

RESOLUTION 1

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

Constitutional Change Article 15.1.3 (new)

WHEREAS our National Convention is an important opportunity for members of our union to meet, converse, share ideas, learn and connect with members from across our union. It is also where our National Union sets policies and amends our Constitution.

WHEREAS three years ago, it was agreed by convention delegates to stop the per capita payment to the National Defence Fund of \$3.25 per member, per month. It was further agreed to set the per capita payment at \$2.60 per member, per month from the anticipated amount of \$3.95 per member, per month. This decision kept \$4.60 per member, per month in the regions and Locals.

Since that time, the cost of providing a convention to delegates from across Canada is rising. As we look to the future, our National Union will not have the necessary funds to provide future conventions beyond 2025.

THEREFORE BE IT RESOLVED that the National Union shall establish a Convention Fund that will fund future conventions.

15.1.3 CONVENTION FUND

A Convention Fund shall be established as of July 1, 2025. Local Unions shall pay \$0.35 per member, per month to the Convention Fund commencing August 1, 2025.

The Convention Fund shall be used to pay for the expenses incurred by the National Union.

Resolution submitted by COPE National Executive.

RESOLUTION 2

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

Amendment to the Procedures, Rules and Regulations of the Defence Fund

The National Executive Board recommends the following amendment to the Defence Fund Regulations:

- 1) To increase the amounts paid by the National Defense Fund incrementally as follows:
Effective July 1st, 2025 to a maximum of \$76.00 per day or \$380 per week
Effective January 1st, 2026 to a maximum of \$78.00 per day or \$390 per week
Effective January 1st, 2027 to a maximum of \$80.00 per day or \$400 per week
Effective January 1st, 2028 to a maximum of \$84.00 per day or \$420 per week
- 2) To eliminate the difference between part time and full time employees, creating one amount that all workers who participate in strike or lock-out duties shall be eligible to receive.

Amended language for Article 4 of the Defence Fund Procedures, Rules and Regulations shall be as follows:

4. PAYMENT OF BENEFITS

- 4.1 Benefits in cases of a strike or a lock-out may be paid up to a maximum of \$60.00 per day or \$300.00 per week dependent on the solvency of the Fund as determined by the National Executive and in accordance with the National Constitution and these procedures, rules and regulations.

The amounts paid as per 4.1 above shall be increased as follows:

Effective July 1st, 2025 to a maximum of \$76.00 per day or \$380 per week

Effective January 1st, 2026 to a maximum of \$78.00 per day or \$390 per week

Effective January 1st, 2027 to a maximum of \$80.00 per day or \$400 per week

Effective January 1st, 2028 to a maximum of \$84.00 per day or \$420 per week

- 4.2 A member, ~~who~~ **regardless if they are deemed to be a full time or part time employee,** ~~on the eve of the beginning of the strike or lock-out occupied a full-time position is~~ **shall be** eligible to receive benefits from the Fund **as outlined in 4.1 above** ~~up to a maximum of \$300 per week~~ provided this member performs the strike or lock-out duties as determined by their Local union, which may include activities taking place virtually and remotely, using information technologies.

- 4.3 ~~A member who on the eve of the beginning of the strike or lock-out occupied a part-time position is eligible to receive prorated benefits established by dividing the number of hours of their position by the number of hours worked by a member holding a full-time position who may be eligible to benefits up to a maximum of \$300 per week, provided the member performs the strike or lock-out duties as determined by their Local union, which may include activities taking place virtually and remotely, using information technologies. For example, when a member who occupied a full-time position of 35 hours would be eligible to benefits amounting to \$300 per week a member with a part-time position of 17.5 hours would be eligible to receive benefits from the Fund amounting to \$150 per week.~~
- 4.4 ~~A member in a part-time position who can document that in a twelve-week period preceding the beginning of the strike or lock-out they have worked more hours than their part-time position will be eligible to receive benefits based on the average hours worked during the period.~~
- 4.5 **4.3** In the event of a rotating strike or lock-out, only members whose work schedule included the day or days of strike or lock-out will be eligible to receive benefits from the Fund, on the sixth calendar day following the beginning of the strike.
- 4.6 **4.4** When benefits are paid to the Local union any member who has been denied benefits from the Fund may appeal to the National Secretary-Treasurer within ten calendar days of the denial. If the National Secretary-Treasurer determines that a member should have been entitled to receive benefits at the time of distribution, these benefits shall be immediately paid to the member concerned.

