



ADOPTED RESOLUTION

Constitutional Change Article 6.3.1

WHEREAS Article 6.3.1 refers to delegates for local unions and regions, and
WHEREAS it does not have a clear definition as to what are considered equity-seeking groups.
THEREFORE BE IT RESOLVED THAT Article 6.3.1 be split into two distinct articles, and that all subsequent articles be renumbered to reflect this change, and
BE IT FINALLY RESOLVED THAT the new Article 6.3.2 refers to Article 14.4 in terms of equity-seeking groups definition so as to ensure there is no conflict between the articles.

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.

6.3.2 ~~Notwithstanding this number of twenty (20) delegates as indicated,~~ Each region shall be entitled to twelve (12) ~~additional~~ credentials for **members of** equity-seeking groups **as defined as per Article 14.4**, which are allocated in the following manner:

- a maximum of 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~~ **of** 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~~ **Regions**. They must have the official backing of their Local.



ADOPTED RESOLUTION

Constitutional Change Articles 7.1 and 16.1 (third bullet)

BE IT RESOLVED to delete Article 7.1

~~7.1 — CONVENTION FUND~~

~~7.1.1 — A Convention Fund shall be maintained consisting of all monies paid by the Local Unions to the National Union in conformity with the applicable portion of Article 16 providing for Local Union payments to such Fund.~~

~~7.1.2 — The Convention Fund shall be used to offset convention costs.~~

BE IT RESOLVED to delete the third bullet of Article 16.1

~~— Seventy five dollars (\$75.00) per Local Union per month to be paid to the Convention Fund;~~

~~Effective January 1st, 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 1st of a year to August 31st of the year preceding the said January 1st.~~



ADOPTED RESOLUTION

Constitutional Change Articles 7.2 – 7.2.4

- WHEREAS the need to have a distinct article for Travel Allowances will no longer be necessary should the Convention Fund be eliminated by this convention, and
- WHEREAS the National Executive is required to charge a convention registration fee regardless of need, and
- WHEREAS a travel allowance is required to be offered regardless of the financial implications to each Local Union and the National Union.
- THEREFORE BE IT RESOLVED THAT Articles 7.2-7.2.4 be amended as shown below;
- BE IT FURTHER RESOLVED THAT the provisions of Articles 7.2-7.2.4 be moved to create a new Article 6.9, and
- BE IT FINALLY RESOLVED THAT all subsequent articles of the constitution be renumbered to reflect this change.

~~7-26.9~~ TRAVEL ALLOWANCES

~~7-2-16.9.1~~ **7.2.16.9.1** Travel allowances will be paid to eligible Local Unions from the **convention** registration fees received. **It will be at the discretion of the National Executive to determine if travel allowances will apply. Local Unions will be advised of the National Executive's decision regarding registration fees and travel allowances with the Convention Call as referenced in Article 5.5.1.**

~~7-2-26.9.2~~ **7.2.26.9.2** The National Executive shall set out the eligibility requirements for the travel allowances and the distribution method between Local Unions.

~~7.2.36.9.3~~ Notwithstanding the above, a Local Union must participate in a convention to be eligible to receive a travel allowance.

~~7.2.46.9.4~~ Appropriate cheques shall be issued to Local Unions by the National Secretary-Treasurer.



ADOPTED RESOLUTION

Constitutional Change Articles 8, 11.7, 13.6 and 13.14-13.14.4

- WHEREAS our National Executive Board structure was created in 2004 when our union split from OPEIU and was a holdover of the OPEIU's structure;
- WHEREAS the existing structure does not fully recognize the diversity of our membership;
- WHEREAS society has changed its definition and understanding of what it means to be a woman; and
- WHEREAS our existing structure does not codify our commitment to justice, diversity, equity and inclusion;
- THEREFORE BE IT RESOLVED THAT Articles 8, 11.7 and 13.6 be amended as follows with the intent to remove the Vice-President Seat Reserved for Women, and create four (4) additional Vice-President seats, one for each region, elected by the delegates of each respective region at convention.

AMEND ARTICLE 8 AS FOLLOWS:

- 8.1 The officers of the National Union shall be a National President and a National Secretary-Treasurer, who shall be the principal Executive Officers, ~~and two~~ Vice-Presidents from each Region ~~and one (1) Vice-President, seat reserved for women~~. These officers shall constitute the National Executive. All officers shall hold office until their successors are elected and installed, as hereinafter provided.
- 8.2 The National President and National Secretary-Treasurer shall be from different Regions.
- 8.2.1 ~~In addition to the Vice-Presidents selected from Regions, one (1) Vice-President shall be selected from amongst the members of all Local Unions. This seat shall be reserved for women.~~
As a commitment to diversity, equity and inclusion, each Regions' Vice-Presidents shall include:

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- **At least one person who is not a cis man, and**
- **At least one person who identifies as a member of one of the following equity-seeking groups:**

First Nations, Métis, Inuit, women, racialized people, Two Spirit, lesbian, gay, bisexual, transgender, queer, intersex, asexual, people living with a disability, or young workers.

A Region will be deemed to have met the above criteria if one of their Vice Presidents meets both criteria.

AMEND ARTICLE 11.7 AS FOLLOWS:

- 11.7 The National Secretary-Treasurer shall issue charters to Local Unions as directed by:
- the National Executive upon recommendation from ~~the~~ **at least one (1)** Regional Vice-President;
- or
- by the Council that has jurisdiction, upon recommendation from ~~the~~ **at least one (1)** Regional Vice-President.

AMEND ARTICLE 13.6 AS FOLLOWS:

- 13.6 The National Executive is authorized upon recommendation of **at least one (1)** of the Regional Vice-President to determine the conditions and terms under which suspended, expelled, dissolved, or disbanded Local Unions may be reconstituted or reinstated.

