



RESOLUTION 1

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

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.

Resolution submitted by COPE National Executive.



RESOLUTION 2

SEVENTH NATIONAL COPE CONVENTION June 2-4, 2022 Westin Bayshore Hotel, Vancouver, BC

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.~~

Resolution submitted by COPE National Executive.



RESOLUTION 3

SEVENTH NATIONAL COPE CONVENTION June 2-4, 2022 Westin Bayshore Hotel, Vancouver, BC

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~~ 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~~ The National Executive shall set out the eligibility requirements for the travel allowances and the distribution method between Local Unions.

~~7.2.3~~**6.9.3** Notwithstanding the above, a Local Union must participate in a convention to be eligible to receive a travel allowance.

~~7.2.4~~**6.9.4** Appropriate cheques shall be issued to Local Unions by the National Secretary-Treasurer.

Resolution submitted by COPE National Executive.



RESOLUTION 4

SEVENTH NATIONAL COPE CONVENTION June 2-4, 2022 Westin Bayshore Hotel, Vancouver, BC

Constitutional Change Articles 8, 11.7 and 13.6

- 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:

- **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.

Resolution submitted by COPE National Executive.

RESOLUTION 5

SEVENTH NATIONAL COPE CONVENTION June 2-4, 2022 Westin Bayshore Hotel, Vancouver, BC

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.~~

- 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."

Resolution submitted by COPE National Executive.



RESOLUTION 6

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

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.

Resolution submitted by COPE National Executive.



RESOLUTION 7

SEVENTH NATIONAL COPE CONVENTION
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Westin Bayshore Hotel, Vancouver, BC

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.

Resolution submitted by COPE National Executive.



RESOLUTION 8

SEVENTH NATIONAL COPE CONVENTION June 2-4, 2022 Westin Bayshore Hotel, Vancouver, BC

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.~~

Resolution submitted by COPE National Executive.



RESOLUTION 9

SEVENTH NATIONAL COPE CONVENTION
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Westin Bayshore Hotel, Vancouver, BC

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.

Resolution submitted by COPE National Executive.



RESOLUTION 10

SEVENTH NATIONAL COPE CONVENTION
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Westin Bayshore Hotel, Vancouver, BC

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.

Resolution submitted by COPE National Executive.



RESOLUTION 11

SEVENTH NATIONAL COPE CONVENTION
June 2-4, 2022
Westin Bayshore Hotel, Vancouver, BC

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.

Resolution submitted by COPE National Executive.



RESOLUTION 12

SEVENTH NATIONAL COPE CONVENTION
June 2-4, 2022
Westin Bayshore Hotel, Vancouver, BC

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".

Resolution submitted by COPE National Executive.



RESOLUTION 13

SEVENTH NATIONAL COPE CONVENTION
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Westin Bayshore Hotel, Vancouver, BC

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.**

Resolution submitted by COPE National Executive.

RESOLUTION 14

SEVENTH NATIONAL COPE CONVENTION June 2-4, 2022 Westin Bayshore Hotel, Vancouver, BC

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.~~

HONOURARY MEMBERS

The National Union recognizes the following people are honorary members:

Name of Honourary Member	Date of Appointment
Pierre Gingras	June 2018
Gwenne Farrell	June 2018
Liz Fong	June 2018

Resolution submitted by COPE National Executive.



RESOLUTION 15

SEVENTH NATIONAL COPE CONVENTION
June 2-4, 2022
Westin Bayshore Hotel, Vancouver, BC

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.

Resolution submitted by COPE National Executive.



RESOLUTION 16

SEVENTH NATIONAL COPE CONVENTION
June 2-4, 2022
Westin Bayshore Hotel, Vancouver, BC

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.

Resolution submitted by COPE National Executive.



RESOLUTION 17

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

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.

Resolution submitted by COPE National Executive.



RESOLUTION 18

SEVENTH NATIONAL COPE CONVENTION June 2-4, 2022 Westin Bayshore Hotel, Vancouver, BC

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-SEPB 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.

Resolution submitted by COPE National Executive.



RESOLUTION 19

SEVENTH NATIONAL COPE CONVENTION June 2-4, 2022 Westin Bayshore Hotel, Vancouver, BC

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 SEPBC 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 ~~n~~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;

- 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, to the~~ **receipts may be requested by the** National Secretary-Treasurer.

Resolution submitted by COPE National Executive.



RESOLUTION 20

SEVENTH NATIONAL COPE CONVENTION June 2-4, 2022 Westin Bayshore Hotel, Vancouver, BC

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**

Resolution submitted by COPE National Executive.



RESOLUTION 21

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

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 CEC.

Resolution submitted by the Canadian Equity Council.