RESOLUTION 3

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

Equity Education and Learning Fund

WHEREAS an Equity Education and Learning Fund was established by Convention in 2022 for the 2022-2025 term, and

WHEREAS the National Executive committed \$1,000,000 to this fund that was to be distributed to the regions upon application, and

WHEREAS the \$1,000,000 was to be allocated in a prorated basis to each region (Region 1 \$438,000, Region 2 \$167,100, Region 3 \$56,500 and Region 4 \$338,400), and

WHEREAS there remains \$281,431.65 of the \$1,000,000. On a prorated basis the amounts remaining in the Equity Education and Learning Fund are:

Region 1 \$40,766.65
Region 2 \$30,457
Region 3 \$26,980
Region 4 \$183,228

THEREFORE BE IT RESOLVED the remaining funds in the Equity Education and Learning Fund as of June 5, 2025, shall be rolled over to the 2025-2028 term and shall be allocated as follows:

Region 1 \$40,766.65
Region 2 \$30,457
Region 3 \$26,980
Region 4 \$183,228; and

BE IT FURTHER RESOLVED the process for accessing the Equity Education and Learning Fund shall remain as was established by the National Executive Board in the 2022-2025 term.

Resolution submitted by COPE National Executive.

RESOLUTION 4

EIGHTH NATIONAL COPE CONVENTION
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Constitutional Change Article 7.2.1

BE IT RESOLVED to amend Article 7.2.1 as follows:

7.2.1 As a commitment to diversity, equity and inclusion, each Regions' Vice-President 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,~~ **2SLGBTQIA+**, people living with a disability, or young workers.

RESOLUTION 5

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

Constitutional Change Article 13.4

BE IT RESOLVED to amend Article 13.4 as follows:

13.4 It shall be composed of the National Executive members and of a maximum of four (4) members per region who are a member of any of the following equity-seeking communities:

First Nations, Métis, Inuit, racialized people, ~~Two Spirit, lesbian, gay, bisexual, transgender, queer, intersex, asexual,~~ **2SLGBTQIA+**, people living with a disability, or young workers;

RESOLUTION 6

EIGHTH NATIONAL COPE CONVENTION
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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.

This statement of principle reaffirms our commitment to gender equity for the positions of National President and Secretary-Treasurer. More specifically, we commit to a principle that, whenever possible there will only be one cis man in the role of National President and Secretary-Treasurer at one time. In other words, if the National President or Secretary-Treasurer happens to be a cis man, all reasonable efforts will be made to find a member who is not a cis man for the other position.

Resolution submitted by COPE National Executive.

RESOLUTION 7

EIGHTH NATIONAL COPE CONVENTION
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Constitutional Change Articles 14.1, 14.4, 14.9 and 14.17

BE IT RESOLVED to amend Articles 14.1, 14.4, 14.9 and 14.17 as follows:

AMEND ARTICLE 14.1 AS FOLLOWS:

- 14.1 The National Executive shall have the power, within its discretion and in accordance with the procedure hereinafter set forth, to suspend, expel and discipline members of any Local Union, officers of the National Union or of any Council or Local Union or any Local Union or Council itself (hereafter referred to as the accused) for violating the Constitution of the National Union or for engaging in any activity or course of conduct which is deemed by the National Executive to be contrary or detrimental to the welfare or interests of the National Union.

Any offense mentioned in Article 17.11 that is subject to disciplinary measures applies to this article insofar as it constitutes a violation of the National Constitution or is deemed by the National Executive to be detrimental or contrary to the welfare or interests of the National Union.

