



**PAS DE VICTOIRE
SANS LUTTE!**

**NO STRUGGLE,
NO VICTORY!**

MAY 13-17 MAI
TORONTO ONTARIO

VERBATIM REPORT OF THE 2019 CUPW CONVENTION

RAPPORT TEXTUEL DU CONGRÈS DU STTP DE 2019

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CANADIAN UNION OF POSTAL WORKERS
SYNDICAT DES TRAVAILLEURS ET TRAVAILLEUSES DES POSTES

MONDAY, MAY 13, 2019

Morning Session

OPENING CEREMONIES

The CUPW National Convention was called to order at 9:00h.

Brother Mike Palecek, National President, introduced himself and welcomed the delegates to Toronto and to the 26th CUPW National Convention. The members sang “Solidarity Forever”.

Brother Palecek introduced Brother Sanjay Sapra, National Director, Metro-Toronto Region, and Sister Megan Whitfield, President of the Toronto Local.

Brother Sapra and Sister Whitfield welcomed delegates, observers and guests to Toronto.

INDIGENOUS WELCOME CEREMONY AND SMUDGE

Following the opening ceremonies, Brother Palecek introduced Sister Crystal Sinclair, Indigenous Rights activist and member of OPSEU, and Brother Ron Rousseau, President of the Whitehorse Local, President of the Yukon Federation of Labour and the Indigenous Vice-President of the Canadian Labour Congress. They will perform the smudge ceremony.

Sister Sinclair greeted the delegates, wishing them good conversations, respect, compassion, listening and good communication. Brother Rousseau explained the purpose of the smudging and proceeded to smudge the room while Sister Sinclair described the smudging and performed the Cherokee Morning song on the drum.

Brother Palecek introduced the members of the National Executive Board.

WELCOME TO TORONTO BY CHRIS BUCKLEY

Brother Palecek introduced the President of the Ontario Federation of Labour, Brother Chris Buckley. Brother Buckley is a lifelong trade unionist and social justice advocate. He is the former President of Unifor Local 222 in Oshawa and the Chair of the Master Bargaining Committee. He was unanimously elected as the President of the Ontario Federation of Labour in 2015. Brother Buckley addressed the convention floor.

WELCOME TO TORONTO BY JOHN CARTWRIGHT

Brother Palecek introduced Brother John Cartwright. Brother Cartwright is the President of the Toronto and York Region Labour Council, sits on the National Board of the Council of Canadians. Brother Cartwright was a carpenter by trade and was first elected as Union Representative in 1982. Brother Cartwright addressed the convention floor.

ANTI-HARASSMENT POLICY

Brother Tim Armstrong, National Director, Pacific Region was assigned as the Officer to the Anti-Harassment Committee. He introduced its members: Sister Jessica Dempster, Pacific Region; Sister Maddie Cleroux-Abbas, Central Region; Brother Vincent Lambert, Quebec Region and Sister Megan Whitfield, Metro-Toronto Region.

Sister Jan Simpson, 1st National Vice-President along with all committee members read the anti-harassment policy.

MEMORIAL

Everyone in the convention hall rose in a moment of silence in memory of all the Sisters, Brothers and Cousins who have died since the last National Convention and whose names are scrolling on the video.

PRESIDENTIAL ADDRESS

Sister Simpson introduced Brother Palecek, National President, for his presidential address.

CREDENTIALS COMMITTEE REPORT

Brother Gislain Gagné and Sister Darlene Steele of the Credentials Committee presented the report of all accredited delegates.

There were a total 575 delegates and 83 observers: 297 Sisters, 361 Brothers and 6 Cousins, 575 from the Urban Operations, 87 from the RSMCs and 2 from the private sector bargaining units.

It is MOVED by Brother Gagné of the Credentials Committee and SECONDED by an unidentified delegate and CARRIED UNANIMOUSLY to adopt the report of the Credentials Committee.

NATIONAL EXECUTIVE BOARD REPORT

The Chair opened the floor for debate on the report of the National Executive Board.

The Convention meeting adjourned for lunch at 13:05h.

MONDAY, MAY 13, 2019

Afternoon Session

The meeting reconvened at 14:30h.

NATIONAL EXECUTIVE BOARD REPORT (CONTINUOUS)

It is MOVED by Brother Palecek, National President, SECONDED by Sister Collins, National Secretary-Treasurer and CARRIED to adopt the National Executive Board report.

NATIONAL EXECUTIVE COMMITTEE REPORT

The Chair opened the floor for debate on the reports of the National Executive Committee members.

It is MOVED by Brother Palecek, National President, SECONDED by Brother Callaghan, National Director, Atlantic Region, and CARRIED to adopt the report of the National President.

It is MOVED by Sister Simpson, 1st National Vice-President, SECONDED by Sister Collins, National Secretary-Treasurer, and CARRIED UNANIMOUSLY to adopt the report of the 1st National Vice-President.

It is MOVED by Sister Collins, National Secretary-Treasurer, SECONDED by Brother Fischer, National Director, Prairie Region, and CARRIED to adopt the report of the National Secretary-Treasurer.

It is MOVED by Brother Denley, National Grievance Officer, SECONDED by an unidentified delegate and CARRIED to adopt the report of the National Grievance Officer.

It is MOVED by Brother Bleakney, 2nd National Vice-President, SECONDED by Sister Simpson, 1st National Vice-President, and CARRIED to adopt the report of the 2nd National Vice-President.

It is MOVED by Brother Floresco, 3rd National Vice-President, SECONDED by Sister Simpson, 1st National Vice-President, and CARRIED to adopt the report of the 3rd National Vice-President.

It is MOVED by Brother Champagne, 4th National Vice-President, SECONDED by Sister Collins, National Secretary-Treasurer, and CARRIED to adopt the report of the 4th National Vice-President.

GUEST SPEAKER – DONALD LAFLEUR, CLC

Sister Simpson introduced Brother Donald Lafleur, Executive Vice-President of the Canadian Labour Congress, former NEB member and postal worker. Brother Lafleur addressed the convention floor.

GUEST SPEAKER – MAGALI PICARD, PSAC

Sister Simpson introduced Sister Magali Picard, National Executive Vice-President for the Public Service Alliance of Canada. Sister Picard addressed the convention floor.

NATIONAL DIRECTORS REPORTS

The Chair opened the floor for debate on the reports of the National Directors.

It is MOVED by Brother Callaghan, National Director, Atlantic Region, SECONDED by Sister Collins, National Secretary-Treasurer, and CARRIED to adopt the report of the National Director, Atlantic Region.

It is MOVED by Brother Senneville, National Director, Quebec Region, SECONDED by Brother Denley, National Grievance Officer, and CARRIED to adopt the report of the National Director, Quebec Region.

It is MOVED by Brother Lapointe, National Director, Metro-Montreal Region, SECONDED by François Senneville, National Director, Quebec Region, and CARRIED to adopt the report of the National Director, Metro-Montreal Region.

It is MOVED by Brother Evard, National Director, Central Region, SECONDED by Brother Sapra, National Director, Metro-Toronto Region, and CARRIED to adopt the report of the National Director, Central Region.

It is MOVED by Brother Garbatt, National Director, Ontario Region, SECONDED by Sister Collins, National Secretary-Treasurer, and CARRIED to adopt the report of the National Director, Ontario Region.

It is MOVED by Brother Denley, National Grievance Officer, SECONDED by Brother Evard, National Director, Central Region, and CARRIED to adopt the report of the National Director, Metro-Toronto Region.

It is MOVED by Sister Collins, National Secretary-Treasurer, SECONDED by Brother Lapointe, National Director, Metro-Montreal Region, and CARRIED to adopt the report of the National Director, Prairie Region.

It is MOVED by Brother Armstrong, National Director, Pacific Region, SECONDED by Sister Collins, National Secretary-Treasurer and CARRIED to adopt the report of the National Director, Pacific Region.

NATIONAL BOARD OF TRUSTEES REPORT

The following members formed the National Board of Trustees for the 2015-2019 term:

- Kevin Peterson, Atlantic Region
- Jean Marcon, Québec Region
- Roland Savard, Metro-Montreal Region
- Mary Aitken, Central Region
- Gurpreet Nijjar, Metro-Toronto Region
- John Lawrence, Ontario Region
- Robert Laliberte, Praire Region
- Anthony Holzer, Pacific Region

Brother Holzer, Chair, gave a quick history of the National Board of Trustees and summarized the report.

The Chair opened the floor for debate on the report of the National Board of Trustees.

It is MOVED by Sister Collins, National Secretary-Treasurer, SECONDED by Brother Armstrong, National Director, Pacific Region, and CARRIED UNANIMOUSLY to adopt the report of the National Board of Trustees.

The National Convention adjourned at 18:30h.

TUESDAY, MAY 14, 2019

Morning Session

The meeting convened at 9:20h.

CREDENTIALS COMMITTEE REPORT

Brother Gagné and Sister Steele of the Credentials Committee presented the amended Credentials Committee report of Tuesday, May 14, 2019 as follows: a total of 659 delegates, 575 registered, 297 women delegates, 361 male delegates, 6 non-binary delegates; 575 from the Urban Operations, 87 from the RSMCs and 2 from the private sector and 83 registered observers.

It is MOVED by Brother Gagné of the Credentials Committee, SECONDED by an unidentified delegate, and CARRIED UNANIMOUSLY to adopt the report of the Credentials Committee.

ACTION PLAN

Brother Floresco, 3rd National Vice-President, summarized and highlighted points of the Action Plan.

The Chair opened the floor for debate on the Action Plan.

It is MOVED by Brother Palecek, National President, SECONDED by Sister Simpson, 1st National Vice-President and CARRIED to adopt the Action Plan for the next CUPW mandate.

CONSTITUTION COMMITTEE

The following delegates compose the Constitution Committee:

- Toni MacAfee and Jim Gallant, Atlantic Region
- Maryse Habel and Jérôme Roberge, Quebec Region
- Sandra Delisle and Alain Robitaille, Metro-Montreal Region
- Cheryl MacMillan and Keith Bradford, Central Region
- Megan Whitfield and Rajesh Purohit, Metro-Toronto Region
- Sharon Samuels and Ryan Spence, Ontario Region
- Bev Ray and Brahm Enslin, Prairie Region
- Jessica Dempster and Matthew Aitken, Pacific Region

The Constitution Committee elected Sister Bev Ray of the Regina Local and Brother Brahm Enslin of the Saskatoon Local, as Chair and Secretary of the Constitution Committee respectively.

Sister Ray read the list of the first five priorities to be addressed by the convention delegates.

RESOLUTION NO. 16

Brother Enslin, Secretary of the Constitution Committee read:

“The Committee unanimously recommends adoption of resolution no. 16.

BE IT RESOLVED that resolutions be the primary focus of Convention, and that at least 70% of the time allotted for Convention, excluding the day of elections be exclusively devoted to debating and voting on resolutions.”

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

Following the debate, the question was called.

The delegates voted in favour of adopting resolution no. 16.

COMPOSITE RESOLUTION NO. 3 TO COVER THE INTENT OF RESOLUTIONS NOS. 181, 182 AND 184

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee unanimously recommends adoption of composite resolution no. 3 to cover the intent of resolutions nos. 181, 182 and 184.

