

# ADOPTED RESOLUTIONS



SIXTH TRIENNIAL CONVENTION OF COPE SEPB  
Gatineau, QC  
June 7-9, 2019



# ADOPTED RESOLUTION

## Constitutional Change Article 1.3

BE IT RESOLVED

To amend Article 1.3 to read:

This document is the "Constitution" of the National Union. **It applies equally to Local Unions, Councils and subordinate bodies, to their officers and to members in general.**



# ADOPTED RESOLUTION

## Constitutional Change Article 4.1.2

BE IT RESOLVED

To amend Article 4.1.2 to read:

Members hold membership in the National Union through the Local Union.

**The signature of a membership application constitutes the undertaking to comply with the constitution of the National Union, Local Union and Council; membership shall be deemed accepted unless denied by the Executive Board of the Local Union for just and sufficient cause. An appeal of this decision is possible under the applicable procedure.**



# ADOPTED RESOLUTION

## Constitutional Change Article 4.2

BE IT RESOLVED

To amend Article 4.2 to read:

Membership classifications shall be active, non-active, associate and honorary. No member shall simultaneously hold more than one classification.

**No member shall hold right, title or interest in the assets, funds and other property of the Local Union, Council or National Union.**



# ADOPTED RESOLUTION

## Constitutional Change Article 5.6.2

BE IT RESOLVED

To amend Article 5.6.2 to read:

Resolutions **and emergency resolutions** may be submitted by the National Executive, Local Unions, **Councils, Canadian Equity Council** and Convention committees.



# ADOPTED RESOLUTION

## Constitutional Change Article 10.1

BE IT RESOLVED

To amend Article 10.1 to read:

It shall be the duty of the National President to preside at all conventions; to exercise supervision over the affairs of the National Union throughout its jurisdiction; to sign all official documents; to travel whenever required in the interest of the National Union. The National President shall submit to each regular convention a report of acts and doings between conventions.

**The National President may delegate their authority to the Secretary-Treasurer of the National Union.**

**The National President may convene a special meeting of Local Unions, Councils or other subordinate bodies.**



# ADOPTED RESOLUTION

## Constitutional Change Article 10.8

BE IT RESOLVED

To amend Article 10.8 to read:

The National President shall be responsible for the ~~official publication,~~ creation and maintenance of a national website in both official languages of the National Union. ~~Publication of the newspaper is at the discretion of the National Executive. Except if otherwise provided, notices may be sent to the membership through one of these two this media. The publication shall be free to all dues-paying members.~~



# ADOPTED RESOLUTION

## Constitutional Change Article 13.1.1, paragraph 2, first dash

BE IT RESOLVED

To replace article 13.1.1, paragraph 2, first dash to read:

- **An internal discipline procedure applicable to a member's complaint against another member or against an officer of a Local Union, Council or National Executive acting as such.**



# ADOPTED RESOLUTION

## Constitutional Change Article 15.10

BE IT RESOLVED

To add Article 15.10 to read:

**Regardless of the advisory nature of the Council, delegates from their respective region may, during a meeting of the said Council, vote on a resolution to be submitted to the National Convention subject to the following conditions:**

- **A quorum to adopt such a resolution shall consist of a majority of delegates;**
- **the resolution shall be in direct relation with an equity issue.**

**Once carried, the resolution is deemed to have been received by the National Secretary-Treasurer.**



# ADOPTED RESOLUTION

## Constitutional Change Article 16

BE IT RESOLVED

To amend Article 16 to read:

1- To add the following subtitle immediately before Article 16.1:

**A- DISCIPLINARY PROCEDURE APPLICABLE WHEN THE NATIONAL EXECUTIVE IS SEIZED IN FIRST INSTANCE OF A COMPLAINT ALLEGING VIOLATION OF THE NATIONAL UNION'S CONSTITUTION OR ANY ACTIVITY DETRIMENTAL OR CONTRARY TO THE INTERESTS OF THE NATIONAL UNION.**

2- To number the following existing subtitles to read:

**A-1 COMPLAINTS LODGED BY A MEMBER OR AN OFFICER OF A LOCAL UNION OR COUNCIL**

**A-2 COMPLAINTS LODGED BY THE NATIONAL PRESIDENT OR BY THE NATIONAL EXECUTIVE**

3- To replace the existing cross-reference "~~15.4~~" in article 16.08 by "**16**".

