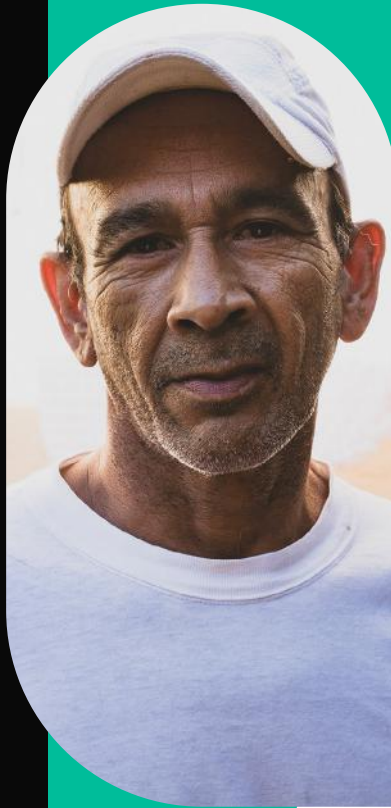


resolutions



**UNITY IS
OUR POWER**

NUPGE CONVENTION 2022

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The National Union of Public and General Employees (NUPGE) is a family of 11 Component and 3 affiliate unions. Taken together, we are one of the largest unions in Canada. Most of our 400,000 members work to deliver public services of every kind to the citizens of their home provinces. We also have a large and growing number of members who work for private businesses.

The office of the National Union of Public and General Employees is situated on the traditional and unceded territory of the Algonquin Anishinaabeg people and is now home to many diverse First Nations, Inuit, and Métis communities. We recognize and acknowledge the crimes that have been committed and the harm that has been done. And, we dedicate ourselves, as a union, to moving forward in partnership with Indigenous Peoples in a spirit of reconciliation and striving for justice.

Constitutional Resolutions

#1—CLARIFYING HOW ORGANIZATIONS CAN JOIN NUPGE

Constitutional Resolution of Article VI

The Constitution of the National Union does not contain a definition of the National Union as consisting of Component Unions.

The current Section 4 of Article VI dealing with how organizations can join the National Union as new Components is unclear and confusing.

Sections 9 and 10 of Article VI have never been used and do not fit with the actual practices within the National Union. Sections 9 and 10 will be deleted, and every reference in the Constitution to a sectoral grouping of unions will be deleted.

The National Union will amend Article VI, to include a new Section 1 saying that

The National Union will be made up of Component Unions that have chosen to join NUPGE in a manner that is in accord with their constitutions or by-laws and been accepted into membership by the National Executive Board.

The National Union will delete Section 4:

~~The National Union may by majority decision of its National Executive Board accept into membership the members of other organizations representing provincial government employees or other workers, where such workers have indicated their desire to be represented by a union for the purpose of collective bargaining who make application to join where such application(s) are supported by satisfactory evidence that it is the majority wish of their respective members to do so.~~

The National Union will delete Sections 9 and 10:

~~9) Two (2) or more components of the National Union, that have a majority of their members employed within the same sector, may request that the National Executive Board recognize them as a sectoral grouping of unions provided that their combined membership is 10,000 or more.~~

~~10) Once recognized by the National Executive Board, the sectoral grouping of components will be represented by a National Vice-President in accordance with Article X, Section 6.~~

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#2—ELIGIBILITY FOR VICE-PRESIDENT POSITIONS ON THE NATIONAL EXECUTIVE BOARD**Constitutional Resolution of Article X**

The largest Component in a province should have a Vice-President irrespective of the size of the Component.

If the largest Component in each province had a Vice-President, Article X, Section 4 would become redundant.

Because the Constitution of the National Union says that the largest Component in a province, one that has more than 10,000 members, is entitled to a further Board seat, and the only time Components have to report membership numbers is prior to convention, the further Board seat should begin at the beginning of the three-year term following Convention and will be adjusted for the next term, if necessary, based on reported membership numbers for the subsequent convention.

Sectoral groupings of unions, as mentioned in Section 2 (c) (ii) of Article X, have never been used and do not fit with the actual practices within the National Union.

A Component entitled to a Vice-President and Board member should not lose that entitlement even if another larger Component joins from that province.

The wording of Section 9 of Article X is dated and inadequate.

The importance of young workers to the labour movement cannot be underestimated and their input to the decisions of the National Executive Board is important.

The National Union will amend Article X, Section 2 to remove the words “with a membership of 5,000 or more”:

- i) the largest component in a province with a membership of 5,000 or more; or

The National Union will delete Section 2 c) ii):

- ~~ii) a sectoral grouping of components with a combined membership of 10,000 or more members.~~

The National Union will amend Section 2 d) i) to include new language:

The largest Component in a province, with over 10,000 members, as reported in Section 3 of Article VIII, with the Board seat coming into effect at the beginning of the three-year term following Convention and subject to adjustment for the next term, if necessary, based on reported membership numbers for the subsequent convention
or

The National Union will delete Article X, Section 4:

~~4. In recognition of the fact that the PEI Union of Public Sector Employees was a founding member of the National Union and is the largest union in Prince Edward Island, the President of the PEI Union of Public Sector Employees shall be a National Vice-President.)~~

The National Union will delete the existing Article X, Section 6:

~~6. A National Vice-President representing a sectoral grouping of components with a combined membership of 10,000 or more shall be designated by the respective unions forming the sectoral grouping of components.~~

The National Union will add a new Article X, Section 6 that provides that, when a Component has had a Vice-President and a Board member as a result of being the largest Component in a province and a larger Component is admitted to the National Union, both Components will have a Vice-President and a Board member.

6. Where a Component in a province is entitled to a Vice-President and Board member, that entitlement shall continue if a new Component is admitted to membership and that new Component has more members. In that circumstance, both the new larger Component and the original Component will be entitled to both a Vice-President and a Board member.

The National Union will amend Section 9 of Article X to refer to Indigenous people, Black people, and people of colour, and will make appointment of those persons mandatory if they are not represented.

9) If after all National Vice-Presidents and Board Members are named, the National Executive Board does not include members of each of the four designated groups ~~Aboriginals")~~ **who are Indigenous, Black, people of colour,** or persons with disabilities, and persons who are **Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex, or asexual** (2SLGBTQIA+), and young workers. then the National Executive Board shall ~~have the authority to~~ appoint a person from those designated groups that are not already represented on the National Executive Board.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

Income Inequality

#3—POLICY PAPER RESOLUTION—BUILDING BACK BETTER

The COVID-19 pandemic has exposed the devastating impact that years of cuts and austerity policies have had on public services and our social safety net. During the pandemic, income and wealth inequality increased. The disproportionate effect the pandemic had on women, and on Indigenous and racialized workers, was a harsh reminder that we have not made nearly as much progress as we would like to imagine.

Over the last few years, we have also seen an increase in extreme weather events, with the increase linked to climate change.

In response to what has happened, building back better seems like an obvious response. But it is far from clear that will happen.

The scale of what has to be done to build back better means a significant increase in spending at both the federal and provincial levels.

Governments have the ability to do that. It is clear that the impact of the pandemic on the finances of governments across Canada is nowhere near as severe as was first claimed. With a fairer tax system that forces large corporations and the wealthy to pay their share, we can afford to build back better.

The challenge is finding the political will to make that happen. Whenever tax fairness measures have been introduced, large corporations and many wealthy individuals have lined up to oppose them. It will be no different this time.

To build back better, we also need action to reduce the problem of precarious work and to address problems the pandemic exposed with how our economy functions.

Building a stronger, greener economy means that governments have to abandon the hands-off approach that they have taken for decades. Instead, what is needed is a modern version of the economic strategies that have helped Canada and other countries address major problems in the past—and labour needs to be a key player in developing those strategies.

We also need to learn from the past when responding to the rise of precarious work. Many of those jobs that we now think of as good jobs used to be precarious with low wages and poor working conditions. What turned those precarious jobs into good jobs was workers organizing into unions and winning better conditions at the bargaining table and through political action.

If we are serious about addressing the problem of precarious work, the restrictions on workers' rights that have been imposed over the last 4 decades need to be removed, and labour laws need to reflect the benefits of high levels of unionization to society as a whole.

Therefore, the National Union of Public and General Employees will

Increase awareness about how the pandemic exacerbated income and wealth inequality.

Make the link between a fair tax system and Canada's ability to build back better.

Continue to campaign for increased federal transfer and equalization payments accompanied by stronger national standards, and better enforcement of those standards.

Push governments to ensure that measures intended to help Canada rebuild after the pandemic recognize that women, and Indigenous and racialized workers were disproportionately affected.

Continue to campaign to address the problem of precarious work by pushing governments to adopt measures to make it less precarious. This would include making it easier for workers to organize into unions, improving employment standards, and removing barriers to eligibility for government programs like employment insurance.

Continue to encourage governments to end the hands-off approach to the economy and use modern economic strategies to build a fairer, more resilient and sustainable economy.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#4—FIGHTING THE FAR RIGHT

The last decade has seen a growth in far right activity in Canada and around the world. There have been terrorist attacks by right-wing extremists. Far-right groups have sought to use protests as opportunities to undermine the democratic process. In some countries, the far right has been able to take control of the government.

Because the far right use appeals to racism, ethnic and religious hatred, and misogyny to gain support, it is people who already face prejudice and discrimination who are in the greatest danger. In Canada, people who are racialized, Indigenous, 2SLGBTQIA+, women, Jewish, or Muslim have all been targeted by the far right.

Many of those the far right seeks to attract are people who feel left behind by income inequality, globalization, or the transition to a green economy. They are people who would be worse off if the far right took power, but after years of seeing only token steps towards reducing income inequality or ensuring a just transition, some are willing to turn to any group offering change—even if just as a way of lashing out.

Another source of support for the far right is people who have become alienated from the political process. This is a direct consequence of efforts by small-c conservatives to restrict the ability of governments to take action to improve people's lives. Politicians still promise

change, but unless they are willing to challenge measures put in place to restrict the ability of governments to improve people's lives, like tax cuts or trade deals, they will end up doing little or nothing. The result is that many of the people who voted for them hoping for change feel betrayed and some give up on the democratic process.

Behind the populist language and the attempts take advantage of resentment of social and economic elites, the far right are a threat to workers' rights. When the far right has obtained power, they have systematically and brutally opposed attempts by working people to improve their lives. There is a long history of far right governments arresting, imprisoning, torturing, and even murdering union activists.

The attacks on workers' rights and the efforts to divide workers are also reflected in where the far right gets much of its funding and why the far right has always been able to finance its activities. A number of wealthy individuals are greedy enough to support any group that will oppose efforts to build a fairer society, even if it means a rise in bigotry, hate, and threats to democracy.

As trade unionists, we oppose those trying to divide workers by appeals to bigotry and hatred. We recognize that strengthening, not attacking, democracy is the best way to advance workers' interests. And we are committed to defending all workers against the threat posed by the far right.

Therefore, the National Union of Public and General Employees will

Work with Components to provide information to members on how the far right threatens working people.

Continue to support efforts to expose the lies and misinformation behind the attempts of the far right to appeal to people based on hatred and bigotry.

Convene a meeting of Component education officers to develop a national training program to help activists understand and explain the threat posed by the far right.

Set up an ad hoc political action committee whose focus will include coordinating a response to far right activities.

Help build a positive alternative to the far right by continuing to push for meaningful action to reduce income inequality and just transition programs that ensure no communities will be left behind by the transition to a green economy.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

Public Services – Privatization Fightback

#5—PRIVATIZATION

The COVID-19 pandemic showed the value of public services. Front-line workers were recognized as the heroes they are. The rapid introduction of the new income support programs to help people get through the pandemic (the Canada Emergency Relief Benefit and the Canada Recovery Benefit) showed what the public sector is capable of doing—when it is given the opportunity.

But, as public sector workers were putting in long hours and making incredible sacrifices to protect their communities, those who profit from the privatization of public services were treating the COVID-19 pandemic as an opportunity to make money. Even though the pandemic showed the importance of strong public services, the privatization industry has continued to lobby for privatization.

What happened with virtual health care during the COVID-19 pandemic drew attention to another problem. If governments don't make the investments to ensure public services can be delivered through new technologies, there is a danger of "privatization by neglect."

While a lot of things have changed during the COVID-19 pandemic, the problems with privatization remain the same. Privatization still means poorer quality, higher costs, secrecy, and less accountability.

What also hasn't changed is how the public feels about privatization. The more people see and hear about privatization, and the more they are aware of the importance of public services, the less they like it.

Therefore, the National Union of Public and General Employees will

Call on the federal and provincial governments to learn the lessons of the COVID-19 pandemic and restore privatized services, such as long-term care, to public control and ownership.

Continue to oppose privatization in all of its forms.

Support the expansion of public services, such as pharmacare, to better the lives of Canadians.

Increase awareness of the problem of *privatization by neglect*, which occurs when governments fail to ensure services delivered through new technology are part of the public system.

Continue to draw attention to the roles that secrecy and lack of accountability play in privatization and support the creation of a public registry showing who really controls corporations registered in Canada (the beneficial owners) to make it easier for Canadians to see how privatization takes money out of communities.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#6—PROTECT GOOD JOBS AND QUALITY SERVICES BY CONTINUING TO FIGHT PRIVATIZATION

Whereas evidence continues to mount that privatization is a direct threat to high-quality public services because the profit motive leads to higher costs, lower-quality services, and significantly lower levels of safety and accountability; and

Whereas the Auditor General in almost every province has flagged serious issues of cost overruns and shoddy-quality privatization schemes; and

Whereas evidence also shows that privatization is a direct threat to good jobs because private corporations often use precarious employment policies and engage in union-busting activities that make it very difficult for workers to organize; and

Whereas privatization continues to be driven by factors such as a growing “privatization industry”, ongoing globalization, and emerging technologies, such as artificial intelligence and robotics; and

Whereas this continuing privatization will further reduce the quality of our public services and increase the amount of precarious work; and

Whereas OPSEU/SEFPO’s “We Own It” community organizing campaign showed significant and measurable success in the fight against privatization by reducing overall public support for privatization to less than one-third of Ontarians and by attracting more than 60,000 campaign supporters;

Therefore be it resolved that NUPGE components continue to invest in and support community organizing campaigns like “We Own It” to ensure that privatization is a major issue in all provincial, municipal, and federal elections.

SUBMITTED BY ONTARIO PUBLIC SERVICE EMPLOYEES UNION/SYNDICAT DES EMPLOYÉS DE LA FONCTION PUBLIQUE DE L’ONTARIO

Committee Recommends _____ Convention Decision _____

#7—PREVENT THE EXPANSION OF INDEPENDENT HEALTH FACILITIES

Whereas Independent Health Facilities (IHF) are being considered across Canada to operate as private hospitals to take on the provinces' ever-growing surgical backlogs caused by restrictions due to the pandemic; and

Whereas these privatization schemes violate legislation, specifically the *Canada Health Act*, that prohibits the use of private hospitals; and

Whereas private facilities draw valuable health professionals away from public hospitals, which further exacerbates the staffing shortages in this province; and

Whereas the IHFs are known to "skim the cream" by pulling easy money, triaging and selecting patients based on best outcomes and leaving all the highest-cost, sickest patients, and highest-risk procedures to public hospitals; and

Whereas IHFs are not covered under the same regulations and quality regimes as public hospitals; and

Whereas these private facilities always introduce user fees and even jump-the-queue fees – which is a departure from the triage process in public hospitals, where the sickest get surgeries first; and

Whereas, ultimately, IHFs take beds away from public hospitals, as those hospitals must hold vacant beds, should a patient from an IHF require one;

Therefore be it resolved that NUPGE and the CLC demand that the federal government intervene with any provincial plans to fund IHFs and ensure that Canada Health transfer payments are invested in our public, not-for-profit health care system; and

Be it further resolved that NUPGE components call on the federal government to put more pressure on all provincial health ministries to rebuild hospital capacity, to invest in beds and staffing, and to pay health care workers fairly for their heroic efforts.