BE IT RESOLVED that the National Executive Board first turn to CUPW members in good standing, by informing them of available positions through a posting, to work on any project or campaign of the Union;

And that no specialists be hired when our members have or can acquire the specific expertise for such projects or campaigns.”

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

It is MOVED by Brother Hentzelt, Edmonton Local, SECONDED by Sister Theakston, Toronto Local, and DEFEATED to refer back composite resolution no. 3 to the Committee for modification, with instruction to remove the words “or can acquire”.

Delegates resumed the debate on the original composite resolution no.3.

The Convention adjourned for lunch at 13:00h.

TUESDAY, MAY 14, 2019

Afternoon Session

The meeting reconvened at 14:45h.

CONSTITUTION COMMITTEE

The floor resumed the debate on composite resolution no. 3.

After deliberation, the question was called by Brother Chaloux, Montreal Local, SECONDED by an unidentified delegate, and CARRIED.

The Chair asked the delegates if they were in favour or against the adoption of composite resolution no. 3.

The delegates voted to reject composite resolution no. 3.

RESOLUTION NO. 185 TO COVER THE INTENT OF RESOLUTION NOS. 34 AND 185

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee unanimously recommends adoption of resolution no. 185.

THEREFORE BE IT RESOLVED at the start of all new mandates, appointed positions need to be advertised to the entire membership so that all members have an opportunity to apply. There will be an application process and the newly elected National Executive Board will review all applications. The Officers responsible for the appointees must submit a semi-annual written report to the National Executive Board on the work the appointees have performed during the mandate;

THEREFORE BE IT FURTHER RESOLVED that the work being done will be reviewed by the National Executive Board on a semi-annual basis to determine whether or not said appointments shall be renewed;

THEREFORE BE IT FINALLY RESOLVED that the Officers responsible for the appointees must also submit a full written report at National Convention of the work they have accomplished.”

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

Following discussion, the question was called by Sister Dagenais, Montreal Local, **SECONDED** by an unidentified delegate and **DEFEATED**.

Is it **MOVED** by Brother Stenson, Kitimat Local, **SECONDED** by Brother MacKenzie, Windsor Local, and **CARRIED** to refer back composite resolution no. 185 to the Constitution Committee to remove from the English version and corrected to say “the appointees”.

While the Constitution Committee is away deliberating on the referral of resolution 185, the Chair took the opportunity to read the letter from Brother Mark Dimondstein, President of the American Postal Workers Union on his solidarity greeting on behalf of the 200,000 members of the APWU.

Following the referral, Sister Ray explained that the Constitution Committee met to discuss the motion of reconsideration of resolution no. 185, which now reads as follows:

“THEREFORE BE IT RESOLVED at the start of all new mandates, appointed positions need to be advertised to the entire membership so that all members have an opportunity to apply. There will be an application process and the newly elected National Executive Board will review all applications. The Officers responsible for the appointees must submit a semi-annual written report to the National Executive Board on the work the appointees have performed during the mandate;

THEREFORE BE IT FURTHER RESOLVED that the work being done will be reviewed by the National Executive Board on a semi-annual basis to determine whether or not said appointments shall be renewed;

THEREFORE BE IT FINALLY RESOLVED that the Officers responsible for the appointees must also submit a full written report at National Convention of the work these members have accomplished.”

Sister Ray, Chair of the Constitution Committee, provided the rationale and indicated the vote was unanimous.

The Chair asked delegates if they were in favour or against the adoption of resolution no. 185, as amended.

The delegates voted in favour of adopting resolution no. 185 as amended.

RESOLUTION NO. 133

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee recommends adoption of resolution no. 133.

BE IT RESOLVED section 7.48 be amended to add member(s) that are working for the Union on a temporary basis.

BE IT FURTHER RESOLVED that the allowance in 7.49 will be fifty percent (50%) of the meal per diem rates found in section 7.42.

BE IT FINALLY RESOLVED if the members are authorized to attend or participate in other Union activities during the same period that the per diem in section 7.42 will apply to those times.”

Sister Ray, Chair of the Constitution Committee, provided the rationale.

Following the debate, the Chair asked delegates if they were in favour or against the adoption of resolution no. 133.

The delegates voted in favour of adopting resolution no. 133.

RESOLUTION NO. 126 TO COVER THE INTENT OF RESOLUTION NOS. 117 AND 121

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee recommends adoption of resolution no. 126.

BE IT RESOLVED that allowances for daily per diems will be increased July 1, 2020 as follows:

- *Breakfast* \$ 18.00
- *Lunch* \$ 20.00
- *Dinner* \$ 34.00

THEREFORE BE IT FINALLY RESOLVED that these amounts will be adjusted yearly as per the provision of section 7.62 of the Constitution.”

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

Following the debate, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 126.

The delegates voted in favour of adopting resolution no. 126.

RESOLUTION NO. 127 TO COVER THE INTENT OF RESOLUTION NO. 120

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee unanimously recommends adoption of resolution no. 127.

THEREFORE BE IT RESOLVED that the per diem set out in section 7.42 shall be reviewed by the National Secretary-Treasurer and the Director of Finance prior to the departure. These per diems shall be reimbursed at a rate equal to that country’s currency, taking into consideration the location of the events and availability of meals.”

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

Following the debate, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 127.

The delegates voted in favour of adopting resolution no. 127.

RESOLUTION NO. 53

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee recommends adoption of resolution no. 53.

THEREFORE BE IT RESOLVED to combine the duties of the 2nd and 3rd National Vice-President positions into one position;

BE IT FURTHER RESOLVED that this position be called the 2nd National Vice-President;

BE IT FURTHER RESOLVED that the 4th National Vice-President position becomes the 3rd National Vice-President;

BE IT FINALLY RESOLVED that the communication portion and labour movement duties of the 3rd National Vice-President shall be moved to the 1st National Vice-President duties. ”

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

Following discussions, the question was called by Brother Lawrence, Oshawa Local, SECONDED by Sister McKinnon, Fraser Valley West Local, and CARRIED.

The Chair asked the delegates if they were in favour or against the adoption resolution no. 53.

The delegates voted to reject resolution no. 53.

RESOLUTION NO. 162 TO COVER THE INTENT OF RESOLUTION NO. 163A

Brother Enslin, Secretary of the Constitution Committee read:

“The Committee recommends adoption of resolution no. 162 to cover resolution no. 163a).

BE IT RESOLVED section 10.01 of the National Constitution be amended to remove one National Union Representative and to combine the duties of the second and third paragraphs to read:

One National Union Representative works in the grievance-arbitration section in conjunction with the National Grievance Officer to deal primarily with Health and Safety, Workers compensation, benefit plans, employment insurance, pension and consultation with employers”.

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

After deliberation, the question was called by the Chair and CARRIED.

The Chair asked the delegates if they were in favour or against the adoption of resolution no. 162.

The delegates voted to reject resolution no. 162.

RESOLUTION NO. 156

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee unanimously recommends adoption of resolution no. 156.

BE IT RESOLVED to delete the word “telegram” and replace it with “Internet.”

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair asked the delegates if they were in favour or against the adoption of resolution no. 156.

The delegates voted in favour of adopting resolution no. 156.

The Convention adjourned at 16:50h for recess and reconvened at 17:05h.

SOCIAL STEWARD PRESENTATION

Sister Simpson introduced Brother Denis Lemelin, National Union Representative under the direction of the National Executive Committee, and Brother Yves Hénault, National Union Representative of Education (French).

Brother Hénault recognized the presence of 114 social stewards and thanked them for the work they perform. A video about social stewards followed.

A quick history of the work of social stewards and their ongoing goals was provided to the delegates.

The Chair opened the floor for questions and comments.

CONSTITUTION COMMITTEE

Sister Ray, Chair of the Constitution Committee, explained that the Committee met briefly before taking the stage and accepted a referral to change the priority of resolution no. 64.

RESOLUTION NO. 64

Brother Enslin, Secretary of the Constitution Committee read:

“The Committee unanimously recommends adoption of resolution no. 64.

BE IT RESOLVED that a social stewards’ conference be organized in each region every four (4) years and that the funds needed to hold these meetings be paid out of the Union’s General Fund.”

The Chair opened the floor for debate.

After deliberations, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 64.

The delegates voted unanimously in favour of adopting resolution no. 64.

RESOLUTION NO. 135

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee unanimously recommends adoption of resolution no. 135.

THEREFORE BE IT RESOLVED that 7.50 be revised to remove “for a period of 30 minutes per week” from the paragraph:

“Where applicable, members of a negotiating committee shall receive a return transportation ticket to their place of residence once every three weeks and may use National Office telephones to contact their family. Any time spent travelling by negotiators to their home for the visit shall be deemed as work time.”

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

Following discussion, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 135.

The delegates voted unanimously in favour of adopting resolution no. 135.

RESOLUTION NO. 137

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee recommends adoption of resolution no. 137.

BE IT RESOLVED to include the RSMC unit in section 7.60.”

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

Following discussions, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 137.

The delegates voted unanimously in favour of adopting resolution no. 137.

RESOLUTION NO. 81 TO COVER THE INTENT OF RESOLUTION NO. 79

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee unanimously recommends adoption of resolution no. 81.

WE WANT section 6.03 to read:

Sections 6.04 to 6.21 and 7.48 to 7.51 apply only to the Urban Postal Operations and the Rural and Suburban Mail Carriers bargaining units. In cases of the...”

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

Following discussions, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 81 to cover the intent of resolution no. 79.

The delegates voted in favour of adopting resolution no. 81.

The Convention adjourned at 18:28h for supper.

TUESDAY, MAY 14, 2019

Evening Session

The meeting reconvened at 20:10h.

CONSTITUTION COMMITTEE

RESOLUTION NO. 20 TO COVER THE INTENT OF RESOLUTION NO. 47

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee recommends adoption of resolution no. 20.

THEREFORE BE IT RESOLVED that each Region shall have a Regional Work Measurement committee consisting of four (4) members elected plus the two (2) Regional members elected to the National Work Measurement committee.

BE IT FURTHER RESOLVED that these members will receive the appropriate training as soon as possible and will meet twice a mandate in a location that is most cost effective, with teleconferences taking place in between meetings.

BE IT FURTHER RESOLVED that these four (4) members will be elected at National Convention in the Regional caucuses until the next convention when they will be elected at the Regional Conference.

BE IT FINALLY RESOLVED the Local utilizing the services of these trained committee members will be responsible for all associated costs.”

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

It is MOVED by Brother Lapointe, Metro-Montreal Region, and SECONDED by Brother Gianfranco Sarro, Metro-Montreal Region, to refer back resolution no. 20 to cover the intent of resolution no. 47 to the Committee with instructions to strike out the word “elected” from the first BE IT RESOLVED and modify the before last BE IT FURTHER RESOLVED to read as follows:

BE IT FURTHER RESOLVED that these four (4) members will be elected at the pre-convention Regional Conference.

Brother Lemelin, National Union Representative under direction of NEC, challenged the motion. The Chair rules in favour of the challenge.

It is MOVED by Brother Lapointe, Metro-Montreal Region, and SECONDED by Sister Stéphanie Robinson, Metro-Montreal Region, to challenge the Chair.