Notwithstanding the above, the National Executive may suspend any Local Union which becomes three (3) months in arrears in its per capita tax payments to a Council or to the National Union. Such suspension shall remain in effect until the amounts owed are paid. This decision is final and is not open to appeal, nor is it subject to the following procedure.

AMEND ARTICLE 14.4 AS FOLLOWS:

- 14.4 The complaint shall be in writing and shall contain the following elements:
- The name of the accused member and the number of the Local Union;
 - The date or dates of each alleged infraction;
 - The articles of the Constitution of the National Union which are alleged to have been violated;
 - ~~A brief description of each alleged infraction;~~ **A detailed statement of facts describing each alleged offense, with a list of confirmed witnesses and documents the complainant intends to rely on;**

- e) Where possible, the address, the telephone number, the fax number and the email address of each party;
- f) The signature of the person lodging the complaint.

AMEND ARTICLE 14.9 AS FOLLOWS:

- 14.9 In the event that the National Executive finds the complaint meets the requirements as set out in Article 14, 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.~~

AMEND ARTICLE 14.17 AS FOLLOWS:

- 14.17 The Committee shall give its written findings based upon equity and the merits of the case. In the event that a penalty is to be imposed, ~~it shall be chosen by the Committee from amongst the following:~~ **disciplinary measures may include, but are not limited to, any of the following:**
- a. A written reprimand;
 - b. A fine;
 - ~~c. Repayment of any lost amount;~~
 - ~~d. Suspension of membership rights for a determined period;~~
 - ~~e. Suspension of rights to hold a leadership position for a determined period, leading to the application of Article 14.43;~~
 - ~~f. Expulsion of a member or expulsion of a leader, leading to the application of Article 14.43;~~
 - ~~g. A combination of the previous elements;~~
 - c. Suspension of membership for a specified period;**
 - d. Suspension of the right to hold office for a specified period;**
 - e. Prohibition to hold office;**
 - f. Expulsion as a member;**
 - g. Reimbursement of potential financial losses;**
 - h. Expenses incurred by the complainant, the defendant, or the Local Union;**
 - i. Any other disciplinary measure deemed appropriate by the complaint committee;**
or
 - j. Any combination of the aforementioned disciplinary measures.**

Resolution submitted by COPE National Executive.

RESOLUTION 8

EIGHTH NATIONAL COPE CONVENTION
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Constitutional Change Article 17.11

BE IT RESOLVED to amend Article 17.11 as follows:

17.11 Local Unions may discipline their members or officers for violation of the National Constitution or the Local Union Constitution and/or Bylaws or for engaging in any activity or course of conduct which is deemed to be contrary or detrimental to the welfare or best interest of the Local Union. The National Executive shall establish uniform procedures, including rights of appeal, to ensure full compliance with applicable law in order to afford the fullest protection for all parties involved.

A person is guilty of an infraction against the National Constitution or the Local Union's constitution if they:

- a. **Commit acts that harm the welfare of the National Union or the Local Union;**
- b. **Violate any provision of the National Constitution or that of the Local Union's Constitution;**
- c. **Violate any provision of the bylaws;**
- d. **Violate their oath of office;**
- e. **Disclose confidential information about the National Union or the Local Union to someone who is not entitled to that information;**
- f. **Cross a union picket line;**
- g. **Commit fraud or make a false statement regarding the National Union, a Local Union or an election;**
- h. **Steal any property of the National Union or the Local Union;**
- i. **Become a member through dishonesty or false representation;**
- j. **Assist a competing organization of the National Union or Local Union in a way that harms the National Union or the Local Union;**
- k. **Use the name of the National Union or the Local Union to solicit money or advertise without authorization;**
- l. **Provide, without authorization, a full or partial list of members of the Local Union to someone who is not an officer entitled to that information.**

Disciplinary measures may include, but are not limited to, any of the following:

