **two hundred and fifty** (~~\$1000~~) **(\$1,250)** for registration fees, paying lost wages, hotel and transportation of two (2) delegates to attend the CUPE Saskatchewan Convention and to attend any schools, conference or educational that CUPE Saskatchewan may conduct. Requests for reimbursement are to be in the hands of the Secretary-Treasurer by the close of the convention, school or conference, provided that all locals applying for reimbursement shall have a dues structure of no less than 1.5%.

The small local assistance may also be used for the Community Based Organization sector to attend their annual conference and the tri-union conference when it is held in conjunction with the annual conference.

The fund will have a cap of ~~fifteen thousand dollars~~ **eighteen thousand and seven hundred and fifty dollars** (~~\$15,000~~) **(\$18,750)** per year. Each local will only be allowed to access the fund two (2) times per calendar year.

Locals are encouraged to car pool, share accommodations, etc."

CONVENTION DECISION: **X_CARRIED** DEFEATED

***Carried and amount amended.**



RESOLUTIONS

EQUALITY

R.1 - Indigenous Employment Initiatives for a Representative Workforce

CUPE SASKATCHEWAN WILL:

Lobby the provincial government to develop a collaborative program aimed at increasing Indigenous employment and retention in Saskatchewan.

CONVENTION DECISION: **CARRIED** ___ DEFEATED

R.2 - Participation in Pride

CUPE SASKATCHEWAN WILL:

1. Support and encourage member attendance at Pride Events in Saskatchewan through provision of CUPE swag, parade flags, and other material it deems reasonable; and
2. CUPE Saskatchewan will also encourage locals to support and attend Pride Events in Saskatchewan.

CONVENTION DECISION: **CARRIED** ___ DEFEATED

R.3 - Pay Equity

CUPE SASKATCHEWAN WILL:

Lobby the provincial government to introduce, without delay, proactive pay equity legislation applicable to the public and private sector.

CONVENTION DECISION: **CARRIED** ___ DEFEATED

R.4 - Prairie School for Union Women

CUPE SASKATCHEWAN WILL:

Ask CUPE Local Unions to support the Prairie School for Union Women by encouraging the participation of their members as registered delegates.

CONVENTION DECISION: **CARRIED** ___ DEFEATED

R.5 - Recognition of Asian History Month

CUPE SASKATCHEWAN WILL:

Recognize and encourage CUPE Local Unions and members to recognize and celebrate Asian History Month in 2019.

CONVENTION DECISION: **CARRIED** ___ DEFEATED

R.6 - Recognition of Black History Month

CUPE SASKATCHEWAN WILL:

Recognize and encourage CUPE Local Unions and members to recognize and celebrate Black History Month.

CONVENTION DECISION: **CARRIED** ___ DEFEATED

R.7 - Rock Your Roots Events

CUPE SASKATCHEWAN WILL:

1. Participate in and encourage members and Local Unions to support and attend the Rock Your Roots' 4th Annual Walk for Reconciliation, held on June 21, 2019, which is National Aboriginal Day (National Indigenous People's Day), as Rock Your Roots is a "Call to Action and Day for Reconciliation" organized to recognize National Aboriginal Day; and
2. CUPE Saskatchewan will also facilitate member participation through provision of swag, union flags, and other materials deemed reasonable by the Executive.

CONVENTION DECISION: **CARRIED** ___ DEFEATED

R.8 - Support for the SFL Equity Conference

CUPE SASKATCHEWAN WILL:

Promote at the annual convention of CUPE Saskatchewan the Young Worker and Equity Conference held by the Saskatchewan Federation of Labour (SFL).

CONVENTION DECISION: **CARRIED** ___ DEFEATED

R.9 - Women's Shelters/Transition Houses

CUPE SASKATCHEWAN WILL:

1. Partner with the Provincial Association of Transition Houses and Services of Saskatchewan (PATHS) in their efforts to end violence against women and their on-going protection and support for women and children using shelters in the province;
2. Lobby the provincial government to provide adequate funding to VAW shelters/transition houses in the province to meet the demand for immediate and secure emergency and short-term accommodation for women and their children; and
3. Lobby the federal and provincial governments to develop a National Action Plan to address violence against women and the inadequacies in the number of shelters and services provided.

CONVENTION DECISION: **CARRIED** ___ DEFEATED

HEALTH & SAFETY

R.10 - Day of Mourning Ceremonies and Government Representation

CUPE SASKATCHEWAN WILL:

Encourage provincial government representatives to attend ceremonies on the National Day of Mourning on April 28th of each year.

