

# AMENDED RESOLUTION 6

**EIGHTH NATIONAL COPE CONVENTION**  
**June 5-7, 2025**  
**Fairmont Winnipeg Hotel, Winnipeg, MB**

## Statement of Principle on Gender in Our Leadership

- WHEREAS** COPE has had a long, unwritten history of addressing gender balance between the positions of National President and Secretary-Treasurer, and
- WHEREAS** our understanding about sex, gender, and gender expression has evolved and therefore we no can longer consider gender as a binary between men and women, and
- WHEREAS** it is a good practice to state our beliefs and intentions clearly to our members and future members with respect to gender equity for the positions of President and Secretary-Treasurer of our National Union.
- THEREFORE, BE IT RESOLVED THAT** COPE shall adopt the following Statement of Principle on Gender in Our Leadership, and
- THEREFORE, BE IT FURTHER RESOLVED THAT** once adopted, this Statement of Principle on Gender in Our Leadership shall be posted on our National website.

## Statement of Principle on Gender in Our Leadership

Gender balance in our leadership has been an unwritten principle since our union was established in 2004. We didn't write it down or make a hard rule. We just did the right thing - consciously considering gender balance, especially when nominating and electing our President and Secretary-Treasurer. And with one exception, we have maintained this principle.

We have listened, learned, evolved and grown. We are correcting many long-held views on sex, gender, and gender expression. We have looked to our membership, friends and allies for guidance on how to ensure gender diversity in our National Executive.

# AMENDED RESOLUTION 17

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## Funding for the next convention

- WHEREAS** COPE-SEPB is a decentralized union in which the vast majority of activities are carried out by Locals and Councils;
- WHEREAS** one of the main functions of COPE-SEPB's national bodies is to administer a Defence Fund;
- WHEREAS** the use of this Fund is strictly governed by the COPE-SEPB Constitution as well as the Procedures, Rules and Regulations of the Defence Fund;
- WHEREAS** these Procedures, Rules and Regulations clearly state that "the primary purpose of the Fund is to pay strike and lockout benefits to its members" and to "combat attacks against the existence or the progress of the union";
- WHEREAS** COPE-SEPB holds a triennial convention whose official schedule extends over four (4) days;
- WHEREAS** the possibility of using part of the interest generated by the Defence Fund to finance the organization of the next convention has been raised;
- WHEREAS** such a use of the Defence Fund would be incompatible with the fundamental purpose of this Fund and with the COPE-SEPB Constitution and Bylaws;
- WHEREAS** the principles of democracy, solidarity and the defence of trade union struggles are at the heart of the aims and objectives of COPE-SEPB;

## IT IS PROPOSED THAT

this Convention reiterate that the COPE-SEPB Defence Fund must be used strictly for the purpose for which it was established, namely the payment of strike and lockout benefits and the defence against attacks on the union and its progress;

~~the National Executive develop and implement solutions to reduce the costs associated with the organization of the next convention, for example by reducing its duration and using technological means of communication.~~

*Resolution submitted by Locals 578 and 610.*

# AMENDED RESOLUTION 18

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## Mandatory digitization and online meetings

**WHEREAS** online meetings reduce costs and improve efficiency,

**BE IT RESOLVED THAT** at least 50% of all meetings of COPE-SEPB's elected officials will be held virtually, except in the case of justified strategic exceptions,

~~**BE IT RESOLVED THAT** all administrative documents (financial reports, dues, communications) be digitized and made available to members.~~

*Resolution submitted by Local 578.*