

## **CUPE National Convention October 7<sup>th</sup> Day 2**

**Attendance:** Stacey Robinson, Louise Henry, Loreen Wanlin, Elizabeth Rutsch, Lisa Devitt

**Ed Blackman award:** Established to fight racial discrimination in the workplace. Awarded to Nadia Aristyl. Her quote: “Putting equity at the for front is the only way to move us forward”.

### **Committee Reports**

#### **Nation Women and Gender Right Committee report:**

Promotes women and gender rights in our Unions and communities by providing safe spaces and leadership training and courses. They develop campaigns on reproduction rights and health. They fight for migrant rights within CUPE workspaces. See more on their report at [CUPE.ca](https://cupe.ca).

#### **National Indigenous Council report:**

A voice for indigenous CUPE workers. Our priorities are to remedy the under representation in CUPE to influence reports that come from anti racism committees. We participated in an event in 2024 on parliament hill, fighting for clean drinking water for all indigenous communities within Canada. See [CUPE.ca](https://cupe.ca) for full report.

#### **National Child Care working Group report:**

Provides advice for universal unionized childcare. Over the last 2 years we have had 11 of 13 provinces introduce 10 dollar-a-day childcare. We are putting pressure on provinces that have not adopted this policy. High turnover and lack of staffing is always an issue. We lobbied MPs to advocate for a workforce with adequate pay. See [CUPE.ca](https://cupe.ca) for full report.

#### **National Environment Committee report:**

This committee advice our MPs on environments issues. Our priorities for the past two years have been between our pension plan and the environment for a sustainable pension. We not only want to reach our climate goles but to become an independent Canada. We want to raise awareness and offer tools for CUPE members to become active in their workplace for environment issues. See [CUPE.ca](https://cupe.ca) for full report.

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### **National Global Justice Committee report:**

Is committee to international solidarity to fight privatization, austerity corruption and war. Education helps us understand global struggles. Building solidarity in other countries helps us as a National Union. We promote training opportunities around the world. We took part in delegations to Columbia, Cuba, and the Philippines. We stand in solidarity with our brothers and sisters suffering from oppression around the world. We are concerned with the rights of our migrants' workers here in Canada. See [CUPE.ca](http://CUPE.ca) for full report.

### **Anti Racism Strategy report:**

The strategy is taking clear steps to fight anti racism in our Unions. This strategy has been in place for 4 years. It helps our Black, Indigenous and Racialized members. We consulted members for the last 2 years to make this strategy possible. Our 10 goals are:

- Governance
- Representations
- Education Lived Experience
- Organizing
- Bargaining
- Enforce the Collective Agreement
- Data Collection
- Political Action
- Coalition Work

### **Credentials Committee report:**

- Ontario: 921 delegates representing 256 locals
- Nova Scotia: 79 delegates representing many locals
- Newfoundland & Labrador: 48 delegates representing 21 locals
- New Brunswick 113 delegate representing 49 locals
- PEI: 30 delegates representing 10 locals
- Quebec: 213 delegates representing 66 locals
- Manitoba: 79 delegates representing 22 locals
- Saskatchewan: 82 delegates representing 23 locals
- Alberta & Northwest Territories: 143 delegates representing 46 locals
- British Columbia: 406 delegates representing 145 locals

A grand total: 2153 delegates representing 666 locals.

### **National Contracting out and Privatization Coordinating Committee report:**

Promotes resource and strategies to bring contracting out back in the Unions. We review how tariffs by trump impact privatization in companies. We must remain vigilant. This is particular in the health care sector with private clinics. We also have reports from members how AI has impacted their jobs negatively. Read more of the report at [CUPE.ca](https://cupe.ca).

### **National Health Care Issues Committee report:**

Serves CUPE members by giving advice and care in the health care sector. We acted against privatization and the growth for profit health care facilities. We celebrate the adoption of the pharmacare act and the dental plan at the federal level. AI technology in health care is growing rapidly, and we propose more collective language to protect our members. Read more of the report at [CUPE.ca](https://cupe.ca).

### **National Pink Triangle Committee report:**

Promote the rights and freedoms of the LGBTQ2S within CUPE and our workplaces. We continue to fight the rise of the far right and work to get transphobic language out of our legislation. We advocate for the rights of intersex members for adequate health care. We represent at pride parades, festivals and related community events. Read more of the report at [CUPE.ca](https://cupe.ca).

### **National Post-Secondary Education Task Force report:**

Provides advice to CUPE for publicly accessibility of members in the university sector. Some of our priorities are combatting contracting out, particularly in food and custodial services. We help share lessons to our members from successful bargaining units. University and colleges are being hit hard with regulations on immigration. Read more of the report at [CUPE.ca](https://cupe.ca).

## **Speakers**

### **Bee Bruske - President of the CLC (Canadian Labour Congress)**

Responsible for national dental care for children, protection for pensions for failing companies, advocated for a post-COVID-19 economic recovery plan centred on workers, and minimum wage increases.