CONVENTION DECISION: **CARRIED** ___ DEFEATED

R.11 - Day of Mourning Flags

CUPE SASKATCHEWAN WILL:

1. Encourage the provincial government and municipal governments to lower flags to half-mast on public buildings on April 28 each year in observance of the Day of Mourning; and
2. Request that CUPE National encourage the CLC to develop a flag specific for the Day of Mourning to be flown at half-mast on public buildings to recognize workers who have been killed, injured or disabled on the job, or who suffer from occupational diseases.

CONVENTION DECISION: **CARRIED** ___ DEFEATED

R.12 - Discrimination as a Safety Risk

CUPE SASKATCHEWAN WILL:

Work with the CUPE National Union Education Department to recognize through education that discrimination creates a health and safety risk.

CONVENTION DECISION: **CARRIED** ___ DEFEATED

R.13 - Drug Testing

CUPE SASKATCHEWAN WILL:

Continue to strongly oppose mandatory drug testing, automatic post-incident testing, or random drug testing in the public sector as an employer response to the legalization of cannabis.

CONVENTION DECISION: **CARRIED** ___ DEFEATED

R.14 - Four Rights of Health and Safety

CUPE SASKATCHEWAN WILL:

Promote and educate all members on the four Rights of Health and Safety: The Right to Know, The Right to Participate, The Right to Refuse and The Right to No Reprisal.

CONVENTION DECISION: **CARRIED** ___ DEFEATED

R.15 - Intimate Partner Violence (IPV)

CUPE SASKATCHEWAN WILL:

1. Lobby the provincial government to:
 - a. Amend The Saskatchewan Employment Act to provide victims of Intimate Partner Violence (IPV) 10 days of paid leave and up to 17 weeks of non-paid leave over a 52 week period; and
 - b. To include financial support for those who are dealing with IPV 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.
2. Lobby the federal and provincial governments to:
 - a. Acknowledge Intimate Partner 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 those affected by IPV;
- c. Develop a comprehensive public education campaign to raise awareness about IPV and the services available for victims and perpetrators;
- d. Increase funding for all services utilized by those impacted by IPV; and
- e. Encourage the Human Rights Department of CUPE National to develop a guide and template workplace policies regarding best practices to support workers who experience IPV.

CONVENTION DECISION: **CARRIED** ___ **DEFEATED**

R.16 - Intimate Partner Violence (IPV) and CUPE

CUPE SASKATCHEWAN WILL:

1. Encourage CUPE Local Unions to establish pro-active practices to address the impact of Intimate Partner Violence (IPV) at work; and
2. Work with the CUPE National Union Education Department to provide Local Unions with the tools and training in order to raise awareness among their members about the effects of Intimate Partner Violence in the workplace and how they can support workers experiencing it.

CONVENTION DECISION: **CARRIED** ___ **DEFEATED**

R.17 - Intimate Partner Violence (IPV) and Leave to Attend Treatment Programs

CUPE SASKATCHEWAN WILL:

Lobby the provincial government to amend the Saskatchewan Employment Act (SEA) to include access to paid time off from work for perpetrators of intimate partner violence to attend and enroll in a treatment program.

CONVENTION DECISION: **CARRIED** ___ **DEFEATED**

R.18 - Intimate Partner Violence (IPV) in OH&S Legislation and Employer Policies

CUPE SASKATCHEWAN WILL:

Lobby the provincial government to include Intimate Partner Violence (IPV) under Part 3 of

The Saskatchewan Employment Act (Occupational Health and Safety), which would require employers to develop workplace policies and provide training on IPV.

CONVENTION DECISION: **CARRIED** ___ **DEFEATED**

R.19 - Paid Leave for Victims of Domestic Violence

CUPE SASKATCHEWAN WILL:

Lobby the provincial government to institute paid job-protected leave for victims of domestic violence and assist Local Unions in creating language for collective agreements to protect victims of domestic violence while at work.

CONVENTION DECISION: **CARRIED** ___ **DEFEATED**

R.20 - Reporting Workplace Incidents

CUPE SASKATCHEWAN WILL:

Promote a multi sector campaign that will inform members about the importance of reporting all incidents including violent incidents and near misses.

CONVENTION DECISION: **CARRIED** ___ **DEFEATED**

POLITICAL ACTION & WORKERS' RIGHTS

R.21 - Climate Change and Green Energy Investments

CUPE SASKATCHEWAN WILL:

Pressure the provincial government to take meaningful action to address climate change by significantly reducing carbon emissions, improving energy efficiency and increasing investment in green energy to safeguard environmental and human health while also providing support for workers whose employment may be impacted by the transition to a low carbon emissions economy.