- a. **A written reprimand;**
- b. **A fine;**
- c. **Suspension of membership for a specified period;**
- d. **Suspension of the right to hold office for a specified period;**
- e. **Prohibition to hold office;**
- f. **Expulsion as a member;**
- g. **Reimbursement of potential financial losses;**
- h. **Expenses incurred by the complainant, the defendant, or the Local Union;**
- i. **Any other disciplinary measure deemed appropriate by the complaint committee;**
or
- j. **Any combination of the aforementioned disciplinary measures.**

None of the foregoing is applicable to any matter involving delinquency or failure to pay dues. Any Local Union may provide in its bylaws for automatic suspension of any member who is delinquent in their obligations.

RESOLUTION 9

EIGHTH NATIONAL COPE CONVENTION
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Constitutional Change Article 10.2

BE IT RESOLVED to amend Article 10.2 as follows:

- 10.2 The National Secretary-Treasurer shall collect and record all monies paid to the National Union and shall make all proper disbursements by cheque **or by electronic payment as long as it is secured and approved as if it were a cheque**, ~~except that the National Secretary-Treasurer is authorized to maintain a petty cash account of five hundred dollars (\$500.00) from which authorized cash disbursements are made.~~

Resolution submitted by COPE National Executive.

RESOLUTION 10

EIGHTH NATIONAL COPE CONVENTION
June 5-7, 2025
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Constitutional Change Article 7.1

WHEREAS the decentralized structure of COPE-SEPB;

WHEREAS the financial devolution of 2022 granted greater autonomy to the regions that make up COPE-SEPB;

WHEREAS participation in affiliated organizations (Canadian Labour Congress, provincial federations, regional councils, etc.) is the responsibility of the bodies they represent;

THEREFORE, BE IT RESOLVED that Article 7.1 be amended as follows:

- 7.1 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 (2) Vice-Presidents from each Region. These officers shall constitute the National Executive. **The Local Unions or Councils of each region shall assume the expenses and loss of salary of the Regional Vice-Presidents for the duration of their term of office, in accordance with the criteria governing them.**

All officers shall hold office until their successors are elected and installed, ~~as hereinafter provided.~~

Resolution submitted by SEPB-Québec.

RESOLUTION 11

EIGHTH NATIONAL COPE CONVENTION
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Constitutional Change Article 8.4

WHEREAS the decentralized structure of COPE-SEPBC and the great autonomy of the regions that make it up;

WHEREAS Regional Vice-Presidents may lose the support of their region during their term on the National Executive;

WHEREAS it is essential that Regional Vice-Presidents always have the legitimacy to speak on behalf of their region and its members;

THEREFORE, BE IT RESOLVED that Article 8.4 be amended as follows:

8.4 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 7.2.1 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.

Notwithstanding the preceding paragraph, a region may replace one or both of its representatives at any time, while respecting the criteria set out in Article 7.2.1.

Resolution submitted by SEPBC-Québec.

RESOLUTION 12

EIGHTH NATIONAL COPE CONVENTION
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Constitutional Change Article 13.4

- WHEREAS** the complexity of the ways in which people can identify themselves as part of an equity-seeking group;
- WHEREAS** the existing structure does not fully recognize the diversity of our membership;
- WHEREAS** the terminology used to describe sexual diversity groups is constantly evolving (non-binary, non-gendered, etc.); and
- WHEREAS** the concept of disability, such as neurodivergence, is constantly evolving;
- WHEREAS** the objective of the Canadian Equity Council is to be as inclusive as possible of groups that are excluded or discriminated against;

THEREFORE, BE IT RESOLVED that Article 13.4 be amended as follows:

- 13.4 It shall be composed of the National Executive members and of a maximum of four (4) members per region who are a member of any of the following equity-seeking communities:

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

First Nations, Métis, Inuit, persons discriminated against for reasons of race, colour, sex, sexual orientation, gender identity or expression, religion, ethnic or national origin, disability (visible or invisible), the use of any means to palliate such disability or disabilities, or young workers;

Resolution submitted by SEPB-Québec.