DELETE ARTICLES 13.14 TO 13.14.4:

- ~~13.14 In the event the office of Vice President seat reserved for women becomes permanently vacant, the position shall be filled in the following manner:~~
- ~~13.14.1 Notice of vacancy shall be sent to all Local Union and Council Presidents across Canada.~~
- ~~13.14.2 Eligible members shall apply within ten (10) days following the notification herein above mentioned by informing the National President.~~
- ~~13.14.3 Regional Vice Presidents may apply provided they resign their position if elected.~~
- ~~13.14.4 The office is filled by decision of the National Executive using whatever method the National Executive finds appropriate.~~

DELETE ALL REFERENCE TO THE VICE-PRESIDENT, SEAT RESERVED FOR WOMEN WHEREVER IT APPEARS AND MAKE THE NECESSARY ADJUSTMENTS



ADOPTED RESOLUTION

Constitutional Change Article 9

WHEREAS each Region has the complete autonomy to elect their Vice-Presidents, and

WHEREAS such decisions can be done democratically and responsibly off the floor of convention, freeing time in the agenda that would otherwise be consumed by regions to elect their Vice-Presidents.

THEREFORE BE IT RESOLVED THAT Article 9 shall be amended as follows:

- 9.1 ~~Officers of the National Union~~ **The National President and the National Secretary Treasurer** shall be nominated, **and** elected in accordance with the voting strength and installed at each regular Convention of the National Union. ~~The officers of the National Union shall pledge by oath the following obligation:~~

"I, _____, do hereby sincerely pledge my word and honour to perform the duties assigned to me in the National Union Constitution and Bylaws, to the best of my ability and with complete good faith to support, advance and carry out all official policies of the National Union and to promote a harassment and discrimination free environment. I will at all times devote my efforts to further the aims, objectives and best interests of the Canadian Office and Professional Employees Union. I will also surrender all books, papers, electronic data and other property of the National Union in my possession to my successor in office."

- 9.2 Elections shall be carried out in the following order:

- National President;
- National Secretary-Treasurer;
- Regional Vice-Presidents;
- Vice-President, seat reserved for women.

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9.3 The National President, **and the** National Secretary-Treasurer ~~and the Vice-President~~, seat reserved for women shall be elected by all delegates and it shall require a majority of votes cast to elect. In case no candidate receives a majority, the candidate receiving the lowest number of votes shall be dropped from subsequent balloting. Voting shall be by secret ballot and thereafter tabulated.

9.4 ~~Regional Vice-Presidents shall each be nominated and elected by the convention delegates from the Local Unions located in their Region. They shall nominate and elect one (1) Vice-President in Region 1; one (1) Vice-President in Region 2; one (1) Vice-President in Region 3; and one (1) Vice-President in Region 4. It shall require a majority of votes cast to elect. In case no candidate receives a majority, the candidate receiving the lowest number of votes shall be dropped from subsequent balloting. Voting shall be by secret ballot and thereafter tabulated.~~
Prior to the call for nominations, Regional Vice-Presidents shall be determined by their Region. When the Elections Officer calls for the nominations of Regional Vice Presidents, a delegate from each Region will announce the name(s) of their nominee(s) and will provide the name(s) and Local Union number(s) to the Elections Officer in writing. Each Region is responsible to ensure that their nominee(s) meet the criteria of Article 8.2.1 and are members in good standing from a Local Union within their Region. Should a Region request it, the Chair of Elections shall make themselves available to assist Regions with their election processes.

9.5 **The officers of the National Union shall pledge by oath the following obligation:**

"I, _____, do hereby sincerely pledge my word and honour to perform the duties assigned to me in the National Union Constitution and Bylaws, to the best of ability and with complete good faith to support, advance and carry out all official policies of the National Union and to promote a harassment and discrimination free environment. I will at all times devote my efforts to further the aims, objectives and best interests of the Canadian Office and Professional Employees Union. I will also surrender all books, papers, electronic data and other property of the National Union in my possession to my successor in office."



ADOPTED RESOLUTION

Election of Regional Vice Presidents

- WHEREAS the delegates at the 2022 COPE Convention have voted to amend the Constitution by removing the seat reserved for women,
- WHEREAS the delegates have also voted to create a second vice presidential position for each region, and
- WHEREAS these changes are intended to codify our commitment to diversity, equity, and inclusion.
- THEREFORE, BE IT RESOLVED THAT the changes approved by the 2022 National Convention for Regional Vice-Presidents take effect at the 2022 National Convention including all necessary elections.



ADOPTED RESOLUTION

Constitutional Change Article 11.7.1

WHEREAS the language of Article 11.7.1 only speaks to “particular city” which may not accurately reflect what should be considered when issuing charters to new local unions.

THEREFORE BE IT RESOLVED THAT Article 11.7.1 shall be amended as follows:

- 11.7.1 The Regional Vice-Presidents shall consult with and obtain the opinion of existing affected Local Unions in any particular city, **geographic region, or relevant community** before an additional charter ~~in such city~~ is issued.



ADOPTED RESOLUTION

Constitutional Change Articles 13.10 and 16.2

BE IT RESOLVED to delete Article 13.10 and renumber all subsequent articles and sub articles as applicable.

~~13.10—The National Executive shall be responsible for the National Organizing Fund.~~

BE IT RESOLVED to delete Article 16.2 and renumber all subsequent articles and sub articles as applicable.

~~16.2—NATIONAL ORGANIZING FUND:~~

~~An amount of ninety cents (90¢) per member per month shall be transferred from the per capita tax received to the National Organizing Fund.~~

~~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 14.4

WHEREAS Article 14.4 does not reflect the evolution of our language with respect to equity-seeking communities, and

WHEREAS the Canadian Equity Council is a consultative body that should represent the incredible diversity within our membership and our communities.