4- To replace the existing cross-reference "~~16.4~~" in article 16.09 by "**16**".

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5- To reformulate the following subtitle to read:

CURRENT SUBTITLE:

~~**PROCEDURE FOR PLACING A LOCAL UNION OR COUNCIL UNDER TRUSTEESHIP**~~

NEW SUBTITLE:

**B- TRUSTEESHIP OR SUPERVISION OF A LOCAL UNION OR COUNCIL**

6- To replace Article 16.37 by the following:

**The National Executive shall be empowered to place a Local Union or Council under trusteeship or supervision, in whole or in part, to suspend one or more officers, notably on one of the following grounds:**

- **Because constitutional requirements are not upheld;**
- **To ensure that their course of conduct or activities are compliant to the principles or course of conduct of the National Union;**
- **To prevent or rectify corrupt practices;**
- **To restore democracy;**

**In this respect, the National Executive or its designated representative shall be empowered to investigate.**

7- To replace Article 16.38 by the following:

**At the end of such an investigation, the National Executive must, unless circumstances prevent it, hold a hearing upon request of an officer of the Local Union or Council before taking any measure deemed appropriate.**

**The National Executive is empowered, conditional upon a two-thirds (2/3) vote, to take either one of the following measures:**

- **Place the Local or Council, in whole or in part, under the trusteeship of a trustee, who will immediately exert authority and carry out the duties below mentioned. The National Executive shall also be empowered to suspend officers.**
- **Take all necessary supervision measures which may or may not include the suspension of officers;**

**A trusteeship should not continue for more than one year from when it is imposed unless extraordinary circumstances endorsed by a two-third (2/3) vote of the National Executive.**

**Any measures taken by the National Executive shall be subject to appeal at the next convention.**

8- To amend Article 16.39 by adding the following words after the word "Council":

**"in whole or in part"**

9- To amend Article 16.41 by adding the following words after the word "trusteeship":

**"or the supervision"**

10- To add the following subtitle and Article 16.42:

**C- REORGANIZATION IN ORDER TO COMPLY WITH THE CONSTITUTIONAL REQUIREMENTS**

**16.42** Rather than imposing a trusteeship or supervision, the National Executive may, conditional upon a two-thirds (2/3) vote, take all measures deemed appropriate in order for the statutory obligations to be upheld, such as the appointment of an interim Executive Board. Any measure taken by the National Executive shall be subject to an appeal at the next convention.

Renumber subsequent articles accordingly.

11- To amend the following subtitle to read:

**D- GENERAL PROVISIONS**



# ADOPTED RESOLUTION

## Constitutional Change Article 17.2

BE IT RESOLVED

To amend Article 17.2 to read:

NATIONAL ORGANIZING FUND:

An amount of ~~sixty-five~~ **ninety** cents (~~65-90¢~~) per member per month shall be transferred from the per capita tax received to the National Organizing Fund. ~~and effective January 1<sup>st</sup>, 2011, ninety cents (90¢) per member per month.~~

**For the purposes of managing this fund, the National Executive shall have a National Organizing Program.**

The National Secretary-Treasurer shall be empowered to direct the transfer of additional funds from the General Fund into the National Organizing Fund as may be required from time to time and shall submit to the National President, on a quarterly basis, a report of all transactions.



# ADOPTED RESOLUTION

## Constitutional Change Article 19.6.1

BE IT RESOLVED

To amend Article 19.6.1 to read:

It shall be the duty of the President to preside at all meetings of the Local Union; to preserve order during its deliberations; to sign all orders on the treasury when required by the Local Union; to appoint all committees not otherwise required; and to transact such other business as may of right pertain to the President's office and which may be necessary for the proper functioning of the Local Union.