SUBMITTED BY ONTARIO PUBLIC SERVICE EMPLOYEES UNION/SYNDICAT DES EMPLOYÉS DE LA FONCTION PUBLIQUE DE L'ONTARIO

Committee Recommends _____ Convention Decision _____

#8—POLITICAL ACTION AGAINST PAYMENT FOR PLASMA/BLOOD DONATION

Intent of Resolution: That NUPGE lobby governments calling for both federal and provincial bans on payment for plasma and blood donations in Canada

Whereas Krever Inquiry established: blood is a public resource, donors should not be paid, Canada must take measures to increase self-sufficiency in all blood and blood products and that no part of the national blood operator should be contracted out; and

Whereas paid plasma brokers have successfully lobbied the Alberta UPC to repeal the Voluntary Blood Donations Act; and

Whereas Canadian Blood Services have identified a decrease in voluntary donors in cities where paid plasma clinics have been allowed to operate

Therefore be it resolved that That NUPGE lobby governments calling for both federal and provincial bans on payment for plasma and blood donations in Canada

SUBMITTED BY NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION

Committee Recommends _____ Convention Decision _____

#9—MAINTAIN A FULLY PUBLIC BLOOD SYSTEM AND INVEST IN A PUBLIC PLASMA SYSTEM

Whereas Canada's public blood system is a success story, helping the province and the entire country remain completely self-sufficient in terms of blood collection and supply; and

Whereas, on the other hand, the ongoing reliance on world markets for fractionated plasma products, which are used to produce medications, has left the country unable to achieve plasma self-sufficiency; and

Whereas provinces such as Saskatchewan and New Brunswick are allowing private companies to pay people for plasma donations, bringing privatization and all its greed-related problems of high costs, low quality, and questionable safety standards into the country's plasma supply; and

Whereas private plasma companies are banned from operating in Canada's three largest provinces: Ontario, Quebec, and British Columbia;

Therefore be it resolved that NUPGE components in provinces that haven't yet banned private plasma collection demand that their provincial government impose such a ban; and

Be it further resolved that NUPGE components in provinces that have banned private plasma collection demand that their provincial government maintain the ban; and

Be it further resolved that NUPGE demand that the federal government impose a nation-wide ban on private, paid plasma collection.

SUBMITTED BY ONTARIO PUBLIC SERVICE EMPLOYEES UNION/SYNDICAT DES EMPLOYÉS DE LA FONCTION PUBLIQUE DE L'ONTARIO

Committee Recommends _____ Convention Decision _____

Public Services – Care Economy

#10—POLICY PAPER RESOLUTION—VALUING CARE

Care is an essential part of life. We all need care at some point, and all of us are involved in providing care to some extent. But the distribution of care is uneven.

Women continue to shoulder a disproportionate share of unpaid caregiving. And they make up the majority of paid care workers. Women of colour, immigrant women, and migrant women are overrepresented as care workers, especially among the lowest paid.

The pandemic shone a light on the value of care—for our households, our families, our communities, our workplaces, and the economy as a whole. It also exposed the gaps in our care systems. Care demands, which were already rising before the pandemic, increased due to closures. Care systems are in crisis due to decades of underfunding, neglect, deregulation, and privatization. Too often, care services are fragmented rather than delivered through systems that are coherent.

Workers in the care economy face diverse challenges, but common are low wages, poor working conditions, precarious employment, and high turnover. Staffing shortages that predated the pandemic are worsening due to overwork and burnout.

To ensure care is properly valued, we need sustained public investment to ensure high quality care and decent work for all care workers. We need publicly funded and publicly managed systems that are delivered through a unionized workforce.

This will be an important part of the post-pandemic recovery and can help to promote a fairer, more equitable, and caring society.

Therefore, the National Union of Public and General Employees will

Continue to advocate for stable, long-term funding for care, including health care, home care, elder care, social services, supports for people with disabilities, child care, and education.

Continue to pressure the federal government for funding tied to national standards to promote true *systems* of care.

Contribute to building awareness, among members, the public, and governments, about the value of care—paid and unpaid.

Continue to advocate for fair compensation and decent work for care workers.

Support Components in raising the profile of care workers, the work they do, and the conditions they face.

Work with our allies and coalitions, as well as through the Canadian Labour Congress and Public Services International, to achieve these goals.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

Public Services – Public Health Care

#11—HEALTH CARE

The COVID-19 pandemic has proven the need for Canada to have a strong public health care system with the necessary resources and health care professionals to provide quality care. Canada avoided the worst outcomes of the pandemic because of our health care system. However, the pandemic did expose areas that need to be addressed, and there were areas of failure, such as in Long-Term Care (LTC).

Unfortunately, because our health care system has been suffering under austerity for some time, we leaned heavily on dedicated health care professionals to work even harder to get us through the pandemic. Front-line health care workers did not receive the support they needed and even had to fight in the courts to get access to the personal protective equipment (PPE) they needed to do their jobs safely.

The pandemic must be a wake-up call to the importance of a properly funded and staffed public health care system. Unfortunately, some governments are using the pandemic to attack our public health care system and workers.

Health care privatization is expanding as governments turn to for-profit clinics to deal with the surgical backlog from the pandemic. Governments are not properly enforcing the *Canada Health Act* (CHA). Virtual health care is rapidly expanding, but without the oversight and regulations that govern public health care, risking the rise of 2-tier medicine in Canada. Paid plasma continues to be a concern as the for-profit provider expands into more provinces because there is no federal ban on paid-plasma collection.

There is a crisis in health human resources, as many workers are nearing retirement, and the population is aging. Mental health continues to not be properly addressed, and the need is growing due to the impact of the pandemic. Workers' pay is not keeping up with inflation, so they are effectively taking a pay cut relative to the cost of living. Health care spending is not keeping up with the rising demand and the costs of providing care, so workers are being asked to do more with less. Programs that would allow us to save money and provide better care, such as pharmacare, are promised, but little is being done to implement them.

Canadians are extremely committed to our health care system. Canada has a health care system that does not discriminate based on your ability to pay, but treats you based on your health care need. Our health care workforce is highly trained and delivers care that rates

among the best in the world. But our public health care system needs investments and needs to be updated to address the new realities of care.

The danger is that ideologically driven governments will use the pandemic to attack public health care. Misinformation must be challenged, and the claims that austerity is necessary and that privatization will save money are 2 of the biggest examples. In the Cambie case, the proponents of privatization even challenged the constitutionality of restricting access to 2-tier health care, and lost.

Therefore, the National Union of Public and General Employees will

Call on the federal government to commit to timely increases in the Canada Health Transfer, tied to increased health care spending and adhering to the *Canada Health Act*, to a minimum sustained rate equivalent to 35% of total provincial health care costs.

Support implementation of single-payer national pharmacare.

Advocate for LTC reform, including the end of for-profit care, and for LTC to be under the *Canada Health Act* (CHA).

Oppose all forms of health care privatization and advocate for public solutions and public investment in health care. This includes demanding enforcement of the CHA, halting paid-plasma collection, and ensuring that expansion of virtual health abides by the principles of the CHA.

Call for a pan-Canadian health human resources strategy and for health professionals to receive the support needed to provide quality health care.

Work with health care advocates to protect and strengthen our public health care system.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#12—LONG-TERM CARE

The COVID-19 pandemic exposed the failure of Canada's Long-Term Care (LTC) sector. Over 15,800 residents died during the first waves of the pandemic, and Canada has the world's highest percentage of pandemic deaths in LTC. Canada is not doing enough to protect our most vulnerable elderly and infirm. Governments must act to ensure better care for LTC residents.

Canadians were shocked that the Canadian Armed Forces were mobilized to manage and staff LTC facilities in Ontario and Quebec to save residents. The reports were horrific, describing the residents covered in feces, left for days in bed, and that many were not provided adequate food or water.

The staff are marginalized. They are often racialized workers and predominantly female; a high proportion of them are immigrants. Wages are low, and the work is emotionally and physically difficult. Workers were left short-staffed and without the supplies needed to care for residents. They were exposed to the virus, often without access to proper personal protective equipment.

The failure to protect residents and support workers began long before this tragedy and before the pandemic. For many years, advocates have been alarmed by the lack of proper care and oversight in LTC facilities, especially in for-profit LTC facilities. Studies have shown that residents get less direct care in for-profit facilities, have more falls and diseases, and overall, a higher death rate than in non-profit LTC facilities. This lower standard of care became terribly apparent when the pandemic struck.

In Ontario, during the first 2 waves of the pandemic, almost 4 times as many deaths occurred in for-profit facilities as in publicly owned municipal facilities. Through December 2020, the death rate in for-profit LTC facilities was 5.2 per 100 beds, and in municipal facilities it was 1.35 per 100 beds. Yet there has been virtually no accountability for what happened in these facilities. Even today, over 2 years after the start of the pandemic, workers and residents in LTC are still not being adequately protected or supported.

During the height of the crisis in LTC, action was promised by many governments. While the vaccines have dramatically reduced mortality rates, there seems to be little change in the operating conditions in these facilities. We must ensure that the great harm that came to residents and workers results in reform.

The federal government has promised a Safe Long-Term Care Act and national standards. Provincial governments have promised better pay for workers and investments in LTC facilities. Unfortunately, if the sector is not brought under the *Canada Health Act*, and not brought into our public health system, most of these needed investments will go towards increasing the profits of for-profit corporations.

The for-profit corporations running long-term care facilities are working hard to escape accountability. It is disturbing that the draft national standards commissioned by the federal government do nothing to curtail for-profit care. They do not even call for a basic 4.1 hours of care per resident, or for staffing ratios that are enforceable. Without these basic improvements, we will continue to see the elderly exploited for profit and left with substandard care.

With the number of beds needed expected to double by 2035, we need major investment by governments. Without that public investment and strong regulations, we will continue to see the proliferation of for-profit care. If that is allowed to happen, it means more for-profit facilities where the owners put profit ahead of care.

For these reasons, we must fight for a long-term care system that cares for and protects for our seniors.

Therefore, the National Union of Public and General Employees will

Call on the federal government to work with the provinces to adequately fund LTC, bringing it under the *Canada Health Act* (CHA) as part of the public health care system.

Work closely with health care and union allies to push for reforms to the LTC sector, including increased wages, improved benefits, and pensions for LTC workers.

Oppose all forms of privatization in LTC, from ownership to the outsourcing of services.

Lobby for enforceable LTC national standards that protect both residents and workers. Patients must be at the centre of care and workers supported by recognizing that the conditions of work are the conditions of care.

Demand governments invest in ensuring comprehensive seniors' care, including enhancing home care so seniors are supported to stay in their homes longer. Investment in public LTC bed capacity is also essential given the growing demand and inadequate supply.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#13—RESOLUTION ON LONG-TERM CARE

Whereas COVID-19 had a devastating impact on long-term care facilities, specifically those in the for-profit sector, across the country, and

Whereas standards for care vary greatly from province to province, and

Whereas seniors deserve to be treated with dignity and respect and receive the best care possible, and

Whereas senior care is health care and should be treated as such, and

Whereas for-profit senior care places profit above the wellbeing of patients;

Therefore be it resolved the National Union of Public and General Employees will campaign and lobby the federal government to eliminate for-profit senior care in Canada while increasing the funding for public and non-profit homes.

SUBMITTED BY NEW BRUNSWICK UNION OF PUBLIC AND PRIVATE EMPLOYEES

Committee Recommends _____ Convention Decision _____

#14—PROTECT STAFF AND RESIDENTS IN CANADA'S LONG-TERM CARE HOMES

Whereas The COVID-19 crisis has exposed long-term care as a system in crisis across Canada; and

Whereas between March 1, 2020, and August 15, 2021, there were more than 14,000 deaths of long-term care staff and residents in Canada as a result of widespread COVID-19 outbreaks; and

Whereas for-profit long-term care homes had significantly more deaths than publicly operated homes during the first wave of the pandemic, given the deplorable conditions in these homes, often stemming from crisis-level understaffing and corner-cutting; and

Whereas the ongoing staffing crisis in long-term care has been worsened because workers are underpaid, overworked and exposed to greater risks than ever, causing many staff, including PSWs, to abandon their jobs; and

Whereas a significant portion of the workforce is part-time, forcing staff to work in several locations to earn a living income, which can inadvertently spread viruses and infections;

Therefore be it resolved that NUPGE vigorously demand that provincial governments declare a moratorium on new for-profit long-term care homes and immediately begin the process of bringing all current for-profit homes under public ownership and management; and

Be it further resolved that NUPGE components call on provincial governments to legislate staff-to-resident ratios that allow for four hours of hands-on care per resident, per day averaged by facility, and not by region or province; and

Be it further resolved that NUPGE components advocate for increased wages and benefits for all long-term care workers in Canada and the creation of more full-time, permanent jobs; and

Be it further resolved that NUPGE components call on provincial governments to create a thorough PSW recruitment and retention plan that provides free education and incentives to address the crisis-level staffing shortages in long-term care; and

Be it further resolved that NUPGE components commit to holding the provincial governments to account to hire enough inspectors to do both proactive, comprehensive, annual inspections and reactive inspections in response to complaints and critical incidents, and to ensure that inspectors are empowered to impose meaningful penalties on homes that break the rules.

SUBMITTED BY ONTARIO PUBLIC SERVICE EMPLOYEES UNION/SYNDICAT DES EMPLOYÉS DE LA FONCTION PUBLIQUE DE L'ONTARIO

Committee Recommends _____ Convention Decision _____

#15—SENIORS HEALTH CARE**The NUPGE will:**

- lobby the federal government to provide seniors with free health care and work with Indigenous communities to ensure the health care needs of their aging population are met;

Because lots of members may not be able to afford regular and extended health care upon retirement; and

Because members may struggle at retirement due to a lack of access to health benefits.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#16—OPIOID-RELATED POISON DRUG OVERDOSE CRISIS

There's another epidemic in Canada: a public health crisis of drug overdoses. In some provinces, it's killing more people than COVID-19. In 2018, we called it an opioid crisis. Today it's a poison drug crisis, with people unintentionally overdosing on lethal cocktails of synthetic opioids, typically fentanyl, mixed with stimulants like cocaine. The ingredients are illicit, non-pharmaceutical, non-prescription, and bootleg.

During COVID-19, overdose deaths increased dramatically for many reasons:

- supply problems drove unscrupulous dealers to contaminate their drugs with toxic additives;
- users lost access to life-saving medical supervision under social distancing rules;
- Canada's health system was on the brink; and
- social isolation created new users and heavier abuse.

For workers, the poison drug crisis is a hazard to occupational health and safety. NUPGE Components have reported cases of workplace exposure, injury, illness, and hospitalization across occupational groups. Corrections officers, youth facility workers, paramedics, hospital staff, and front-line crisis workers have been particularly vulnerable.

Governments are focused on mitigating overdoses and deaths (surveillance and enforcement), but this has failed. To reduce harm and save lives, we need to do the following:

- Stop the illicit market: amend the *Controlled Drugs & Substances Act* to remove opioids as an indictable offence, and legalize small amounts for personal use.
- Harm-reduction strategies: provide tax-funded, medically assisted consumption sites for safe personal use, and create a regulated safe supply providing safer substitutes under medical supervision to stop the toxic drugs causing overdoses.

- Recovery and treatment: provide tax-funded, accessible, public access to addictions and mental health services and treatment on demand via the public health system.
- Guarantee pan-Canadian equal access to supplies and programs without the threat of provincial barriers by bringing harm reduction programs under the *Canada Health Act*.
- Stop workplace exposure: improve inmate mental health and addictions services, and stop poison drugs from entering facilities in the first place.

Therefore, the National Union of Public and General Employees will

Promote strategies to stop the overdose crisis, including—

- Stopping the illicit market and reduce harm by
 - a. amending the *Controlled Drugs & Substances Act* to remove opioids as an indictable offence liable to imprisonment;
 - b. creating a regulated, legal, safe supply to allow small amounts for personal use.

Harm-reduction strategies: provide tax-funded, medically assisted consumption sites for safe personal use, and a regulated safe supply providing safer substitutes under medical supervision to stop toxic drugs causing overdoses.

Recovery and treatment programs: provide tax-funded, public access to addictions and mental health services on demand through the public health system.

Guaranteed pan-Canadian, equal access to supplies and programs without threat of provincial barriers by bringing harm reductions programs under the *Canada Health Act*.

Stop workplace exposure: improve inmate mental health and addictions services, and stop poison drugs from entering facilities in the first place.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#17—FENTANYL CRISIS

The NUPGE will:

- lobby the federal government for:
 - a “safe supply” of narcotics for drug users in order to prevent overdose deaths; and
 - a harm-reduction approach so that drug misuse and addiction are considered a health issue rather than a criminal issue; and
 - reform to the *Controlled Drugs and Substances Act*, including advocating for the decriminalization of all drugs;

Because since a public health emergency was declared in 2016 due to over 24,626 apparent opioid toxicity deaths between January 2016 and June 2021 across Canada; and

Because the current “war on drugs” strategy has been a total failure, which has disproportionately targeted people of color and Indigenous communities, enriched organized crime organizations, and generally led to untold human misery; and

Because Portugal decriminalized all drugs in 2001 and has since seen a dramatic drop in HIV infections, overdose deaths, and drug-related crime.

SUBMITTED BY B.C. GENERAL EMPLOYEES’ UNION

Committee Recommends _____ Convention Decision _____

#18—PHARMACARE

Whereas approximately one third of working Canadians do not have employer-funded prescription drug coverage, resulting in poor health outcomes and growing health inequities; and

Whereas British Columbia, Alberta, Ontario, and Quebec have enacted legislation expressly bans paid-blood product donations; and Canada is the only developed country in the world with a universal health care program that doesn’t include universal prescription drug coverage, and.

Whereas a 2022 confidence-and-supply agreement between the federal Liberal government and the NDP opposition commits to work toward a universal public pharmacare program.