Sister Simpson, 1st National Vice-President takes the Chair. Brothers Lapointe and Palecek present their arguments.

The Chair asked the delegates if they were in favour or against the Chair’s ruling. The delegates voted to uphold the Chair’s ruling.

Following discussions, the Chair called the question.

The Chair asked the delegates if they were in favour or against the adoption of resolution no. 20 with the intent to cover resolution no. 47.

The delegates voted in favour of adopting resolution no. 20.

RESOLUTION NO. 62

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee unanimously recommends adoption of resolution no. 62.

THEREFORE BE IT RESOLVED that there be a National Private Sector conference with one member selected from each bargaining unit twice per mandate.

BE IT FURTHER RESOLVED that members attending will be compensated for their full wages from their Employer by the National Union.”

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

Following discussions, the question was called by the Chair.

The Chair asked the delegates if they were in favour or against the adoption of resolution no. 62.

The delegates voted unanimously in favour of adopting resolution no. 62.

RESOLUTION NO. 139

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee recommends adoption of resolution no. 139.

BE IT RESOLVED that our National Union update and increase childcare reimbursement amounts for our members.”

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

Following discussions, the Chair called the question.

The Chair asked the delegates if they were in favour or against the adoption of resolution no. 139.

The delegates voted to reject resolution no. 139.

RESOLUTION NO. 90

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee recommends adoption of resolution no. 90.

BE IT RESOVED THAT union dues be the same for all RSMC and urban unit members.”

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

After discussions, the question was called by Sister Patricia Hunt, Scarborough Local, **SECONDED** by Brother Miles Lau, Scarborough Local and **CARRIED**.

The Chair asked the delegates if they were in favour or against the adoption of resolution no. 90.

The delegates voted to reject resolution no. 90.

The following delegates registered their dissidence:

- Jeff Callaghan, National Director, Atlantic Region;
- Jim Gallant, Nova Local;
- Kevin Suttie, Fundy Local;
- Gordie MacDonald, Breton Local;
- Anita Bock, Nova Local;
- Line Doucet, Moncton Local;
- Daniel Penney, Carbonear Local;
- Debby Reddy, St. John's Local;
- Michael McDonald, Nova Local;
- Mike Keefe, Nova Local;
- Nadine Kays, Nova Local;
- Gina Miller, Nova Local;
- Annette Davis, Goose Bay Local;
- Darlene Steele, Exploits Valley Local;
- Shelley Brinson, Gander-Lewisporte Local;
- Krista Stevens, Fredericton/Oromocto Local;
- Lisa Moreau, Fredericton/Oromocto Local;
- Arleen Hogan Critch, St. John's Local;
- Gregory Standing, Corner Brook Local;
- Trenton Garde, Nova Scotia Medical Communications Local;
- James Dudley, Fundy Local;
- Jeff Turner, Annapolis Valley Local;
- Toni MacAfee, Truro Local;
- Jamie Patterson, Labrador City-Wabush Local;
- Edith MacDonald, Woodstock Local;
- Karen Lee, St. Stephen Local;
- Tanielle Boudreau, Port Hawkesbury Local;
- Barbara Anstey, Deer Lake Local;
- Richard Nippard, Stephenville Local;
- Kim Stiles, Moncton Local;
- Matthew Aitken, Kelowna Local;
- Todd Murray, St. John's Local;
- Scott Gaudet, Summerside Local;
- Dwayne Corner, Noval Local;

- Jennifer Flett, Moncton Local;
- Debbie Rumbolt, St. Anthony Local;
- Natasha Battiste, Channel-Port-Aux-Basques Local;
- Anthony Rogers, Nova Local;
- Jeff Cook, Yarmouth Local;
- Christopher Matheson, Pictou Local;
- Melinda Mark, Breton Local;
- Debbie Hollis, Moncton Local;
- Nicola Boone, New Glasgow Local;
- Cheek Totten, Truro Local;
- Marc Desgranges, Acadie-Bathurst Local;
- Marc Dunn, Campbellton Local;
- Jessica Dempster, Victoria Local;
- Karen De Francesco, Vancouver Local;
- Tim Armstrong, National Director, Pacific Region;
- Kevin Peterson, New Glasgow Local;
- Jan Simpson, Scarborough Local;
- Bev Collins, Ottawa Local;
- Kathleen Maher, Victoria Local;
- Cindy McDonnell, Royal City Local;
- Stefanie Neumann, Vancouver Local;
- Meagan Goudreault, Courtenay Local;
- Troy Coburn, Kelowna Local;
- Nicholas Aubichon, Vancouver Local.

RESOLUTION NO. 104

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee recommends adoption of resolution no. 104.

THEREFORE BE IT RESOLVED that the External Organizing Fund be capped at (\$2,000,000.00) two million dollars.

THEREFORE BE IT FINALLY RESOLVED that any monies over (\$2,000,000.00) two millions dollars in the External Organizing Fund be returned to the General Fund.”

Sister Ray, Chair of the Constitution Committee provided the rationale.

The Chair opened the floor for debate.

It is MOVED by Brother Sylvain Lapointe, SECONDED by Brother Jim Gallant to extend the convention until the debates are finished.

Following discussions, the question was called by Brother Nicholas Aubichon, Vancouver Local, SECONDED by an unidentified delegate from the Central Region and CARRIED.

The Chair asked the delegates if they were in favour or against the adoption of resolution no. 104.

The delegates voted unanimously to reject resolution no. 104.

The National Convention adjourned at 23:15h.

WEDNESDAY, MAY 15, 2019

Morning Session

The meeting reconvened at 9:15h.

CREDENTIALS COMMITTEE REPORT

Brother Gagné and Sister Steele of the Credentials Committee presented the amended Credentials Committee report of Wednesday, May 15, 2019 as follows: we had a total of 661 delegates; 578 registered, 296 women delegates, 361 male delegates, 6 non-binary delegates. We had 575 delegates from the Urban Operations, 86 RSMCs and 2 delegates from the private sector and 83 registered observers.

It is MOVED by Brother Gagné, SECONDED by Sister Steele and CARRIED to adopt the report of the Credentials Committee.

Brother Dave Bleakney, 2nd National Vice-President, asked permission to have indigenous members perform a short presentation.

It is MOVED by Brother Dave Bleakney, 2nd National Vice-President, SECONDED by Sister Jan Simpson, 1st National Vice-President and CARRIED to allow four indigenous members enter the convention floor to perform a short presentation.

The indigenous members performed a presentation of “A Song and Dance”.

NATIONAL WOMEN’S COMMITTEE AND NATIONAL HUMAN RIGHTS COMMITTEE REPORTS

Sister Darly Aimé, National Human Rights Committee member and Sister Cathy Kennedy, National Women’s Committee, acknowledge the work of the National Women’s Committee and National Human Rights Committee members and alternates.

Sister Aimé introduced guest speakers, Rodney and Pascale Diverlus, cultural commentators and media contributors from Black Lives Matter.

Rodney and Pascale Diverlus touched upon many subjects that affect workplaces.

Sister Simpson, 1st National Vice-President, thanked the Sisters, Brothers and Comrades who worked on the National Human Rights and National Women's committees.

Brother Palecek acknowledges the presence of the international guests: Brother José Rivaldo De Silva, General Secretary Fentect from Brazil, Lucila Correia, Fentect from Brazil, Dora Lilia Gomez, President of STPC from Columbia, and Imad Temeiza, Palestine Postal Service Workers Union.

CONSTITUTION COMMITTEE

RESOLUTION NO. 36

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee unanimously recommends adoption of resolution no. 36.

THEREFORE BE IT RESOLVED that section 4.06 be amended as follows:

The Chair of the caucus shall be the highest ranking sister in the Regional Office, in attendance. If the situation occurs where sisters have the same ranking, the sister's seniority date shall determine the Chair of the caucus, if necessary.

If there are no sisters in the Regional Office, the Chair shall be the highest-ranking sister in a local executive position in attendance with the highest seniority not running for the National Women's Committee. Furthermore, the Chair of the Women's Caucus shall break any tie.”

Not to be included in the language, the intent of ‘if necessary is if one sister chooses to not Chair.

The intent of “seniority” is the seniority defined in their respective collective agreements.

The intent of “highest-ranking local executive” is in the following order:

- *Local President;*
- *1st Vice-President;*
- *Secretary-Treasurer.”*

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

Following discussions, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 36.

The delegates voted unanimously in favour of adopting resolution no. 36.

RESOLUTION NO. 38 TO COVER THE INTENT OF RESOLUTION NO. 37

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee unanimously recommends adoption of resolution no. 38 to cover resolution 37.

THEREFORE BE IT RESOLVED that the phrase, “lesbians and gays and transgender people” in section 4.07 of the National Constitution be changed to: “lesbian, gay, bisexual, transgender and queer and/or LGBTQ”;

BE IT FURTHER RESOLVED that with the exception of Policies D-17 and D-18, all references to lesbian, gays, bisexual and transgender people be changed to “lesbian, gay, bisexual, transgender and queer and/or LGBTQ”.”

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

Following discussions, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 38 to cover the intent of resolution 37.

The delegates voted unanimously in favour of adopting resolution no. 38 to cover the intent of resolution 37.

RESOLUTION NO. 42 TO COVER THE INTENT OF RESOLUTION NOS. 41 AND 39

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee unanimously recommends adoption of resolution no. 42.

THEREFORE, BE IT RESOLVED that section 4.08 (a) and (b) be amended to include all groups and use current language (terminology);

THEREFORE BE IT FINALLY RESOLVED that section 4.71 in the National Constitution be amended to include all equity groups and use the current language to identify these groups (terminology).”

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

Following discussions, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 42 to cover the intent of resolution nos. 41 and 39.

The delegates voted unanimously in favour of adopting resolution no. 42.

RESOLUTION NO. 106

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee recommends adoption of resolution no. 106.

BE IT RESOLVED that paragraph 4 of section 7.20 (marked with an asterisk) be amended to read as follows:

“Notwithstanding the above, until the 2023 National Convention, if, at the end of a fiscal year, there is a deficit in the General Fund, an amount equivalent to this deficit shall be transferred from the Defence Fund into the General Fund, such amount, however, not to exceed the amount transferred to the Defence Fund for the fiscal year in question. If, at the end of a fiscal year, there is a surplus in the General Fund, it will be transferred into the Defence Fund.”

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

Following discussions, the question was called by Brother Tyler Oswald, Winnipeg Local, SECONDED by Sister Karen De Francesco, Vancouver Local and CARRIED.

The Chair asked the delegates if they were in favour or against the adoption of resolution no. 106.

The delegates voted in favour of adopting resolution no. 106.

The following delegates registered their dissidence:

- Ajay Sharma, Edmonton Local;
- Sarbjit Parmar, Edmonton Local;
- Amardeep Bains, Edmonton Local;
- Vimal Sharma, Edmonton Local;
- Sanjay Malhotra, Edmonton Local;
- Bev Ray, Regina Local;
- Steven Cowtan, Edmonton Local;
- Karry Biri, Edmonton Local;
- Gurjit Singh, Edmonton Local;
- Chris Hepburn, Edmonton Local;
- Amir Sheikh, Edmonton Local;
- Sanjiv Gupta, Edmonton Local;
- Nancy Dodsworth, Edmonton Local;
- Parminder Panny, Edmonton Local;
- Rashpal Sehmbay, Edmonton Local;
- Linda Simpson, Calgary Local;
- Basia Sokal, Winnipeg Local;

- Dustin Hill, Edmonton Local;
- Abraham Enslin, Saskatoon Local;
- Ryan Spence, Scarborough Local;
- Thomas Canales, Scarborough Local;
- Carolyn Needham, Red Deer Local;
- Gregory Mady, Edmonton Local;
- Ellen Leigh Bowles, Vernon Local;
- Michael Polsom, Calgary Local.