RESOLUTION 13

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

Replacing the Term “Violation” in the COPE SEPB Constitution, Bylaws and all related texts

- WHEREAS** that the term “violation” appears in the COPE SEPB Constitution and bylaws and all related texts;
- WHEREAS** certain terms may have legal and contextual implications implying serious and significant breaches, and that their use should be carefully considered;
- WHEREAS** the appropriate and precise use of language in our Constitution and bylaws is essential since the word violation denotes blatant brutality often offensive to morals;
- WHEREAS** the term “violation” can have a negative and violent connotation from which our society and our members try to distance themselves in their human and administrative relationships which are intended to be respectful, dignified and inclusive;
- WHEREAS** that the term “violation” is derived from the verb “to violate” with, in the strong and primary sense, a characterized infringement of a fundamental rule, a transgression, an illicit act whose seriousness generally stems from the primordial value of what is violated, whose brutal violation is flagrant ;
- WHEREAS** the statement of Equity is read at the beginning of every meeting and this amendment follows naturally from it;

BE IT RESOLVED

That COPE SEPB conduct a complete review of the Constitution and bylaws so as to identify occurrences of the term “violation”.

BE IT FURTHER RESOLVED

That COPE SEPB proceed with the amendment of its Constitution and bylaws to replace the term "violation" with a less violent term such as transgression, contravention, non-observance, breach, non-compliance, equally clear and legally precise.

BE IT FINALLY RESOLVED

That COPE SEPB replace the term "violation" with the chosen term in all its bylaws and regulations and all related texts.

Resolution submitted by Local 463.

RESOLUTION 14

EIGHTH NATIONAL COPE CONVENTION
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Fairmont Winnipeg Hotel, Winnipeg, MB

Support for Quebec unions in their fight against Bill 89

- WHEREAS** the Quebec government has tabled Bill 89, which aims to restrict the right to strike of unionized workers in Quebec by broadening the notion of "essential services";
- WHEREAS** this bill is inspired by section 107 of the Canada Labour Code, which allows the federal Minister of Labour to put an end to a labour dispute by a simple decree;
- WHEREAS** the federal Minister of Labour's use of section 107 on three occasions is currently being challenged in the courts;
- WHEREAS** the Supreme Court of Canada has recognized that the right to strike is an essential component of freedom of association;
- WHEREAS** the Fédération des travailleurs et travailleuses du Québec (FTQ) calls for the complete and immediate withdrawal of Bill 89;
- WHEREAS** the fundamental importance of fighting against the rollback of democratic rights and governance by decree by our governments;
- WHEREAS** the union solidarity that unites COPE-SEPB Locals;

IT IS PROPOSED THAT

COPE-SEPB express its support for Region 1 Locals and the entire Quebec labour movement in their fight against Bill 89;

COPE-SEPB make known within the Canadian labour movement the importance of this struggle for the future of union rights in Canada.

Resolution submitted by Locals 463, 578 and 610.

RESOLUTION 15

EIGHTH NATIONAL COPE CONVENTION
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Modernized convention every six (6) years, with hybrid model

WHEREAS the triennial convention entails astronomical costs for COPE-SEP, the regions and its Locals.

WHEREAS the hybrid model (in-person and virtual) would enable broader participation at lower cost,

BE IT RESOLVED THAT the convention be held every six (6) years,

BE IT RESOLVED THAT this convention be held in a hybrid format, allowing for reduced logistical costs and greater accessibility

BE IT RESOLVED THAT the convention focus exclusively on COPE-SEP's core mission: the rigorous and sustainable management of the Defence Fund.

Resolution submitted by Local 578.