Therefore be it resolved that the National Union of Public and General Employees will work with Canadian labour organizations and allies to monitor the progress of development of a universal pharmacare program, and lobby the federal parties to make legislative and budgetary commitments to support establishment of the program.

SUBMITTED BY HEALTH SCIENCES ASSOCIATION OF BC

Committee Recommends _____ Convention Decision _____

#19—UNIVERSAL PRESCRIPTION DRUG COVERAGE

The NUPGE will:

- lobby the federal government to develop and implement a universal prescription drug coverage plan for all Canadian citizens;

Because Canada has the lowest level of access to medicines of all countries with a system of universal health care; and

Because a universal prescription drug plan would provide all citizens with protection against the financial burden associated with prescription drug needs; and

Because most citizens receive no public assistance with the cost of prescriptions they fill at pharmacies, and direct costs can add up to considerable sums over time; and

Because a universal prescription drug coverage plan would provide comprehensive coverage of medicines to all Canadian citizens.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#20—PROVIDE PUBLIC AND UNIVERSAL PHARMACARE TO ALL CANADIANS

Whereas one in five Canadians don't have prescription drug funding provided by their employer, or have inadequate coverage to meet their medication needs; and

Whereas women, young workers, and other vulnerable groups of employees are even less likely to have employer-funded pharmaceutical coverage; and

Whereas almost one out of every four Canadians say that they or someone in their household can't afford to take medication as prescribed by their doctors; and

Whereas one of the reasons medication costs are so high in Canada is because the pharmaceutical companies sell to a wide variety of private insurance companies and individuals; and

Whereas a universal public Pharmacare program would lower medication costs because the federal government would negotiate one price for medications for all Canadians; and

Whereas experts estimate that a universal public Pharmacare programme would save the country \$5 billion a year; and

Whereas nine in 10 Canadians support the creation of a universal public Pharmacare program;

Therefore be it resolved that NUPGE and the CLC continue to demand that the federal government establish a national universal public Pharmacare program with single administrative delivery.

SUBMITTED BY ONTARIO PUBLIC SERVICE EMPLOYEES UNION/SYNDICAT DES EMPLOYÉS DE LA FONCTION PUBLIQUE DE L'ONTARIO

Committee Recommends _____ Convention Decision _____

#21—BIOSIMILARS

Whereas As patents expire for originator drugs, other manufacturers may produce new versions of the biologic drugs called biosimilars, and

Whereas In 2018 originator biologics accounted for just under 2% of prescribed drugs in Canada, but they accounted for nearly 30% of the total national drug cost, and

Whereas much of the opposition to biosimilars has come from industry and patient advocacy groups which are funded in part by the makers of originator drugs, and

Whereas notwithstanding that a majority of patients can transition to biosimilars, there may be medically necessary reasons for patients to use originator biologics.

Therefore be it resolved that the National Union of Public and General Employees lobby the federal government to ensure patient outcomes related to use of biosimilars are considered in establishing a formulary for a universal public pharmacare program.

SUBMITTED BY HEALTH SCIENCES ASSOCIATION OF BC

Committee Recommends _____ Convention Decision _____

#22—INCLUSION OF MENTAL HEALTH IN THE CANADA HEALTH ACT

Because Canadians recognize there is no health without mental health;

Because the total cost from mental health problems and illnesses to the Canadian economy is estimated by the Mental Health Commission of Canada (MHCC) to be \$50 billion/year;

Because the MHCC states that while 1 in 5 Canadians will experience mental health challenges in any given year, only 1 in 3 actually report seeking treatment – often due to out-of-pocket costs;

Because national legislation will be a valuable tool to ensure to ensure universal access, based on need, to mental health services across the country; and

Because national legislation would help reduce stigma and end discrimination experienced by those experience mental health challenges.

Therefore the National Union of Public and General Employees will:

Lobby the federal government to amend the *Canada Health Act* to include mental health care in addition to physical health care.

SUBMITTED BY MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#23—MENTAL HEALTH

The NUPGE will:

- lobby the federal government to create a Canadian campaign to inform and educate the Canadian public on mental health and addictions;

Because mental health and addictions are serious issues in Canada.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

Public Services – Education and Training

#24—APPRENTICESHIPS

The NUPGE will:

- call on the Government of Canada to work with the provinces to direct the business sector to support and sponsor apprentices in their business and trade; and
- create a campaign that shows how important apprentices are and how much they are needed;

Because apprenticeship is dwindling due to a lack of sponsorship; and

Because Canada has fewer apprenticeships compared to similar OECD countries primarily because of a lack of coordination among provincial and territorial apprenticeship systems and the lack of recognition for the skills people acquire as apprentices.

Submitted by B.C. General Employees' Union

Committee Recommends _____ Convention Decision _____

#25—FREE & ACCESSIBLE EDUCATION

The NUPGE will:

- call on the government of Canada to enact legislation that will make each level and field of education free and accessible to all; and
- work to ensure all elements of the overall student experience, including housing, public transport, and grants are available to all students;

Because financial barriers to accessing public education are rising, and such rising barriers make education less inclusive; and

Because equal access to public education, not depending on the student's race or class, is one of the foundations of a fair and democratic society; and

Because education is a human right.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

Public Services – Criminal Justice System

#26—CRISIS IN PROVINCIAL CRIMINAL JUSTICE SYSTEMS

Canada's provincial criminal justice systems are in crisis for both workers and inmates.

Too many correctional facilities are dilapidated, old, crumbling, unsanitary, and with inhumane living conditions. They are dangerously overcrowded, have poor ventilation, and low-quality air filtration and these conditions have led to dozens of COVID-19 outbreaks.

Correctional facilities have become institutions of last resort for people with addictions and mental health issues, as there is limited access to adequate treatment programs or rehabilitation services.

What this means for front-line corrections workers is exposure to extremely dangerous work environments with serious health and safety risks, especially COVID-19. There are daily incidents of violence directly related to overcrowding. Officers have no special training on how to deal with offenders with mental health or addictions issues, and there are not enough correctional nurses to cope.

There is a critical shortage of correctional officers, along with problems recruiting and retaining for all categories of corrections workers.

It should therefore come as no surprise that correctional workers suffer from mental health injury. They are almost 5.5 times more likely than the general population, and the highest among all public safety personnel, to screen positive for clinically significant symptoms consistent with one or more mental disorders.

Therefore, the National Union of Public and General Employees will

Work with Components to defend and promote the rights of all justice workers.

Condemn the ongoing overcrowding crisis in provincial and federal correctional facilities.

Highlight the crisis of understaffing, retention, and recruitment because of inadequate compensation, poor health and safety, and violence against justice workers.

Work with Components to lobby federal and provincial governments to improve the working conditions of justice workers.

Work with Components to develop and coordinate actions and communications strategies addressing the crisis in provincial criminal justice systems.

Educate the public that incarceration of people with addictions and mental illness is an inhumane, unacceptable, and unjust policy response to inadequate community mental health supports.

Work with the Mental Health Commission of Canada to create an action plan that protects the mental and physical health and safety of workers, and of all those who come into contact with the criminal justice system.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

Public Services – Emergency Preparedness

#27—PUBLIC SECTOR WORKERS DURING COVID

Front-line workers have been praised during the pandemic, risking their own health and well-being to provide essential services under very difficult conditions. Public sector workers provide essential services in the community and in congregate settings such as hospitals, corrections facilities, long-term care, group homes, retail stores and transportation services. Unfortunately, the pandemic has exposed a failure to properly support public sector front-line workers.

In the early days of the pandemic, many public sector workers were not provided the personal protective equipment (PPE) they needed to protect themselves or those they were in contact with. Governments and employers only allowed N95 masks for specific procedures and refused to acknowledge, despite overwhelming evidence, that the virus was airborne. Unions had to take the case to the courts and to arbitration to force employers to allow workers access to proper PPE. Despite rulings in favour of workers receiving access to proper PPE, violations continued.

The Canadian Institute for Health Information (CIHI) has shown that through the first 5 waves of the pandemic, 150,000 health care workers have been infected with

COVID-19, and at least 46 have died as a result. Our vulnerable seniors also suffered because of the lack of support and care. Canada has the highest proportion of deaths in LTC, a setting where death and infection rates were far higher among for-profit providers. Correctional facilities across the country were confronted with outbreaks. This was true for almost all front-line public sector settings.

Even when vaccination began to slow the progress of the virus, governments and employers again refused to properly consult unions and front-line workers, leading to distrust and vaccine hesitancy, which persists.

Another problem has been cynical politicians pandering to conspiracy theorists or trying to turn public health measures into wedge issues during elections. Both sets of actions encouraged distrust of vaccine and mask mandates among sections of the public.

Making things worse has been governments making decisions about public health measures based on what politicians think will be popular, instead of following the recommendations of medical professionals and the scientists.

Governments have also acted prematurely when it came to easing public health rules, or ending support for people whose incomes dropped during the pandemic. They delayed bringing in paid sick leave so that front-line workers wouldn't be forced to choose between self-isolating and going broke. This failure to ensure the necessary rules and supports were kept in place until it was clear they were no longer needed increased the burden on those who were already most affected by the pandemic and left many Canadians facing poverty.

Front-line workers were left paying the price for this political game playing and failure to do what was needed to help people get through the pandemic. It was front-line workers who were the ones requesting compliance with mandates, and the politicization of masks and vaccines played a role in the protests that occurred at hospitals. And it was front-line workers who were most affected when the premature ending of public health measures, or improvements to income support programs, resulted in increases in infection rates.

Front-line workers were harassed and abused as they tried to properly fulfil their jobs. After months of stress, lack of support through subsequent waves of the pandemic and direct threats have added to already stressful working conditions and increased workloads.

This has contributed to unprecedented numbers of front-line public sector workers considering leaving their professions or retiring. Front-line public workers are dedicated workers and provide care despite staffing shortages and personal risk under difficult conditions. In a crisis, these are the workers Canadians count on to provide care and support. Governments and employers need to act if they hope to avoid a crisis and undo some of the damage the pandemic and government and employer mistakes have created.

Therefore, the National Union of Public and General Employees will

Continue to monitor and engage with the Public Health Agency of Canada (PHAC) and the federal government on their past and ongoing response to the pandemic.

Demand the federal government launch a public inquiry into responses to the pandemic, including the role of PHAC.

Collaborate with Component Occupational Health and Safety representatives on issues that are ongoing and related to the pandemic.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#28—NATIONAL REVIEW OF EMERGENCY PREPAREDNESS

Because the lessons of COVID point out clearly that Canada needs to improve its proactive planning for when health emergencies and pandemics arise; and

Because Canada had to scramble to ensure provisions, including medicines and vaccines required by health care workers and citizens, could be provided in a timely and efficient manner;

Because the federal government should play a leading role in ensuring the provision of personal protective equipment so that all Canadians could have their health and safety needs met;

Because in times of crisis, provinces should not have to compete with each other for provisions or negotiate costs to deal with a health emergency or pandemic; and

Because Canada should have a national conversation about what kinds of economic and social safeguards need to be in place to ensure the ongoing support and protection of Canadian workers and recognize that some workers are essential and need to be seen as such.

Therefore the National Union of Public and General Employees will:

Lobby the federal government to undertake a review of our national emergency preparedness as it relates to pandemic readiness.

SUBMITTED BY MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

Public Services – Community Services**#29—FUNDING FOR SUPPORTIVE HOUSING**

Because guidelines and patient needs are changing and everyone deserves quality care and support;

Because investment in care options outside of the acute care system, when appropriate, are desired by many clients if they cannot live at home or are not ready to move into a personal care home;

Because investment in alternative care options, when appropriate, reduce the burden on acute care facilities and providing additional value for health care budgets; and

Because supportive housing, that includes 24-hour support and supervision, are a vital part of the care continuum in many communities.

Therefore the National Union of Public and General Employees will:

Lobby the federal government to ensure supports are available for those living and working in supportive housing.

SUBMITTED BY MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#30—ADDRESSING DOWNLOADING SERVICES TO LIBRARIANS**The NUPGE will:**

- lobby the federal government through the Canadian Labour Congress to restore and improve critical funding at all levels of government so the public can access the services they need without them being downloaded onto librarians and library workers;

Because government services to the public in communities have been continually cut for decades; and

Because librarians and library workers have been left to fill in the gaps in services for community members.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

Public Services – Child Care**#31—A UNIVERSAL CHILD CARE SYSTEM**

There is overwhelming evidence that access to high-quality child care contributes to children's healthy development, parents' workforce participation—especially women's, which advances gender equality and women's economic security—and a strong economy overall. A well-supported child care system would also ensure decent work for professionals in the sector.

The pandemic made it clearer than ever that child care is essential—not just to working parents, but to our workplaces and communities. The pandemic also laid bare the gaps in the existing child care landscape. It demonstrated that the market-based approach to child care in Canada is not working. Child care continues to be a patchwork system with high fees and long waitlists.

The pandemic also compounded staff burnout in the sector, which already struggles with recruitment and retention due to lack of fair wages and working conditions. We know that the workforce is key to ensuring a high quality of child care.

In 2021, the Trudeau government announced a plan, and dedicated significant funding, to build a Canada-wide system for early learning and child care. We are in a unique political moment to finally build a universal public child care system in Canada. But we need to make sure the federal, provincial, and territorial governments get it right.

We need a child care system that is universally accessible, publicly funded and delivered, and high quality.

Therefore, the National Union of Public and General Employees will

Continue to advocate for a Canada-wide child care system that is universally accessible, publicly funded and managed, not-for-profit, inclusive, and high quality.

Pressure government to address long-standing workforce issues, including calling for fair wages and benefits, decent work, professional development, and strategies for recruitment and retention.

Support Components in their provincial-level advocacy, including facilitating information sharing and coordination as needed.

Support Components' efforts to expand unionization in the sector.

Continue to work with allies through Child Care Now and the Canadian Labour Congress Child Care Working Group to advance these goals.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#32—CHILD CARE AND CAREGIVERS' ECONOMIC RECOVERY

The NUPGE will:

- lobby the federal government to ensure that:
- child care is a key element of all economic recovery plans, including coordination between the reopening of schools and child care centres with that of the broader economy; and
- public funds are directed to existing regulated and licensed child care services by providing increased wages for workers, investing in measures to keep workers safe, and expanding the number of child care spaces available so that they can reopen and provide accessible, affordable, and high-quality care; and
- organizations that support migrant worker caregivers are involved in decision-making for pandemic recovery; and create an expedited path to permanent resident status for immigrant care workers so that they can access health care and worker protections on arrival; and personal protective equipment is being provided to migrant workers, conduct rigorous inspections on their working conditions, and ensure they have access to income supports;

Because the COVID-19 pandemic has revealed how important care work is to society, yet child care and elder care services have not been adequately prioritized by governments; and

Because strengthening public investments in care will facilitate women to return to the paid work, they may have had to leave during the pandemic due to heavy caregiving burdens that men have been less likely to take on; add millions of jobs to the economy, particularly for women; support children's development; and provide significant returns to the economy; and

Because front line and essential workers tend to be women and many women are facing the triple burden of extra care work at home, homeschooling, and risky paid work. Some who face these triple burdens are finding they have to leave paid work in order to handle care responsibilities. A Canadian poll found that racialized women were twice as likely as white women to stop working because of care responsibilities.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#33—UNIVERSAL CHILD CARE

The NUPGE will:

- through the Canadian Labour Congress continue to demand a nationally-funded child care program that is universal and accessible, as established in a national child care act; and
- also continue to lobby the federal government for increased funding that will reverse closures of child care centres, establish provincial wage rates through bargaining and will eliminate dependence on parent's fees; and
- continue to lobby the federal government to direct funds specific to the recruitment and retention of qualified, unionized child care workers;

Because provincial governments are still not funding a comprehensive child care program across Canada.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

Public Services – Labour

#34—NEED FOR GOVERNMENT STRATEGIES TO ADDRESS LABOUR SHORTAGES

There are unprecedented labour shortages across a wide range of sectors in Canada. Hardest hit are food services, retail trade, health care, social assistance, construction, and manufacturing. Job vacancies reached a historic high of 1 million in the third quarter of 2021. The job vacancy rate was also at a record high of 5.4%, which is 2.1% above pre-pandemic levels.

An aging workforce, poor planning, low wages, overwork, and mental stress are all factors contributing to labour shortages. Canada needs to implement a broad labour strategy to deal with the core issues causing these shortages. Governments need to work with unions, educational institutions, and employers to address labour shortages.

Health care is a sector that needs immediate attention. Quality care has to be provided by a highly trained workforce and is labour intensive. A shortage of workers directly impacts health care outcomes. An aging workforce and an aging population mean that increased demand for health care will be compounded by a large number of workers at or nearing retirement. Urgent steps are needed to avoid major harm to our health care system. The pandemic exposed the problems with how Canada's health care workforce is managed, and patients and workers are paying the price. Governments and employers must be held accountable for this looming crisis.