RESOLUTION NO. 161 TO COVER THE INTENT OF RESOLUTION NO. 163B

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee recommends adoption of resolution no. 161 to cover the intent of resolution no. 163B.

BE IT RESOLVED Section 10.01 of the National Constitution be amended to remove one National Union Representative from the first paragraph and the first paragraph to read:

“Three National Union Representatives work in the grievance-arbitration section in conjunction with the National Grievance Officer, with at least one dealing with French grievances and at least one dealing with English grievances.”

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

The discussion on resolution 161 will resume in the afternoon session because, as contained on the Convention agenda, delegates are to participate in an organized demonstration in support of Foodora workers.

It is MOVED by Brother George Floresco, 3rd National Vice-President, SECONDED by Sister Simpson, 1st National Vice-President and CARRIED UNANIMOUSLY to allow the members of Foodora to address the delegation.

Brothers Ahmed and Ustus, Foodora Couriers, shared their personal experience on the struggles Foodora Courier employees are facing.

The Chair invited all members to participate in the demonstration.

The Convention adjourned at 13:30h.

WEDNESDAY, MAY 15, 2019

Afternoon Session

The meeting convened at 14:30h.

CONSTITUTION COMMITTEE

The Chair opened the floor for delegates to resume the debate on the following resolution.

“The Committee recommends adoption of resolution no. 161 to cover the intent of resolution no. 163B.

BE IT RESOLVED Section 10.01 of the National Constitution be amended to remove one National Union Representative from the first paragraph and the first paragraph to read:

“Three National Union Representatives work in the grievance-arbitration section in conjunction with the National Grievance Officer, with at least one dealing with French grievances and at least one dealing with English grievances.”

After deliberation, the question was called by Brother Lapointe, National Director, Metro-Montreal Region, **SECONDED** by Brother Jeff Callaghan, National Director, Atlantic Region and **CARRIED**.

The Chair asked the delegates if they were in favour or against the adoption resolution no. 161 to cover the intent of resolution no. 163B.

The delegates voted to reject resolution no. 161 to cover the intent of resolution no. 163B.

COMPOSITE NO. 2 TO COVER THE INTENT OF RESOLUTIONS NOS. 21 AND 72

It is **MOVED** by Sister Natalie Dias, Thompson Local, and **SECONDED** by Brother Connor Dowd-Taylor, Grande Prairie Local, to ask the Committee to respectfully stand down and return in five minutes and bring back composite resolution no.2 to the floor.

Sister Ray, Chair of the Constitution Committee, provided a point of information that during the Constitution Committee meeting at the lunch break, the motion of reconsideration to change the order of priority of composite resolution no. 2 was defeated.

Brother Lapointe, National Director, Metro-Montreal Region, motioned a point of order stating a reconsideration of a motion is non-debatable and must be voted on immediately.

Brother Lemelin, National Union Representative under direction of NEC, motioned a point of order stating there is no motion on the floor therefore there cannot be a motion of reconsideration.

The Chair ruled in favour of Brother Lemelin.

Sister Simpson, 1st National Vice-President, took the Chair.

It is MOVED by Sister Brandi Anderson, Grande Prairie Local, SECONDED by Brother Dustin Hill, Edmonton Local, to challenge the Chair.

Sister Anderson and Brother Palecek presented their arguments.

The Chair asked the delegates if they were in favour or against the Chair's ruling. The delegates voted against the Chair's ruling.

Brother Palecek, National President, took the Chair.

The Chair asked the delegates if they were in favour or against referring composite resolution no. 2 back to the Constitution Committee. The delegates voted in favour of referring the composite resolution back to the Constitution Committee.

The Convention floor was in recess to allow the Constitution Committee to discuss the motion of referral before them. Upon their return, Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee recommends adoption of composite no. 2 to cover the intent of resolution nos. 21 and 72.

BE IT RESOLVED that a Youth Committee is recognized under Article 4 of the National Constitution.

BE IT RESOLVED that Regional Youth Committees shall study and make recommendations to the National Executive Board on:

- (a) the involvement of youth in the Union with the goal of full participation of young workers in all levels of the Union;*
- (b) the education of the membership on equality issues facing young workers;*
- (c) the situation of young workers in the workplace and ways to improve it.*

This committee shall be composed of youth members ensuring gender parity from each region. Members of the Youth Committee must be MIGS.

BE IT RESOLVED that these members will be elected at National Convention in the regional caucus until the next Convention, when they will be elected at Regional Conferences.

BE IT RESOLVED that, if no youth delegates are at Convention from a region, after Convention the region will send a notice to locals with an application form for youth member(s) to be selected as members on the Regional Youth Committee. If more than one member in a local applies to be part of the Regional Youth Committee, they shall be elected by the general membership. The Local will then send the application with a recommendation from the Local to the National Director. The Regional Executive Committee will review all application forms and select the representative on the Regional Youth Committee.

BE IT RESOLVED that the elected Regional Youth Committee members, with the assistance of the Regional Education and Organization Officer, will establish a Regional Youth Committee for members 30 years of age and younger at the time of election. Regardless of the members' age, they will remain as a member of the Youth Committee until the next Convention.

BE IT RESOLVED these Regional Youth Committees will communicate monthly by conference call to discuss young worker issues and create campaigns to encourage involvement in not only CUPW but in support of all Federations of Labour, FTQ/CLC Young Worker Committees.

BE IT FINALLY RESOLVED that subject to the approval of the National Executive Board, National Directors shall be authorized to spend up to \$10,000 per fiscal year to reimburse delegates approved by their Local, to pay travel expenses, accommodation, per diem, registration fees, lost wages and childcare. This in order to assist CUPW youth participate in trade union education, conferences, seminars, forums and events sponsored by young worker organizations. The recommendation of the National Director shall take into consideration the financial status of the Local and the need to increase the level of young workers participation.

All monies not spent from the new section 7.60 shall be reinvested in the regions to assist in young worker activities authorized by the representatives of the region on the Regional Youth Committee upon the recommendation of the National Director, subject to the approval of the National Executive Board.

The accumulated amounts are subject to a limit of \$40,000. Unused amounts exceeding \$40,000 shall be returned to the General Fund."

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

Brother Anthony Rogers, Nova Local, stated that composite resolution no. 2 to cover the intent of resolution nos. 21 and 72 was out of order as words were added which were not part of the original resolutions.

Brother Alain Robitaille, Constitution Committee member, provided the explanation that the resolution was written with text from the National Constitution.

The Chair ruled the composite resolution no.2, to cover the intent of resolution nos. 21 and 72, in order.

Sister Simpson, 1st National Vice-President, took the Chair.

Following further discussion, Brother Anthony Holzer, Fraser Valley West Local, stated that composite resolution no. 2 to cover the intent of resolution nos. 21 and 72 is out of order because it refers to the National Constitution and words were added which were not in resolution nos. 21 and 72.

The Chair ruled the composite resolution no. 2 out of order.

It is MOVED by Brother Robitaille, Constitution Committee member, SECONDED by Brother Ryan Spence, Constitution Committee member, to challenge the Chair.

Brother Palecek, National President, took the Chair.

Brother Robitaille and Sister Simpson presented their arguments.

The Chair asked the delegates if they were in favour or against the Chair's ruling. The delegates voted to sustain the Chair's ruling.

RESOLUTION NO. 61

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee recommends adoption of resolution no. 61.

WE WANT to establish a committee that will provide recommendations to the 2023 National Convention that will be voted on by the delegates at that convention. These recommendations shall not be subject to review by the National Executive Board or the Constitution Committee and shall be a priority item on the convention agenda.

The committee shall consist of one member from each region who shall be elected at the 2019 National Convention. The committee shall elect a Chair and a secretary. The committee will have a fixed budget which will be determined by the new National Executive Board. The committee decisions and recommendations shall be based on majority votes.

The committee shall be mandated to provide recommendations to the 2023 National Convention that shall reduce the Union's operating costs, while maintaining the services to our members. The committee shall review the National, Regional and Local structures, the officer and union representative positions and national committees. The committee shall use the March 6, 2010 report from the Independent Working Group on CUPW Structure as a starting point for its discussions.”

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

Following discussions, the question was called by Brother Jeff Callaghan, National Director, Atlantic Region, SECONDED by Brother Michael McDonald, Nova Local,

The Chair asked the delegates if they were in favour or against calling the question. As the results were close, the Chair instructed the tylers to close the doors.

The Election Committee was asked to do a standing count of the delegates' vote.

The delegates voted in favour of calling the question.

The Chair asked the delegates if they were in favour or against the adoption of resolution no. 61.

The Chair instructed the tylers to close the doors. The Election Committee was asked to do the standing count of delegates.

The delegates voted to reject resolution no. 61

The following delegates registered their dissidence:

- Coleen Jones, Fraser Valley West Local;
- Deborah Morden, Royal City Local;
- Amanda Leigh McKinnon, Fraser Valley West Local;
- Jessica Friesen, Fraser Valley West Local;
- Keren Carter, Dawson Creek Local;
- Shannon Gareau, Fraser Valley West Local;
- Anthony Holzer, Fraser Valley West Local;
- Josée Dagenais, Montreal Local;
- Fiona Gunn, Fraser Valley West Local;
- Wes McIntosh, Fraser Valley West Local;
- Cathy Kennedy, Winnipeg Local;
- Leanne Beauregard, Powell River Local;
- Adrian Chow, Vancouver Local;
- Alvaro De La Cruz, Royal City Local;
- Élie Presseault, Montreal Local;
- Karine Lavoie, Royal City Local;
- Nicholas Gulajec, Victoria Local;
- Emily Ottewell, Fraser Valley West Local;
- Troy Coburn, Kelowna Local;
- Nancy Beauchamp, Montreal Local;
- Manon Verville, Montreal Local;
- Marie-Josée Dorion, Montreal Local;
- Brian Kieke, Kelowna Local;
- Devan Ritchie, Vancouver Local;
- Meagan Goudreault, Courtenay Local;
- Sai Man Chan, Vancouver Local;
- Erin Collins, Vancouver Local;
- Peter Butcher, Upper Valley Local;

- John Tweed, Vancouver Local;
- Janice Jarvis, Salmon Arm/Revelstoke Local;
- Nathalie Bérubé, Montreal Local;
- Pierrette Morin, Montreal Local;
- Jennifer Savage, Vancouver Local;
- Jeannette McConnell, Vancouver Local;
- Anju Parmar, Vancouver Local;
- Bradley Stenson, Kitimat Local;
- Tammy Dickeson, Victoria Local;
- Christina Tee, Vancouver Local;
- Kelly Hornecastle, Kamloops Local;
- Michael Martin, Kamloops Local;
- Martin Kosik, Vancouver Local;
- Jim McCurrach, Vancouver Local;
- Bev Collins, Ottawa Local;
- Brandie Empey, Penticton Local;
- Yvrose Pierre Louis, Montreal Local;
- Alain Robitaille, Montreal Local;
- Tim Armstrong, Vancouver Local;
- Maxime Santerre, Montreal Local;
- Unidentified Sister, Calgary Local;
- Susan Chappelle, Golden Local;
- Tim Warkentin, Royal City Local;
- Arlene Vaillancourt, Vancouver Local;
- Valerie Barone, Vancouver Local;
- Raymond Bélanger, Montreal Local;
- Deanna Ho, Vancouver Local;
- Derek Bergeron, Quesnel Local;
- Alvan Wu, Vancouver Local;
- Matthew Aitken, Kelowna Local;
- Stefanie Neumann, Vancouver Local;
- Allison Little, Nanaimo Local;
- Carole Robidoux, Montreal Local;
- Clark Rasmussen, Prince George Local;
- Cindy McDonnell, Royal City Local;
- Nicholas Aubichon, Vancouver Local;
- Arla Mepham, Calgary Local;
- Mary Aitken, Dryden Local;
- Greg Mady, Edmonton Local;
- Anna Beale, Calgary Local;
- Kathryn Holowatiuk, Victoria Local.