RESOLUTION 22

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

Resolution against the preemptive use of the notwithstanding clause in the *Québec Charter of Human Rights and Freedoms* and the *Canadian Charter of Rights and Freedom*

- WHEREAS the government of Quebec has already used the so-called "notwithstanding" clause twice as a preemptive measure, allowing them to suppress fundamental rights protected in the Quebec and Canadian Charters, without demonstrating that the suppression of these fundamental rights was urgent, relevant and non-discriminatory;
- WHEREAS the fundamental rights guaranteed by these Charters are universal, included in several international treaties signed by Quebec and Canada, and included in the constitutions of most Canadian and Quebec unions;
- WHEREAS the trivialization of the pre-emptive use of the notwithstanding clause is the gateway to potential abuses of rights by any provincial or federal government.
- WHEREAS COPE-SEPBC made a commitment during its last convention (2019), in regards to the *Act respecting the laicity of the State*, to oppose to the introduction of such laws that attack the right to employment and is committed to conveying this message through its union structures, so 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 the notwithstanding clause so as to develop and demand an official position on the matter.

Resolution submitted by the Canadian Equity Council.



RESOLUTION 23

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

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, educationals 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

AND WHEREAS COPE National has an obligation, as a national union, to safeguard the right of, and provide the opportunity for all COPE members to participate in the affairs of their Union, regardless of the size or financial capacity of their Local;

THEREFORE BE IT RESOLVED THAT COPE National shall ensure a hybrid component to the National Conventions shall be established to include but not limited to, virtual access to all COPE Locals across the country;

BE IT FINALLY RESOLVED THAT the implementation of the offering of the hybrid model shall begin immediately following the COPE National June 2022 Convention.

Resolution submitted by Local 225.



RESOLUTION 24

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

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;
- BIRT 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
- BIFRT that folks directly impacted by any resolutions are prioritized in those discussions as a way to combat the inequity they face; and
- BIFRT equity parity be conducted in conjunction with gender parity during resolution related discussions.

Resolution submitted by Local 343.

RESOLUTION 25

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

Sex Work

- WHEREAS On December 20, 2013 the Supreme Court of Canada unanimously ruled that criminalization of sex work breached sex workers' rights under s. 7 and s 2 (b) of the Canadian Charter of Rights and Freedoms;
- WHEREAS the laws around sex work introduced by the government PCEPA (Bill C-36) reproduced all of the same criminalizations that were addressed by the courts;
- WHEREAS COPE-SEPBC respects the autonomy and agency of those who participate in sex work, and their right to earn income through sex work without harassment;
- WHEREAS COPE-SEPBC recognizes that the criminalization of sex workers, clients, and third parties in the sex industry ensures people are focused on avoiding police detection and consequently creates conditions of isolation, targeted violence, and exploitation;
- WHEREAS COPE-SEPBC recognizes that criminalization of the sex industry increases marginalization of Indigenous, Black, migrant sex workers through targeted surveillance and profiling;
- WHEREAS COPE-SEPBC recognizes and supports the rights of sex workers and people who sell or trade sex and their efforts to challenge the stigma attached to sex work;
- WHEREAS COPE-SEPBC recognizes and supports the rights of sex workers and people who sell or trade sex and their efforts to attain equality, equity, workplace safety, labour rights and any other benefit provided to all other workers;
- WHEREAS full decriminalization of sex work recognizes sex work as labour and allows violence and exploitation in sex work to be addressed as such;
- WHEREAS COPE-SEPBC has long fought for social and legal supports for all workers;

THEREFORE BE IT RESOLVED

that COPE-SEPB, in solidarity with sex workers and other sex worker advocates, support and promote the full decriminalization of sex work, the repeal of laws around sex work introduced through Protection of Communities and Exploited Persons Act PCEPA, and support for sex workers in their struggle to organize and improve their working conditions but not limited to, virtual access to all COPE Locals across the country;

Resolution submitted by Local 378.



RESOLUTION 26

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

Convention Fund

WHEREAS, the Convention Fund is a flat tax on each local union regardless of size;

WHEREAS, the cost of running the COPE-SEPBC triennial Convention should be borne from the per capita tax collected from local unions and not through a flat tax such as the Convention Fund; and

WHEREAS, the Convention Fund flat tax is presently set at \$77.56 and is set to increase on January 1, 2023, by the Canadian Consumer Price Index;

THEREFORE, BE IT RESOLVED THAT COPE-SEPBC shall eliminate the Convention Fund, as outlined in Article 7 and 16 of the Constitution, effective July 1, 2022.

Resolution submitted by Local 378 and SEPBC-Québec and endorsed by the National Executive Board.



RESOLUTION 27

SEVENTH NATIONAL COPE CONVENTION
June 2-4, 2022
Westin Bayshore Hotel, Vancouver, BC

Strike and Lockout Benefit and Defence Fund

- WHEREAS the National Strike and Lockout Benefit and Defence Fund is approaching \$17 millions;
- WHEREAS many of our locals represent public sector workers providing what are deemed to be essential services and are at greater risk of being legislated back to work, or prohibited from initiating a strike; and
- THEREFORE, BE IT RESOLVED THAT the per capita tax for the National Strike and Lockout Benefit and Defence Fund be set at zero effective July 1, 2022; and
- BE IT FURTHER RESOLVED THAT in the event this fund falls below \$10 million for three consecutive months, each local union shall contribute \$2 per member per month until the next triennial Convention, or until such time that the fund reaches or exceeds \$12 million for three (3) consecutive months, whichever comes first.