Therefore, the National Union of Public and General Employees will

Continue to monitor the issue of labour shortages and work with Components, when appropriate, in areas that directly impact NUPGE members.

Call on federal and provincial/territorial governments to develop comprehensive and progressive strategies to address labour shortages. These strategies should include investing in education and training, including reducing or removing financial barriers; transitioning people from entry level roles to more complex work.

Work with NUPGE allies, such as the Canadian Health Coalition and the Canadian Health Professionals Secretariat, on strategies to address labour shortages in the health care sector.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#35—ROLE PRECARIOUS WORK AND DISCRIMINATION PLAY IN LABOUR SHORTAGES

The rise of precarious, poorly paid work has contributed to labour shortages in a wide range of sectors in Canada. Less than a third of workers are low-wage earners, but over half the vacancies are in low-wage jobs. Employers have been reducing employment security,

benefits, and pay, creating a precarious workforce. These precarious workers have to be more mobile and are less likely to be tied to a specific sector or job. Steps to increase employment security, pay, and workers' benefits would all assist in reducing labour shortages.

What is also contributing to labour shortages is the rising cost of education and other barriers that mean people from many equity-seeking groups don't see careers in some sectors as an option. The difficulties Indigenous people face entering many occupations are an example.

Unfortunately, instead of addressing problems like precarious work and barriers to entering many occupations, too often employers want to bring in workers from other countries under the Temporary Foreign Workers Program. This exports labour shortages to other, often poorer, jurisdictions, with a particularly egregious example being the recruitment of health care workers from countries that are already dealing with a lack of trained health care professionals. Another concern is that, while traditionally people coming to Canada to work had permanent residency and the rights and opportunities that come with it, workers coming to Canada under the Temporary Foreign Workers Program do not.

Therefore, the National Union of Public and General Employees will

Continue to highlight the components of NUPGE's *All Together Now!* campaign, which focuses on protecting workers in precarious jobs and reducing income inequality.

Continue to advocate for governments to strengthen employment standards laws and labour relations laws, so workers in precarious jobs will have the same rights and protections as full-time permanent employees.

Call on governments to examine and work to remove the barriers facing equity-seeking groups that deter them from entering many occupations.

Renew our call for amendments to the Temporary Foreign Worker Program, so that those who choose to work in Canada have the opportunity to become full Canadian citizens.

Work with NUPGE's Collective Bargaining Advisory Committee to develop bargaining strategies designed to reduce the occurrence of precarious work, and to ensure workers in precarious jobs will have the same rights and protections as full-time permanent employees.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

Tax Fairness

#36—TAX FAIRNESS

During the COVID-19 pandemic, health care workers struggled to cope with impossible workloads made worse by years of underfunding. At the same time, billionaires in Canada and around the world saw their wealth increase to record levels.

Linking the two is the failure of successive governments, particularly at the federal level, to take the action needed to make our tax system fairer.

It is the wealthy and large corporations who get most of the benefit from the tax cuts introduced over the last 4 decades, from tax loopholes and from tax havens. The billions of dollars they have been able to avoid paying in taxes are why they are wealthier than ever.

And the billions of dollars large corporations and the wealthy have been able to avoid paying in taxes are why too many of the public services Canadians rely on are underfunded.

Thanks to the work of NUPGE and our allies, Canadians are increasingly aware of the need for tax fairness. Our success was reflected during the last federal election, when all major parties were talking about tax fairness. Some small steps have been taken. What's needed now is to get governments to build on those small steps and implement the tax fairness measures we need to ensure our public services can meet the needs of Canadians.

Therefore, the National Union of Public and General Employees will

Continue to support fair taxation as the most effective way to create a more equal society and ensure the public services Canadians rely on are adequately funded.

Urge the federal government to act on its commitment to bring in a public registry of who really controls corporations registered in Canada (the beneficial owners) to make it easier to crack down on tax evasion and money laundering.

Support measures to make the tax system fairer, including—

- Legislate an annual wealth tax on wealth over \$10 million.
- Reverse cuts to income tax rates that primarily benefited large corporations and the wealthy.
- Close loopholes that contribute to unfairness in the tax system, like the stock option deduction and taxing capital gains at a lower rate than earned income.

Continue to partner with Canadians for Tax Fairness in our efforts to make the tax system fairer.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

Elections and Electoral Reform

#37—ELECTORAL REFORM

The NUPGE will:

- lobby the federal government through the Canadian Labour Congress to follow through on their election promise on electoral reform;

Because there is a need to change the current system of how government representatives are elected; and

Because the current voting system allows for disproportionally represented representation in many areas throughout Canada and the provinces.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

Labour Rights

#38—DEFENDING LABOUR RIGHTS

Workers' rights are under attack by right-wing governments and their allies. This is despite the fact that recent Supreme Court of Canada rulings, known as the Labour Trilogy, have upheld and affirmed labour rights.

Governments have pressed ahead with laws that violate workers' rights, such as wage restraint legislation that undermines the right to collective bargaining. Back-to-work legislation and essential services legislation undermine workers' right to strike. Legal challenges are possible, but they can take years to complete, meaning that real damage is done to workers' rights and livelihoods.

Right-wing provincial governments have also introduced right-to-work style of legislation, like Bill 32 in Alberta, which attempts to demonize and hamstring unions.

Claiming that austerity is necessary rather than a political choice, right-wing governments target public sector workers—the same workers they praised as front-line heroes at the start of the pandemic. And, at the same time they're claiming austerity policies are necessary, governments give tax breaks to the wealthy individuals and corporations that became richer than ever during the pandemic.

The continued rise of precarious employment has left many workers without core protections and benefits, such as paid sick leave. They are less likely to be unionized.

The growth of working from home due to the pandemic has also raises new questions about workers' rights, such as occupational health and safety while working from home.

But the pandemic context has also brought about a bump in support for unions, as they have been vocal in fighting for workers' health and safety and other rights. Given the increased profile of, and support for, unions, there is an opportunity to organize, as well as to continue to defend our rights.

Therefore, the National Union of Public and General Employees will

Continue to call on governments to ensure that the rights of all workers, full-time and part-time, temporary and permanent, are respected through such measures as stronger employment standards legislation and removing barriers to unionization.

Continue to oppose attacks on workers and their unions.

Continue to monitor, and support challenges to, legislation that violates workers' rights and push for stronger legal protections for those rights.

Continue to facilitate information sharing and to support Components through the Legal Strategies Component Coordinating Committee, made up of Component leadership, senior staff, and legal counsel.

Continue to work within the CLC Legal Challenges Coordinating Committee to ensure that the labour movement's response to attacks on workers' rights is well informed and makes effective use of resources.

Continue to speak out for workers' rights and show solidarity with comrades whose human rights and labour rights are under attack, in Canada and around the world.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#39—WORKERS' ENVIRONMENTAL RIGHTS

We know that workplaces can be a source of hazards facing workers. But they can also be the source of materials or activities that harm the environment. We all have a role to play in tackling the climate crisis, and that includes workers.

With the support of the Adapting Canadian Work and Workplaces to Respond to Climate Change (ACW) project, based in York University, and in partnership with the Canadian Environmental Law Association (CELA), NUPGE conducted a research project on workers' environmental rights in Canada.

The occupational health and safety (OHS) regimes in Canada demonstrate the value of a rights-based approach to worker protection. There is also a growing movement for a rights-based approach to environmental protection, also known as environmental rights.

Our research looked at the extent to which OHS rights and laws account for environmental concerns, and the extent to which environmental rights and protections consider workers and workplaces. Not enough attention has been paid to these intersections.

The report also found that existing legislation across the country does not sufficiently consider the rights of workers and their role as stewards with responsibilities to promote environmental justice. However, these gaps also signal opportunities to strengthen rights that promote sustainability and workers' role in it.

In the report, NUPGE and CELA have proposed a 6-part framework for workers' environmental rights:

1. Right to safe and healthy working conditions, including environmentally sustainable workplaces and work activities, and a duty of employers to prevent unsafe exposure to hazardous substances.
2. Right to information (right to know) about the environmental and climate change impacts of their work, workplace activities, and production outputs.
3. Right to participate in workplace decision-making where it may have environmental or climate change impacts.
4. Right to advocate for effective standards of environmental protection at the workplace and in the broader public arena.
5. Right to inform the public about potentially environmentally damaging workplace practices, or production outputs, without fear of discipline or dismissal (whistle-blower protection).
6. Right to refuse environmentally damaging work.

Building on this, we must work with our members and allies to advance these rights. There has already been some movement towards realizing workers' environmental rights. For example, unions have negotiated for joint workplace committees on the environment (right to participate). This is a key area of opportunity.

Workers' environmental rights can not only help to ensure workers are informed, protected, and have a voice, but they can also be a tool for action on climate change and for a Just Transition.

Therefore, the National Union of Public and General Employees will

Work to advance the concept of workers' environmental rights, building on the research project *Workers' Environmental Rights in Canada*.

Advocate for laws and policies that recognize workers' environmental rights, such as working with Components to lobby for changes to occupational health and safety and environmental legislation.

Continue to explore the opportunities to advance workers' environmental rights through collective bargaining, such as negotiating for joint workplace committees on the environment,

working with its Advisory Committee on the Environment (ACE) and Collective Bargaining Advisory Committee (CBAC).

Continue to work with allies through the ACW project.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#40—PRECARIOUS WORK

The NUPGE will:

- call on the government of Canada to enact legislation that increases protections and support for workers in precarious work; and
- increase efforts to organize precarious workers and contribute to enforcing their right to join a union;

Because precarious work is on the rise, replacing permanent, direct jobs with insecure jobs that have no future; and

Because the majority of workers who experience precarious work are women and racialized workers; and

Because precarious work undermines workers' rights and gives many workers in global production chains no option but to accept insecure jobs; and

Because millions of workers in precarious jobs are excluded from the protection of labour laws; social security; and pension schemes; and live under the constant threat of unemployment.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#41—EXPANDING RIGHT TO STRIKE

The NUPGE will:

- work to further unionized workers' right to strike, including during the term of a collective agreement; and
- develop resources and advocate for the right to strike for non-bargaining issues (such as threats of austerity measures, privatization, climate change and just transition, reproductive justice, decolonial and anti-racist actions); and
- develop resources for provincial components to educate workers about the importance of expanding the right to strike to non-unionized workers;

Because workers' rights in Canada have been severely weakened over the last century, in part due to governments imposing limits to workers' abilities to collectively challenge the bosses' power in the workplace through withdrawing their labour power (i.e., a strike); and

Because since the passage of PC 1004 in 1944 (which became the model labour legislation for jurisdictions across Canada), Canadian labour legislation focused on ensuring industrial peace, suppressing strikes and worker militancy; and

Because even non-unionized workers in the United States have the right to "protected concerted activity" or "mutual aid or protection" to take collective action in the workplace without retaliation which provides opportunities for non-unionized workers to not only demand better conditions in their own workplaces but to join in solidarity with unionized workers who are making the same demands in their workplace (where union and non-union workers work in the same workplace); and

Because workers in parts of Europe hold general strikes over social and political issues (such as government austerity agendas) to put pressure on employers and governments on a larger scale.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#42—CABOTAGE

The NUPGE will:

- form a committee to meet at least annually to review and address corporate practices in Canada that could be addressed through regulatory and/or legislative changes to prevent "fire and hire" scenarios while improving Canadian cabotage;

Because Canadian cabotage is a national interest; and

Because foreign crews are often exploited by poor corporate practises; and

Because protecting the domestic shipping industry from foreign competition preserves domestically owned shipping infrastructure for national security, and ensures the safety of vessels, environment, and human life in congested territorial waters.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

Income Security

#43—GUARANTEED LIVABLE INCOME

Because in a country as prosperous as Canada, no one should be unable to meet their basic needs;

Because ensuring a guaranteed livable basic income would help address poverty, reduce income equality, improve people's health, and create opportunities for education and training; and

Because a guaranteed livable basic income program, implemented through a national framework, would ensure the respect, dignity and security of all persons in Canada.

Therefore the National Union of Public and General Employees will:

Lobby the federal government to enact in legislation a program that ensures all Canadians aged 18 and older shall have a guaranteed livable income.

SUBMITTED BY MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#44—JOB SECURITY AND EMPLOYMENT INSURANCE (EI)

The NUPGE will:

- lobby the federal government to:
 - provide pay through employment insurance (EI) for retraining and professional development across sectors for those who have experienced job loss. For people who are not eligible for EI, create other pathways to financially support re-skilling and re-training, with greater incentives for workers in care-economy based sectors such as child care and elder care; and
 - lower the uniform national eligibility requirement of EI to 360 hours and increase the benefit rate from 55 per cent to 85 per cent of earnings for low-income earners;

Because in March 2020, 63 per cent of job losses were experienced by women, and in May 2020, as the economy started to open, jobs returned faster for men (2.4 per cent increase) than for women (1.1 per cent increase); and

Because a recent Statistics Canada survey done to understand the economic impacts of COVID-19 on racialized residents of Canada found that racialized communities faced higher rates of job loss and hours reduction compared to White respondents. Similarly, racialized communities reported higher rates of strong or moderate financial impact of COVID-19; and

Because for several decades, it has been shown that the current EI program is difficult to access for temporary and part-time workers, who are disproportionately women. The Canadian Centre for Policy Alternatives found a growing gender gap in EI coverage, with 40 per cent of unemployed men eligible for EI compared to 32 per cent of unemployed women.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#45—EMPLOYMENT INSURANCE SICK BENEFITS

The NUPGE will:

- lobby the federal government to enhance employment insurance (EI) sickness benefits to include the following:
 - an increase in the percentage of pre-illness income to match what is provided by private carriers; and
 - an expansion in the duration of benefits from 15 to 26 weeks; and
 - employment support services be added to the EI sickness and benefits program;

Because many Canadians exhaust their short-term benefits without immediate access to long-term benefits; and

Because approximately seven million Canadian workers have no disability insurance coverage.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

International Trade Agreements

#46—GLOBAL TRADE AND INVESTMENT DEALS CONTINUE TO THREATEN PUBLIC SERVICES

Contemporary free trade agreements are supposed to facilitate trade and foreign investment by removing trade barriers, like tariffs.

But removing tariffs is a very small part of these agreements. They do a lot more than that, as they are primarily investor rights agreements entrenching extraordinary rights, protections, immunities, and powers for foreign investors and capital. For this reason, we should call them trade and investment agreements (TIAs).

TIAs weaken and reduce regulatory oversight, democratic control, and public safeguards. By giving private investors the power to sue governments in private dispute settlement panels

through specific mechanisms designed to lock in privatization, TIAs undermine our ability to legislate in the public interest, threaten public safety, and erode quality public services.

Therefore, the National Union of Public and General Employees will

Work with allies to challenge the secret negotiating process and the scope of TIAs.

Demand that existing and potential TIAs undergo full and transparent evaluations of their social, environmental, and labour impacts.

Demand an alternative global trade and investment regime that is environmentally sustainable and socially just.

Demand that TIAs allow all levels of government to regulate in the public interest, protect existing public services, and create new social programs.

Oppose all provisions giving private investors the right to challenge laws or regulations by means of private dispute settlement panels that allow them to sue governments for unlimited financial compensation.

Oppose TIAs that force federal, provincial, or municipal governments to open public procurement to foreign investment.

Oppose efforts to use investor-state dispute settlement (ISDS) clauses to undermine environmental laws and regulations.

Educate members on the threat that TIAs pose to our rights, sovereignty, and society.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#47—GLOBAL CAMPAIGN FOR A WTO-TRIPS WAIVER

The COVID-19 pandemic was supposed to engender global solidarity as evident in the slogan “We are all in this together.” However, with respect to vaccines and vaccine technology, what emerged was global protectionism and inequality.

In 2020, a handful of multinational pharmaceutical companies were granted tens of billions of dollars in public funding to promote the research and development of COVID-19 vaccines and therapeutics. Instead of sharing the technology to bring a swift end to the pandemic, these same companies were granted exclusive monopoly rights over the technologies and vaccines they developed.

This vaccine protectionism exists because of the World Trade Organization (WTO) and its rules on intellectual property known as TRIPS—the Agreement on Trade-Related Aspects of Intellectual Property Rights. TRIPS is a comprehensive multilateral international legal

agreement between all WTO member states requiring them to protect intellectual property (IP) rights. The TRIPS regime is essentially a free licence for pharmaceutical companies to accumulate staggering profits, while people in the Global South are denied access to vaccines and vaccine technology.

To end this grotesque inequality, a global campaign for a TRIPS waiver was launched by a coalition of states and civil society organizations, including the World Health Organization, Médecins Sans Frontières, and Public Services International. Canada is part of a small group of states that refuse to support the waiver.

The movement is demanding that the WTO member states vote to temporarily suspend IP rules and thereby allow all states to offer free access to vaccines, key medicines, and technology. This waiver will let citizens in the Global South receive the same level of COVID-19 protection that Canadians have.