RESOLUTION NO. 2

It is MOVED by Brother Jeff Callaghan, National Director, Atlantic Region and SECONDED by Brother Michael McDonald, Nova Local, to refer resolution no. 2 back to the Constitution Committee with specific instructions to remove the last “BE IT FINALLY RESOLVED”, the entire “FINALLY RESOLVED”, and to return right away with a recommendation.

The Chair asked the delegates if they were in favour or against referring resolution no. 2 back to the Constitution Committee.

The delegates voted to reject the motion of referral.

It is MOVED by Sister Cathy Kennedy, National Union Representative, SECONDED by Sister Coleen Jones, Fraser Valley West Local, to table resolution no. 2 until the Constitution Committee’s priorities that are concurrent are dealt with.

The Chair asked the delegates if they were in favour or against the motion to table resolution no. 2.

The delegates voted in favour of the motion to table resolution no. 2.

The following delegates registered their dissidence:

- Jim Gallant, Nova Local;
- Michael McDonald, Nova Local;
- Ian Anderson, Ottawa Local.

RESOLUTION NO. 50

Brother Enslin, Secretary of the Constitution Committee, read:

“The Committee recommends adoption of resolution no. 50.

THEREFORE BE IT RESOLVED that section 4.13 be amended to read:

The minutes of the National Executive Board meetings shall be sufficiently clear and shall specify how each member voted and the subject matter of the resolutions so as to ensure proper understanding of the decisions taken.”

Sister Ray, Chair of the Constitution Committee, provided the rationale.

The Chair opened the floor for debate.

The National Convention adjourned at 18:35h.

THURSDAY, MAY 16, 2019

Morning Session

CREDENTIALS COMMITTEE REPORT

Brother Gagné and Sister Steele of the Credentials Committee presented the amended Credentials Committee report of Thursday, May 16, 2019 as follows: we had a total of 661 delegates; 578 registered, 296 women delegates, 361 male delegates, 6 non-binary delegates. We had 575 delegates from the Urban Operations, 86 RSMCs and 2 delegates from the private sector and 83 registered observers.

It is MOVED by Brother Gagné of the Credentials Committee, SECONDED by Sister Steele, and CARRIED UNANIMOUSLY to adopt the report of the Credentials Committee.

GENERAL RESOLUTIONS AND NATIONAL POLICIES COMMITTEE

The following delegates constitute the General Resolutions and National Policies Committee:

Anita Bock and Mike McDonald, Atlantic Region
Andrea Scalise and Michel Côté, Quebec Region
Carole Robidoux and Mathieu Clermont, Metro-Montreal Region
Trina Elson and Gord Taylor, Central Region
Shibu Kannampuzha and Neil Bolen, Metro-Toronto Region
Kathy Boudreau and Doug Pearce, Ontario Region
Natalie Dias and Bill Johnson, Prairie Region
Coleen Jones and Ron Rousseau, Pacific Region

The General Resolutions and National Policies Committee elected Brother Ron Rousseau of the Whitehouse Local and Sister Coleen Jones of the Fraser Valley West Local, as Chair and Secretary of the Committee respectively.

RESOLUTION NO. 214

Sister Jones, Secretary of the General Resolutions and National Policies Committee, read:

“The Committee unanimously recommends the adoption of resolution no. 214.

THEREFORE BE IT RESOLVED CUPW include wording as follows, “The Union will also support the struggle for a national child and elder care program.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

Seeing no delegates at the microphones, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 214.

The delegates voted unanimously in favour of adopting resolution no. 214.

RESOLUTION NO. 216

Sister Jones, Secretary of the General Resolutions and National Policies Committee, read:

The Committee unanimously recommends the adoption of resolution no. 216.

THEREFORE BE IT RESOLVED to amend Policy D-17 by changing all references to “Lesbian and Gay” and/or “Gay and Lesbian” to “Lesbian, Gay and Bisexual.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

Seeing no delegates at the microphones, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 216.

The delegates voted unanimously in favour of adopting resolution no. 216.

RESOLUTION NO. 203

Sister Jones, Secretary of the General Resolutions and National Policies Committee, read:

“The Committee unanimously recommends the adoption of resolution no. 203.

BE IT RESOLVED that section C (CUPW and Legislation) of the National Policies be amended to add that CUPW will commit to lobbying the Government of Canada for legislation against workplace psychological harassment, while encouraging other civil society organizations to do the same;

BE IT ALSO RESOLVED that CUPW work to negotiate future collective agreements that include provisions to prevent, and protect our members from, psychological harassment.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

Following debate, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 203.

The delegates voted unanimously in favour of adopting resolution no. 203.

RESOLUTION NO. 196

Sister Jones, Secretary of the General Resolutions and National Policies Committee, read:

“The Committee unanimously recommends the adoption of resolution no. 196.

THEREFORE BE IT RESOLVED that CUPW members work with their provincial Federation of Labour to lobby their Provincial Governments to follow the example set out by the Province of Manitoba. CUPW and leadership negotiate paid leave at the bargaining table for all victims of domestic violence and ensure safety and job security for all Canadians.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

The question was called by Sister Stephanie Neumann, Pacific Region, and SECONDED by Sister Jennifer Savage, Vancouver Local and CARRIED UNANIMOUSLY.

The Chair asked the delegates if they were in favour or against the adoption of resolution no. 196.

The delegates voted unanimously in favour of adopting resolution no. 196.

RESOLUTION NO. 240 TO COVER THE INTENT OF RESOLUTION NO. 239

Sister Jones, Secretary of the General Resolutions and National Policies Committee, read:

“The Committee unanimously recommends the adoption of resolution no. 240 to cover the intent of resolution no. 239.

BE IT RESOLVED that the Union no longer opt for a mass printing and distribution of the draft agreement to all members;

BE IT ALSO RESOLVED that the Union rely on provisions that are already in place for the distribution of the National Constitution under section 3.47, i.e. providing the tentative agreement on a data storage medium and printing copies to be made available in sufficient quantities to fulfill requests from locals;

BE IT FINALLY RESOLVED that a tabloid detailing only the proposed changes included in the tentative agreement be sent to the entire membership.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

Following debate, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 240 to cover the intent of resolution no. 239.

The delegates voted in favour of adopting resolution no. 240.

RESOLUTION NO. 202

Sister Jones, Secretary of the General Resolutions and National Policies Committee, read:

“The Committee unanimously recommends the adoption of resolution no. 202.

BE IT RESOLVED that CUPW continue to lobby the various levels of government with a view to establishing postal banking;

BE IT ALSO RESOLVED that CUPW continue to ask for the public’s support to help us counter this powerful banking lobby;

BE IT FINALLY RESOLVED that CUPW ensure by every means necessary that, when postal banking is established, it will have and maintain a social and local service mandate that provides cheaper banking services, while investing part of its profits in the community.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

Following debate, the question was called by Brother David Tremblay, Montreal Local, SECONDED by Brother Maxime Santerre, Montreal Local and CARRIED.

The Chair asked the delegates if they were in favour or against the adoption of resolution no. 202.

The delegates voted in favour of adopting resolution no. 202.

RESOLUTION NO. 232 (AS AMENDED)

Sister Jones, Secretary of the General Resolutions and National Policies Committee, read:

“The Committee recommends the adoption of resolution no. 232 as amended:

THEREFORE BE IT RESOLVED to encourage to become more aware of climate change and the environment by changing wording to add self education;

THEREFORE BE IT RESOLVED change wording of greenhouse gases to include carbon footprint;

THEREFORE BE IT RESOLVED we should include influencing our own government to abide by treaties our government has put in place on reducing the impact of climate change and our carbon footprint.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

Following debate, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 232.

The delegates voted in favour of adopting resolution no. 232.

RESOLUTION NO. 201

Sister Jones, Secretary of the General Resolutions and National Policies Committee, read:

“The Committee unanimously recommends the adoption of resolution no. 201.

BE IT RESOLVED THAT CUPW lobby the authorities responsible for public roads to ensure road users are required to provide a safety corridor for Canada Post employees.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

It is MOVED by Brother Trenton Garde, Nova Scotia Medical Communications Local, and SECONDED by Brother Jeff Callaghan, National Director, Atlantic Region and CARRIED to refer back resolution no. 201 to the Committee with instructions to change “Canada Post employees” to “CUPW members”.

The members of the General Resolutions and National Policies Committee retire to discuss the amendment proposed.

Sister Jones explained that the General Resolutions and National Policies Committee met to discuss the motion to reconsider resolution no. 201 to read as follows:

BE IT RESOLVED THAT CUPW lobby the authorities responsible for public roads to ensure road users are required to provide a safety corridor for CUPW members.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

After debate, the question was called by Brother Benjamin Buxton, Napanee Local, SECONDED by Brother Hugh Irwin, Sault-Ste-Marie Local and CARRIED.

The Chair asked the delegates if they were in favour or against the adoption of resolution no. 201.

The delegates voted in favour of adopting resolution no. 201, as amended.

RESOLUTION NO. 208

Sister Jones, Secretary of the General Resolutions and National Policies Committee, read:

“The Committee unanimously recommends the adoption of resolution no. 208.

THEREFORE BE IT RESOLVED that CUPW shall work with Aboriginal/First Nations representatives to demand that the Provincial and Territorial Governments of Canada adopt and create policies and practices that honour “The Truth and Reconciliation Commission of Canada: Calls to Action.”;

BE IT FINALLY RESOLVED that CUPW shall work with Aboriginal/First Nations representatives to demand that the Provincial and Territorial Governments of Canada adopt and recognize the Federal Government of Canada’s statutory holiday which will be a National Day for Truth and Reconciliation.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

Following debate, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 208.

The delegates voted unanimously in favour of adopting resolution no. 208.

RESOLUTION NO. 212

Sister Jones, Secretary of the General Resolutions and National Policies Committee, read:

“**The Committee unanimously recommends the adoption of resolution no. 212.**

THEREFORE BE IT RESOLVED the following language be added to “C” as a new policy in the Policy section of the National Constitution:

OPPOSING SO CALLED RIGHT-TO-WORK LEGISLATION

The Union will actively lobby elected officials to stop all efforts to implement so-called right-to-work laws.