**The President or designate shall be the main spokesperson and officer of the Local Union; it shall be the duty of the President to protect and promote its interests.**



# ADOPTED RESOLUTION

## Constitutional Change Article 19.6.4.2

BE IT RESOLVED

To amend Article 19.6.4.2 to read:

Each Local Union may decide to secure a bond by a bonding company and under a bond approved by the Local Treasurer. The Treasurer shall deposit all funds of the Local Union in a financial institution, may it be a bank or a credit union and shall submit to the National Secretary-Treasurer all relevant information pertaining to those bank accounts (name of the institution, full address, account number, ...). The Treasurer shall endeavour to deposit such funds in unionized financial institutions. Where there are trustees, the Treasurer shall, **upon request**, submit **to the trustees** all books and records ~~to the trustees~~ **including financial documents, invoices, original bank statements and other supporting documents** for verification and approval ~~whenever called upon to do so~~, and upon the expiration of the term of office, turn over to the successor all properties and assets including funds, books and records of the Local Union. The Treasurer shall turn over all properties and assets, including funds, books and records to the Secretary-Treasurer of the National Union or the duly authorized representative when properly called upon to do so.



# ADOPTED RESOLUTION

## Constitutional Change Article 19.6.5

BE IT RESOLVED

To amend Article 19.6.5 to read:

Where there are trustees, they shall verify the books **and records** of the Treasurer at least ~~quarterly~~ **semiannually** and at the close of each fiscal year and shall report each such verification to the Local Union and to the Secretary-Treasurer of the National Union, or if the Local Union so chooses, it may, as an alternative, have the verification conducted annually by a certified or chartered accountant, and have such verification reported to the Local Union and to the Secretary-Treasurer of the National Union.



# ADOPTED RESOLUTION

## Constitutional Change Article 19.13

BE IT RESOLVED

To amend Article 19.13 to read:

Expenditures of the Local Union shall be only for purposes of the Local Union, and ~~in all cases~~ shall be made by cheque signed by the Treasurer and counter-signed by the President or Vice-President. **They may be also be made by electronic payment as long as it is secured and approved as if it were a cheque;** provided, however, that a petty cash fund may be authorized by the Local Union, from which expenditures can be made. The initiation fees, reinstatement fees and other obligations owed by the Local Union to the National Union shall constitute a preferred claim and must be paid promptly by the Local Union each month prior to the payment of any other obligation of the Local Union.



# ADOPTED RESOLUTION

## Constitutional Change Article 21

BE IT RESOLVED

To delete Article 21:

### ~~ARTICLE 21~~

#### ~~Withdrawal and Military Service Cards and Work Permits~~

~~21.1 — Local Unions are authorized to issue withdrawal cards only to active members who, at the time of request for same, are in good standing with all obligations to the National Union and the Local Union paid, including the current month. Such cards shall be issued as follows:~~

~~21.1.1 A withdrawal card shall be issued by a Local Union to any active member requesting same who is leaving the jurisdiction of the National Union.~~

~~21.1.2 Any person bearing a withdrawal card shall not be entitled to participate in the operation of any Local Union. A person bearing a withdrawal card and who has complied with the conditions of the same may upon resuming work within the jurisdiction of any Local Union submit such card and be admitted to membership in any such Local Union without the payment of any initiation or transfer fees.~~

~~21.2 — Members entering the armed services of Canada during emergency periods as determined by the National Executive and who are in good standing with all obligations to the National Union and the Local Union paid, including the month in which they entered the armed services, shall be issued military service cards which shall continue their membership without the payment of dues or other fees for the period of the service required by such emergency periods and for an additional ninety (90) day period or until they again resume work within the jurisdiction of the Local Union, whichever occurs first, except that such persons shall only accrue rights to benefits to the extent determined by their respective Local Unions.~~

~~21.3 — Withdrawal and military service cards shall be issued by the Treasurer of the Local Union and monthly reports of all such cards issued, deposited or canceled shall be made to the Secretary-Treasurer of the National Union.~~