THEREFORE BE IT RESOLVED THAT Article 14.4 shall be amended as follows:

14.4 It shall be composed of the National Executive members and of a maximum of four (4) ~~persons~~ **members** per region ~~that~~ **who are a member of any of the following equity seeking communities:**

~~aboriginal~~ **First Nations, Métis, Inuit**, racialized workers **people**, **Two Spirit**, **lesbian**, gays, lesbians, bisexuals, transgender and, **queer**, intersex, **asexual**, and ~~workers~~ **people** living with a disability, and ~~or~~ **young workers**.



ADOPTED RESOLUTION

Constitutional Change Articles 15.9 and 15.10

WHEREAS Articles 15.9 and 15.10 do not allow for a complaint committee larger than 3 people, and

WHEREAS there may be times when a larger complaint committee is appropriate.

THEREFORE BE IT RESOLVED that Articles 15.9 and 15.10 be amended as follows:

- 15.9 In the event that the National Executive finds the complaint meets the requirements as set out in Article 15, the National Executive shall designate a Complaint Committee (hereafter referred to as the Committee) composed of **at least** three (3) people, at least one (1) of which shall be a member of the National Executive.
- 15.10 ~~These three (3) people~~ **The members of the Committee** must not have any conflict of interest.



ADOPTED RESOLUTION

Constitutional Change Article 16.1 (first bullet)

AMEND THE FIRST BULLET OF ARTICLE 16.1 AS FOLLOWS:

16.1.1 PER CAPITA TAX

——— A per capita tax collected by the Local Union, in the amount of ~~\$3.75~~ **\$2.60 (two dollars sixty cents)** per person, per month; effective ~~January 1st, 2019~~ **July 1st, 2022**, and payable in ~~February 2019~~ **August 2022**;

Effective January 1st, ~~2020~~ **2026**, 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 1st of a year to August 31st of the year preceding the said January 1st.



ADOPTED RESOLUTION

Constitutional Change Article 16.1 (second bullet)

AMEND THE SECOND BULLET OF ARTICLE 16.1 AS FOLLOWS:

16.1.2 DEFENCE FUND

~~—————\$3.25~~ **Effective July 1st, 2022, \$0.00 (zero)** per person, per month to be paid to the ~~Strike and Lockout-Benefit and~~ Defence Fund.

Should the Defence Fund fall below \$10,000,000 (ten million dollars) for three consecutive months, each Local Union shall contribute \$2.00 (two dollars), per person, per month, until the next convention, or until such time that the Defence Fund reaches or exceeds \$12,000,000 (twelve million dollars) for three (3) consecutive months, whichever comes first.

AMEND ALL REFERENCES TO THE "STRIKE AND LOCK-OUT BENEFIT AND DEFENCE FUND" TO READ "DEFENCE FUND".



ADOPTED RESOLUTION

Constitutional Change Article 18.6.4.1

WHEREAS Article 18.6.4.1 creates unnecessary work for local unions, that serve little purpose in the financial accountability of local unions.

THEREFORE BE IT RESOLVED THAT Article 18.6.4.1 be amended as follows:

- 18.6.4.1 The Treasurer shall keep all financial accounts of the Local Union and shall maintain correct and proper accounts of all of its members; collect all financial obligations due from members of the Local Union; make all disbursements for the Local Union as provided in Article 18.12; keep a correct record of all monies received and expended, and prepare financial statements by calendar months to be submitted to the Secretary-Treasurer of the National Union monthly and to the next regular meeting of the Local Union. **Annual financial statements of Local Unions must be submitted to the Secretary-Treasurer of the National Union in the following calendar year. Local Unions are also subject to Article 11.8.**



ADOPTED RESOLUTION

Constitutional Change Appendix A

WHEREAS Appendix A was created as a bridging document and all of its provisions have been executed and are no longer relevant, and

WHEREAS there is no location in our Constitution to record and preserve the names of Honourary Members.

THEREFORE BE IT RESOLVED THAT that Appendix A be amended as follows:

APPENDIX A

1. ~~At the closing of the November 2004 Convention, all Local Unions and Councils shall adapt their constitutions and bylaws and have them submitted to the National President for approval.~~
- 1.1 ~~Until the approval of the new Local Union and Councils constitution and bylaws after the 2004 Convention, the following measures will apply:~~
 - ~~The name OPEIU, Office and Professional Employees International Union shall be replaced by COPE, Canadian Office and Professional Employees Union;~~
 - ~~The name SIEPB, Syndicat international des employées et employés professionnels les et de bureau shall be replaced by SEPB, Syndicat canadien des employées et employés professionnels et de bureau.~~
 - ~~The COPE Constitution shall become part of the Local Unions and Councils constitution and bylaws by reference.~~
2. ~~Any proceedings that have been initiated by virtue of old Article 15 — Prohibited Activities — of the Constitution shall continue to be governed by this old Article and, as of June 14, 2010, any new proceedings shall be initiated in conformity with Article 15 as amended by the 2010 Convention, renumbered Article 16 by the 2016 Convention.~~
3. ~~The following principle conveyed in Article 18.3 of the National Constitution:~~
 - ~~“No Trustee shall sit on the Local Executive Board.”~~
 - ~~enters into effect on either one of the following dates whichever comes sooner:~~
 - ~~January 1st, 2017;~~
 - ~~the end of the term of the current Trustee.~~

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HONOURARY MEMBERS

The National Union recognizes the following people are honorary members:

Name of Honourary Member	Date of Appointment
Pierre Gingras	June 2019
Gwenne Farrell	June 2019
Liz Fong	June 2019

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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, translation errors, and all consequential renumbering 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

Equity Education and Learning Fund

- WHEREAS COPE is committed to justice, equity, diversity, and inclusion (JEDI), and
- WHEREAS education of our leaders, stewards, and members is critical to advancing our commitment to JEDI, and
- WHEREAS each region has unique needs with respect to education on JEDI.
- THEREFORE, BE IT RESOLVED THAT COPE will create an Equity Education and Learning Fund as part of its annual budgets during the 2022-2025 term,
- BE IT FURTHER RESOLVED THAT this fund will reimburse regions who put significant effort into educating members on issues of justice, equity, diversity, and inclusion (JEDI).
- BE IT FINALLY RESOLVED THAT the National Executive, in consultation with the Canadian Equity Council, will 1) determine the amount allocated to the fund, 2) advise each region of the amount allocated to the fund each year, and 3) determine how the fund will be administered.