The Union will work in cooperation with organizations and coalitions who are opposed to so-called right-to-work laws.

The Union will develop a program of action to educate the membership, the public and elected officials about the realities, the real purpose and the adverse effects of so-called right-to-work laws.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

Following debate, the question was called by Brother Kenneth Fong, Toronto Local, SECONDED by Brother Sarbjee Deol, Toronto Local and CARRIED.

The Chair asked the delegates if they were in favour or against the adoption of resolution no. 212.

The delegates voted in favour of adopting resolution no. 212.

RESOLUTION NO. 188

Sister Jones, Secretary of the General Resolutions and National Policies Committee read:

“The Committee recommends the adoption of resolution no. 188.

THEREFORE BE IT RESOLVED that CUPW will take all necessary steps to contract in Combined Urban services work into our Urban collective agreement.

BE IT FURTHER RESOLVED that CUPW will demand that the CUPW members doing the Combined Urban service work are brought in to the Urban bargaining unit along with the work.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

Following debate, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 188.

The delegates voted unanimously in favour of adopting resolution no. 188.

RESOLUTION NO. 205 TO COVER THE INTENT OF RESOLUTION NOS. 199 AND 215

Sister Jones, Secretary of the General Resolutions and National Policies Committee, read:

“The Committee unanimously recommends the adoption of resolution no. 205 to cover the intent of resolutions nos. 199 and 215.

BE IT RESOLVED that CUPW will lobby and advocate for free universal pharma care, dental, paramedical and all other medical needs for Canadians.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

Following debate, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 205 to cover the intent of resolution nos. 199 and 215.

The delegates voted unanimously in favour of adopting resolution no. 205.

The Convention adjourned at 13:05h for lunch.

THURSDAY, MAY 16, 2019

Afternoon Session

The meeting convened at 14:30h.

GENERAL RESOLUTIONS AND NATIONAL POLICIES COMMITTEE

RESOLUTION NO. 191

Sister Jones, Secretary of the General Resolutions and National Policies Committee, read:

“The Committee unanimously recommends the adoption of resolution no. 191

THEREFORE BE IT RESOLVED that CUPW will take an active role in achieving an increase to a \$15.00 per hour wage in provinces that currently do not have so; CUPW will do so by working with organizations and unions that are working for the same goal.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

Following debate, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 191.

The delegates voted in favour of adopting resolution no. 191.

RESOLUTION NO. 195

Sister Jones, Secretary of the General Resolutions and National Policies Committee, read:

“The Committee unanimously recommends the adoption of resolution no. 195

THEREFORE BE IT RESOLVED that the Canadian Union of Postal Workers shall, in conjunction with the Canadian Labour Congress/FTQ develop a suite of short courses suitable for presentation in the context of a joint Labour Council CUPW Educational;

BE IT FURTHER RESOLVED that one of the courses be designed as an introduction to Unionism for allies and those workers who are not at the moment members of a Union.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

Following debate, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 195.

The delegates voted in favour of adopting resolution no. 195.

COMPOSITE RESOLUTION NO. 2 TO COVER THE INTENT OF RESOLUTIONS NOS. 220 AND 221

Sister Jones, Secretary of the General Resolutions and National Policies Committee, read:

“The Committee unanimously recommends the adoption of a composite resolution nos. 220 and 221.

THEREFORE BE IT RESOLVED that the Union (CUPW) will adopt when language permits gender neutral language at all levels of membership engagement;

BE IT FURTHER RESOLVED that the Union adopt when language permits a means of inclusion for transgender and gender variant individuals in documents, policy, letters and forms;

BE IT FURTHER RESOLVED that CUPW clarify positions reserved for women be open to all members identifying as women and that positions reserved for men be open to all members identifying as men;

New Policy D-47 Gender Neutral Language will read:

“CUPW recognizes that Transgender workers face discrimination in society, in the workplace and in the labour movement. CUPW knows that all people, regardless of their gender identity and / or gender expression, have a right to be treated with fairness, respect and dignity;

CUPW recognizes that the use of certain language such as Sister and Brother does not include Union members who are gender variant and/or who identify outside the female/male gender binary;

CUPW recognizes that language conveys powerful messages of inclusion and exclusion. CUPW is committed to building a Union that is inclusive of members who are gender variant and/or who identify outside the female/male gender binary. CUPW recognizes this means the Union must change when language permits the language used when referring to union members;

CUPW will adopt when language permits inclusive gender-neutral language to address union members, in order to be welcoming and inclusive of all of our members;

CUPW will also adopt when language permits gender neutral language when referring to union members, in all publications including but not limited to bulletins, letters forms, and the National Constitution;

CUPW will take steps to require that Employers of all CUPW bargaining units use when language permits gender neutral language in collective agreements and other documents and publications;

CUPW reaffirms its practice of ensuring that positions reserved for women be open to all members identifying as women and that positions reserved for men be open to all members identifying as men and that these positions also be open to those who are gender variant and/or who identify outside the female/male gender binary.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

Following debate, the Chair asked the delegates if they were in favour or against the adoption of composite resolution no. 2 to cover the intent of resolution nos. 220 and 221.

The delegates voted in favour of adopting composite resolution no. 2.

RESOLUTION NO. 189

Sister Jones, Secretary of the General Resolutions and National Policies Committee, read:

“The Committee unanimously recommends the adoption of resolution no. 189.

THEREFORE, BE IT RESOLVED that the following language be added to National Policy A-11:

“The Union will promote the use of equal opportunity apprenticeships to fill vacancies in Groups 3 and 4.”

Policy A-11 will now read:

“The Union will work to eliminate sub post offices and other postal supplies distribution centres to replace them with postal stations and seek to organize the individuals who perform the functions of postal workers in such postal establishments.

The Union will take all necessary steps to have only members of the Union in good standing perform the jobs of the processing of all classes of mail, the sale of postage supplies, philatelic sales and setting of postage meters.

The Union will take all necessary steps to guarantee that the employer will not contract out any of the above services or accept for transmission by mail any class of mail that is processed by any other persons than members of the Union.

The Union will take all the necessary steps to guarantee that the employer will have the processing of mail, the sale of postage supplies in sub post offices and in semi-staff post offices, as well as the sale of philatelic supplies in private outlets performed only by members of the Union.

The Union will take all the necessary steps to ensure that only members of the Union will perform any of the duties of the bargaining unit under any circumstances.

The Union will take all the necessary steps to guarantee that the employer will not contract out any related work that is performed by Group 3 and Group 4 members of the Union.

The Union will take all the necessary steps to ensure that all maintenance-related work that is currently contracted elsewhere, be contracted within, so that Group 3 and Group 4 members perform all maintenance-related tasks in all postal establishments. The Union will promote the use of equal opportunity apprenticeships to fill vacancies in Groups 3 and 4.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

Following debate, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 189.

The delegates voted unanimously in favour of adopting resolution no. 189.

RESOLUTION NO. 244

Sister Jones, Secretary of the General Resolutions and National Policies Committee, read:

“The Committee unanimously recommends the adoption of resolution no. 244.

THEREFORE, BE IT RESOLVED that all full-time officers of CUPW, members of local executives at all levels of CUPW (national, regional and local) take mandatory training in order to recognize bullying and harassment and ways to prevent it.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

Following debate, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 244.

The delegates voted in favour of adopting resolution no. 244.

RESOLUTION NO. 228

Sister Jones, Secretary of the General Resolutions and National Policies Committee, read:

“The Committee unanimously recommends the adoption of resolution no. 228

THEREFORE BE IT RESOLVED when the Union puts out a call for applications for Union events or trips, that it do so in a timely manner, giving the Locals time to distribute the material to its membership.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

Following debate, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 228.

The delegates voted in favour of adopting resolution no. 228.

RESOLUTION NO. 200

Sister Jones, Secretary of the General Resolutions and National Policies Committee, read:

“The Committee unanimously recommends the adoption of resolution no. 200

Policy C – New

CUPW will:

Lobby Provincial and Federal levels of government to improve staffing levels in Long Term Care Facilities. Encourage their members to write to their Premiers, MLA's and MP's to increase the staffing ratio in Long Term Care facilities across the country and ask CUPW Members to get involved in campaigns and activities organized to improve Long Term Care services.

BECAUSE the residents of Long-term care facilities are some of the most vulnerable people in our society.

BECAUSE many seniors and patients of long-term care facilities need better care.

BECAUSE the resident staff ratio has not seen an increase since early 2000.

BECAUSE 2.45 hours of care in a 24 hour period is not enough.

BECAUSE our seniors deserve better.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

Following debate, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 200.

The delegates voted unanimously in favour of adopting resolution no. 200.

EMERGENCY RESOLUTION

Sister Ray, Chair of the Constitution Committee, informs the delegates that the submitted emergency resolution does not meet the criteria for an emergency resolution. The Constitution Committee accepts that this resolution falls under the responsibilities of the Constitution Committee. It was verified that there were enough signature to meet the 10 %, however, the signatures will need to be verified by the Credential Committee.

RESOLUTION NO. 242

Sister Jones, Secretary of the General Resolutions and National Policies Committee, read:

“The Committee recommends the adoption of resolution no. 242.

BE IT RESOLVED that the membership card remain valid so long as a member has an employment relationship within a CUPW-certified bargaining unit;

BE IT ALSO RESOLVED that a membership card replacement or reprinting process be established to provide for the loss or alteration of the card.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

Seeing no delegates at the microphones, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 242.

The delegates voted in favour of adopting resolution no. 242.

RESOLUTION NO. 206 TO COVER THE INTENT OF RESOLUTION NOS. 207 AND 209

Sister Jones, Secretary of the General Resolutions and National Policies Committee, read:

“The Committee unanimously recommends the adoption of resolution no. 206 to cover the intent of resolutions nos. 207 and 209.

BE IT RESOLVED THAT CUPW advocate to ensure that June 21 becomes a statutory holiday in all Canadian provinces.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

Following debate, the Chair asked the delegates if they were in favour or against the adoption of resolution no. 206 to cover the intent of resolution nos. 207 and 209.

The delegates voted unanimously in favour of adopting resolution no. 206.

RESOLUTION NO. 250

Sister Jones, Secretary of the General Resolutions and National Policies Committee, read:

“The Committee unanimously recommends the adoption of resolution no. 250.

BE IT RESOLVED THAT, where practicable, CUPW obtain hybrid or electric vehicles.”

Brother Rousseau, Chair of the General Resolutions and National Policies Committee, provided the rationale.

The Chair opened the floor for debate.

The question called by Sister Maryse Habel, Quebec Local, SECONDED by Brother Marc Roussel, National Union Representative and CARRIED.

The Chair asked the delegates if they were in favour or against the adoption of resolution no. 250.

The delegates voted in favour of adopting resolution no. 250.

The National Convention adjourned at 18:05h.

FRIDAY, MAY 17, 2019

Morning Session

The meeting convened at 9:00h.

SMUDGE FOR CLOSING OF CONVENTION

Crystal Sinclair, Indigenous Rights activist and member of OPSEU introduced Walking Wolf, of Wolf Clan, for the smudge for closing of Convention.