Therefore, the National Union of Public and General Employees will

Continue to work with Components, civil society allies, and other unions in Public Services International on the global campaign calling for a TRIPS waiver for COVID-19 vaccine technology.

Continue to highlight how TRIPS contributes to global vaccine inequality.

Condemn the Canadian government for refusing to vote for the TRIPS waiver at WTO meetings.

Educate the public about the problem of global vaccine technology inequality.

With Component representatives, and allies in the labour movement and civil society, continue to lobby the federal government to support a TRIPS waiver.

Work with allies in the Trade Justice Network and the Trade and Investment Research Project to promote ongoing research, to develop communications strategies, and to organize actions that will address the global inequality regarding access to vaccines and medical technology.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

Environment

#48—POLICY PAPER RESOLUTION—TACKLING THE CLIMATE CRISIS

Climate change is here, and it is having devastating impacts on communities across the country and around the world. NUPGE members are not just experiencing the effects of climate change in their communities and in their jobs. They are, in many cases, actively part of responding to the impacts of the crisis and keeping their communities safe as front-line and public sector workers.

Marginalized communities are bearing the brunt of the effects of climate change, in Canada and globally. The struggles to tackle climate change and inequality are intertwined.

The science is clear: we need urgent, meaningful action to transform our economies to reduce emissions and build a more sustainable and just future.

The public sector has an essential role to play, both in mitigating climate change and in adapting to its effects. Governments have an important role in facilitating emissions reductions, for example, throughout the economy and in public sector institutions themselves. Increased investment in public services, and in the workers who deliver them, will also be key to responding to the effects of climate change and providing good green jobs for the future.

In all of this, workers and communities must be at the decision-making table. We need a Just Transition for workers and their communities to ensure that nobody is left behind.

Through this approach to climate action, we have an opportunity to build a more just, equitable, and sustainable world.

NUPGE has a unique role to play in voicing our members' experiences and the role of the public sector.

Therefore, the National Union of Public and General Employees will

Continue to advocate for, and to lobby the federal government for, urgent and ambitious action on climate change through a strong public sector and a Just Transition.

Pursue this work through an environmental justice approach to ensure that climate action is intertwined with the fight against inequality and injustice. This will involve acting in solidarity with, and following the leadership of, affected workers and communities.

Continue to work with the Advisory Committee on the Environment (ACE) to facilitate information sharing, support member education, and support Components' work on environmental issues. Working with ACE, continue to examine how workers and their unions can raise environmental concerns with the employer, such as through collective bargaining.

Further incorporate a climate lens in other issue-based and sector-based work of the National Union.

Continue to work with labour and civil society allies, nationally and internationally, through Climate Action Network Canada, Green Economy Network, the CLC, and Trade Unions for Energy Democracy.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#49—CLIMATE CHANGE

The NUPGE will:

- lobby through the federal government for Canada to increase its climate goals, meet or exceed the targets set by the Intergovernmental Panel on Climate Change; and
- lobby to investigate the further use of carbon sequestration;

Because Canada needs to be a leader in combating climate change.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#50—SUPPORT THE TRANSITION TO A GREEN ECONOMY

Whereas research shows that the climate crisis is a significant threat to the well-being of people in Canada and across the globe, in terms of health, environment, and resources; and

Whereas a 2019 United Nations IPCC report indicated a 12-year timeline to reverse the major impacts of climate change by moving away from fossil fuel dependence and reducing greenhouse gas emissions to 45 per cent below 2010 emission levels and net zero emissions by 2050; and

Whereas youth in Canada see climate change as one of the most important issues affecting their lives moving into the future; and

Whereas NUPGE is committed to values of social justice and community activism;

Therefore be it resolved that NUPGE advocate for a transition to a low-carbon or carbon-neutral economy in Canada; and

Be it further resolved that NUPGE advocate for federal legislation supporting the development and public implementation of green energy in Canada; and

Be it further resolved that NUPGE provide support to grassroots community groups organizing around a transition to a low-carbon economy.

SUBMITTED BY ONTARIO PUBLIC SERVICE EMPLOYEES UNION/SYNDICAT DES EMPLOYÉS DE LA FONCTION PUBLIQUE DE L'ONTARIO

Committee Recommends _____ Convention Decision _____

#51—JUST TRANSITION**The NUPGE will:**

- work with governments and affiliates to ensure that just transition legislation is created at the provincial and federal levels that ensures worker voices are at the table and limits the impacts of a changing economy on workers;

Because workers and front line communities need to be at the table when we are planning for a transition to a low carbon economy.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#52—YOUTH CLIMATE ACTION AND JUST TRANSITION**The NUPGE will:**

- make it a priority to provide spaces for young workers to participate in conferences and events related to climate justice and just transition; and
- hold a joint meeting of the Advisory Committee on Young Workers and Advisory Committee on the Environment;

Because the rights to life, housing, food, and health are infringed by climate change impacts; and

Because vulnerable groups such as women, children, Indigenous populations, the elderly, people living in poverty, and other marginalized demographics are facing the brunt of this crisis. And yet, global society continues to implement sustainable solutions at an alarmingly glacial pace; and

Because without action, young workers' futures will be increasingly dominated by heat-waves, storms, forest fires, and floods that have struck communities across Canada, and

Because the future economy should be determined by workers today.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#53—COAL POWER PLANTS**The NUPGE will:**

- lobby against the creation of new coal power plants internationally, and encourage countries to create something similar to the “Just Transition task force for coal workers and their communities” to limit the impacts of a changing economy on workers; and
- through its international solidarity efforts advocate for global access to affordable, reliable, and environmentally sustainable energy output to replace outdated power generation methods such as coal with clean, affordable alternatives; and
- oppose the expansion of any coal export facilities in B.C. and engage with any affected unions and workers;

Because coal power contributes a significant amount to global carbon emissions; and

Because we need to engage workers as our work changes.

SUBMITTED BY B.C. GENERAL EMPLOYEES’ UNION

Committee Recommends _____ Convention Decision _____

#54—OIL SPILL RESPONSE**The NUPGE will:**

- lobby the federal government through the Canadian Labour Congress to create and implement a world-leading and effective marine and land bitumen spill response that holds the industry accountable to the residents of British Columbia and the citizens of Canada;

Because the current response to spills is dismal; and

Because the public entities that protect our land and oceans continue to be cut; and

Because it is unclear who will ultimately be responsible for costs associated with emergency response and clean up and there is no plan in place.

SUBMITTED BY B.C. GENERAL EMPLOYEES’ UNION

Committee Recommends _____ Convention Decision _____

#55—CANADIAN ENVIRONMENTAL PROTECTION ACT

Whereas the Canadian Environmental Protection Act (CEPA) has not been revised since 1999, before the harms of many of the chemical cocktails we discharge into our waste and air, and apply to our faces and farms, were known; and

Whereas in 2017 the House of Commons Standing Committee on Environment and Sustainable Development issued 87 recommendations for strengthening CEPA, including banning hazardous hormone disruptors, establishing enforceable national air and drinking water quality standards, and protecting marginalized communities from toxics; and

Whereas to date no concrete action has been taken to implement these recommendations; and

Whereas nearly eight in 10 Canadians consider strengthening protections from toxics an important election issue; and

Whereas 155 other countries around the world have enshrined our human right to a healthy environment into law, and

Whereas Bill C-28 was initially introduced in the 43rd Parliament in April 2021 to amend the act, but died on the Order Paper when Parliament was dissolved on August 15, 2021.

Therefore be it resolved that NUPGE call on Canada's federal parties to pass legislation to update the Canadian Environmental Protection Act.

SUBMITTED BY HEALTH SCIENCES ASSOCIATION OF BC

Committee Recommends _____ Convention Decision _____

#56—FOOD REGULATION

The NUPGE will:

- lobby the federal government to ensure all food in the Canadian market is safe such as the “General Food Law” of the European Union;

Because currently, the Canadian food industry allows many cancer-causing dyes, cheap additives that are banned elsewhere, and misleading product labels.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#57—BOTTLED WATER

The NUPGE will:

- lobby all provincial governments and territories to legislate and restrict access to water supplies to non-commercial activities that do not waste potable water or sell for a profit; and
- lobby and promote the installation of water bottle filling stations in all public buildings and worksites;

Because water is a valuable commodity and limited in supply; and

Because water is the most basic component to life; and

Because doing this we will protect small businesses that require a supply of non-contaminated water and continue to enable food security by having potable water for crops; and

Because water sales to for-profit marketers returns little financial value to the provinces (water bottling industry in Canada extracted 2.611 billion litres of bottled water. In B.C., water bottling users pay just \$2.25 per million litres – less than a penny per bottle – returning almost no revenue to the Province of BC for water management.); and

Because adequate water supply in all geographic locations is not guaranteed.

Footnote: bottling information taken from <https://elc.uvic.ca/wordpress/wp-content/uploads/2021/06/2021-01-02-Water-for-the-Future-2021Jun30.pdf> Environmental Law University of Victoria.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#58—WETLANDS AND SAFE DRINKING WATER

The NUPGE will:

- lobby all provincial governments and territories to legislate and retain the public ownership (including First Nations) and protection of watersheds and wetlands; and
- advocate for safe clean drinking water for all Indigenous Peoples across Canada;

Because watersheds and wetlands across the country are invaluable to maintaining our freshwater supply, helping to control climate change, providing essential homes for wildlife and pollinators; and

Because water is the most basic component of a living ecosystem; and

Because development surrounding these valuable areas and climate change will continue to erode the watersheds and wetlands leading to their overall decimation; and

Because access to safe potable water is a human right; and

Because the federal administration of First Nations Reserves via the “Indian Act” has been historically underfunded including installation and maintenance of water supply systems; and

Because numerous fresh water supplies such as rivers and lakes have been rendered unsafe due to large scale industrial encroachment onto traditional Indigenous lands, disproportionately affecting Indigenous communities; and

Because poor water quality is the result of these effects, resulting in boil-water advisories that have in some cases lasted for decades.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

Housing

#59—AFFORDABLE HOUSING

Because the increasing flow of dirty money into Canada's housing markets is making home ownership unaffordable for too many Canadians.

Therefore the National Union of Public and General Employees will:

Lobby and campaign for the federal government (1) to show leadership through the federal provincial-territorial government process to develop a national strategy to prevent the inflation of housing markets with illegally "earned" funds; (2) to expedite implementation of the national beneficial ownership registry announced in 2021; and (3) to amend the Criminal Code of Canada to crack down on the flood of "dirty" money into Canadian housing markets.

SUBMITTED BY MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#60—AFFORDABLE HOUSING

The NUPGE will:

- lobby the federal government to implement the national housing strategy in consultation with communities, that includes a variety of housing options to address the diverse and equitable needs of our communities;

Because housing is a basic human right; and

Because \$45,000 – \$60,000 is not necessarily low income that is needed to meet the criteria to access affordable housing; and

Because a lot of workers are one-income family households; and

Because a lot of single income earners do not make that amount of income per year; and

Because lack of affordable housing has continued to grow to a level of inequality experienced by the working people in Canada; and

Because Canada only recently developed a national housing strategy, and is currently experiencing a housing crisis; and

Because Canada drastically underfunds seniors' housing and supportive housing for people with substance use, mental health challenges, and women fleeing violence; and

Because when a tenant moves out and the rental unit becomes vacant, landlords can raise the rent with no controls.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#61—GENDERED IMPACTS OF LACK OF AFFORDABLE HOUSING

The NUPGE will:

- advocate for affordable housing; and
- lobby the federal government to:
 - address the need for adequately maintained below-market public housing, particularly for women and gender diverse people, Indigenous and racialized people, people with disabilities, and 2SLGBTQI+ people; and
 - urgently realize the National Housing Strategy to build 125,000 units of affordable housing; and
 - continue to deploy the 33 per cent carve-out for gender-focused investments and ensure chronic homelessness drops by 50 per cent by 2027;

Because the housing crisis prior to the COVID-19 pandemic already disproportionately impacted women and gender diverse people, Indigenous and racialized people, people with disabilities, and 2SLGBTQI+ people and has worsened throughout the public health crisis; and

Because women face discrimination and racism in the private housing market, with research demonstrating landlords discriminate against single mothers, women on financial assistance, and Indigenous women; and

Because the affordable housing and homelessness crisis is experienced differently by women, two-spirit, and gender diverse people, therefore gender-transformative approaches will be essential.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

Pensions and Retirement Security

#62—PENSIONS

Retirement security exists because workers fought for pensions through collective bargaining and political action. And 95 years after the first public pension was introduced in Canada, workers are still having to fight to protect the retirement security they have gained and to improve it.

The work of NUPGE and the rest of the labour movement has met with some success in recent years. The CPP enhancement will provide a much-needed increase in benefits. Our Components have succeeded in getting some pension plans to cover workers in sectors where pension coverage was low. But, unfortunately, we are also having to defend the gains we have made.

Those attacking defined benefit pension plans have come up with new ways to undermine workers' retirement security. In Alberta, with no consultation, the provincial government passed legislation that undermines joint trusteeship of public sector pension plans. In Ontario, when Laurentian University declared insolvency under the *Companies' Creditors Arrangement Act* (CCAA), it set a precedent that could mean that federal insolvency laws are used to undermine public sector workers' pensions in the same way that they have been used to undermine the pensions of workers in the private sector.

Even some gains set precedents that could be used to undermine retirement security over the long term. Old Age Security (OAS) benefits were only increased for people who are over 75. The then minister of seniors justified limiting the increase to seniors over 75 by saying it was harder for older seniors to work. What this ignored is that, for people in physically demanding jobs, even working to 65—the age at which OAS starts—can be impossible.

NUPGE and its Components recognize that the security of pension plans for public sector workers, pension plans for private sector workers, and public pensions like the CPP and OAS are inseparable.

Therefore, the National Union of Public and General Employees will

Continue to support defined benefit pension plans as the most effective way to provide an adequate retirement income for workers and their families.

Continue to call on the federal government to amend the *Bankruptcy and Insolvency Act* (BIA) and the *Companies' Creditors Arrangement Act* (CCAA) to protect pensions by

- preventing publicly funded institutions from using the BIA or CCAA;
- giving all funds owned to pension plans priority in bankruptcy and restructuring proceedings.

Renew our call for improvements to the Canada Pension Plan (CPP), including increasing the death and survivor's benefits.

Support improvements to Old Age Security (OAS) for all recipients.

Support Components in their efforts to defend and expand joint trusteeship.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#63—PUBLIC SAFETY DESIGNATION

The NUPGE will:

- lobby the federal government for the deputy sheriff and wildland firefighter occupations to be recognized and interpreted by the Federal Ministry of Finance as a public safety occupation as outlined in the federal Income Tax Act; and
- arrange for the preparation, completion, and submission of reports to address the gap in knowledge and information among public policy makers regarding the duties and early retirement requirements of deputy sheriffs and wildland firefighters;

Because deputy sheriffs perform similar duties to correctional, police, and other law enforcement officers, all of whom are afforded the early retirement provisions of the *Income Tax Act*, and the nature and duties of employment as a deputy sheriff could put the public and the administration of justice at risk if they are not afforded the same retirement provisions; and

Because wildland firefighters perform physically demanding jobs that include helicopter insertion, parachuting, and tree falling, and should have access to the same early retirement provisions as other firefighters.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#64—CANADA PENSION PLAN

The NUPGE will:

- lobby the federal government to increase the Canada Pension Plan and old age pension for seniors;

Because everyone relies on this funding and not everyone has pension plans; and

Because the cost of living is going up – seniors should not be going without after years of contributing.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#65—SHAREHOLDERS**The NUPGE will:**

- encourage affiliates to become active shareholders and ethical investors;

Because unions have financial resources that should be employed to make our communities a better place.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

Women's Rights and Gender Equality

#66—PERIOD POVERTY IN CANADA

People in Canada continue to suffer the consequences of pay inequity. Gender continues to affect how much people pay for basic items such as clothing, dry cleaning, and haircuts, etc. Gender affects who are primary caregivers for children, elders, and people with disabilities. These responsibilities come at a cost, both emotionally and financially. Added to this list is the cost associated with having a menstrual cycle. People who menstruate spend a great deal of money on the products they need, like tampons, pads, liners, and menstrual cups. And the cost of those products continues to increase. Some people simply can't afford to buy these products or in sufficient quantities. This is referred to as period poverty.

For women, girls, gender-diverse people, and women who are Black, Indigenous, or people of colour (BIPOC) who are living in poverty, in domestic violence shelters, living with disabilities, or experiencing homelessness, the cost of these products can mean that they are forced to choose food over their health. The COVID-19 pandemic has exacerbated the situation, as the largest employment losses have been in jobs that are low wage and precarious, which are staffed mostly by females. Women who had already been struggling to afford basic needs such as food have now been placed under more extreme financial stress, which leads to making choices between food and/or rent, and menstrual products.

