ADOPTED RESOLUTIONS
Pulse Nightclub Shooting in Orlando –

BECAUSE the violent massacre that ended the lives of 49 people and injured many others at the Pulse nightclub in Orlando, Florida was born out of hate and homophobia;

BECAUSE the shooting sent the message to the LGBTQI community across the world that they can be attacked for simply being who they are;

BECAUSE American queer people of colour face disproportionate rates of violence, and in Canada violence against the LGBTQI community is markedly more brutal than against the general population;

BECAUSE it is our responsibility as an organization dedicated to justice and equity to fight for the rights of those who are oppressed; and

BECAUSE fundamentally, love is love;

COPE SEPB condemns this brutal attack at the Pulse Night Club in Orlando, Florida in the strongest possible terms, reaffirms our support for the LGBTQI community and recommits to promoting acceptance and justice through our locals and national union.
Strategic Plan

WHEREAS COPE SEPB is currently a highly-decentralized union, with most power and resources invested in the Local Unions and regional Councils;

WHEREAS internal review and reflection is healthy and essential to the advancement of an organization;

WHEREAS COPE SEPB has been a Canadian union for twelve years and has not done a thorough review of our structure and organization during that time;

THEREFORE BE IT RESOLVED

That the National Executive be tasked with a review of the structure and organization of our union in consultation with the councils and locals with a report back, on an interim basis at the next mid-term Conference, and with a final report for the National Convention in 2019.
Support for Sex Workers

WHEREAS On December 20, 2013 the Supreme Court of Canada unanimously ruled that S 210, 212(1)(j) and 213(1)(c) of the Criminal Code of Canada breached sex workers’ rights under s. 7 and s 2 (b) of the Canadian Charter of Rights and Freedoms;

WHEREAS the laws around sex work introduced by the government through Bill C-36 reproduced all of the same criminalizations that were addressed by the courts;

WHEREAS COPE respects the autonomy and agency of those who participate in sex work, and their right to earn income through sex work without harassment;

WHEREAS COPE recognizes and supports the rights of sex workers and people who sell or trade sex and their efforts to challenge the stigma attached to sex work;

WHEREAS COPE recognizes and supports the rights of sex workers and people who sell or trade sex and their efforts to attain equality, equity, work place safety, labour rights and any other benefit provided to all other workers;

WHEREAS full decriminalization of sex workers, clients and third parties provides an approach which is inclusive of sex workers and does not perpetuate state sanctioned violence or support gross human rights violations;

WHEREAS COPE has long fought for social and legal supports for all workers, unionized or not;

THEREFORE BE IT RESOLVED

that COPE, in solidarity with sex workers and other sex worker advocates, support and promote the full decriminalization of sex work, the repeal of laws around sex work introduced through Bill C-36, and support for sex workers in their struggle to organize and improve their working conditions.

RESOLUTIONS COMMITTEE MOTION OF REFERRAL TO THE CANADIAN EQUITY COUNCIL WAS ADOPTED

FIFTH TRIENNIAL CONVENTION OF COPE SEPB
Toronto, ON
June 17-19, 2016
WHEREAS the Canadian Office and Professional Employees Union (COPE) represents workers across Canada;

AND WHEREAS COPE’s membership and leadership reflects a large and well established group of members who will be retiring in the next 10 - 20 years;

AND WHEREAS there is a need to become more inclusive which can in part be achieved by reaching out to members who will be the future of this union, many of whom are within childbearing years;

AND WHEREAS Canada is experiencing a National childcare crisis and it’s up to the Labour movement to advocate for a National Childcare Plan that doesn’t financially cripple parents, and that is delivered in a not for profit, accessible way;

AND WHEREAS Labour should not only advocate for progressive practices but ensure that it adopts then too;

AND WHEREAS many COPE Locals already adopt a progressive practice of providing on-site childcare at events to promote inclusion and participation;

NOW THEREFORE BE IT RESOLVED

that COPE National provide on-site childcare at all its events to allow all members equal access to participate;

AND BE IT FURTHER RESOLVED

that COPE National also encourage all Regions and Locals to also provide on-site childcare at all their events.
Minimum Wage

WHEREAS labour and community group political movement for $15 minimum wage is gaining momentum across Canada;

WHEREAS at its last convention in 2015 SEPB-Québec voted to fight for the raise of the minimum wage in Quebec to $15;

WHEREAS a minimum wage of $15 an hour would bring workers annual wages above the poverty line for 15% of Canadian families;

BE IT RESOLVED

that COPE SEPB take the position in favour of increasing the minimum wage in Canada to $15.
Domestic Violence

BECAUSE  domestic violence is destructive to the physical and psychological lives of all members;

BECAUSE  domestic violence impedes our labour movement as a whole when we don't support members that are hurting in our workplaces;

BECAUSE  domestic violence is a health and safety issue which needs to be addressed in the workplace by all locals;

THEREFORE BE IT RESOLVED

that COPE SEPB advocate, lobby and negotiate within each collective agreement to have women advocates in the workplace specifically trained to ensure the impacts of domestic violence are understood at the workplace. We encourage Local unions to do the same.