RESOLUTION 16

EIGHTH NATIONAL COPE CONVENTION
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COPE-SEPB's commitment to reducing its ecological footprint

WHEREAS COPE-SEPB Locals are involved in various movements to counter climate change;

WHEREAS transportation represents a major source of greenhouse gas emissions in COPE-SEPB activities;

WHEREAS the projected impact of climate change on the quality of life of members and the general population is significant and we all have a role to play in mitigating it;

IT IS PROPOSED THAT

COPE-SEPB make concrete efforts to reduce its ecological footprint as much as possible between now and the next convention;

the various COPE-SEPB bodies adopt and implement a plan to reduce the environmental impact of their activities, in particular by limiting the need to travel, and present the results of their efforts at the next convention;

COPE-SEPB encourages Regions and its Locals to put in place a plan to pursue the same objective;

COPE-SEPB's next in-person events will aim to reduce greenhouse gas emissions generated by the event as much as possible, and to integrate the concepts of eco-responsible events by drawing inspiration from the international standard: *Event sustainability management systems* (ISO 20121) and best practices in responsible event management.

Resolution submitted by Locals 578 and 610.

RESOLUTION 17

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

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.

RESOLUTION 18

EIGHTH NATIONAL COPE CONVENTION
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Mandatory digitization and online meetings

WHEREAS online meetings reduce costs and improve efficiency,

BE IT RESOLVED THAT all meetings of COPE-SEP's elected officials 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.

RESOLUTION 19

EIGHTH NATIONAL COPE CONVENTION
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Limiting the Length of the National Convention to Three (3) Days

- WHEREAS** the COPE-SEP National Convention represents a considerable financial and logistical investment for the Locals and the National Union;
- WHEREAS** the holding of a convention lasting four (4) days or more increases the cost of travel, accommodation and delegates' book off;
- WHEREAS** current technologies make it possible to optimize deliberation and discussion time through upstream preparation and by hybrid or digital work;
- WHEREAS** limiting meetings to three (3) days would allow for a better balance between democratic rigour, organizational efficiency and sound financial management;
- BE IT RESOLVED THAT** the COPE-SEP National Convention be limited to three (3) days, including all statutory activities, caucuses and workshops;
- BE IT RESOLVED THAT** this measure be incorporated into the National Constitution at the next COPE-SEP Convention.

Resolution submitted by Locals 578 and 610.

RESOLUTION 20

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

Recognition and Integration of Immigrants in Canada

WHEREAS immigrants significantly contribute to addressing labour shortages in various sectors essential to the country's development, and that the underutilization of their skills remains a major challenge, particularly in terms of access to jobs that match their skill levels;

WHEREAS immigrants develop a strong sense of belonging to their new place of residence and cultivate a dual cultural identity;

WHEREAS that, in the context of an aging population and a sharp increase in job vacancies, immigration plays a crucial role in the country's economic and social dynamism;

WHEREAS systemic barriers to employment and the recognition of diplomas limit the full potential of immigrants;

WHEREAS cultural diversity is a valuable asset to society, fostering innovation, creativity, and openness to the world.

BE IT RESOLVED that COPE submits a request to the Canadian Labour Congress to undertake the necessary steps with governments to:

1. Strengthen policies and programs aimed at valuing immigrants' skills and facilitating their access to jobs that correspond to their training and experience;
2. Support and officially recognize the positive role of cultural communities as spaces of mutual aid and integration;
3. Promote a culture of welcome and recognition that values the cultural and linguistic diversity of immigrants while fostering their sense of belonging to the country;
4. Intensify efforts to facilitate the socio-economic integration of immigrants, particularly through measures adapted to labour market realities and the needs of sectors facing workforce shortages;

5. Raise public awareness of the essential contribution of immigrants to the country's development and enrichment.

Resolution submitted by COPE National Executive.

RESOLUTION 21

EIGHTH NATIONAL COPE CONVENTION
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Fairmont Winnipeg Hotel, Winnipeg, MB

Constitutional Change Article 2.7 (new)

BE IT RESOLVED to add Article 2.7 as follows:

BE IT FINALLY RESOLVED THAT all subsequent articles of the constitution be renumbered to reflect this change.

2.7 We also recognize that the diversity of our membership is our strength. The National Union, Local Unions and Councils shall also be dedicated to promoting, protecting and championing the principles of justice, equity, diversity and inclusion.