~~21.4 — Local Unions may issue work permits to persons employed for a period not exceeding ninety (90) days for work within the jurisdiction of the Local Union in establishments where the Local Union has union agreements, which work permit shall allow such person to work without the payment of initiation fees and dues; provided, however, that any such person may apply at any time during such period for membership in such Local Union. In the event a person works beyond ninety (90) days, any extension beyond this period will be subject to approval by the National President. Such permits if used by a Local Union shall be issued monthly and the charge shall be the same as the Local Union's regular monthly dues. Work permits shall be issued by the Local Union Treasurer and monthly reports of all work permits issued shall be made to the Secretary-Treasurer of the National Union.~~

Renumber subsequent articles accordingly.



# ADOPTED RESOLUTION

## Constitutional Change Article 22

BE IT RESOLVED

To delete Article 22:

### **ARTICLE 22**

#### **Withdrawal Card Reciprocity**

~~22.1 — Any former member of a union affiliated with the Canadian Labour Congress not under the jurisdiction of the National Union who accepts employment under the jurisdiction of the National Union shall, upon application for membership and irrevocable surrender of an honourable withdrawal card, or evidence of honourable termination of membership in those instances where unions do not issue withdrawal cards, and upon payment of the current month's dues if accepted for membership in the Local Union, be inducted into such Local Union without the payment of any initiation fees. Such evidence of honourable termination shall be surrendered to the Treasurer of the Local Union, who shall forward same to the Secretary-Treasurer of the National Union in lieu of initiation fees on behalf of such applicant. This section shall apply only in the case of unions affiliated with the Canadian Labour Congress, which participate in a reciprocal plan of accepting withdrawal cards from Locals of the National Union in lieu of an initiation fee.~~

~~22.2 Any member of any Local Union affiliated with this National Union who secures employment under the jurisdiction of any other union affiliated with the Canadian Labour Congress not under the jurisdiction of the National Union and who is thereby required to become a member of such other union, may retain membership in the Local Union of the National Union.~~

Renumber subsequent articles accordingly.



# ADOPTED RESOLUTION

## Constitutional Change Article 23.1

BE IT RESOLVED

To amend Article 23.1 to read:

Copies of all collective bargaining agreements entered into by Local Unions shall be filed at National headquarters **upon request**, and all such agreements, together with such information as may be necessary for a proper understanding of the agreement, shall be submitted to the President of the National Union. The National Union assumes no responsibility for any agreement to which it is not an actual party.



# ADOPTED RESOLUTION

## Constitutional Change Article 25.1

BE IT RESOLVED

To amend Article 25.1 to read:

The Constitution of the National Union shall be the paramount law governing the affairs of all Councils and Local Unions of the National Union. Any provision contained in the constitution and bylaws of a Local Union or Council which is contrary to or in conflict with the provisions of the National Union Constitution shall be inoperative and of no effect except as the National President may otherwise specifically approve.

**If any provision of this constitution shall be held unlawful, invalid, void or unenforceable, it shall not invalidate the other provisions of the constitution.**



# ADOPTED RESOLUTION

## Text of the National Constitution

- WHEREAS this Convention acknowledges that the Constitution contains minor omissions, grammatical errors, typographical errors and errors of translation;
- WHEREAS a certain degree of latitude must be given to the National Executive to review such errors and to prepare a final text of the Constitution;
- BE IT RESOLVED: that the National Executive take into consideration suggestions for modifying the grammar, typographical and translation errors which do not change the meaning of the Constitution and that the National Executive be authorized to finalize the text of the Constitution.



# ADOPTED RESOLUTION

## Constitutional Change Article 6.3.1

BE IT RESOLVED

To amend Article 6.3.1 to read:

6.3.1 Each Local Union shall be entitled to as many delegates as it has votes, except that no Local Union may have more than twenty (20) delegates present at a convention. **Notwithstanding this number of twenty (20) delegates as indicated, each region shall be entitled to twelve (12) additional credentials for equity seeking groups, which are allocated in the following manner:**

- a maximum of the four (4) members of the Canadian Equity Council shall be given automatic delegate status to participate in the convention;
- four (4) credentials for young workers;
- four (4) credentials for members self-identifying to equity seeking groups and who are not solely young workers.