ADOPTED RESOLUTION

Gender neutral

WHEREAS the National Constitution has been amended so as to make it gender neutral;

WHEREAS the Policies and Regulations of the National Union have not been amended so as to make them gender neutral;

BE IT RESOLVED to mandate the National Executive to amend all Policies and Regulations of the National Union so as to make them gender neutral.



ADOPTED RESOLUTION

Investment Policy

- WHEREAS the Investment Policy currently in effect;
- WHEREAS the on-going work with SHARE aimed at updating the Investment Policy of the Strike and Lockout Benefit and Defence Fund;
- WHEREAS Article 19.5 of the National Constitution provides that the National Executive shall make all determinations concerning the issuance of funds in accordance with the procedures, rules and regulations adopted by the Convention;
- WHEREAS the on-going work with SHARE will not be completed in time for the June National Convention in Vancouver, thus allowing the latter to vote on the necessary amendments to the Investment Policy;

BE IT RESOLVED

1. To delegate to the National Executive of COPE-SEPBC the authority to amend the text of the Investment Policy following the work with SHARE through an ordinary resolution;
2. The resolution to amend the text of the Investment Policy must be adopted before the end of 2022 in accordance with the procedure described below:
 - a. The proposed amendments to the Investment Policy prepared by the National Executive will be sent by email to the Local Unions of the four (4) regions and simultaneously published on the National website for a period of thirty (30) days;
 - b. During the above-mentioned thirty (30) day period, the Local Unions send, if need be, their written comments by email to the National Secretary-Treasurer;

- c. The National Executive will then review the comments received and make additional amendments to its initial proposal, if applicable;
- d. The final version of the Investment Policy will be sent to all Local Unions and published on the National website.

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ADOPTED RESOLUTION

National Expense Policy

WHEREAS the National Expense Policy, known as the Governing Per Diem Entitlement and Claim Process, has not been amended since November 2010, and

WHEREAS costs for accommodation, travel and dependent care have all increased since this policy was last reviewed and adopted.

THEREFORE, BE IT RESOLVED that the Governing Per Diem Entitlement and Claim Process Policy be amended as follows:

~~GOVERNING PER DIEM ENTITLEMENT AND CLAIM PROCESS~~

(as amended by COPE-SEP-B National Executive at its meeting held November 1st-4th, 2010 in Calgary, Alberta)

OUT OF POCKET EXPENSES FOR NATIONAL UNION BUSINESS

National Executive members and members designated by the National Executive or the National President are eligible to claim reimbursement of the hereinafter listed expenses for attending meetings of the National Executive, or meetings of any committee designated by the National Executive or for attending meetings or activities designated by the National Executive or the National President.

Allowable Expenses

- Hotel accommodation or a hosting allowance of ~~\$50.00~~ **\$65.00** when staying with friends **comrades** or relatives;
- Transportation Expenses (if by car allow ~~\$0.47~~ **\$0.61** per kilometre driven **or the Canada Revenue Agency's "reasonable per-kilometer allowance" whichever is greater**);
- Per diem of \$110.00;

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- Dependant care expenses that would otherwise not have been incurred up to a maximum of \$75.00 per day ~~upon presentation of receipts.~~ **for care that does not require overnight support and up to a maximum of \$150.00 per day when requiring overnight support. Dependent care expenses will be reimbursed upon presentation of receipts and upon approval of the National Secretary-Treasurer.**

Claim Process

Canadian Office and Professional Employees Union (COPE) expense claim forms shall be used for **all** expenses. The form shall be faxed or emailed to the Office of the National Secretary-Treasurer to expedite expense payment. **Receipts may be scanned and attached to expense claim form.** Originals shall be mailed, ~~with receipts attached,~~ **receipts may be requested by the** National Secretary-Treasurer.



ADOPTED RESOLUTION

National Executive Compensations

WHEREAS the National Executive compensations have remained unchanged by a Convention since 2004; and

WHEREAS the need to adjust compensations is long overdue; and

WHEREAS our members would not accept any of our collective agreements to remain unchanged for 18 years in terms of compensation; and

WHEREAS the current compensations are as follows:

National President: \$45,000 per year

National Secretary-Treasurer: \$40,000 per year

Vice Presidents: \$2,400 per year

Canadian Equity Council Chair: \$2,400 per year

BE IT RESOLVED THAT effective July 1, 2022, the updated compensations will be as follows:

National President: \$47,000 per year

National Secretary-Treasurer: \$42,000 per year

Vice Presidents: \$3,000 per year

Canadian Equity Council Chair: \$3,000



ADOPTED RESOLUTION

Prioritization of equity resolutions

WHEREAS equity issues are often perceived or treated as being of secondary importance;

WHEREAS equity seeking groups are marginalized at all levels of society;

WHEREAS we often run out of time to treat all resolutions during convention;

WHEREAS we have often deferred resolutions related to equity to be treated at a later time;

WHEREAS equity related resolutions are as important as any other resolution;

BE IT RESOLVED that equity related resolutions be prioritized by the resolutions committee.

BE IT FURTHER RESOLVED that going forward all future conventions will be organized through an equity lens in consultation with the Canadian Equity Council (CEC).