Walking Wolf addressed the spirits, the songs and the closing prayer.

CREDENTIALS COMMITTEE REPORT

Brother Gagné and Sister Steele of the Credentials Committee presented the amended Credentials Committee report of Friday, May 17, 2019 as follows: we had a total of 661 delegates; 578 registered, 296 women delegates, 361 male delegates, 6 non-binary delegates. We had 575 delegates from the Urban Operations, 86 RSMCs and 2 delegates from the private sector. We had 83 registered observers.

It is MOVED by Sister Steele of the Credentials Committee, SECONDED by Brother Gagné, and CARRIED UNANIMOUSLY to adopt the report of the Credentials Committee.

Brother Dave Bleakney, 2nd National Vice-President, thanked and honoured Brother Jean-Claude Parrot for the work he has done for CUPW.

It is MOVED by Brother Wayde Heckford, Nanaimo Local, SECONDED by Basia Sokal, Winnipeg Local and CARRIED UNANIMOUSLY to allow Brother Parrot to address the floor.

Brother Parrot thanked the floor for their support and hard work.

APPEALS

The Convention delegates were appraised of the process that would be followed in the appeal that reads:

“The Ottawa Local urges the delegates to vote in favour of this appeal and overturn the N.E.B. decision to revoke Brother Whitaker’s Lifetime Membership.”

Brother Ian Anderson, Central Region, Ottawa Local, presented the arguments on behalf of the Ottawa Local.

Brother Peter Denley, National Grievance Officer, presented the National Executive Board arguments.

The Chair opened the floor for debate.

The Chair asked the delegates if they were in favour or against sustaining the decision of the National Executive Board. As the results were close, the Chair instructed the tylers to close the doors.

The Election Committee was asked to do a standing count of the delegates' vote.

The vote to sustain the National Executive Board resolution to revoke Brother Whitaker's lifetime membership was defeated. It was pointed out to delegates that there was no appeal to overturn the NEB's decision on Brother Whitaker's access to CUPW properties and to Union functions.

NATIONAL ELECTIONS

The following delegates constitute the Election Committee:

- Trenton Garde, Atlantic Region;
- Eric Savary, Quebec Region;
- Trina Elson, Central Region;
- Sharon Paris, Metro-Toronto Region;
- Mayank Champaneri, Metro-Toronto Region;
- Chirs Richards, Ontario Region;
- Stacey Jackson, Prairie Region;
- Zenaida Garcia, Pacific Region;
- Roland Savard, Metro-Montreal Region, Chair of the Committee.

The Chair of the Elections Committee explained the voting procedures.

START OF NATIONAL ELECTIONS

NATIONAL PRESIDENT

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of National President.

Brother Jeff Callaghan, Nova Local, nominated Sister Jan Simpson for the position of National President.

Sister Nathalie Dias, Thompson Local, nominated Brother Mike Palecek for the position of National President.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

The Chair asked Brother Palecek and Sister Simpson if they accepted their nominations and both accepted.

Brother Callaghan spoke on behalf of his nominee, Sister Simpson.

Sister Dias spoke on behalf of her nominee, Brother Palecek.

Brother Palecek and Sister Simpson each addressed the delegates.

The Chair asked the technicians to open the vote.

The Chair asked the technicians to close the vote.

The Chair declared Sister Jan Simpson elected as National President.

1ST NATIONAL VICE-PRESIDENT

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of 1st National Vice-President.

Sister Magali Giroux, Montreal Local, nominated Sister Julee Sanderson for the position of 1st National Vice-President.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

Sister Sanderson accepted the nomination and was acclaimed to the position of 1st National Vice-President.

NATIONAL SECRETARY-TREASURER

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of National Secretary-Treasurer.

Sister Nancy Beauchamp, Montreal Local, nominated Sister Bev Collins for the position of National Secretary-Treasurer.

Sister Basia Sokal, Winnipeg Local, nominated Brother Abdi Hagi Yusuf for National Secretary-Treasurer.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

The Chair asked Sister Collins and Brother Hagi Yusuf if they accepted nominations and both accepted.

Sister Beauchamp spoke on behalf of her nominee, Sister Collins.

Sister Sokal spoke on behalf of her nominee, Brother Hagi Yusuf.

Sister Collins and Brother Hagi Yusuf each addressed the delegates.

The Chair asked the technicians to open the vote.

The Chair asked the technicians to close the votes.

The Chair declared Sister Collins elected as National Secretary-Treasurer.

The Convention adjourned at 13:15h for lunch.

FRIDAY, MAY 17, 2019

Afternoon Session

NATIONAL ELECTIONS (CONTINUOUS)

The meeting reconvened at 13:40h.

NATIONAL GRIEVANCE OFFICER

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of National Grievance Officer.

Sister Cindy McDonnell, Royal City Local, nominated Brother Carl Girouard for the position of National Grievance Officer.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

Brother Girouard accepted the nomination and was acclaimed to the position of National Grievance Officer.

2ND NATIONAL VICE-PRESIDENT

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of 2nd National Vice-President.

Sister Terry Reilly, Saskatoon Local, nominated Brother Dave Bleakney for the position of 2nd National Vice-President.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

Brother Bleakney accepted the nomination and was acclaimed to the position of 2nd National Vice-President.

3RD NATIONAL VICE-PRESIDENT

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of 3rd National Vice-President.

Sister Diane Mitchel, Ottawa Local, nominated Brother Jean-Philippe Grenier for the position of 3rd National Vice-President.

Brother Zach Avdelopoulos, Toronto Local, nominated Gerard Van Deelen for the position of 3rd National Vice-President.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

The Chair asked Brothers Grenier and Van Deelen if they accepted nominations and both accepted.

Brother Avdelopoulos spoke on behalf of his nominee, Brother Van Deelen.

Sister Mitchell spoke on behalf of her nominee, Brother Grenier.

Brothers Grenier and Van Deelen each addressed the delegates.

The Chair asked the technicians to open the vote.

The Chair asked the technicians to close the vote.

The Chair declared Brother Grenier elected to the position of 3rd National Vice-President.

4TH NATIONAL VICE-PRESIDENT

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of 4th National Vice-President.

Sister Karen De Francesco, Vancouver Local, nominated Brother Martin Champagne for the position of 4th National Vice-President.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

Brother Champagne accepted the nomination and was acclaimed to the position of 4th National Vice-President.

NATIONAL UNION REPRESENTATIVE, GRIEVANCE AND ARBITRATION, FRANCOPHONE

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of National Union Representative, Grievance and Arbitration, Francophone.

Brother Mario David, Montreal Local, nominated Brother Sylvain Sicotte for the position of National Union Representative, Grievance and Arbitration, Francophone.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

Brother Sicotte accepted the nomination and was acclaimed to the position of National Union Representative, Grievance and Arbitration, Francophone.

**NATIONAL UNION REPRESENTATIVE,
GRIEVANCE AND ARBITRATION, ANGLOPHONE**

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of National Union Representative, Grievance and Arbitration, Anglophone.

Sister Jennifer Savage, Vancouver Local, nominated Brother Chris Pleasants for the position of National Union Representative, Grievance and Arbitration, Anglophone.

Sister Melanie Wood, Regina Local, nominated Jim Moffatt for the position of National Union Representative, Grievance and Arbitration, Anglophone.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

The Chair asked Brothers Pleasants and Moffatt if they accepted nominations and both accepted.

Sister Wood spoke on behalf of her nominee, Brother Moffatt.

Sister Savage spoke on behalf of her nominee, Brother Pleasants.

Brothers Moffatt and Pleasants each addressed the delegates.

The Chair asked the technicians to open the vote.

The Chair asked the technicians to close the vote.

The Chair declared Brother Moffatt elected to the position of National Union Representative, Grievance and Arbitration, Anglophone.

**NATIONAL UNION REPRESENTATIVE,
GRIEVANCE AND ARBITRATION, NO LANGUAGE REQUIREMENT**

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of National Union Representative, Grievance and Arbitration, no language requirement.

Sister Coleen Jones, Fraser Valley West Local, nominated Sister Joanne Gomercich for the position of National Union Representative, Grievance and Arbitration, no language requirement.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

Sister Gomercich accepted the nomination and was acclaimed to the position of National Union Representative, Grievance and Arbitration, no language requirement.

**NATIONAL UNION REPRESENTATIVE,
GRIEVANCE AND ARBITRATION, NO LANGUAGE REQUIREMENT**

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of National Union Representative, Grievance and Arbitration, no language requirement.

Sister Cathy Kennedy, Winnipeg Local, nominated Sister Barb McMillan for the position of National Union Representative, Grievance and Arbitration, no language requirement.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

Sister McMillan accepted the nomination and was acclaimed to the position of National Union Representative, Grievance and Arbitration, no language requirement.

**NATIONAL UNION REPRESENTATIVE,
CONSULTATION**

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of National Union Representative, Consultation.

Sister Debbie Carmichael, London Local, nominated Sister Rona Eckert for the position of National Union Representative, Consultation.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

Sister Eckert accepted the nomination and was acclaimed to the position of National Union Representative, Consultation.

**NATIONAL UNION REPRESENTATIVE,
HEALTH AND SAFETY**

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of National Union Representative, Health and Safety.

Sister Jessica Friesen, Fraser Valley West Local, nominated Brother Marc Roussel for the position of National Union Representative, Health and Safety.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

Brother Roussel accepted the nomination and was acclaimed to the position of National Union Representative, Health and Safety.

**NATIONAL UNION REPRESENTATIVE
UNDER THE DIRECTION OF THE NEC**

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of National Union Representative under the direction of the NEC.

Sister Jane March, Toronto Local, nominated Brother Don Foreman for the position of National Union Representative under the direction of the NEC.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

Brother Foreman accepted the nomination and was acclaimed to the position of National Union Representative under the direction of the NEC.

**NATIONAL UNION REPRESENTATIVE,
EDUCATION, FRANCOPHONE**

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of National Union Representative, Education, Francophone.

Sister Anny Lesage, Montreal Local, nominated Brother Yves Hénault for the position of National Union Representative, Education, Francophone.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

Brother Hénault accepted the nomination and was acclaimed to the position of National Union Representative, Education, Francophone.

The Convention adjourned at 16:15h for recess and reconvened at 16:30h.

**NATIONAL UNION REPRESENTATIVE,
EDUCATION, ANGLOPHONE**

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of National Union Representative, Education, Anglophone.

Brother Tom Garbatt, Niagara Falls Local, nominated Brother Richard Gaboton for the position of National Union Representative, Education, Anglophone.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

Brother Gaboton accepted the nomination and was acclaimed to the position of National Union Representative, Education, Anglophone.

**NATIONAL UNION REPRESENTATIVE,
STAFFING**

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of National Union Representative, Staffing.

Sister Lisa Peterson, Winnipeg Local, nominated Brother Nicolas Presne for the position of National Union Representative, Staffing.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

Brother Presne accepted the nomination and was acclaimed to the position of National Union Representative, Staffing.

**NATIONAL UNION REPRESENTATIVE,
ORGANIZING**

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of National Union Representative, Organizing.

Sister Anita Bock, Nova Local, nominated Brother Aaron Spires for the position of National Union Representative, Organizing.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

Brother Spires accepted the nomination and was acclaimed to the position of National Union Representative, Organizing.