**The method, the number and the time of selection of the persons other than members of the Canadian Equity Council and members in good standing with their Locals are set by the Regional Vice President. They must have the official backing of their Local.**



# ADOPTED RESOLUTION

## Constitutional Change Article 15.8

BE IT RESOLVED

To amend Article 15.8 to read:

**15.8 Notwithstanding the preceding paragraph and its consultative character, the Canadian Equity Council may elect a Chair person for the term of office as described below. The Chair person shall be elected at the Council's first meeting following convention and the Canadian Equity Council chooses its own Chair person selection process.**

**15.89 The term of office shall commence at the adjournment of a statutory national convention and up to the adjournment of the one that follows immediately ~~be three (3) years;~~**

Renumber subsequent articles accordingly.



# ADOPTED RESOLUTION

## Increasing strike and lockout benefits

WHEREAS the Canadian Office and Professional Employees Union (COPE) represents workers across Canada; and

WHEREAS regardless of location, conservatism and fascism are taking hold at all levels of society; and

WHEREAS employers are feeling more emboldened to treat workers unfairly; and

WHEREAS ideologically conservative, anti-worker, governments are becoming more a reality at the Provincial and Territorial level with the possibility of the election of a Federal conservative government looming on the horizon; and

WHEREAS direct action is key to fighting back against any oppression.

### THEREFORE BE IT RESOLVED

that COPE increase their benefits for a strike or lock-out for members working in a full-time position from \$48.00 per day or \$240.00 per week to \$60.00 per day or \$300.00 per week; and

### BE IT FURTHER RESOLVED

that the formulation for part-time members working in a part-time position be adjusted to reflect this;

### BE IT FURTHER RESOLVED

that the regulatory document intitled "Strike and Lockout Benefit and Defence Fund" be amended to reflect these changes.



# ADOPTED RESOLUTION

## Blood Ban

WHEREAS the Federal Liberal Government made a promise in their last Federal election campaign to end the blood ban against men who have sex with men and transgender Women.

WHEREAS Canadian Blood Services discriminates against men who have sex with men and transgender Women without scientific evidence that they will be a danger to the blood supply.

WHEREAS Canadian Blood Services tests all blood donations to keep the Canadian blood supply safe.

WHEREAS there is a blood supply shortage, and Canadian Blood Services with the Federal Government restrict large equity seeking groups the ability to provide healthy blood donations.

BE IT RESOLVED

that COPE/SEPB will write a letter to Primer Minister Justin Trudeau to keep his promise to end the blood ban.

BE IT RESOLVED

the National will write letters to the locals and councils to participate in the campaign to end the blood ban.

BE IT RESOLVED

the National will continue to speak out about the discriminatory practices of the Federal government and Canadian Blood Services.



# ADOPTED RESOLUTION

## Public Services

WHEREAS COPE SEPB represents public sector workers in areas such as health care, insurance, education and transportation across all four of its regions;

WHEREAS COPE SEPB has fundamentally supported public services provided by all levels of government and has resisted the neo-liberal narrative to privatize the important work done by public sector employees;

WHEREAS COPE SEPB recognizes that the services provided by public sector workers in Canada are critical for building a just society;

THEREFORE, BE IT RESOLVED

that COPE SEPB will adopt a policy reconfirming its commitment that public services in Canada must remain public and resists all efforts of privatization of existing and future public services.

AND BE IT FURTHER RESOLVED

that COPE SEPB will call on the CLC to adopt a similar policy that supports existing and future public services in Canada.



# ADOPTED RESOLUTION

## Union First

- WHEREAS COPE SEPB stands in solidarity with unionized workers in Canada and around the world;
- WHEREAS COPE SEPB has a national organizing program specifically intended to increase union density;
- WHEREAS COPE SEPB has long recognized that union jobs help working people achieve better wages, benefits and working conditions for themselves, their families and society as a whole;
- WHEREAS COPE SEPB does not currently have a formal policy on procurement of services and supplies to support unionized businesses before non-union businesses;

### THEREFORE, BE IT RESOLVED

that COPE SEPB will adopt a 'union first' policy for the purposes of procurement of services and supplies. The policy would require COPE SEPB to utilize unionized hotels and other suppliers wherever practicable, to show their support for unionized businesses, services and suppliers.