ADOPTED RESOLUTION

Resolution regarding the preemptive use of notwithstanding clauses in the Charters of Human Rights and Freedoms

- WHEREAS the provincial governments have invoked the notwithstanding clause provided for in the Charters of Human Rights and Freedoms, or threatened to do so with regards to several laws and various matters;
- WHEREAS the use of notwithstanding clauses may deprive the courts of the opportunity to rule on and interpret the nature of the restriction;
- WHEREAS the preemptive use of notwithstanding clauses removes the accountability incumbent upon governments by allowing them to elude reasonable restriction clauses within a free and democratic society and hence justify the restriction of certain rights protected by the Charters;
- WHEREAS the fundamental rights guaranteed by these Charters are universal, included in several international treaties signed by Quebec and Canada, and are encompassed within the constitutions of most Canadian and Quebec unions;
- WHEREAS the trivialization and the normalization of the preemptive use of notwithstanding clauses is disconcerting for anyone concerned with human rights and freedom;
- WHEREAS COPE-SEPBC is engaged in the fight for equity, equality, the respect for human rights and freedom for all workers in a free and democratic society and that these values must be upheld through its union structures, to ensure that COPE-SEPBC and the CLC defend the right to work for all;

BE IT RESOLVED

That COPE-SEPBC ask the CLC to organize a political and legal reflection on the preemptive use of notwithstanding clauses so as to develop and demand an official position on the matter ranging from the abrogation of these clauses to the imposition of guidelines for their use.

Translated version

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ADOPTED RESOLUTION

Equitable access for all COPE Locals to the COPE National Convention

WHEREAS COPE National is the national body for COPE members;

AND WHEREAS COPE National has a responsibility to ensure that all COPE members and their locals have equitable, fair and reasonable access to all aspects of the functioning of COPE National, while reducing our environmental footprint, which includes but is not limited to meetings, educational and conventions;

AND WHEREAS many of COPE's Local unions are small and have limited financing;

AND WHEREAS COPE National events are held across the country which may incur significant expenses;

AND WHEREAS equitable access to attend these events by these Locals may be impeded or hindered

THEREFORE BE IT RESOLVED THAT COPE-SEPBC examine the feasibility of adding a hybrid component to future National Conventions;

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ADOPTED RESOLUTION

Equity Parity

- WHEREAS resolutions brought to Convention cover a wide array of issues including equity related issues; and;
- WHEREAS equity- and sovereign-seeking groups are systemically and culturally marginalized; and
- WHEREAS at times, these voices are not always heard during discussions at Convention because space is taken up at the microphone by the most privileged groups and allies rather than the those directly impacted by the issues and resolutions;
- BE IT RESOLVED THAT equity parity be adopted as a practice at Convention as a way to empower the voices of members belonging to equity- and sovereign-seeking groups; and
- BE IT FURTHER RESOLVED THAT folks directly impacted by any resolutions are prioritized in those discussions as a way to combat the inequity they face; and
- BE IT FINALLY RESOLVED THAT equity parity be conducted in conjunction with gender parity during resolution related discussions.



ADOPTED RESOLUTION

Person who decides to work in the sex industry

- WHEREAS On December 20, 2013, the Supreme Court of Canada, in *Bedford*, unanimously declared that prostitution as such is not illegal, that exchanging sexual services for money is not against the law, and that articles of the *Criminal Code* criminalizing the keeping of a bawdy house, living on the avails of prostitution or communicating in public with someone for purposes of prostitution are unconstitutional, because these restrictions on prostitution jeopardize the safety and lives of sex workers;
- WHEREAS everyone has the right to life, liberty and security of the person;
- WHEREAS people who choose to work in the sex industry are sex workers;
- WHEREAS the Protection of Communities and Exploited Persons Act PCEPA (Bill C-36) does not, according to sex workers, address their concerns with regards to the right to security and life;
- WHEREAS COPE-SEPB respects the autonomy and dignity of sex workers who have the right to earn an income in exchange for safe sexual services, under respectful and suitable working conditions;
- WHEREAS COPE-SEPB recognizes that criminalization of the sex industry increases the marginalization of sex workers;
- WHEREAS COPE-SEPB recognizes and supports the rights of sex workers to achieve equality, equity, security as well as their efforts to challenge the stigma attached to sex work;
- WHEREAS full decriminalization of sex work with the necessary support to prevent exploitation, is essential for the recognition of sex workers to ensure their health and safety;
- WHEREAS COPE-SEPB has long fought for social and legal supports for all workers;

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THEREFORE BE IT RESOLVED that COPE-SEPB, in solidarity with workers who decide to work in the sex industry, support and promote the full decriminalization of sex work;

BE IT FURTHER RESOLVED that COPE-SEPB advocates for the necessary support to prevent exploitation, and the repeal of the Protection of Communities and Exploited Persons Act PCEPA;

BE IT FINALLY RESOLVED that COPE-SEPB support sex workers in their struggle to mobilize, organize, resist and improve their working conditions.

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ADOPTED RESOLUTION

Food Insecurity and Income Disparity

- WHEREAS food banks are under immense pressure to provide nutritious and culturally considerate foods to the most vulnerable in our communities; and
- WHEREAS the COVID-19 pandemic showed that across Canada we need a more equitable and healthier food system, and
- WHEREAS insufficient welfare rates have been cited as the number one reason for accessing a food bank; and
- WHEREAS people on social assistance represent more than half of food bank usage and are often left to have to choose between buying groceries or paying rent and other bills.
- THEREFORE, BE IT RESOLVED THAT that COPE/SEPBC encourage locals to develop regionally significant policies to address the growing impact of food insecurity, and
- BE IT FURTHER RESOLVED THAT COPE/SEPBC continue to support the Canadian Labour Congress' (CLC) and the Quebec Federation of Labour's (FTQ) campaigns to increase minimum wage across Canada, and
- BE IT FURTHER RESOLVED THAT that COPE/SEPBC participate in lobby efforts by the CLC and/or the FTQ to lobby for an increase to income assistance, and
- BE IT FINALLY RESOLVED THAT COPE/SEPBC support organizations that are working to address the growing need for food security.