**ALTERNATE NATIONAL UNION REPRESENTATIVE,
FRANCOPHONE**

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of Alternate National Union Representative, Francophone.

Brother Sylvain Lapointe, Montreal Local, nominated Brother Maxime Santerre for the position of Alternate National Union Representative, Francophone.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

Brother Santerre accepted the nomination and was acclaimed to the position of Alternate Union Representative, Francophone.

**ALTERNATE NATIONAL UNION REPRESENTATIVE,
ANGLOPHONE**

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of Alternate National Union Representative, Anglophone.

Sister Jennifer Savage, Vancouver Local, nominated Brother Chris Pleasants for the position of Alternate National Union Representative, Anglophone.

Sister Katrina Alexandropoulos, Calgary Local, nominated Brother Ryan Spence for the position of Alternate National Union Representative, Anglophone.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

Brother Pleasants declined the nomination.

Brother Spence accepted the nomination and was acclaimed to the position of Alternate National Union Representative, Anglophone.

**ALTERNATE NATIONAL UNION REPRESENTATIVE,
NO LANGUAGE REQUIREMENT**

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of Alternate National Union Representative, no language requirement.

Sister Anna Beale, Calgary Local, nominated Brother Robby Jouhal for the position of Alternate National Union Representative, no language requirement.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

Brother Jouhal accepted the nomination and was acclaimed to the position of Alternate National Union Representative, no language requirement.

**ALTERNATE NATIONAL UNION REPRESENTATIVE,
NO LANGUAGE REQUIREMENT**

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of Alternate National Union Representative, no language requirement.

Sister Cathy Kennedy, Winnipeg Local, nominated Sister Sharon Samuels for the position of Alternate National Union Representative, no language requirement.

Sister Karine Marie Lavoie, Royal City Local, nominated Brother Alvaro De La Cruz for the position of Alternate National Union Representative, no language requirement.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

The Chair asked Sister Samuels and Brother De La Cruz if they accepted nominations and both accepted.

Sister Kennedy spoke on behalf of her nominee, Sister Samuels.

Sister Lavoie spoke on behalf of her nominee, Brother De La Cruz.

Brother De La Cruz and Sister Samuels each addressed the delegates.

The Chair asked the technicians to open the vote.

The Chair asked the technicians to close the votes.

The Chair declared Sister Samuels elected as Alternate National Union Representative, no language requirement.

**ALTERNATE NATIONAL UNION REPRESENTATIVE,
NO LANGUAGE REQUIREMENT**

Brother Roland Savard, Chair of the Election Committee, declared nominations open for the position of Alternate National Union Representative, no language requirement.

Brother Godwin Smith, Ottawa Local, nominated Brother David St-Onge for the position of Alternate National Union Representative, no language requirement.

Brother Parminder Pannu, Edmonton Local, nominated Brother Carl Hentzelt for the position of Alternate National Union Representative, no language requirement.

Sister Karine Marie Lavoie, Royal City Local, nominated Brother Alvaro De La Cruz for the position of Alternate National Union Representative, no language requirement.

The Chair of the Elections Committee asked if there were any other nominations. Seeing no other nominations, the Chair declared nominations closed.

The Chair asked Brothers Hentzelt and De La Cruz if they accepted their nominations and both accepted. Brother St-Onge's acceptance was by proxy.

Sister Lavoie spoke on behalf of her nominee, Brother De La Cruz.

Brother Smith spoke on behalf of his nominee, Brother St-Onge.

Brother Pannu spoke on behalf of his nominee, Brother Hentzelt.

Brothers De La Cruz and Hentzelt addressed the delegates.

The Chair asked the technicians to open the vote.

The Chair asked the technicians to close the votes.

Since a majority was not obtained in the first round, a second vote is held between Brothers De La Cruz and St-Onge.

The Chair declared Brother De La Cruz elected to the position of Alternate National Union Representative, no language requirement.

The meeting adjourned at 18:10h.

The meeting reconvened at 02:40h on May 18, 2019 following the regional elections.

REGIONAL ELECTIONS RESULTS

ATLANTIC REGION

Brother Jeff Callaghan, National Director, Atlantic Region, announced the following results in his region:

National Director	Jeff Callaghan	Truro
Education & Organization Officer	Toni MacAfee	Truro
Grievance Officer	Jim Gallant	Nova
Union Representative	Anita Bock	Nova
Union Representative	Mike McDonald	Nova
1 st Alternate Union Representative	Line Doucet	Moncton
2 nd Alternate Union Representative	Tony Rogers	Nova
3 rd Alternate Union Representative	Bonnie Cormier	Fundy
REGIONAL WORK MEASUREMENT COMMITTEE		
Member	Pearl Gillis-Palmer	Charlottetown
Member	Nicola Boone	New Glasgow
Member	Kim Stiles	Moncton
Member	Jeff Cook	Yarmouth

QUÉBEC REGION

Brother François Senneville, National Director, Québec Region, announced the following results in his region:

National Director	François Senneville	Québec
Education & Organization Officer	André Jacob	Val d'Or
Grievance Officer	Stéphane Vallée	Farnham
Union Representative	Jérôme Roberge	Bois-Francs
Union Representative	Audrey Pépin	Québec
Union Representative	Vincent Lambert	Québec
1 st Alternate Union Representative	Jean-François Simard	Saguenay Lac-St-Jean
2 nd Alternate Union Representative	Cathy Verret	Québec
3 rd Alternate Union Representative	Ennrika Beaujour	Ste-Thérèse de Blainville
REGIONAL WORK MEASUREMENT COMMITTEE		
Member	Yanik Houle	La Mauricie
Member	Karl Baillargeon	Québec
Member	France Lepage	Québec
Member	Mélanie Dansereau-Richer	Drummondville

METRO-MONTREAL REGION

Sister Nancy Beauchamp, National Director, Metro-Montreal Region, announced the following results in her region:

National Director	Nancy Beauchamp	Montréal
Education & Organization Officer	Yannick Scott	Montréal
Grievance Officer	Anny Lesage	Montréal
Union Representative	Yvrose Pierre-Louis	Montréal
Union Representative	Annie Vinet	Montréal
Union Representative	Stéphanie Robinson	Montréal
1 st Alternate Union Representative	Martin Renaud	Montréal
2 nd Alternate Union Representative	Jean-Philippe Gagnon	Montréal
3 rd Alternate Union Representative	Luc Brisson	Montréal

CENTRAL REGION

Brother Mark Evard, National Director, Central Region, announced the following results in his region:

National Director	Mark Evard	North Bay
Education & Organization Officer	Maddie Cléroux	Ottawa
Grievance Officer	Doug Toms	Ottawa
Union Representative	Don Chartrand	Ottawa
Union Representative	Natalie Nadeau	Ottawa
Union Representative	Terry MacDonald	Timmins
1 st Alternate Union Representative	Trina Elson	Belleville
2 nd Alternate Union Representative	Bob Blais	Arnprior-Renfrew
3 rd Alternate Union Representative	Stéphane Rioux	Cornwall

REGIONAL WORK MEASUREMENT COMMITTEE		
Member	Jana Kelly (Kelly-Gaudet)	Fort Frances
Member	Tash Sitkiewicz	Pembroke
Member	Benjamin Buxton	Napanee
Member	Brendon Roy	Thunder Bay

METRO-TORONTO REGION

Brother Walter Woloschuk, National Director, Metro-Toronto Region, announced the following results in his region:

National Director	Walter Woloschuk	Toronto
Education & Organization Officer	Mandeep Kalra	Toronto
Grievance Officer	Joanne Leader	Toronto
Union Representative	Gurmeet Dillon	Toronto
Union Representative	Jey Iyadurai	Toronto
Union Representative	Bonnie Pollard	Toronto
1 st Alternate Union Representative	Dave Khaper (Davinder)	Toronto
2 nd Alternate Union Representative	Sharon Paris	Toronto
3 rd Alternate Union Representative	Manju Khanduja	Toronto

REGIONAL WORK MEASUREMENT COMMITTEE		
Member	Neil Bolen	Toronto
Member	Sandro Petruzzelli	Toronto
Member	Zach Avdelopoulos	Toronto
Member	Satwant Viridi	Toronto

ONTARIO REGION

Brother Mark Platt, National Director, Ontario Region, announced the following results in his region:

National Director	Mark Platt	Hamilton
Education & Organization Officer	Glen Fillier	Scarborough
Grievance Officer	Kim Smith	London
Union Representative	Gisele Miller	London
Union Representative	Chris Tremble	Kitchener-Waterloo
Union Representative	Joseph Stone	Kitchener-Waterloo
Union Representative	Adam Faries	London
1 st Alternate Union Representative	Susan Wilson	Guelph
2 nd Alternate Union Representative	Lisa Aguiar	Milton
3 rd Alternate Union Representative	Julien Gignac	London
REGIONAL WORK MEASUREMENT COMMITTEE		
Member	Stephanie Gannon	Scarborough
Member	Randy Drees	Hamilton
Member	Lou Ann Binning	St. Catharines
Member	Cheryl McFaul	Oshawa

PRAIRIE REGION

Sister Lana Smidt, National Director, Prairie Region, announced the following results in her region:

National Director	Lana Smidt	Winnipeg
Education & Organization Officer	Dave Lambert	Winnipeg
Grievance Officer	Amanda Cowie	Calgary
Union Representative	Roberta Mitchell	Winnipeg
Union Representative	Ken Apostle	Winnipeg
Union Representative	Melanie Wood	Regina
1 st Alternate Union Representative	Michael Weber	Saskatoon
2 nd Alternate Union Representative	Darla Jattansingh	Moose Jaw
3 rd Alternate Union Representative	Nancy Dodsworth	Edmonton
REGIONAL WORK MEASUREMENT COMMITTEE		
Member	Terri Reilly	Saskatoon
Member	Lisa Peterson	Winnipeg
Member	Brahm Enslin	Saskatoon
Member	Tyler Oswald	Winnipeg

PACIFIC REGION

Sister Coleen Jones, National Director, Pacific Region, announced the following results in her region:

National Director	Coleen Jones	Fraser Valley West
Education & Organization Officer	Karen De Francesco	Vancouver
Grievance Officer	Cindy McDonnell	Royal City
Union Representative	Angel Hoare	Royal City
Union Representative	Wes McIntosh	Fraser Valley West
1 st Alternate Union Representative	Jessica Dempster	Victoria
2 nd Alternate Union Representative	Janice Jarvis	Salmon Arm/Revelstoke
3 rd Alternate Union Representative	Emily Ottewell	Fraser Valley West
REGIONAL WORK MEASUREMENT COMMITTEE		
Member	Blair Bancroft	Vancouver
Member	Maureen Hirvi	Prince George
Member	Carol Leighton	Nelson
Member	Carla Smith-Hamilton	Royal City

INSTALLATION OF OFFICERS, UNION REPRESENTATIVES AND TRUSTEES

The Chair invited the National and Regional Officers, the National and Regional Union Representatives and the members of the National Board of Trustees to come to the front of the Convention hall for the obligation and oath of office.

Brother Sylvain Lapointe conducted the installation of Officers.

The Convention adjourned at 03:00h on May 18, 2019.