# ADOPTED RESOLUTION

## Ensuring participation of workers in just energy transition

BECAUSE energy transition is essential to minimize the impacts resulting from climate change.

BECAUSE a just energy transition cannot be done without taking workers into account.

BECAUSE energy transition will directly affect members affiliated with COPE-SEPBB.

BE IT RESOLVED

that COPE-SEPBB lobby the federal government to improve the employment insurance program in order to properly support workers affected by transformations related to measures taken to fight against climate change;

BE IT RESOLVED

that COPE-SEPBB advocate for increased government support for better access to qualifying and transferable training, employment/redeployment services, training programs and specific income support measures so workers can adjust to new jobs created by the transition;

BE IT RESOLVED

that COPE-SEPBB lobby the federal government and encourage Councils and Locals to lobby provincial governments so consultation and social dialogue become an integral part of the processes associated with the transition, at both national and regional levels;

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BE IT RESOLVED

that COPE-SEPB take steps to ensure that workers are aware of the changes that will occur in their workplaces as a result of the fight against climate change and that they be involved in their implementation in order to protect jobs and working conditions;

BE IT RESOLVED

that COPE-SEPB invite its affiliated locals to get involved in environmental issues, to negotiate environmental clauses in their collective agreements and to participate in environmental debates in order to promote the interests of workers and to convince Canadians of the need for a just transition.



# ADOPTED RESOLUTION

## Media crisis

WHEREAS the crisis affecting the Canadian news media industry;

WHEREAS the right to trustworthy and quality information is one of the pillars of a healthy democracy;

WHEREAS the La Presse unit, comprising some 100 unionized workers, has been a member of SEPB for more than 50 years;

### BE IT RESOLVED

that COPE-SEPB take the necessary steps to lobby the federal government so that concrete and effective measures be taken to assist news media.



# ADOPTED RESOLUTION

## Creation of a National Commissioner for children and youth in Canada

- BECAUSE the child poverty rate in Canada is currently higher than that of the general population;
- BECAUSE there is no Minister for Children or independent advocate, nor a parliamentary group or committee to ensure that the best interests of the child are taken into account in laws, policies, budget planning and services;
- BECAUSE there is no federal office or department responsible for assessing the impact of laws, regulations and programs on the living conditions of children, even though many of these measures directly affect children's lives;
- BECAUSE a national commissioner would be responsible for ensuring that laws, policies and programs are more responsive to the children's needs.
- BECAUSE SEPB-578, like UNICEF, believes that the strength of an economy and the health of a society is primarily defined by strong, healthy children, and that all members of Parliament must be mindful of the well-being of the seven million children and youth living in this country.

### BE IT THEREFORE RESOLVED

That COPE SEPB work with its affiliates, UNICEF and community groups to create a National Commissioner for Children and Youth in Canada, independent of any political affiliation and that it ensures the rights of the children be taken into account and protected when the federal government makes decisions that affect them.

### BE IT FURTHER RESOLVED

That COPE SEPB work with its labour affiliates, Unicef and community groups to ensure that the Commissioner's office has the support it needs to do its job.

# ADOPTED RESOLUTION

## Sex work

- WHEREAS sex work is an undeniable social fact that encompasses various realities, from a personal choice between consenting adults to cases of sexual exploitation;
- WHEREAS a host of factors ranging from social (racism, discrimination), economic (precariousness, poverty), family-related (neglect, violence) or personal (addiction, mental health) contribute to folks engaging in sex work;
- WHEREAS that environment exposes sex workers to different types of violence;
- WHEREAS current police practises are not enabling denunciation of abuses suffered by sex workers;
- WHEREAS current laws and police practises are insufficient in protecting sex workers;
- WHEREAS COPE-SEPQB is an advocate for the right to self-determination and is against all forms of discrimination, exploitation, violence and coercion;
- WHEREAS COPE-SEPQB acknowledges that sex workers are entitled to the same fundamental rights as any other person, including the right to life, security, dignity and freedom;
- WHEREAS COPE-SEPQB recognizes the importance to position sex workers at the centre of social, political and legislative changes;
- WHEREAS COPE-SEPQB also recognizes the importance of the role played by the organizations helping sex workers;