Thank you to Mark Hancock, your input to the CLC is invaluable. Also, a thank to Candace Rennick, one fierce sister. We know that the strongest collective agreements are won at the bargaining table and thank you Canada flight attendants for leading that charge. We are looking to rescind section 107 from the labour code. We know that the postal union is looking to strengthen their workers, but the government is looking to undermine their work. This is a nonprofit company, not a profit business. In the last year 66,000 jobs this year alone and we have youth unemployment at 20 %. We are looking at an austere budget for the upcoming year. They are cutting corners on the backs of workers. We demand respect for you're the workers; you have earned it. The cost of food, housing, gas are eating the workers' paycheques, which is obscene in a rich country like Canada. The rich continue to get rich while the working class gets further behind. Together we can fight against Trump's trade war and strengthen our communities. We need to make sure that no one is left behind and open our doors to our CUPE families. We demand strong public services, equal pay and a strong Union. Remember the labour movement founded the NDP party in 1961. We build the labour party and fought for our public services. We are the engine driving Canada's economy! Get involved in politics.

**Lee Saunders – President of AFSCME (American Federation of State, County, Municipal Employees)**

Bring greetings from the 1.4 million members of AFSCME! Happy to be here to continue our friendship and solidarity. In 1963 the first AFSCME president spoke at the CUPE national convention, you have always stood with us. We need to come together and fight like hell to make our voices heard as we are a global movement. We may be separated by geography but we are united by our values. American workers need that solidarity more than ever as we navigate a torrential storm, for the labour movement and democracy itself. We are being attacked by billionaires like we have never seen. Over the last months 10 of thousands of workers have been stripped of their collective bargaining rights and we are going to get it back. The Trump admin have rolled back health care rights, and the signature piece of legislature (the big beautiful bill) hurts the most vulnerable of our nation. It rips health care away from 15 million American people. Our communities will have less access to public and emergency services. It is a shameless abuse of power, and we will fight this. How did this happen? By appealing to people's worst fear. The fear of immigrants and misinformation. If this can happen right across the border, make no mistake, this can happen anywhere.

Making Canada the 51<sup>st</sup> state is so much bullshit I can even! We need to fight this and stand together. There is no law they won't break and no power they won't abuse if we don't stand up and fight back. In moments like these I draw inspiration from Martin Luther King's words, as he supported sanitation workers on strike, he said this "only when it is dark enough can you see the stars". It is a dark time now. Organize, organize, organize! Grow our membership and defend our freedoms. We are growing an army of grassroots activists, and if we stand together, when we fight together, we will win together!

## **Constitutional Amendments**

### **Constitutional Amendment No. C3 - Passed**

CUPE will amend article 6.3 as follows and take out “registration will close at 8:30 a.m. local time on the Wednesday morning” because keeping registration open will allow for delegates to arrive later in the convention and still be able to register.

### **Constitutional Amendment No C29 – Referred back to committee**

Regarding making a complaint. To remove ‘members who have a complaint alleging a violation of Article F1 may opt to use an alternate process adopted by the National Executive Board’. This change will allow members to file their complaint of harassment and discrimination directly into an alternate process approved by the National Executive Board.

### **Constitutional Amendment No. C39 - Passed**

“The definition of a young worker is age 35 and under”. Currently at age 30. One of the reasons is that 30-35 age group can serve as a bridge between young activists and more established bodies. Also, entry into the labor market in a unionized position tends to occur later than before.

### **Constitutional Amendment No. C28 – Passed**

## **Resolutions**

**Resolution 24:** CUPE will create a task force on governance composed of CUPE member to conduct a comprehensive review of governance and structure of the National Union as laid out in the National Constitution. **PASSED**

**Resolution 1:** CUPE will update educational material and workshops on understanding and defending Two Spirit, trans and gender diverse worker issues. Update model language and terms in materials such as Bargaining Beyond the Binary guide to reflect the growing need for workplace benefits to protect our LGBTQ2S and include gender affirming care protection. Continue to protect Two Spirit, trans and gender diverse workers legislative rights. **PASSED**

**Resolution 18:** CUPE will support provincial divisions, district councils and locals to campaign for universal, public school aged child-care integrated in our public school system. **PASSED**

**Resolution 5:** CUPE will work with allies in the labour and progressive movement to lobby federal and provincial governments for laws and regulations that protect workers, public service users and the environment from the harms of artificial intelligence (AI). Support local and sectoral strategies and campaigns to protect our jobs and public services from the dangers of AI. **PASSED**

**Resolution 65:** CUPE will commemorate the 2026 as the year of health and safety by promoting and supporting health and safety, revitalizing occupational health and safety committees, and by producing new and updated resources on health and safety. – **PASSED**

**Resolution 204:** CUPE will renew campaigning through lobbying and mobilization of all levels of government for comprehensive, public post-secondary funding. **PASSED**

**Resolution 68:** CUPE will use all means at its disposal to pressure the federal government amending/improving regulations and federal standards on the transportation of cash securities by armoured vehicles by providing staff training, equipment and safety measures, the size of work teams and security in and out of the workplace. **PASSED**

**Resolution 46:** CUPE will extend the allowable recovery period to a minimum of five years from the date the overpayment occurred for locals in relations to overpayment policy form 1995. **PASSED**

**Resolution 74:** CUPE will officially endorse the National Standard for Psychological Health and Safety in the workplace, developed by the Mental Health Commission of Canada. **PASSED**