ADOPTED RESOLUTION

Training towards the path of decolonization

- WHEREAS Canada's history and contemporary laws, customs, and culture are borne colonialization's influence and rooted in centuries of racism, misogyny, homophobia, transphobia, and white supremacy;
- WHEREAS equity-seeking communities have experienced oppression, discrimination, and violence at the hands of those working to uphold colonial's legacy of the dominant straight, white culture; and
- WHEREAS our history is told from the perspective of white colonizers, with little to no appreciation or acknowledgement of the contribution equity-seeking communities have made;
- THEREFORE, BE IT RESOLVED THAT COPE/SEPBC will encourage its locals to include provisions in future collective agreements that mandates annual training on issues of equity, diversity, and inclusion to begin the long overdue work of decolonizing our systems;
- BE IT FURTHER RESOLVED THAT COPE/SEPBC will call on the Federal Government to fund adult learning programs that focus on decolonization, while educating on the legacy of oppression, racism, and misogyny;
- BE IT FURTHER RESOLVED THAT COPE/SEPBC will encourage its locals to lobby their provincial governments to include decolonization, and the legacy of oppression, racism, and misogyny, into their education systems; and
- BE IT FINALLY RESOLVED THAT COPE/SEPBC will encourage its locals and councils to lobby their provincial and municipal governments to fund similar education programs in their communities and make them accessible to all.



ADOPTED RESOLUTION

Indigenous Education

- WHEREAS the federal government has still not fulfilled its duty to implement all 94 Calls to Action of the Truth and Reconciliation Commission;
- WHEREAS the labour movement has its own dark history when it comes to the treatment of Indigenous peoples that needs to be acknowledged and reconciled; and
- WHEREAS COPE/SEPBC and its locals are progressive leaders in social justice, equity, diversity and inclusion.
- THEREFORE, BE IT RESOLVED COPE/SEPBC will encourage its locals to include language in future collective agreements for mandatory education for all members to receive a minimum of eight hours per year of Indigenous learning;
- BE IT FURTHER RESOLVED COPE/SEPBC will call upon the Federal Government, to fund educational opportunities for adult learning on the true history of Indigenous peoples, residential schools and reconciliation.
- BE IT FURTHER RESOLVED that COPE/SEPBC will encourage its regions and locals to also lobby their provincial and municipal governments to provide similar educational opportunities in their communities; and
- BE IT FURTHER RESOLVED COPE/SEPBC will encourage its locals across Canada to provide their own educational sessions to their members on Indigenous history, truth and reconciliation, and contemporary issues and challenges that Indigenous peoples face;
- BE IT FINALLY-RESOLVED that these educational initiatives be led by Indigenous people.



ADOPTED RESOLUTION

Tackling Systems of Discrimination, Oppression and Racism within our Union and Workplaces

- WHEREAS systemic discrimination and racism exists in all aspects of our society, including within our union and our workplaces;
- WHEREAS such systemic discrimination can be a barrier to many of our members and prospective members;
- WHEREAS MoveUP (local 378), has commenced the important work of identifying and addressing systems of discrimination, oppression and racism within our local's structures, policies, practices and procedures; and
- WHEREAS our employers are often unaware that their policies, and hiring and promoting practices, are often steeped in systems of oppression and discrimination;
- THEREFORE, BE IT RESOLVED THAT COPE/SEPB will undertake a process to identify and address systems of discrimination, oppression and racism within its own policies, practices and procedures;
- BE IT FURTHER RESOLVED THAT that COPE/SEPB will encourage all regions and local unions to undertake their own processes to identify and address systems of discrimination, oppression and racism within its own policies, practices, and procedures; and
- BE IT FINALLY RESOLVED THAT that COPE/SEPB will encourage local unions to address similar systems of discrimination, oppression, and racism with our employers at the bargaining table and beyond, finding meaningful ways to tear down these barriers and to create more inclusive and supportive workplaces.



ADOPTED RESOLUTION

Supporting Self-Identified Women in Politics

- WHEREAS self-identified women who run for public office often face significant opposition which, when examined, is based in misogyny, racism, and sexism;
- WHEREAS once elected, women find that longstanding structures of oppression leave them with little opportunity to care for their own wellbeing; and;
- WHEREAS women who wish to pursue a career in politics often face criticism, bullying, harassment, loss of opportunities and are often ostracised from their colleagues as they struggle to balance work and family;
- THEREFORE BE IT RESOLVED that COPE-SEPBC will continue to support and encourage self-identified women to run for public office;
- BE IT FURTHER RESOLVED that COPE-SEPBC will also call out structures of oppression, misogyny, racism, and sexism that hold women back from being full participants in politics; and
- BE IT FINALLY RESOLVED that COPE-SEPBC encourage its locals to endorse progressive, self-identified women members who choose to run for public office to demonstrate our continued support to have more women at all levels of government.



ADOPTED RESOLUTION

Campaign for the establishment of a public and universal Pharmacare program

WHEREAS COPE-SEPBC carry on this campaign for as long as Canadians do not benefit from a public and universal Pharmacare program that meets our demands.

BE IT RESOLVED THAT COPE-SEPBC invites the CLC to maintain awareness and mobilization efforts around the establishment of a public and universal Pharmacare program.