BE IT RESOLVED

that COPE-SEPBB make the necessary representations before the Canadian Labour Congress for a public consultation hosting sex workers as well as groups concerned by the issue in order to achieve a social consensus;

BE IT RESOLVED

that COPE-SEPBB be in favour of providing a wider and more adapted support for sex workers who wish to undertake a process out of sex work;

BE IT RESOLVED

that COPE-SEPBB make the necessary representations in order for the police authorities to review their approach toward sex workers;

BE IT RESOLVED

that COPE-SEPBB make the necessary representations in order for the government to undertake the required reforms for the respect of their fundamental rights, notably in terms of work conditions.



# ADOPTED RESOLUTION

## Gender neutral

WHEREAS COPE-SEPB is engaged in a fight against all forms of discrimination;

WHEREAS COPE-SEPB is a feminist union whose majority of members are not male;

WHEREAS COPE-SEPB is strongly in favor of all forms of expression of gender identities;

WHEREAS in some instances, the National Constitution uses the masculine gender and in other instances the feminine gender as well as the neutral gender;

BE IT RESOLVED

to mandate the National Legal Counsel to review the text of the National Constitution as to make it gender neutral.



# ADOPTED RESOLUTION

## Constitutional Change Article 4.6.2

WHEREAS Simon Berlin's years of service for the National Union, notably as National President;

BE IT RESOLVED

to amend article 4.6.2 of the Constitution to add the name of Simon Berlin as a National Honorary President and delegate with full rights at the National Convention.



# ADOPTED RESOLUTION

## Constitutional Change Article 17.1

- WHEREAS the increases of the National Union's per capita tax voted at the 2016 Convention;
- WHEREAS the need to ensure predictable and reasonable revenues generated from the per capita tax and the sums paid to the Convention Fund;
- WHEREAS the capitalization of the Strike and Lockout Benefit and Defence Fund;
- WHEREAS the general increase in the cost of living in Canada;

BE IT RESOLVED

to amend the first and third bullets of Article 17.1 as follows:

- **A per capita tax collected by the local union, in the amount of \$3.75 per person, per month; effective January 1<sup>st</sup>, 2019 and payable in February 2019;**

**Effective January 1<sup>st</sup>, 2020, and for the subsequent years, the amount mentioned in the above paragraph will be increased to the rate of inflation. The Canadian Consumer Price Index will be used as the reference. The year-over-year reference period will go from September 1<sup>st</sup> of a year to August 31<sup>st</sup> of the year preceding the said January 1<sup>st</sup>.**

[...]

- **Seventy-five dollars (\$75.00) per local union per month to be paid to the Convention Fund;**

**Effective January 1<sup>st</sup>, 2020, and for the subsequent years, the amount mentioned in the above paragraph will be increased to the rate of inflation. The Canadian Consumer Price Index will be used as the reference. The year-over-year reference period will go from September 1<sup>st</sup> of a year to August 31<sup>st</sup> of the year preceding the said January 1<sup>st</sup>.**



# ADOPTED RESOLUTION

## Constitutional Change Article 14

- WHEREAS the significant costs associated with the National Conference;
- WHEREAS the results of the last survey on the subject as well as the comments gathered;
- WHEREAS the resolution submitted by the National Executive to increase the Strike and Lockout Benefits;
- WHEREAS the decision of the National Executive to increase the maximum amount provided for in Article 4.4 of the National Organizing Program;

### BE IT RESOLVED

to repeal Article 14 of the National Union's Constitution and to remove any reference to the National Conference (Mid-Term) wherever it may be.