Resolution submitted by Local 378 and SEP-B-Québec and endorsed by the National Executive Board.



RESOLUTION 28

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

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.

Resolution submitted by Local 378.



RESOLUTION 29

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

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.

Resolution submitted by Local 378.



RESOLUTION 30

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

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/SEPB and its locals are progressive leaders in social justice, equity, diversity and inclusion.
- THEREFORE, BE IT RESOLVED COPE/SEPB 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/SEPB 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/SEPB 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 FINALLY RESOLVED COPE/SEPB 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.

Resolution submitted by Local 378.



RESOLUTION 31

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

National Organizing Fund

- WHEREAS, the National Organizing Fund was set up in 2004 when COPE-SEPBC separated from the OPEIU with the intent to help smaller regions grow their membership and to reach a membership number of approximately 50,000 nationally;
- WHEREAS, this program has been funded by the per capita tax paid by each local union;
- WHEREAS, the original purposes have not been resulted in the intended outcomes;
- WHEREAS, the per capita tax continues to rise each year, putting increased financial pressures on local unions;
- THEREFORE, BE IT RESOLVED THAT, the National Organizing Fund be eliminated, and the per capita tax paid by local unions to the national union be reduced to \$2.60 per member per month.

Resolution submitted by Local 378 and SEPBC-Québec and endorsed by the National Executive Board.



RESOLUTION 32

SEVENTH NATIONAL COPE CONVENTION
June 2-4, 2022
Westin Bayshore Hotel, Vancouver, BC

Per Capita Tax

WHEREAS, the National Union's per capita tax (PCT) is now \$3.95 per member per month;

WHEREAS, in 2019 the PCT was set to increase with the Canadian Consumer Price Index;

WHEREAS, the increases in the PCT have had an adverse impact on the financial health of local unions and regions; and

WHEREAS, a reduction in the PCT would keep money in the local unions and regions, where they can decide the best use of their funds;

THEREFORE, BE IT RESOLVED THAT, the per capita tax (PCT) as outlined in article 16.1 be reduced to \$2.60 per member per month as of July 1, 2022; and

THEREFORE, BE IT RESOLVED THAT, the provision for increasing the PCT, with respect to the Canadian Consumer Price Index, be amended to take effect on January 1, 2026.

Resolution submitted by Local 378 and SEP-B-Québec and endorsed by the National Executive Board.



RESOLUTION 33

SEVENTH NATIONAL COPE CONVENTION June 2-4, 2022 Westin Bayshore Hotel, Vancouver, BC

Regional Vice-Presidents and the Seat Reserved for Women

- 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, 9, 11 and 13 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, ~~a 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:~~
- ~~- 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: Indigenous, Inuit, Metis, 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 9 as follows:

- 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.~~
- 9.3 The National President, 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)~~ two (2) Vice-Presidents in Region 1; ~~one (1)~~ two (2) Vice-Presidents in Region 2; ~~one (1)~~ two (2) Vice-Presidents in Region 3; and ~~one (1)~~ two (2) Vice-Presidents 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.

Amend Article 11 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 Regional Vice-President;
- or
- by the Council that has jurisdiction, upon recommendation from ~~the~~ at least one Regional Vice-President

Amend Article 13.6 as follows:

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

Resolution submitted by Local 378 and SEP-B-Québec and endorsed by the National Executive Board.



RESOLUTION 34

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

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/SEPBC 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/SEPBC 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/SEPBC 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.

Resolution submitted by Local 378.



RESOLUTION 35

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

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-SEPB will continue to support and encourage self-identified women to run for public office;
- BE IT FURTHER RESOLVED that COPE-SEPB 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-SEPB 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.

Resolution submitted by Local 378.



RESOLUTION 36

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

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 in this regard.

Resolution submitted by Locals 463, 573, 578 and 579.



RESOLUTION 37

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

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.

Resolution submitted by Locals 463, 573, 578 and 579.



RESOLUTION 38

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

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

- WHEREAS COPE-SEPB 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-SEPB and their regions implement a plan to significantly reduce their ecological footprint by the next convention.
- BE IT RESOLVED THAT the next COPE-SEPB convention aims for the zero waste principle.

Resolution submitted by Locals 463, 573 and 578.



RESOLUTION 39

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

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.

Resolution submitted by Locals 463, 573 and 578.



RESOLUTION 40

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

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.

Resolution submitted by Locals 463, 573 and 578.

Translated version



RESOLUTION 41

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

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.

Resolution submitted by Locals 463, 573 and 578.



RESOLUTION 42

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

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.

Resolution submitted by Locals 463, 573 and 578.

Translated version



RESOLUTION 43

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

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.

Resolution submitted by Locals 463, 573, 574 and 610.



RESOLUTION 44

SEVENTH NATIONAL COPE CONVENTION

June 2-4, 2022

Westin Bayshore Hotel, Vancouver, BC

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."

Resolution submitted by Locals 463, 571 and 610.

Translated version