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# MONDAY, OCTOBER 24, 2011

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## Morning Session

### Opening Ceremonies

Convention was called to order at 09:00h.

Sister Gayle Bossenberry, 1<sup>st</sup> National Vice-President, welcomed the delegates to Toronto and to the 24<sup>th</sup> CUPW National Convention.

### Smudge Ceremony

Following the opening ceremonies, Brother Ron Rousseau, President of the Whitehorse Local, and member of the National Human Rights Committee introduced Jacqui Lavalley for the smudge ceremony.

Jacqui is an Ojibwe teacher/favourite. Auntie/Kookimis (grandmother) within the Greater Toronto Area. She was raised up by the Anishinaabe people in Ceremony at the Native Canadian Centre in 1996.

She is a member of the Shawanaga First Nation and has a Master's Degree in Environmental studies and is a PhD candidate at York University.

Jacqui blessed the beginning of the convention and welcomed everyone to her territory.

### Anti-Harassment Policy

Sister Mary Lou Friesen, Prairie Region; Sister Marjolaine Labrecque, Quebec Region; Brother Ken Doyle, Pacific Region and Brother Richard Gaboton, Metro-Montreal Region read the anti-harassment policy.

### Welcome to Toronto by John Cartwright

Brother Darryl Ellis, President of the Toronto Local, introduced Brother John Cartwright.

Brother Cartwright has been President of the Toronto and York Region Labour Council and was a carpenter by trade and was first elected as Union Representative in 1982.

Brother Cartwright brought greetings from the Metro-Toronto and York Regional District Labour Council.

### Welcome to Toronto by Sid Ryan

Brother Irwin Nanda, National Director, Metro-Toronto Region, introduced the President of the Ontario Federation of Labour, Brother Sid Ryan.

Brother Ryan started in 1976 as a pipefitter working with CUPE. In 1992, he was elected president of CUPE Ontario and then elected as the OFL President in 2009.

Brother Ryan brought greetings from the Ontario Federation of Labour.

Sister Bossenberry provided an extra special thank you to Brothers Cartwright and Ryan for the strong and unwavering support that CUPW received.

## **Memorial**

Everyone rose in a moment of silence in memory of all the sisters and brothers who have died since the last National Convention.

There was a moment of silence followed by “Solidarity Forever” lead by Ms. Faith Nolan.

## **Presidential address**

Brother Lemelin, National President, addressed the Convention delegates.

Brother Lemelin introduced the international guests.

## **Details of the agenda**

Brother Kuehnbaum, National Secretary-Treasurer explained the agenda which is structured according to section 3.20 of the National Constitution.

## **Credentials Committee Report**

Sister Ver, Chairperson of the Credentials Committee, presented the report of all accredited delegates.

There were a total of 630 delegates but only 625 delegates registered this morning. There were 252 women delegates and 373 men delegates. There were 580 from the Urban Operations, 39 were RSMCs and 6 were from the private sector bargaining units.

We had a total of 89 registered observers.

It was MOVED by Sister Ver, Chairperson of the Credentials Committee, SECONDED by Brother Toms, Peterborough Local, and CARRIED to adopt the report of the Credentials Committee.

## **National Executive Board Report**

Sisters Bossenberry, 1<sup>st</sup> National Vice-President, and Bue, 2<sup>nd</sup> National Vice-President, presented the National Executive Board report.

Sister Bossenberry informed the delegates of a mistake in the National Executive Board report. The mistake was on the last page in the signatures of the National Directors. The signature of the former National Director, Pacific Region, was placed under the name of the actual National Director, Pacific Region. The revised document was given to the delegates. Therefore, once the report is adopted, it will have to be adopted as amended.

The floor was opened for debate on the report of the NEB.

It was MOVED by Sister Bossenberry, 1<sup>st</sup> National Vice-President, SECONDED by Sister Bue, 2<sup>nd</sup> National Vice-President, and CARRIED to adopt the National Executive Board report, as amended.

The Convention adjourned for lunch at 13:00h and reconvened for the afternoon session at 14:30h.

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# MONDAY, OCTOBER 24, 2011

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## Afternoon Session

### **Guest Speaker – Philip Jennings, General Secretary (UNI)**

Brother Jennings is the General Secretary of the Union Network International (UNI). UNI has 20 million members, 900 unions in 150 countries.

For personal reasons, he was not able to attend our National Convention. He sent a video of approximately 10 minutes to give his speech.

In his video, he sent his fraternal greetings of UNI Global Union to the CUPW family throughout Canada.

There was a technical problem with the video. The Chairperson invited another guest speaker to address the delegates.

### **Guest Speaker – Dave Coles, President of CEP**

Brother Coles is the President of the Communication, Energy and Paperworkers (CEP).