# ADOPTED RESOLUTION

## Pharmacare

- WHEREAS the Canadian Labour Congress and the Federation du Travailleurs et Travailleuses du Quebec have campaigns for public pharmacare, and;
- WHEREAS Canada is the only OECD state with a national health care program that does not have a public pharmacare plan, and;
- WHEREAS public pharmacare would greatly reduce the cost of prescription drugs in Canada benefitting all Canadians;

### BE IT RESOLVED

that COPE-SEPQB demand that the Federal government institute a universal public pharmacare program and that we resist any effort to institute half-measures.



# ADOPTED RESOLUTION

## Abortion access

WHEREAS Canada currently does not criminalize abortion services, and;

WHEREAS there has been no demonstrated need for any new laws;

WHEREAS any attempt to recriminalize any aspect of reproductive choices for women and transgender persons entails an unacceptable infringement on the rights of women and transgender persons, and;

BE IT RESOLVED

COPE-SEP-B reaffirm its commitment to the inviolable right of women and transgender persons to have autonomy of their own decisions regarding their bodies.



# ADOPTED RESOLUTION

## Murdered and Missing Indigenous Women and Girls

WHEREAS the National Inquiry into Missing and Murdered Indigenous Women and Girls has completed their report, Reclaiming Power and Place, and have presented it to the federal government for action; and

WHEREAS the Inquiry has determined that the affect of colonization on indigenous women and girls amounts to genocide based on the results of the Truth-Gathering Process; and;

WHEREAS COPE has decried the circumstances faced by indigenous women and girls giving cause for the inquiry, and;

WHEREAS the Inquiry report has issued Calls for Justice, because “the National Inquiry believes that the restoration of the rights of Inuit, Métis, and First Nations women, girls, and 2SLGBTQQIA people is a pressing priority. Respecting these rights is key to ensuring overall progress in addressing the crisis of missing and murdered Indigenous women and girls and to finding holistic solutions that help restore Indigenous women, girls, and 2SLGBTQQIA people to their power and place.”

BE IT RESOLVED

that COPE-SEPB recognizes that the effect of colonization on Indigenous women and girls does in fact amount to genocide, and;

BE IT RESOLVED

that COPE-SEPB endorse all the Calls for Justice as detailed in Reclaiming Power and Place, and;

BE IT RESOLVED

that COPE-SEPB call on the Canadian Labour Congress to endorse all the Calls for Justice, and;

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**Gatineau, QC**

**June 7-9, 2019**

BE IT RESOLVED

that COPE-SEPB write to the Federal government demanding action on all the Calls for Justice,  
and;

BE IT RESOLVED

that COPE-SEPB urge our Councils and Locals to write to provincial and local governments,  
respectively, to take action on the Calls for Justice.



# ADOPTED RESOLUTION

## Québec's "bill 21" on secularism

WHEREAS most of Québec's union federations (CSN, FAE, FIQ, CSQ) have pushed forward positions against the proposed "bill 21";

WHEREAS the Charters of rights and freedoms are the result of a social and historical consensus;

WHEREAS employment is a fundamental right;

WHEREAS unions have the obligation to defend all their members;

WHEREAS bill 21 introduces new forms of job discrimination based on the wearing of religious symbols;

WHEREAS article 15 of bill 21 renders any provision of duly negotiated and duly ratified collective agreements that is incompatible with this law absolutely null;

WHEREAS bill 21 could inspire other provincial governments to immediately invoke the notwithstanding clause so as to take away charter rights.

BE IT RESOLVED

that COPE-SEPB opposes the introduction of any law that attacks the right to employment;

BE IT RESOLVED

That COPE-SEPB commits to carry this message through its union structures so that COPE-SEPB and the CLC defend the fundamental right to employment;

BE IT RESOLVED

that COPE-SEPB call upon the CLC and the FTQ to object to these historical precedents contained in bill 21 which include:

- amending the Quebec Charter of Rights and Freedoms by a simple majority;
- the preemptive use of the notwithstanding clause in the Canadian Charter of Rights and Freedoms that will restrict fundamental rights, at the risk of being repeated elsewhere in the country.