NUPGE's Advisory Committee on Women's Issues has been raising awareness on this issue for several years. NUPGE Components have been holding fundraising and product drives, raising awareness, and lobbying government officials.

A survey conducted in 2019 by Plan International Canada showed 63% of women and girls have regularly or occasionally missed an activity because of their period and their concerns about not being able to access menstrual hygiene products or washrooms. The report also noted that 34% of women and girls have had to regularly or occasionally sacrifice something else within their budget to afford menstrual products.

It is estimated that the average person who menstruates will spend up to \$6,000 in their lifetime on menstrual hygiene products. Those living in rural or Indigenous communities can pay double compared to the price of the same products in larger cities such as Toronto. For those living in the territories, the cost is even higher. For example, in 2018, a woman living in Nunavut paid \$15 to \$18 per box of tampons or pads, whereas in Vancouver the same items cost between \$3 to \$11. Not only are the products' costs prohibitive in these communities, but the products may also be unavailable if cargo doesn't arrive.

Over the last 3 years, some provinces have provided funds to schools to ensure that free menstrual products are available. Federally, the Minister of Labour's December 2021 mandate letter included direction to lead the efforts to provide free menstrual products in federally regulated workplaces. And the mandate letter to the Minister for Women and Gender Equality and Youth included direction to create a Menstrual Equity Fund for women's shelters, not-for-profits, charities, community-based organizations, and youth-led organizations.

Canadian governments must realize that what is needed is access to free menstrual products to all persons who need them. This would go a long way to provide dignity to women, girls, and gender-diverse people instead of furthering the taboos that have plagued this issue for centuries.

Therefore, the National Union of Public and General Employees will

Lobby federal, provincial, and territorial governments to provide free menstrual products in schools, shelters, community centres, and other public buildings, making them available in bathrooms of both sexes, allowing transgender and non-binary people to have access.

Lobby federal, provincial, and territorial governments to create poverty-reduction strategies to ensure that Canadians have their basic needs met, so that those who menstruate do not have to make choices between food and/or rent, and an adequate supply of menstrual products to ensure their health and dignity.

Continue to highlight the issue of period poverty by encouraging its members and all Canadians to participate in Menstrual Hygiene Day.

Highlight the work being done by organizations such as Moon Time Sisters, Period Promise, and Tampon Tuesdays that are providing products to shelters and food banks.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#67—INTIMATE PARTNER/DOMESTIC VIOLENCE

Intimate partner violence (IPV) is synonymous with the term domestic violence (DV). IPV is increasingly being used as it is considered the more inclusive term, and the National Union has moved to adopt it. However, in some cases, as when referring to legislation, the term DV will continue to be used and remains used by other organizations.

IPV is a pattern of behaviour used by one person to gain power and control over another with whom they have, or have had, an intimate relationship. It is encompassed within gender-based violence. Anyone can be a victim of IPV, but women and girls are more likely to be affected, as are gender-diverse people.

The prevalence of gender-based violence, including IPV, is disproportionately higher for women who are racialized, Indigenous, living with disabilities, transgender, immigrants, and refugees. Marginalized women and gender-diverse people also face barriers in accessing supports and avenues for justice.

NUPGE's publication *Domestic Violence, Workers, and Workplaces* provided an overview of IPV and how it affects workers and workplaces in Canada.

It found that time off from work is often essential to leaving an abusive partner, finding housing, and/or caring for children. In Canada, as a result of continued pressures from unions, women's organizations, shelter groups, and community-based organizations, legislated DV leave now exists in every province, in all the territories, and for workers in federally regulated industries. The number of days and whether leave is paid or unpaid varies. It is important that governments recognized the need for DV leave to be paid, as often those fleeing abuse have limited financial resources. It also needs to be an adequate length of time.

There are many other factors and corresponding policy areas that relate to IPV and responses to it (e.g., job insecurity, pay inequity, child care, housing, and health may impact a person's ability to leave an abusive situation). Access to affordable housing and adequately resourced shelters, transition houses, and community supports are crucial to those fleeing violence for their immediate safety and long-term healing.

Addressing the root causes of gender-based violence and IPV is also important. Research has shown that the men who are most likely to act violently against women are men who have themselves witnessed violence growing up. It is therefore necessary to have social support for children exposed to IPV and to have education within our schools' curriculums on consent, anti-violence, and healthy forms of masculinity. Ample resources are required for those that perpetuate violence to assist them in ending the cycle of violence.

The COVID-19 pandemic has caused an alarming increase in IPV and the severity of violence being experienced (stabbing, strangulation, and broken bones.) This has created a pandemic within the pandemic. Government stay-at-home orders have increased isolation and made it difficult for victims to reach out for help, for example, to shelters, because the abuser is often at home full-time. The demands on shelters in terms of capacity and in dealing with more severe cases of abuse have only increased as the pandemic continues. This pandemic within a pandemic has highlighted the reality that the issue of IPV has not been adequately addressed by governments. A national action plan to address IPV and the rapid implementation of the national action plan on gender-based violence are imperative.

Therefore, the National Union of Public and General Employees will

Work with Components to lobby provincial governments to ensure that DV leave is paid leave and its duration is at least 5 days.

Continue to lobby governments to provide affordable housing, adequately resourced shelters, transition houses, and community supports for women and children escaping violence as well as for the abusers seeking to end the cycle of violence.

Lobby all levels of government to introduce education within schools' curriculums on consent, anti-violence, and healthy forms of masculinity.

Continue to lobby the federal government to ratify ILO Convention 190 on violence and harassment.

Continue to lobby for a national program to respond to DV.

Continue to work with its Collective Bargaining Advisory Committee to develop language for workplace supports, training and safety policies.

Continue to assist Components with the coordination of training on IPV at work for stewards, health and safety representatives, and staff and provide support to Component DV facilitators.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#68—PINK TAX

Intent of Resolution: Raise awareness of Gender Based price discrimination, known as the Pink Tax and lobby government for fairness and equity in this area.

Whereas the Pink Tax refers to the fact that “Pink” products targeted towards women and girls are often pink in colour and more expensive than the same products targeted for men; and

Whereas in 2021, Canadian studies showed that women pay an average of 50% more for unisex hygiene products compared to men; and

Whereas promoting awareness will help consumers identify and call out producers that perpetuate the gender biased pricing system

Therefore be it resolved that NUPGE Raise awareness of Gender Based price discrimination, known as the Pink Tax and lobby government for fairness and equity in this area.

SUBMITTED BY NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION

Committee Recommends _____ Convention Decision _____

#69—GENDER AND RACE-BASED VIOLENCE**The NUPGE will:**

- lobby the federal government to establish a National Action Plan on Gender-Based Violence that addresses violence against Indigenous women, girls, and 2SLGBTQIA people as recommended by the Inquiry Report into Missing and Murdered Indigenous Women and Girls, and all forms of racism and hate crimes;

Because before the pandemic, hate and violence against cis and trans women, two-spirit and gender diverse people was already a crisis. During the pandemic, the crisis has become more pronounced. The United Nations is referring to the global rise in domestic violence as the ‘shadow pandemic’; and

Because a survey by the Native Women’s Association of Canada found that one in five Indigenous women report they have been the subject of physical or psychological violence since the start of the pandemic in March; and

Because federal government officials are reporting a rise of 20 per cent to 30 per cent in domestic violence rates in regions across the country; and

Because hate and violence based on race have also accelerated during this crisis, particularly against East Asian and Chinese communities, for example, the Vancouver Police Department reported an increase of 600 per cent in hate crimes against Asian communities.

SUBMITTED BY B.C. GENERAL EMPLOYEES’ UNION

Committee Recommends _____ Convention Decision _____

Young Workers**#70—SUPPORTING YOUNG WORKERS**

The demographics of the Canadian workforce are changing.

The changes occurring in Canada are reflected in the membership of the National Union of Public and General Employees (NUPGE). Millennials and Gen Z make up a growing portion of our membership and are the future of the labour movement.

In 2020, the Advisory Committee on Young Workers’ Issues was established to—

- Identify and make recommendations for action to the National Executive Board on specific problems and concerns confronting young workers in their union, at work, at home, and in their community lives.
- Work with NUPGE Components to further their work on issues for young workers.
- Cooperate and work with organizations that address issues of concern for young workers.

- Develop strategies to encourage young workers' participation at all levels, with a view to strengthening the labour movement.
- Strengthen solidarity by helping to remove the barriers faced by young workers in all parts of the world.

Therefore, the National Union of Public and General Employees will

Continue to support the work of the Advisory Committee on Young Workers' Issues.

After NUPGE's communications review, create a dedicated page on the NUPGE website or a microsite to highlight young workers and publications pertaining to them.

Facilitate more ways for young workers to learn about unions and labour history.

Amend NUPGE's scholarship requirements to allow part-time students to apply.

Continue to advocate for stronger protections for workers employed in precarious or gig jobs.

Investigate the possibility of a Canada-wide mentoring program.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#71—EMPOWERING YOUNG WORKERS AS NEW UNION MEMBERS**The NUPGE will:**

- develop resources for components to educate and inform new young workers who become members to encourage participation in the union movement. This will include information about campaigns and initiatives, how to get involved as an activist, and other relevant information; and
- explore ways to support components to provide information about unions to post-secondary institutions and academic programs where students may be entering a unionized workplace;

Because many young workers who are hired have never been in a union before and/or do not know what opportunities are available to them as young union members; and

Because many new young workers don't know who is involved in young worker committees and initiatives or who to reach out to in order to get this information which can lead to delays in becoming active; and

Because having resources to access will help activists of all generations connect with young workers and empower them to get involved; and

Because many young workers enter unionized workplaces from post-secondary programs where they may never learn about what a union is or how to get involved before starting work in their field.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

Equality and Human Rights - Anti-racism

#72—NUPGE ANTI-RACISM COMMITTEE

The demographics of society in Canada are changing, and Canada is becoming increasingly diverse.

The changes that are occurring in Canada are reflected in the membership of the National Union of Public and General Employees (NUPGE). Because NUPGE works for members' rights in the workplace and in greater society, ensuring that we are able to effectively address issues of racism is a priority.

In 2020, the Special Anti-racism Committee was set up to advise on how NUPGE could better address issues of racism. Members of the Committee have been supporting the work of the National Union and sharing strategies to strengthen anti-racism work done by all Components. Committee members have unanimously expressed interest in continuing the committee.

Therefore, the National Union of Public and General Employees will

Continue the Special Anti-racism Committee as the Anti-racism Committee.

Ensure that the committee will meet at least once a year.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

Equality and Human Rights – Indigenous Rights

#73—POLICY PAPER RESOLUTION—JUSTICE FOR INDIGENOUS PEOPLES

Canada has a lot of work to do to end the systemic inequality faced by Indigenous people.

Instead of working to immediately correct the discrimination in the on-reserve child welfare system and compensate the children and families involved, the federal government chose to spend millions of dollars and 15 years in legal battles.

Dozens of long-term drinking water advisories persisted throughout the COVID-19 pandemic at the same time governments were promoting the importance of hand washing.

The horrors of residential schools continue to come to light as more unmarked graves are discovered.

Multiple provinces have challenged or put up roadblocks that prevent First Nations from taking legal control of their own child welfare, as legislated by Bill C-92.

Faced with federal inaction, the Native Women's Association of Canada (NWAC) released their own plan for ending violence against Indigenous women, girls, and gender-diverse people.

Poverty, food insecurity, unsafe drinking water, lack of education, unsafe housing conditions, poor health, substance abuse, and over incarceration—these problems feed into each other and create a web of inequality for Indigenous people.

Therefore, the National Union of Public and General Employees will

Continue to monitor all levels of government and insist they implement the Truth and Reconciliation Commission's 94 Calls to Action as well as the 231 Calls for Justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls' final report.

Establish an Indigenous Issues Committee made up of Indigenous representatives from Components.

Ensure that work produced by NUPGE is intersectional and examines the impact of issues on Indigenous people and Indigenous communities.

Support organizations who provide aid to residential school survivors, the families of missing and murdered Indigenous women, girls, and people who are LGBTQI2S, and organizations addressing disparities in child welfare systems.

Continue to educate members and the public about the racism and inequality Indigenous people face in Canada.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#74—PROVIDE CLEAN WATER TO ALL INDIGENOUS COMMUNITIES

Whereas access to drinking water and sanitation is a fundamental human right and need; and

Whereas many Indigenous peoples in Canada have been without clean water for years and even decades; and

Whereas Neskantaga First Nation has had a boil-water advisory in place for over 27 years; and

Whereas the injustice to Indigenous peoples is exemplified by Shoal Lake 40 First Nation (situated on Shoal Lake, the source of clean water to half a million people in Winnipeg), which endured a 24-year-long boil water advisory that was finally lifted in September 2021; and

Whereas the Government of Canada promised to lift all long-term boil-water advisories on First Nations by March 2021; and

Whereas 63 First Nations are currently under boil-water advisories;

Therefore be it resolved that NUPGE urge all political parties at the federal level to commit to ending this disgrace and provide the resources necessary to provide clean water to the Indigenous peoples of Canada immediately; and

Be it further resolved that NUPGE components urge all political parties at the provincial level to enact legislation to ensure water is a basic human right for everyone in their respective provinces.

SUBMITTED BY ONTARIO PUBLIC SERVICE EMPLOYEES UNION/SYNDICAT DES EMPLOYÉS DE LA FONCTION PUBLIQUE DE L'ONTARIO

Committee Recommends _____ Convention Decision _____

#75—IMPARTIAL POLICE INVESTIGATION

The NUPGE will:

- lobby the federal government to create impartial police investigations processes; and
- lobby against injustices by police authorities toward Indigenous Peoples; and
- lobby to hold the police to greater accountability;

Because police investigations are being conducted by their internal parties and therefore are biased towards those police processes, policies, and authorities being investigated; and

Because many of the 231 Calls for Justice recommendations resulting from the National Enquiry on the Murdered and Missing Indigenous Women and Girls call for police reform and increased oversight; and

Because police services are and continue to fail Indigenous Peoples; and

Because the establishing of Indigenous civilian bodies in all jurisdictions to oversee police investigations will help cases involving Indigenous Peoples; and

Because the federal government's commitment to revitalizing Indigenous laws would strengthen the accountability processes.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

Equality and Human Rights – Rights for Persons with Disabilities

#76—DISABILITIES ACT

The NUPGE will:

- lobby the federal government to pass a Canadians with Disabilities Act (hereafter referred to as the Act);

Because the Act will ensure the federal government will lead Canada to become fully accessible to persons with disabilities; and

Because the Act will effectively implement the equality and rights defined in the Charter of Rights and *Canadian Human Rights Act* and guarantee that persons with disabilities (PWD) would not have to battle accessibility barriers one at a time, and one organization at a time, by filing individual human rights complaints or Charter claims; and

Because the Act will ensure all federally regulated organizations provide accessible goods, services, facilities, and employment to PWD; and

Because the Act will demand government responsibility and accountability in leading Canada to full accessibility; and

Because the Act will ensure public money is never used to create, perpetuate, or exacerbate accessibility barriers; and

Because the Act will mandate the federal government to assist and encourage provincial and territorial governments to enact comprehensive and detailed accessibility legislation; and

Because the Act will mandate the federal government to create national model accessibility standards which provinces, territories, and other organizations across Canada can adopt; and

Because the Act will also define an independent Canada Accessibility Commissioner, reporting directly to parliament, who will lead the Act's implementation and enforcement; and

Because the Act will establish a clear, broad, and inclusive definition of "disability"; and

Because the Act will ensure the strongest accessibility law always prevails; and

Because the Act will mandate a national strategy for expanding international trade in Canadian accessible goods, services, and facilities.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

Equality and Human Rights – 2SLGBTQIA+ Rights

#77—SOLIDARITY WITH LGBTQI2S

The NUPGE will:

- continue to support awareness-raising campaigns and advocacy efforts including initiatives aimed at combatting homophobia and transphobia in the education system; and
- support any initiatives by the Canadian Labour Congress (CLC) that raise awareness and build international solidarity on LGBTQI2S issues; and
- through the CLC lobby all levels of government to ensure that LGBTQI2S has access to mental wellness care that meets the unique needs of each individual; and
- develop an awareness campaign to support staff and family members of LGBTQI2S seniors in care facilities;

Because everyone needs to be free from violence, persecution, discrimination, and stigma; and

Because identifying as a member of the LGBTQI2S community in some countries can get you murdered, while having to deny a part of who you are, and who you love can be isolating and lonely; and

Because education and awareness are the keys to combatting homophobia and transphobia; and

Because we all have a right to receive respectful services that maintain our dignity to the end of our lives and allow us to speak our truth.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

Equality and Human Rights – Transgender Rights

#78—GENDER AFFIRMING CARE

The NUPGE will:

- encourage components to include workplace protections for trans people in all collective agreements based on input from gender diverse members, the language and best practices outlined in the Canadian Labour Congress's *Workers in Transition* guide, and the World Professional Association for Transgender Health (WPATH), and ensure such language includes training requirements for employers and workers and up to 8 weeks of leave with pay for medical procedures for each gender-affirming surgical procedure and revision; and
- encourage components to lobby all levels of government to improve provincial health care coverage for gender-affirming care based on the Yukon Territories' framework adopted in 2021; and
- collaborate with gender diverse movements and organizations to lobby the federal government to provide federal funding for gender-affirming care that isn't already covered by provincial health plans (such as craniofacial surgery) and ensure training for medical professionals on providing gender-affirming care;

Because a 2020 Trans PULSE Canada survey found one in three gender diverse people had considered suicide in the past year; and

Because the Canadian Trans Youth Health Survey results reported that nearly two-thirds of youth reported self-harm within the past year and more than one in three had attempted suicide, 70 per cent of participants reported sexual harassment and two-thirds reported discrimination because of their gender identity, more than one in three participants of ages 14-18 had been physically threatened or injured in the past year; and

Because high rates of transphobic violence and harassment faced by gender diverse people are well-documented, a 2019 survey by Trans PULSE Canada revealed that 64 per cent of participants actively avoided certain public areas for fear of being harassed or outed; and

Because surveys and scientific studies show that people who live their felt gender have a higher quality of life and better mental health; and

Because the provision of hormones and other gender-affirming procedures are not cosmetic and are life-saving for gender diverse people and are, in some cases, more easily accessible to cisgender people (for example a cisgender man with gynecomastia who needs a reduction, or a cisgender woman who needs an addition to her chest to align to her womanhood due to cancer); and

Because while as of March 2021, the Yukon Territories is leading the way in coverage for gender-affirming care, there is currently no universal access to gender-affirming care in Canada, and the travel costs and being absent from work during the recovery period are barriers to this life-saving care; and

Because trans people in Canada are largely low-income (Trans Pulse Canada research indicates that 48 per cent of trans people in Canada make under \$30,000 a year), these costs present an often insurmountable barrier.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

Equality and Human Rights – Migrant and Refugee Rights

#79—HEALTH CARE REGARDLESS OF IMMIGRATION STATUS

Because we are seeing an increasing number of people who reside in Canada with precarious immigration status;

Because many of people with precarious immigration status have no medical coverage;

Because the cost of not dealing with this challenge is often greater than simply providing care; and

Because all Canadian residents deserve health care and should not suffer undue hardship.