CONVENTION DECISION: **CARRIED** ___ **DEFEATED**

R.22 - Condemning Right Wing Extremism

CUPE SASKATCHEWAN WILL:

Educate our members and the public about the growing threat of radical, right-wing extremism in Saskatchewan, in Canada and North America, and around the globe. Furthermore, CUPE Saskatchewan strongly condemns any discriminatory government policy, politician, organization, individual, or extremist fringe group – such as the so-called “Yellow Vest Movement” in Canada – that seeks to divide our members and the public at-large using anti-immigrant, racist, sexist, transphobic, or homophobic dog whistle politics and hateful ideologies.

CONVENTION DECISION: **X_CARRIED** ___DEFEATED

R.24 - 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 cost child care system.

CONVENTION DECISION: **X_CARRIED** ___DEFEATED

R.25 - Suicide Prevention Strategy

THEREFORE BE IT RESOLVED that CUPE Saskatchewan call on the provincial government to properly plan and implement a suicide prevention strategy for Saskatchewan with appropriate resources and urgency that institutes the strategy proposed by the Federation of Sovereign Indigenous Nations (FSIN) released on May 24, 2018.

CONVENTION DECISION: **X_CARRIED** ___DEFEATED

R.26 - Sustainable Housing, Rental Supplement and Access to Shelter

THEREFORE BE IT RESOLVED that CUPE Saskatchewan call on the provincial government to restore the Saskatchewan Rental Housing Supplement immediately and demand the provincial government take

additional steps to improve housing affordability and relieve homelessness to ensure every resident in Saskatchewan has a place to call home.

CONVENTION DECISION: **X_CARRIED** ___DEFEATED

R.27 - Winning the Fight for 15

CUPE SASKATCHEWAN WILL:

Campaign to raise Saskatchewan’s minimum wage to at least \$15 per hour, and fully endorse the Fight for 15 – a campaign to win fair pay and decent work for all. Additionally, CUPE Saskatchewan will consider dedicating funding, other resources, and/or member book-offs to support ongoing efforts, such as the current SFL Fight for 15 campaign.

CONVENTION DECISION: **X_CARRIED** ___DEFEATED

PRIVATIZATION

R.28 - Defending Saskatchewan’s Public Services from Privatization Schemes

CUPE SASKATCHEWAN WILL:

Continue to dedicate its efforts to defend Saskatchewan’s public services from privatization and strongly oppose private sector schemes that seek to reduce public ownership, management and delivery of public services such as public-private partnerships and social impact bonds.

CONVENTION DECISION: **X_CARRIED** ___DEFEATED

R.29 - End Lean/Kaizen/Quality Improvement in Health Care

CUPE SASKATCHEWAN WILL:

1. Call on the government and the Saskatchewan Health Authority (SHA) 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
2. Call on the provincial government to request the Provincial Auditor conduct a thorough forensic audit of the Lean/Kaizen/CQI program.

CONVENTION DECISION: **X_CARRIED** ___DEFEATED

R.30 - 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.

CONVENTION DECISION: **CARRIED** DEFEATED

R.31 - Privatization in K-12 Education: P3 Schools

CUPE SASKATCHEWAN WILL:

Support the EWSC with their advocacy efforts to address privatization concerns in K-12 Education.

CONVENTION DECISION: **CARRIED** DEFEATED

R.32 - Privatization in K-12 Education: Private Independent Schools

CUPE SASKATCHEWAN WILL:

Assist the EWSC in speaking out against the use of Private Independent Schools.

CONVENTION DECISION: **CARRIED** DEFEATED

R.33 - Privatization in K-12 Education: Social Impact Bonds

CUPE SASKATCHEWAN WILL:

Support the EWSC in lobbying against the increasing use of Social Impact Bonds.

CONVENTION DECISION: **CARRIED** DEFEATED

R.34 - Privatization in K-12 Education: SSBA Manulife Attendance Management

CUPE SASKATCHEWAN WILL:

Support the EWSC in its opposition of the SSBA Manulife Attendance Management Programs, and other like programs and/or policies in K-12 Education.

CONVENTION DECISION: **CARRIED** DEFEATED

R.35 - Privatized MRIs and CT Scans

CUPE SASKATCHEWAN WILL:

Pressure the provincial government to have all MRI and CT scans in Saskatchewan performed under our publicly funded and administered health care system.

CONVENTION DECISION: **CARRIED** DEFEATED

R.36 - Provincial, Publicly-Delivered EMS System

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 provincial EMS model in British Columbia.