BE IT RESOLVED

that COPE SEPB advocate, lobby and negotiate within each collective agreement to have domestic violence recognized and ensure the victim has at least five paid days, five unpaid days and up to 16 additional weeks to ensure the worry of job loss is not the first and foremost issue on the victim's mind. We encourage Local unions to do the same.

BE IT FURTHER RESOLVED

that COPE-SEPB also, within the next six years, facilitate a study of all locals to evaluate how many were able to achieve the domestic violence language in their collective agreement, with the intent to assist other locals and councils.
Elder Care

BECAUSE of increased expectations of family members needing leave from their workplaces for periods longer than their vacation and/or sick time entitlements;

BECAUSE employers can deem absences a workplace performance issue;

BECAUSE family members providing care can suffer from stress and burn-out if leave is not granted or financial trouble if employment is threatened;

THEREFORE BE IT RESOLVED

COPE SEPB encourage locals to negotiate language to ensure workers providing care to elderly relatives have a provision of paid leave specific to Elder Care and to have access to unpaid leave as required.
Elder Care

BECAUSE there are no federal or provincial standards to include publicly funded, affordable community and home-based health care with federal and provincial standards equal or surpassing national standards with the regulations and enforcement resources to promote the seamless delivery of health care between community, acute, intermediate and long term care;

BECAUSE many families are caught between looking after both their elderly parents who require special health assistance and children;

BECAUSE there is no legislated standard of care requirements in long term care homes;

BECAUSE most long term care homes are P3’s with limited or no financial assistance costing an average of $6000.00 per month per patient for 24 hour care;

BE IT RESOLVED

that COPE-SEPB work with the Canadian Labour Congress, affiliates and community groups to lobby the federal and provincial governments to make changes to both federal and provincial legislation to amend the Canada Health Act and Provincial Health Acts to include publicly funded community and home-based health care with national standards; and promote the seamless delivery of health care between community, acute, intermediate and long-term care.

BE IT FURTHER RESOLVED

that COPE-SEPB will work with the CLC, affiliates and community groups to ensure that a National Standard of Care is implemented with regulations and enforcement resources.
Missing and Murdered Indigenous Women

BECAUSE on December 8, 2015, the Federal Liberal Government announced a national inquiry into missing and murdered Indigenous women and girls;

BECAUSE it is imperative that the inquiry examine the root causes of the violence against Aboriginal women and include the entire spectrum of vulnerabilities they face because violence against Indigenous women and girls is systemic and a national crisis that requires urgent, informed and collaborative action;

BECAUSE ending violence against indigenous women requires collective commitments and concrete actions that result from an inclusive and respectful engagement process that responds to the needs and expectations of the survivors, family members and loved ones;

BECAUSE the inquiry process needs the full cooperation from leaders from all levels of government, territorial, provincial and federal, and must also include family members;

BECAUSE the 2016 National Roundtable on Murdered and Missing Indigenous Women and Girls participants committed to working with families and local partners;

BECAUSE it has been reported that a number of family members have not been included in the round-table process; and

BECAUSE the issue of murdered and missing indigenous women and girls is a Canadian issue, not just an Aboriginal issue;

THEREFORE BE IT RESOLVED

that COPE SEPB request the CLC write the Prime Minister to ensure National Inquiry into Murdered and Missing Aboriginal Women and Girls is respectful and inclusive of all family members.

BE IT FURTHER RESOLVED

that once the federal government has created a Canada-wide prevention and awareness campaign focused on changing public perception and attitudes to help end violence against Indigenous women and girls, that COPE SEPB request the CLC assist in any way they can on that campaign by disseminating information to affiliates.
National Childcare

BECAUSE families in Canada have no access to quality universal affordable childcare as a result of the current federal and provincial government policies (exception being Quebec);

BECAUSE the federal taxes applied to the subsidy for families with children in childcare have left those families most in need a substantially reduced subsidy after taxes;

BECAUSE childcare costs in some provinces have reached as high as $1,500 per child, per month;

BECAUSE many grandparents on retirement are providing childcare for their financially constrained families;

BECAUSE we need to make the care of our children a priority in this country;

BECAUSE there are not enough childcare spaces nor childcare workers, leaving those in the profession overworked and underpaid;

BE IT RESOLVED

that COPE SEPB will work with the Canadian Labour Congress and Federations of Labour to request the Federal Government fund all the provinces and territories of Canada and enable our country to have access to quality universal publicly funded affordable childcare; and

BE IT RESOLVED

that COPE SEPB will work with the Federations of Labour to request the provincial and territorial governments provide quality, universal, publicly-funded, affordable childcare.
International Women’s Day

BECAUSE we need to recognize the fight and sacrifices women have endured over the years to just go to work;

BECAUSE countries in Europe have celebrated this day as a statutory holiday for a number of years;

BECAUSE the public needs to understand and appreciate the contribution women have played in the labour movement;

BECAUSE our young sisters need to understand the work women did to pave the road and that there is still work to be done to fix it to ensure our sisters in the future don’t fall through the cracks; and

BECAUSE the Federal Liberal Government’s election platform partly based on women’s rights and equality;

BE IT RESOLVED

that COPE SEPB and all councils will start a letter writing campaign to our Federal government, to make International Women’s Day a Statutory Holiday in celebration of women’s rights and equality. Locals and councils will be encouraged to participate.