Therefore the National Union of Public and General Employees will:

Lobby the federal and provincial governments to guarantee that Canadian residents receive necessary health care services and procedures regardless of their immigration status.

SUBMITTED BY MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

Broader Labour Movement

#80—STAND TOGETHER AGAINST RAIDING

Whereas unions raiding other unions is a blight on the labour movement and takes precious union time, energy and resources away from fighting employers, organizing the unorganized, and advocating for proper labour standards for all workers; and

Whereas at least two NUPGE affiliates have been forced to fight off raiding attempts by Confédération des syndicats nationaux (CSN) on their correctional workers, including OPSEU/SEFPO, which successfully fended CSN off in 2020; and

Whereas it is in all NUPGE affiliates' interests to prevent any future raiding attempts by CSN or any other union;

Therefore be it resolved that NUPGE affiliates will stand together against raiding attempts by CSN and any other union by sharing information and materials, and consulting with each other to fend off raids.

SUBMITTED BY ONTARIO PUBLIC SERVICE EMPLOYEES UNION/SYNDICAT DES EMPLOYÉS DE LA FONCTION PUBLIQUE DE L'ONTARIO

Committee Recommends _____ Convention Decision _____

International Solidarity

#81—SOLIDARITY WITH COLOMBIAN WORKERS' AND PEOPLE'S MOVEMENTS

NUPGE has a strong history of supporting social movements in Colombia and of acting in solidarity with those who are actively working towards a lasting and just peace.

There was hope that the 2016 peace accord would bring an end to the decades-long civil war that caused death and displacement. But ongoing state-sanctioned violence, attacks on labour and Indigenous leaders, privatization of public services, and unfair trade agreements all undermine lasting peace. So too do neoliberal policies, income inequality, unfair trade agreements, and privatization of public services.

The right-wing government of President Duque has allowed human rights violations, violence, and harmful neoliberal policies to continue in Colombia.

The latest wave of unrest began with a general strike in April 2021. Spurred by a tax reform bill, it also responded to other social policies that threatened to widen inequality. It has grown into a larger social movement, led by trade unionists, social organizations, women, and youth activists. In response to the uprising and international pressure, the government withdrew the tax bill. But the movement has articulated many other demands of the people, including the right to peaceful protest and broad social reforms.

The Duque government has allowed brutal repression of the protests, including violent crack-downs and intimidation by the military, national police, and other state actors.

Colombia continues to be considered one of the most dangerous places to be a unionist and activist. Activists face threats, intimidation, and other forms of violence.

The Colombian organization José Alvear Restrepo Lawyers' Collective (CCAJAR) has over 30 years' experience defending and promoting human rights. CCAJAR works to bring abusers to trial and to force police and politicians to hold perpetrators responsible for their crimes.

Unions in Canada and around the world have a role to play in expressing solidarity with the workers' movements and social movements in Colombia. We must support groups in Colombia that are engaged in fighting for human rights, labour rights, justice, and peace.

Therefore, the National Union of Public and General Employees will

Continue to speak out against violations of human rights and labour rights.

Support education and raising awareness among members and the public of the situation in Colombia, such as through sharing campaigns and materials.

Continue to support the José Alvear Restrepo Lawyers' Collective (CCAJAR).

Continue to monitor the implications of the Canada-Colombia Free Trade Agreement, especially as it relates to human and labour rights.

Build solidarity with Colombian unions and human rights groups, such as through the Front Lines Group of Public Sector Unions, to support workers in Colombia.

Continue to work with allies through the Canadian Labour Congress and Public Services International.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#82—COLOMBIA**The NUPGE will:**

- Call on Prime Minister Trudeau to follow the lead of other world leaders in unequivocally condemning the violence in Colombia and to call on the Government of Colombia to:
 - dismantle the anti-riot police (*Escuadrón Móvil Antidisturbios*) ESMAD; and
 - immediately halt the human rights violations taking place against civilians engaging in protest, and guarantee the safety of all of those in line with internationally recognized human rights standards; and
 - investigate and bring to justice all members of state security agencies responsible for human rights violations during the strike; and
 - refrain from criminalization and stigmatization of peaceful protests; and
 - start negotiations with the National Strike Committee and engage in a serious dialogue with social and institutional actors to address the deep inequalities which are at the root of this conflict;

Because over the recent period, hundreds of thousands of Colombians have taken to the streets in peaceful anti-government protests to challenge a neoliberal austerity tax reform bill proposed by the right-wing government of President Iván Duque; and

Because the Colombian government has responded with shocking levels of repression by deploying the military against a civilian population. The anti-riot squad (ESMAD) and Colombian Armed Forces have killed at least 26 protesters, committed 1,181 cases of police

violence, and committed 988 arbitrary detentions. More than 471 people have been reported missing in Colombia between April 28 to May 5 alone; and

Because the government undertook further anti-democratic actions by suspending the right to public protests making it illegal to protest government policies; and

Because social movements in Colombia have declared that genocide is being carried out against them with the complicity of the state. In 2021 alone, 35 massacres have been carried out according to local conflict watchdog Indepaz.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#83—SOLIDARITY WITH THE ROHINGYA

There is an ongoing genocide of the Rohingya. The Rohingya are an ethnic minority in Myanmar, also known as Burma. Rohingya Muslims make up the largest number of Muslims in Myanmar, a predominantly Buddhist country. Although the Rohingya have lived there for generations, the government has denied them citizenship.

In August 2017, the Myanmar military launched a crackdown, committed mass rape, torture and murder of the Rohingya, and destroyed their villages. Rohingya women and girls have been systematically targeted by these horrific acts of violence.

The attacks caused over 700,000 to flee, joining the hundreds of thousands previously driven out by violence. Many live in refugee camps in Bangladesh.

The situation is widely considered to be ethnic cleansing or genocide. In September 2018, the House of Commons unanimously voted to call the Rohingya killings a genocide. The International Court of Justice and the International Criminal Court are both investigating Myanmar for the atrocities against the Rohingya.

A military coup in February 2021 triggered unrest and continues to put the Rohingya in a vulnerable position. The COVID-19 pandemic and 2 major fires in the refugee camps in Bangladesh have also exacerbated the situation.

NUPGE and its Advisory Committee on Women's Issues have worked closely with the Rohingya Women Welfare Society (RWWS). The RWWS is a grassroots organization that works in the refugee camps in Cox's Bazar, Bangladesh, to support Rohingya women and girls who have experienced violence, sexual exploitation, trafficking, child marriages, and abuse.

Therefore, the National Union of Public and General Employees will

Continue to speak out against the genocide and press the federal government to act.

Continue to contribute to raising awareness amongst members and the public of the ongoing atrocities, as well as the people's movements for change.

Continue to act in solidarity with workers in Myanmar, for example, through Public Services International.

Under the leadership of the ACWI, continue to support the work of the Rohingya Women Welfare Society (RWWS).

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#84—STANDING WITH UKRAINE

Because it is paramount that all governments and labour organizations send an urgent message of solidarity with the people and government of Ukraine to stress that they stand with them and they have our support in every way possible;

Because war and occupation results in suffering and death for millions of families and workers in Ukraine through no fault of their own, and an injury to one is an injury to all of us;

Because the Russian government and its military leaders need to feel the consequences of disregarding the rights and freedoms of peaceful people and respecting internationally accepted borders;

Because Canada has a history of democratic government that upholds the rights of its people and respects the rule of law; and

Because the labour movement, both here in Canada and around the world, has a long tradition of standing with the oppressed, marginalized, disenfranchised, and exploited in an effort to lift people up and ensure dignity and safety everywhere in the world.

Therefore the National Union of Public and General Employees will:

Lobby the federal government and international labour organizations to put pressure on the Vladimir Putin-led Russian Government by increasing sanctions and other measures related to trade and industry, and to offer asylum for refugees, until Russia ends its war in, and occupation of, the independent country of Ukraine.

SUBMITTED BY MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#85—RUSSIAN DIVESTMENT

The NUPGE will:

- encourage all components to divest from all resources that are provided by Russia being organic or inorganic; and investments connected to Russia;

Because foreign dollars help fund Russia's attack on Ukraine; and

Because no unions should be supporting Russia or any company with Russian ownership.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#86—KURDISTAN

The NUPGE will:

- lobby the federal government to advocate for the removal of Turkey from NATO;

Because Selahattin is a human rights defender and voice of the Kurdish people; and is a co-founder of the Kurdish People's Democratic Party and unlawfully imprisoned by the Turkish government; and

Because the BCGEU has built an international solidarity connection with the Kurds in occupied Kurdistan, including the SDF, YPG and YPJ in Syria; and

Because the SDF is a progressive, secular, and democratic coalition of Kurdish, Arab, Assyrian, Chechen and Armenian forces who embody many of the values of the global labour movement; and

Because the Kurdish people and their allies face ethnic cleansing and gross human rights abuses by military forces armed, equipped, and financed by the state of Turkey; and

Because the SDF represents the best hope for a multi-ethnic, multi-cultural progressive society in occupied Kurdistan.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#87—IRAN

The NUPGE will:

- condemn the actions and ongoing violation of workers' rights and human rights by the Iranian regime; and
- send a letter to the Canadian government and the International Labour Organization (ILO) outlining these concerns; and
- lobby the ILO to expel the Iranian government and their delegates from the ILO;

Because of the ongoing violation of workers' rights and violating the most basic rights of workers such as the right to assembly and right to collective bargaining by the Iranian regime for the last 41 years; and

Because of torturing, imprisonment, and executions of labour, human rights, and environmental activists by the Iranian regime; and

Because the Iranian regime in November 2019 killed more than 1,500 protesters and arrested more than 7,000 innocent people.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#88—HONG KONG

The NUPGE will:

- strongly condemn the government of China's persecution, detention, and attempted cultural genocide of the Uighur peoples in Xinjiang; and
- stand in solidarity with the people of Hong Kong in their defence of democracy, civil rights, and human rights;

Because China continues to violate basic human, civil, and labour rights.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#89—CUBA

The NUPGE will:

- write to the government of the United States of America (USA) to request they call off their economic sabotage campaign against the Republic of Cuba; and
- lobby the Canadian government to continue its support for Cuba in this matter;

Because the USA's "blockade" of Cuba has caused unnecessary hardship for many working people and their families for over 60 years; and

Because normalization of relations between the USA and Cuba would be beneficial for both countries, as well as for Canada, other Caribbean Basin countries, and the world; and

Because Cuba has demonstrated expertise in many areas of human development, such as the use of biotechnology (e.g., vaccines) and the promotion of literacy; and

Because the USA's purposeful disruption of Cuba's economy is simply unfair.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#90—GLOBAL LABOUR SOLIDARITY**The NUPGE will:**

- actively promote the building of worldwide unity among all labour organizations, including the International Trade Union Confederation (ITUC), the World Federation of Trade Unions (WFTU), and the Southern Initiative on Globalization and Trade Union Rights (SIGTUR); and
- increase our solidarity work in Latin America, Africa, Asia, the Middle East, and on the “high seas”, where many workers are subjected to very low pay and extremely unfair work conditions;

Because worldwide labour solidarity is needed to counteract the negative effects of the neo-liberal economic policies, such as deregulation and privatization, which are promoted by many transnational corporations; and

Because reasonable income levels, health and safety standards, labour laws, and employment opportunities are rights that could be negotiated on a worldwide basis; and

Because coordinated labour action on a global scale could help solve many of the world’s problems, such as poverty, violence against women, climate change, racism, and war.

SUBMITTED BY B.C. GENERAL EMPLOYEES’ UNION

Committee Recommends _____ Convention Decision _____

#91—ASYLUM SEEKERS**The NUPGE will:**

- lobby the relevant international organizations, such as Public Services International and the International Trade Union Confederation, to recognize the ongoing humanitarian crises in the north of Africa; and
- lobby the Canadian government to open its immigration programs to those fleeing this area;

Because every year thousands of people with their families leave their land to get to Europe, on the way they die, disappear, or drown in the Channel or the Mediterranean Sea; and

Because asylum seeker’s rights are human rights; and

Because we are the defenders of human rights.

SUBMITTED BY B.C. GENERAL EMPLOYEES’ UNION

Committee Recommends _____ Convention Decision _____

Occupational Health and Safety

#92—PRESUMPTIVE LEGISLATION FOR OCCUPATIONAL PSYCHOLOGICAL/MENTAL INJURY

There's alarming data on mental injury among justice workers and emergency services workers. Credible scientific evidence published in reputable Canadian peer-review journals reveals that justice workers and emergency services workers have substantially more difficulties with mental injury than the general population.

The scientific research shows that justice workers and emergency services workers are screening positive for high rates of clinically significant symptoms consistent with one or more mental disorders, such as post-traumatic stress disorder (PTSD), major depressive disorder, generalized anxiety disorder, social anxiety disorder, panic disorder, mood disorder, and alcohol and drug abuse.

Some justice workers and emergency services workers (such as firefighters, paramedics, and police officers) are almost 4.5 times more likely than the general population to screen positive for mental injury. Among all justice workers and emergency services workers, the worst-off are correctional workers: they are 5.5 times more likely than the general population to report symptoms of mental injury.

Persuading provincial governments to adopt presumptive legislation for occupational mental injury counts among the victories of Canadian organized labour. Nevertheless, presumptive laws need improvement. The major flaw is that there are no pan-Canadian standards, because workers' compensation falls under provincial constitutional jurisdiction. The result is a mess of inconsistencies, a hodgepodge of presumptive coverage in which workers are treated unequally, and in some cases, their rights to occupational health and safety are not protected at all.

There are 4 flaws in the existing policy framework (provincial presumptive legislation):

1. Many workers are excluded: presumption typically covers categories of workers exclusively defined as public safety personnel.
2. In some provinces, all psychological injuries are covered, while in others only PTSD is covered and other mental injuries are neglected.
3. Some provinces rule out altogether any chronic mental stress that develops gradually and cumulatively over time.
4. Some provinces cover mental injuries triggered only by trauma, while others cover mental injury triggered by both traumatic and nontraumatic stressors.

Therefore, the National Union of Public and General Employees will campaign for pan-Canadian standards of presumptive legislation covering mental occupational injury for—

All workers suffering mental injury.

All scientifically recognized types of mental injury, including, but not limited to, post-traumatic stress disorder (PTSD).

Workplace stressors that cause both

- chronic psychological injuries (developed gradually and cumulatively over time in response to a series of events or multiple exposures to workplace stressors;
- acute mental injury (the result of one single, sudden, discrete, traumatic workplace or work-related event).

Both traumatic and nontraumatic workplace stress triggers.