Translated version

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ADOPTED RESOLUTION

For fair taxation to invest in our public services

- WHEREAS the coronavirus crisis has necessitated extraordinary spending through record deficits;
- WHEREAS the levels of government could be tempted in the coming years to put their public finances in order through austerity policies;
- WHEREAS illegal tax evasion deprives Canada of \$26 billion in lost taxes per year, namely due to the use of tax havens;
- WHEREAS digital giants such as GAFAM and many others pay virtually no taxes in Canada and deprive our governments of precious revenue;
- WHEREAS corporations fund only 15.2% of government revenue in Canada, while individuals fund 49.3% of the tax base;
- WHEREAS the income of the wealthiest consisting of dividends, capital gains and other investment income is taxed at much lower rates than wages, allowing the wealthiest to escape taxation;
- WHEREAS it is essential to support, maintain and improve our public services, namely by investing in the working conditions of the staff who hold the education and health networks at arm's length.
- BE IT RESOLVED THAT COPE-SEPBC, together with the CLC, promote fairer taxation among the various political parties by fighting tax evasion and avoidance as well as by fairer taxation so as to increase the contribution of the wealthy and businesses so that the government be enabled to increase its contribution to the provinces for the funding of the education and health networks.

Translated version

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ADOPTED RESOLUTION

Implementation of a plan so as to reduce COPE-SEPBC's ecological footprint by the next convention

- WHEREAS COPE-SEPBC must be at the forefront and serve as an example to Canadian society and businesses with regard to the protection of the environment;
- WHEREAS the projected impact of climate change on the quality of life of members and the population in general.
- BE IT RESOLVED THAT COPE-SEPBC encourage regions to implement a plan to significantly reduce their ecological footprint by the next convention.
- BE IT RESOLVED THAT the next COPE-SEPBC convention aims for the zero waste principle.

Translated version

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ADOPTED RESOLUTION

Housing crisis

- WHEREAS the current housing crisis is reflected namely by a shortage of affordable and family-friendly rental housing, an unprecedented increase in nearly two decades in rental costs and the poor quality of too many housing units;
- WHEREAS the private market is currently failing to provide enough affordable rental units to meet demand;
- WHEREAS the need to immediately strengthen measures to ensure the right to housing, compliance with existing regulations, the development of social and affordable housing as well as the construction and maintenance of affordable private and community rental housing;
- WHEREAS the supply of social, community and cooperative housing has stagnated for 25 years;
- WHEREAS the right to adequate affordable housing is one of the principles adopted by the United Nations Conference on Housing and Sustainable Urban Development (Habitat III) in 2016 and to which Canada adheres;
- WHEREAS COPE-SEPBC, together with the CLC, demands from the Government of Canada the construction of a sufficient number of social, community and cooperative housing units so that everyone is adequately housed at an affordable cost.
- BE IT RESOLVED THAT COPE-SEPBC, together with the CLC, demand that the Government of Canada put in place the necessary measures to curb speculation on the rise in rental costs.

Translated version

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ADOPTED RESOLUTION

Systemic ageism

- WHEREAS the health crisis has brought to light a systemic ageism that has led to years of underfunding of long-term care in Canada, but also to a form of neglect in the monitoring of the care quality;
- WHEREAS the majority of COVID-19-related deaths have been observed in the 70 years and over age group, which represents only a minority of the population;
- WHEREAS the lack of human and material resources in public and private long-term care facilities has made it almost impossible to fight the virus on an equal footing, despite the numerous investigations and damning quality assessment reports that had been denouncing this situation long before the crisis.
- BE IT RESOLVED THAT COPE-SEPBC, together with the CLC, demand that the government take concrete measures aimed at care and services for seniors so as to improve access, quality and safety.

Translated version

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ADOPTED RESOLUTION

Systemic racism and discrimination

- WHEREAS the disastrous and sometimes even deadly consequences of systemic racism and discrimination;
- WHEREAS the media coverage of tragic stories such as that of Georges Floyd, an African-American man killed by police and that of Joyce Echaquan, a 37-year-old Atikamekw woman who died at the Joliette hospital, only shows the tip of the iceberg;
- WHEREAS it is easy to recognize and condemn the gross discrimination that is expressed by a set of ideas, attitudes or acts that have the effect of inferiorizing groups economically, culturally and politically based namely on their gender, their sexual orientation, their ethnocultural, religious and national identity;
- WHEREAS systemic racism and discrimination are less widely understood and rarely denounced given that they operate more insidiously through gestures that are sometimes unconscious and seemingly harmless or through institutional policies or decision-making processes that have the effect of excluding a group;
- BE IT RESOLVED THAT COPE-SEPBC strongly recognize the existence of systemic racism and discrimination and demonstrate its solidarity by making, together with the CLC, the necessary representations to its authorities and to the government to ensure respect of the equal treatment for all.

Translated version

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ADOPTED RESOLUTION

Indigenous rights

- WHEREAS the 1972 report "Indian Control of Indian Education" included dozens of recommendations to reverse the impacts associated with residential schools and the intent of the state and church to assimilate Indigenous people;
- WHEREAS in the report of the Royal Commission on Aboriginal Peoples, published in 1996, 400 recommendations aimed at improving relations between the federal and provincial governments and Indigenous people;
- WHEREAS the Truth and Reconciliation Commission filed its report in 2015 including 94 calls to action and recommendations;
- WHEREAS the report filed in 2019 by the National Commission of Inquiry into Missing and Murdered Indigenous Women and Girls includes 231 recommendations and calls for justice to end violence against Indigenous women and girls;
- WHEREAS the United Nations Declaration on the Rights of Indigenous Peoples establishing a universal framework of minimum standards for the survival, dignity and well-being of the world's Indigenous people was adopted by the UN in 2007 by a vote of 144 to 4, including Canada;
- WHEREAS on September 29, 2020, Joyce Echaquan passed away despite more than 600 recommendations and calls to action,
- BE IT RESOLVED THAT COPE-SEP-B, together with the CLC, urge the Government of Canada to adopt and implement without delay the United Nations Declaration on the Rights of Indigenous Peoples.