CONVENTION DECISION: **CARRIED** DEFEATED

R.37 - Saskatchewan Health Authority (SHA) Province-Wide 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 a 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.

CONVENTION DECISION: **CARRIED** DEFEATED

SECTORS

CBO SECTOR

R.38 - CBO Sector Coordination

CUPE SASKATCHEWAN WILL:

1. Work with the Tri-Union Committee, comprised of the three unions representing the workers of community-based organizations in nearly 80 agencies across the province including SEIU-West, SGEU and CUPE, to promote the every-day work of CBO workers in providing care for a diverse range of people and to promote the collective interests of CBO workers; and
2. Encourage all CBO Sector CUPE Local Unions to get involved with CUPE Saskatchewan, and encourage the re-establishment of the CUPE Saskatchewan CBO Workers' Steering Committee with the active participation of CUPE Local Unions.

CONVENTION DECISION: **CARRIED** DEFEATED

R.39 - Stable and Predictable Provincial CBO Position Funding

CUPE SASKATCHEWAN WILL:

Lobby the Provincial Government to:

1. Ensure that all positions in the community-based organization (CBO) sector are fully funded to provide organizational stability;
2. Provide multi-year funding to CBOs so that they have financial stability and can develop long term plans; and
3. Provide dedicated position funding for CBOs with the goal to also increase the wage rates of CBO workers so they have parity with similar jobs in the provincial civil service;

CONVENTION DECISION: **CARRIED** DEFEATED

EDUCATION SECTOR

R.40 - 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 increase.

CONVENTION DECISION: **CARRIED** DEFEATED

R.41 - Violence in K-12 Education

CUPE SASKATCHEWAN WILL:

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

CONVENTION DECISION: **CARRIED** DEFEATED

HEALTH CARE SECTOR

R.42 - Health Care Staffing Levels

CUPE SASKATCHEWAN WILL:

Work with CUPE Local 5430 to urge the provincial government to:

1. Establish provincially-legislated quality of care standards for all health care services, including minimum staffing levels;
2. Increase staffing (direct care and support staff) in health care services;
3. Provide safe and healthy work environments that support high quality care; and
4. Implement the recommendations outlined in the Saskatchewan Ombudsman 2015 report "Taking Care".

CONVENTION DECISION: **CARRIED** DEFEATED

R.43 - Health Care Workers Fight Superbugs

CUPE SASKATCHEWAN WILL:

1. Educate the government that the solution to the problem of superbugs, we need appropriate health care funding and staffing levels; and
2. Clean and safe hospitals, clinics, long term care facilities and health centres are essential.

CONVENTION DECISION: **CARRIED** DEFEATED

R.44 - 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; and
2. Lobby the government and the SHA to improve working conditions of health care workers; and

3. Lobby the government and the SHA to ensure health care workers have their violent incidents investigated without repercussions.

CONVENTION DECISION: **CARRIED** ___ **DEFEATED**

SOLIDARITY

R.45 - Solidarity with Lumad Save our Schools Project (Philippines)

CUPE SASKATCHEWAN WILL:

Support and promote the Lumad Save our Schools Project in its continued solidarity with indigenous allies in the Philippines.

CONVENTION DECISION: **CARRIED** ___ **DEFEATED**

UNION AFFAIRS

R.46 - Introduction to CUPE for Young Workers

CUPE SASKATCHEWAN WILL:

Encourage and promote CUPE Local Union executives to facilitate "Introduction to CUPE" workshops for their members.

CONVENTION DECISION: **CARRIED** ___ **DEFEATED**

R.47 - Member Contact Information

CUPE SASKATCHEWAN WILL:

Request from affiliated Local Unions their member contact information, including email addresses and telephone numbers, to enable the provincial body the ability to mobilize and inform CUPE members across the province.

CONVENTION DECISION: **CARRIED** ___ **DEFEATED**

R.48 - Pronouns on Name Badges

CUPE SASKATCHEWAN WILL:

1. Create space on delegate/participant name badges for CUPE Saskatchewan schools, conferences, convention, or any event where a name badge is produced, for delegates/participants to write in their preferred gender pronouns; and
2. Furthermore, CUPE Saskatchewan will regularly encourage members to write in their

preferred gender pronouns, and provide educational resources on pronouns when it makes sense to do so.

CONVENTION DECISION: **CARRIED** ___ **DEFEATED**

R.49 - Affiliation to the Saskatchewan NDP

CUPE SASKATCHEWAN WILL:

Affiliate 1,000 members to the Saskatchewan NDP, and that this decision be renewed annually at CUPE Saskatchewan's convention.

CONVENTION DECISION: **CARRIED** ___ **DEFEATED**