Stress in response to continuous or multiple exposures to significant workplace stressors that do psychological harm but don't rise to the level of trauma.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#93—NON-DISCLOSURE AGREEMENTS

Intent of Resolution: NUPGE lobby governments to prevent the use of Non-Disclosure Agreements (NDA) in cases of workplace sexual harassment

Whereas historically, when workplace sexual harassment occurs, the employer will insist that parties sign Non-Disclosure Agreements before it will settle any grievance; and

Whereas victims of workplace sexual harassment often suffer and are forced to leave their jobs; and

Whereas Non-Disclosure Agreements never create cultural changes to what could be a toxic, abusive workplace and are used to protect employers reputations; and

Whereas it should be the victim who decide whether to share information and not face retribution from an employer; and

Whereas a law has been passed in PEI and it is the first and only province to do so;

Therefore be it resolved that NUPGE lobby governments to prevent the use of Non-Disclosure Agreements (NDA) in cases of workplace sexual harassment.

SUBMITTED BY NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION

Committee Recommends _____ Convention Decision _____

#94—SOLIDARITY WITH SEX WORKERS**The NUPGE will:**

- work with sex workers and sex-worker-led organizations to support federal changes necessary to fully decriminalize sex work allowing sex workers to access full rights and protections as workers to improve their working conditions and make their work safer including but not limited to:
 - lobbying for the elimination of provisions in the Immigration and Refugee Protection Regulation (IRPR) that prohibits anyone with temporary immigration status in Canada from working with an employer who, on a regular basis, offers striptease, erotic dance, escort services, or erotic massages; and
 - repeal laws around sex work introduced through Bill C-36;

Because sex work is work and sex workers should have all the rights and protections afforded to any worker; and

Because there is a need for funding for support services for male, transgender, and non-binary sex workers, as well as immigrant sex workers who face further levels of criminalization and risk of deportation, and

Because funding should explicitly support the safety of sex workers, not only victims of human trafficking and those looking to exit sex work; and

Because a Canada-wide bad date reporting system is imperative to ensure predatory violence does not continue with impunity.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#95—MINIMUM SAFE MANNING (MSM)**The NUPGE will:**

- form a committee to advocate for labour to have input in the Minimum Safe Manning (MSM) process when applications are made to Transport Canada by vessel operators/owners;

Because safe manning levels for vessels are national safety interest; and a coordinated and consistent approach can address the regulatory exclusion of labour from minimum crew level input; and

Because labour represents the workers with first-hand knowledge; and those workers can identify where and when a minimum crew level could negatively impact the safety of vessels, environment, and human life.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

Life Members

#96—LIFE MEMBERSHIP FOR VAL AVERY

We wish to recognize, with thanks and appreciation, the contribution of Val Avery to the National Union of Public and General Employees (NUPGE), to her home Component, Health Sciences Association of British Columbia (HSABC/NUPGE), and to the labour movement and working people in general.

Val Avery grew up in a union family in Port Alberni, British Columbia. Her father was a proud member of the ILWU, working at the port. Her 4 older brothers worked in the forestry town's mills, making good money to set them up for their education and adult lives.

When it came to her time for the summer and part-time jobs, there were no mill jobs for women. It was Val's first personal experience with inequity and discrimination, and cemented her commitment to fight for fairness for all.

She left Port Alberni after high school to study and train as a physiotherapist at the University of British Columbia and joined the health care team at Royal Jubilee Hospital in Victoria upon her graduation. Her first day on the job, she sought out her union steward and asked how to get involved in her union, Health Sciences Association of BC.

She worked as a physiotherapist for 30 years before becoming president of HSABC in 2013. Throughout those 30 years, she was an activist in the union, supporting her colleagues as a steward, member-at-large, district representative, relief labour relations officer, and by serving on several union committees.

Prior to her election as president, she had served on the union's board of directors for 5 years, including 4 years as vice president, and she led the union through 2 tough rounds of bargaining as chair of the bargaining committee.

Val joined the National Executive Board of NUPGE in 2013 and brought her pragmatic and efficient approach to the business of the National Union. She helped develop the Finance Committee, and she took on the position of chair of the Canadian Health Professionals Secretariat, representing and advocating for health science professionals from across the country.

She also served as an officer of the BC Federation of Labour, and was a strong and respected voice for solidarity in the face of a concerted raiding campaign in health care in British Columbia.

Her strengths as a health care worker, her compassion, and a data – and experience-driven approach to problem solving are her strengths as a labour leader.

Val retired from her work in health care and as president of HSABC in June 2021, and is spending her time continuing to live the values of fairness and equity that she brought to her working life.

We thank Val for the solidarity and support she has shown NUPGE and recognize the significant contribution she has made as an advocate for working people.

Therefore, delegates to the 2022 Triennial Convention of the National Union of Public and General Employees grant life membership to Val Avery.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#97—LIFE MEMBERSHIP FOR TRUDY THOMSON

We wish to recognize, with thanks and appreciation, the contribution of Trudy Thomson to the National Union of Public and General Employees (NUPGE), to her home Component, Health Sciences Association of Alberta (HSAA/NUPGE), and to the labour movement and working people in general.

Trudy Thomson was a proud and active member of Health Sciences Association of Alberta (HSAA) for 43 years; however, she actually signed her first union card when she worked in Saskatchewan 3 years earlier than that. That's where her parents and older brother helped her form her strong union and social justice roots.

Trudy is a laboratory technologist by profession, with most of her career spent in Red Deer, Alberta.

She was first elected as a board member to HSAA in 2007 and was elected as the VP of Finance by the other board members a year later. She carried on in that position until HSAA restructured to have a full-time vice president. After serving as a district advisor, she was elected as a full-time VP in September 2016, where she served diligently and calmly until her retirement in May 2021.

In May 2013, it was determined that HSAA had outgrown its current building in Edmonton, and the board of directors appointed Trudy to figure out what to do about it. After conducting a mountain of research, and exploring many options, the board decided on a building project on her recommendation. They occupied their new space in January 2016, and under her careful management of the union's finances, were able to burn the mortgage just 5 years later.

Trudy has also been an advocate for numerous social justices causes. On top of the work she did for HSAA members, she also served as the chair of Friends of Medicare, sat on NUPGE's national executive board and finance committee, and on the HR committee for the AFL. She was a "Champion for Pensions" and a "Champion for Change" for NUPGE and rode the Big Green Bus as part of their 2014 *All Together Now!* campaign.

She was a CLC/NUPGE delegate 3 times at the United Nations Commission on the Status of Women. Trudy pushed the board of directors to send 4 women and 2 men to the Women Deliver conference in 2019, knowing that this was unusual, but recognizing the importance of men's understanding of women's issues. Trudy then advocated for and endorsed the establishment of HSAA's first women's committee.

Trudy helped to guide the HSAA board of directors through numerous and significant changes. Throughout it all, she played the roles of initiator and supporter of these changes, as uncomfortable as they sometimes were. Through it all, Trudy learned—and modeled—why belonging to a union that stands up for its worker members is our greatest safeguard.

By her side, Trudy's biggest supporter always was her husband, Doug. She is also the proud mother of 3 adult children and one very precocious grandson. They are now enjoying the extra time to share with each other that her retirement has afforded them, giving them the ability to do all the activities that they enjoy.

Therefore, delegates to the 2022 Triennial Convention of the National Union of Public and General Employees grant life membership to Trudy Thomson.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#98—LIFE MEMBERSHIP FOR MICHELLE GAWRONSKY

We wish to recognize, with thanks and appreciation, the contribution of Michelle Gawronsky to the National Union of Public and General Employees (NUPGE), to her home Component, the Manitoba Government and General Employees' Union (MGEU/NUPGE), and to the labour movement and working people in general.

Michelle was born in The Pas, Manitoba, the oldest of 5 brothers and 4 sisters. She learned early in life to lead and mediate. Michelle comes from a long line of unionized employees: one grandmother was a civil service worker almost all her life, the other was a health worker, and one grandfather was an engineer with CN Rail when he returned from WW II. Her father was once a postal worker and her mother was an RN. Michelle was raised with the recognition of the value of, and respect for, the labour movement.

She began her working career as a Health Care Aide (HCA) in the nursing home in Vita in 1976. Michelle met her husband of 33 years, Roman, and together they raised 4 wonderful, supportive children: Jolene, Josie, Joe, and Josh. Unfortunately, Michelle lost her husband to cancer in November 2009.

Michelle began her union activism in the 1980s. Her union activism started for the same reason as most people's. She had a boss that was not "fair or reasonable," nor did he "act in good faith." She decided to stand for her rights and filed her first grievance with her staff rep. Little did she know, it would very quickly become a lifelong passion.

Michelle was employed at the Vita nursing home; injury forced her to change her career from an HCA, EMS Coordinator and Paramedic, to an Activity Director. Instead of giving physical support, she now provides the emotional and mental support to the Residents. Michelle joined the Homecare team in Vita in 1981, and she is still employed as an HCA in Homecare.

Michelle is a very strong believer in community, and is very proud to take part in hers.

We thank Michelle for the solidarity and support she has shown NUPGE and recognize the significant contribution she has made as an advocate for working people.

Therefore, delegates to the 2022 Triennial Convention of the National Union of Public and General Employees grant life membership to Michelle Gawronsky.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#99—LIFE MEMBERSHIP FOR WARREN THOMAS

We wish to recognize, with thanks and appreciation, the contribution Warren (Smokey) Thomas to the National Union of Public and General Employees (NUPGE), to his home Component, the Ontario Public Service Employees Union (OPSEU/NUPGE), and to the labour movement and working people in general.

Warren (Smokey) Thomas has been elected to a record 7, 2-year terms as president of the Ontario Public Service Employees Union. He was first elected president on April 20, 2007, after serving 3 terms as first vice-president/treasurer.

A registered practical nurse, Thomas has been an OPSEU activist for over 30 years, first beginning his leadership career as president of Local 431 at the Ontario Psychiatric Hospital in Kingston, Ontario.

Thomas was born in Kingston and worked as an auto mechanic and driver for Canadian Oxygen Ltd. before joining the staff at the psychiatric hospital where he received his formal training as an RPN. His early activism with OPSEU was triggered by his interest in developing an Employee Assistance Program at the hospital.

Since then, he has participated in countless campaigns on behalf of OPSEU members. He was an outspoken leader in Region 4 against the "social contract" imposed by Queen's Park in 1993, and later during the Ontario Public Service strikes of 1996 and 2002.

Thomas remains active in his hometown of Kingston, where he sits on the board of directors

of several community and sporting organizations. He is also a periodic lecturer at the School of Industrial Relations at Queen's University, where he shares his knowledge and expertise on collective bargaining. Thomas chooses to donate all fees he receives from the university to the Partners in Mission Food Bank.

We thank Smokey for the solidarity and support he has shown NUPGE and recognize the significant contribution he has made as an advocate for working people.

Therefore, delegates to the 2022 Triennial Convention of the National Union of Public and General Employees grant life membership to Warren (Smokey) Thomas.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#100—LIFE MEMBERSHIP FOR ELISABETH BALLERMANN

We wish to recognize, with thanks and appreciation, the contribution of Elisabeth Ballermann to the National Union of Public and General Employees (NUPGE), to her home Component, Health Sciences Association of Alberta (HSAA/NUPGE), and to the labour movement and working people in general.

Elisabeth has been a labour activist most of her working life. From 1995 to 2016, she was the president of HSAA, which represents over 24,000 health professionals in more than 200 occupations.

In 2003, under her leadership, her home union, HSAA, joined NUPGE and the House of Labour and has become a highly respected participant in Alberta's labour and progressive communities.

In addition to fulfilling the mandate of advocating for wages, benefits, workplace safety, general working conditions, and work-life balance for union members, she has been a staunch advocate for social justice and the public health system

Ballermann served as a vice president of both the Alberta Federation of Labour (AFL) and NUPGE, as well as a board member of the Parkland Institute, Friends of Medicare (Alberta), and Public Interest Alberta (PIA). She has been the co-chair of the Canadian Health Professionals Secretariat (CHPS).

Elisabeth earned a Bachelor of Science in Physical Therapy in 1980 and a Bachelor of Laws in 1991, both from the University of Alberta.

Her work has been recognized with several awards, including the Alberta Centennial Medal, the Alberta Federation of Labour's International Women's Day (2008), May Day Solidarity (2016) Award, and the 2016 PIA Public Interest Award.

In October of 2015, Elisabeth was appointed to the Premier's Advisory Committee on the Economy by Alberta's Premier Rachel Notley.

Elisabeth Ballermann was acclaimed as the secretary-treasurer of NUPGE at the June 2016 Convention.

We thank Elisabeth for the solidarity and support she has shown NUPGE and recognize the significant contribution she has made as an advocate for working people.

Therefore, delegates to the 2022 Triennial Convention of the National Union of Public and General Employees grant life membership to Elisabeth Ballermann.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

#101—LIFE MEMBERSHIP FOR MARTHA BROWN

We wish to recognize, with thanks and appreciation, the contribution of Martha Brown to the National Union of Public and General Employees (NUPGE), to her home Component, the Nova Scotia Government and General Employees Union, and to the labour movement and working people in general.

Martha Brown has been a proud and active member of the Nova Scotia Government and General Employees Union for 40 plus years. During that time, she was a Registered Nurse by profession, who worked for over 28 of those years in the Post-Anaesthetic Care Unit at the former Capital District Health Unit, which is now referred to as Nova Scotia Health.

Martha served on numerous bargaining teams and was elected to be a member of the Local 97 (CDHA Registered Nurses) Bargaining Committee in 2006. Martha served on the NSGEU's Board of Directors for 3 terms prior to being elected to the Executive as 3rd Vice-President in 1999, as 2nd Vice-President in 2001 and 2003, and subsequently, as 1st Vice-President in 2005. As part of her role as an executive committee member of the NSGEU, Martha served as executive liaison to the NSGEU Women's Committee and the NSGEU Constitution and By-Laws Committee. Martha came to be known as the keeper of the constitutional language and adamantly took time to ensure that the rules were followed at various meetings.

Martha played an instrumental role in the development of the NSGEU Board of Directors *Policy Manual* and mentored the executive with her exceptional memory and attention to detail.

As part of the Nova Scotia Province's Diversity Taskforce, Martha kept inclusion and diversity issues on the table and took pride in being a voice at that table.

Martha represented the NSGEU on the Advisory Committee on Women's Issues between 1999 and 2009 and became a member of the National Executive Board in March 2004, serving there until April 2009. While on the NEB, Martha made invaluable contributions to the debates on national and international issues.

Martha retired sometime in and around 2009, but her passion for nursing continued to speak to her, and she returned to the workplace in a casual (unionized) position. Since this time, Martha has taken on the role of educator, teaching some classes in nursing at the Nova Scotia Community College, taken an active role in assisting at COVID clinics during the pandemic, and most recently, attended the NSGEU's convention in May as a delegate.

Martha has always had the support of her loving husband Rick Brown, who was also a very active member of the NSGEU until his retirement, and of her daughter Nicole.

Therefore, delegates to the 2022 Triennial Convention of the National Union of Public and General Employees grant life membership to Martha Brown.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

Committee Recommends _____ Convention Decision _____

Miscellaneous

#102—EXPANSION OF HIGH SPEED INTERNET

Because the lack of adequate internet service has been highlighted as a need and issue for many members who have been required to work from home due to the COVID-19 pandemic;

Because NUPGE members travel across all regions of the provinces and territories on work related business, and expanded internet coverage is often required to do their jobs;

Because access to these advanced communications services is a health and safety matter, particularly when working alone;

Because the move to remote learning that has happened during the COVID-19 Pandemic has proven that high-speed internet is no longer be a luxury, but a necessity; and

Because many small businesses in rural and Northern communities rely on reliable, high-speed internet to remain competitive in the global marketplace, and expand businesses and jobs.

Therefore the National Union of Public and General Employees will:

Lobby the federal government to support the expansion of high-speed internet access to all rural and Northern communities in Canada.

SUBMITTED BY MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#103—CELL PHONE DATA PLANS**The NUPGE will:**

- lobby the government of Canada through the Canadian Labour Congress to enact legislation regulating, limiting, and putting a cap on the cell phone and data plan rates, offered by providers;

Because Canadians pay some of the highest data rates in the world; and

Because so many Canadians live in remote areas in our provinces and territories and have no other means of communication.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

#104—WORKING GROUPS**The NUPGE will:**

- schedule regular working group meetings every two (2) years for selected occupational groupings as identified by NUPGE components; including social workers, income assistance workers, and probation officers; and make available the working group reports on the NUPGE website;

Because without regularly scheduled meetings, it is impossible to formulate ongoing plans, strategies, and campaigns to deal with employer tactics; and

Because there is no continuity when meetings are scheduled intermittently; and

Because posting working group reports on the NUPGE website allows all bargaining unit members to access the information instead of just those that were at the meeting as is the current practice.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

Committee Recommends _____ Convention Decision _____