Translated version

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ADOPTED RESOLUTION

Federal funding of public transit

- WHEREAS public transit is an essential part of our fight against climate change, the transportation sector being responsible for 25% of total greenhouse gas emissions in Canada;
- WHEREAS a just transition towards a carbon neutral economy, necessary to ensure a viable future, represents an opportunity for reskilling and creating unionized jobs;
- WHEREAS the funding of public transit authorities and operators in Canada remains precarious, which limits their ability to develop and even maintain the level of service they offer;
- WHEREAS the federal government already funds, through permanent programs, the maintenance and development of public transit infrastructure in Canada;
- WHEREAS the financial assistance provided for public transit authorities by the federal government to the provinces since the beginning of the COVID-19 pandemic has made clear that Ottawa should continually be involved in the funding of operating budgets of public transit authorities in Canada;

BE IT RESOLVED THAT

COPE-SEPBC defends the following positions within the CLC and with its partners and the competent authorities:

- Public transit is an essential public service and a sector to be prioritized for job creation in a context of just transition;
- The Government of Canada, as well as provincial governments and municipalities must adequately fund, through dedicated, permanent, predictable, and indexed sources of funding, both the development and maintenance of infrastructure, as well as the operation of public transit services in Canada.



ADOPTED RESOLUTION

Amendment to the Strike and Lockout Benefit and Defence Fund Regulations

- WHEREAS COPE-SEPBC, in accordance with Article 19 of its Constitution, maintains and administers a Strike and Lockout Benefit and Defence Fund;
- WHEREAS the Regulations of this Fund foresee that a member on strike or locked out may be paid the stipulated benefits "provided this member performs the strike or lockout duties as determined by his/her Local Union";
- WHEREAS since the beginning of the COVID-19 pandemic, tele-working has become a widespread reality in the work organization of office and professional employees;
- WHEREAS tele-working has now become a work condition in many workplaces;
- WHEREAS several unionized employees who are COPE-SEPBC members tele-work and will continue to do so;
- WHEREAS the Social and Political Action Committee of SEPBC-Québec has produced a guide aimed at promoting alternative methods of mobilization, namely virtual and remote methods using information technologies;
- WHEREAS in-person picketing or mobilization activities remains a union activity to be prioritized;

BE IT RESOLVED

To amend the COPE-SEPBC Strike and Lockout Benefit and Defence Fund Regulations as follows:

- By adding, at the end of Article 4.2: ", which may include activities taking place virtually and remotely, using information technologies."
- By adding, at the end of the first sentence of Article 4.3: ", which may include activities taking place virtually and remotely, using information technologies."

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ADOPTED RESOLUTION

Reproductive rights

WHEREAS, a conservative, anti-choice majority of the US Supreme Court is moving fast to erase the decision of Roe v. Wade and wipe out 50 years of protection of freedom of reproductive choice, and

WHEREAS, right here in Canada, well-funded anti-abortion, anti-choice groups are feeling empowered by the events occurring south of our border, and

WHEREAS, we must never take for granted our reproductive rights and abortion rights in Canada. Although the landmark case R. v. Morgentaler in 1988, decriminalized abortion, there remains no explicit law that guarantees reproductive rights in Canada which leaves us potentially vulnerable.

THEREFORE, BE IT RESOLVED THAT COPE will confirm its solidarity with those who are fighting right now to protect the values enshrined in Roe v. Wade, and

THEREFORE, BE IT FURTHER RESOLVED THAT COPE will call upon the Federal Government to take action by passing legislation that specifically protects reproductive and abortion rights, and

THEREFORE, BE IT FINALLY RESOLVED THAT COPE will call on the Federal Liberal Party to make good on its election promise to strengthen the Canada Health Act which would ensure all provinces comply with its own commitment to "equality of access to abortion" which would eliminate the chance that individual provinces could choose not to fund safe access to abortion treatment.



ADOPTED RESOLUTION

Combatting Anti-Black Violence and Racism

- WHEREAS On May 14, just across the border from Fort Erie, Ontario in Buffalo, NY, a white terrorist travelled 320 km to livestream his anti-black violence as he shot 11 black people and 2 white people, killing 10, who were shopping at a grocery store in a predominantly Black neighbourhood;
- WHEREAS Canada isn't immune to increasing white supremacy and anti-black violence;
- WHEREAS white supremacist, racist occupation and protests masking as a Freedom Convoy took over Ottawa, pervaded communities across Canada and inspired a white supremacist, racist Freedom Convoy movement in the US; and
- WHEREAS on June 3, 2021, four members the Afzaal family, a Muslim family, were killed in an Islamophobic vehicle attack in London, Ontario; and
- WHEREAS on January 29, 2017, six Muslim men were gunned down at a mosque in Québec City by a white, Islamophobic terrorist; and
- WHEREAS anti-black police violence has contributed to the deaths of countless of black Canadians including Machuar Madut in Winnipeg in February 2019, D'Andre Campbell in Brampton in April 2020, Regis Korchinski-Paquet in Toronto in May 2020; and
- WHEREAS white supremacy and anti-black racism are on the rise and must be countered.
- THEREFORE BE IT RESOLVED that COPE/SEPBC condemns anti-black violence and racism, and recognizes that they have no place in our Union
- BE IT FURTHER RESOLVED that COPE/SEPBC encourages its councils and Locals to engage in anti-black racism education and integrate anti-racist and anti-oppressive practices into the structures and practices; and

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BE IT FURTHER RESOLVED

that COPE/SEPBC encourages its councils and Locals to support local, regional and national organizations that are engaged in combatting anti-black violence and racism.

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ADOPTED RESOLUTION

Constitutional Change Article 4.6.2

WHEREAS David Black's years of service for the National Union, namely as National President;

BE IT RESOLVED to amend Article 4.6.2 of the National Constitution so as to add the name of David Black as a National Honourary President and delegate with full rights at the National Convention.