RESOLUTION 22

EIGHTH NATIONAL COPE CONVENTION
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Fairmont Winnipeg Hotel, Winnipeg, MB

Constitutional Change Article 17.1

BE IT RESOLVED to amend Article 17.1 as follows:

- 17.1 A charter will be issued to a new Local Union provided it ~~has~~ **aims to include** at least two hundred and fifty (250) members. However, under exceptional circumstances and if financially viable a new Local Union ~~having~~ **aiming to include** less than two hundred and fifty (250) members may be granted a charter upon approval of the National Executive.

Applications for a charter shall be filed by the Regional Vice-President to the National Secretary-Treasurer.

If granted, the charter shall thereafter be installed by the National Secretary-Treasurer.

Resolution submitted by COPE National Executive.

RESOLUTION 23

EIGHTH NATIONAL COPE CONVENTION
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Replace the term “equity-seeking” with “equity-deserving”

WHEREAS language evolves over time; and

WHEREAS the Constitution, Bylaws and Policies of COPE SEPB are using the outdated term of “equity-seeking”.

THEREFORE BE IT RESOLVED THAT the COPE SEPB Constitution, Bylaws and Policies be amended to replace the term “equity-seeking” with “equity-deserving” wherever said term appears.

RESOLUTION 24

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

Constitutional Change Articles 7.1, 8.5 (new) and 13.9 (new)

BE IT RESOLVED to amend Articles 7.1, 8.5 (new) and 13.9 (new) as follows:

AMEND ARTICLE 7.1 AS FOLLOWS:

- 7.1 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 (2) Vice-Presidents from each Region **and the Canadian Equity Council Chairperson.** These officers shall constitute the National Executive. All officers shall hold office until their successors are elected and installed, as hereinafter provided.

AMEND ARTICLE 8.5 (NEW) AS FOLLOWS:

- 8.5. The Chairperson of the Canadian Equity Council shall be elected as provided for in Article 13.8.**

Renumber following articles

AMEND ARTICLE 13.9 (NEW) AS FOLLOWS:

- 13.9 The Chairperson shall attend National Executive meetings. The Chairperson shall have an indicative vote, which shall be recorded in the minutes of the National Executive meetings. The Chairperson may also have their comments recorded in such minutes. Additionally, they shall receive compensation and per diem allowances as established by the regular Convention.**

Renumber following articles

Resolution submitted by COPE National Executive.

RESOLUTION 25

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

Congruity of the COPE-SEPB Constitution (EN and FR)

- WHEREAS** incongruities have been found in the National Constitution;
- WHEREAS** the initial housekeeping of the National Constitution identified various incongruities and inconsistencies in the National Constitution, not only within one version of the National Constitution but also between the English and French versions of the National Constitution;
- WHEREAS** the ongoing work and revision will not be completed in time for the June 2025 National Convention in Winnipeg, thus preventing the latter from voting on the necessary corrections and modifications to the National Constitution.

THEREFORE BE IT RESOLVED

1. Delegate the National Executive of COPE-SEPB the authority to make the necessary corrections in both the English and French texts of the National Constitution so that wording and intent mirror each other;
2. That corrections to the texts of the National Constitution shall be completed before the end of 2025 in accordance with the procedure described below:
 - a. The proposed corrections to the National Constitution drafted by the National Executive will be sent by email to the Local Unions of the four (4) regions for a review period of thirty (30) days;
 - b. During the abovementioned thirty (30) day period, the Local Unions shall send, if need be, their feedback by email to the National Secretary-Treasurer;
 - c. The National Executive will then review the feedback received and make additional corrections to its initial draft, if applicable;
 - d. All changes must receive unanimous approval of the National Executive;

- e. Should there be no consensus within the National Executive on certain proposed changes, the said wording will remain as is;
- f. The final version of the National Constitution will be sent to all Local Unions before December 31st, 2025.

Resolution submitted by COPE National Executive.

RESOLUTION 26

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

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.