On behalf of the 130,000 members of the CEP and the Secretary-Treasurer, Brother Cole thanked CUPW for the opportunity to speak to our National Convention.

### **Reports of the members of the National Executive Committee**

The floor is now open for debate on the reports of the members of the National Executive Committee.

It was MOVED by Sister Bossenberry, 1<sup>st</sup> National Vice-President, SECONDED by Brother Kuehnbaum, National Secretary-Treasurer, and CARRIED to adopt the report of the National President.

It was MOVED by Sister Bossenberry, 1<sup>st</sup> National Vice-President, SECONDED by Brother Kuehnbaum, National Secretary-Treasurer, and CARRIED to adopt the report of the 1<sup>st</sup> National vice-President.

It was MOVED by Sister Bossenberry, 1<sup>st</sup> National Vice-President, SECONDED by Brother Kuehnbaum, National Secretary-Treasurer, and CARRIED to adopt the report of the National Secretary-Treasurer.

It was MOVED by Sister Bossenberry, 1<sup>st</sup> National Vice-President, SECONDED by Brother Kuehnbaum, National Secretary-Treasurer, and CARRIED to adopt the report of the National Grievance Officer.

It was MOVED by Sister Bossenberry, 1<sup>st</sup> National Vice-President, SECONDED by Brother Kuehnbaum, National Secretary-Treasurer, and CARRIED to adopt the report of the 2<sup>nd</sup> National Vice-President.

It was MOVED by Sister Bossenberry, 1<sup>st</sup> National Vice-President, SECONDED by Brother Kuehnbaum, National Secretary-Treasurer, and CARRIED to adopt the report of the 3<sup>rd</sup> National Vice-President.

It was MOVED by Sister Bossenberry, 1<sup>st</sup> National Vice-President, SECONDED by Brother Kuehnbaum, National Secretary-Treasurer, and CARRIED to adopt the report of the 4<sup>th</sup> National Vice-President.

## **Reports of the National Directors**

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

It was MOVED by Sister Bossenberry, 1<sup>st</sup> National Vice-President, SECONDED by Brother Kuehnbaum, National Secretary-Treasurer, and CARRIED to adopt the report of the National Director, Atlantic Region.

It was MOVED by Sister Bossenberry, 1<sup>st</sup> National Vice-President, SECONDED by Brother Kuehnbaum, National Secretary-Treasurer, and CARRIED to adopt the report of the National Director, Quebec Region.

It was MOVED by Sister Bossenberry, 1<sup>st</sup> National Vice-President, SECONDED by Brother Kuehnbaum, National Secretary-Treasurer, and CARRIED to adopt the report of the National Director, Metro-Montreal Region.

It was MOVED by Sister Bossenberry, 1<sup>st</sup> National Vice-President, SECONDED by Brother Kuehnbaum, National Secretary-Treasurer, and CARRIED to adopt the report of the National Director, Central Region.

It was MOVED by Sister Bossenberry, 1<sup>st</sup> National Vice-President, SECONDED by Brother Kuehnbaum, National Secretary-Treasurer, and CARRIED to adopt the report of the National Director, Metro-Toronto Region.

It was MOVED by Sister Bossenberry, 1<sup>st</sup> National Vice-President, SECONDED by Brother Kuehnbaum, National Secretary-Treasurer, and CARRIED to adopt the report of the National Director, Ontario Region.

It was MOVED by Sister Bossenberry, 1<sup>st</sup> National Vice-President, SECONDED by Brother Kuehnbaum, National Secretary-Treasurer, and CARRIED to adopt the report of the National Director, Prairie Region.

It was MOVED by Sister Bossenberry, 1<sup>st</sup> National Vice-President, SECONDED by Brother Kuehnbaum, 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:

Brother Paul Hand, Atlantic Region;  
Brother Denis Poirier, Quebec Region;  
Brother Martin Champagne, Metro-Montreal Region;  
Sister Bev Collins, Central Region;  
Brother Owen Edwards, Metro-Toronto Region;  
Sister Donna Hardy, Ontario Region;  
Sister Arla Mephram, Prairie Region;  
Sister Micki McCune, Pacific Region.

The National Board of Trustees elected Brother Paul Hand of the Atlantic Region and Sister Micki McCune of the Pacific Region as Chairperson and Secretary of the Board respectively.

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

It was MOVED by Brother Hand, Chairperson of the National Board of Trustees, SECONDED by Sister McCune, Secretary of the National Board of Trustees, and CARRIED to adopt the report of the National Board of Trustees.

## **Video of Philip Jennings**

The delegates watched the video from Philip Jennings, General Secretary of UNI Global Union.

The National Convention adjourned at 18:15h and reconvened on October 25, 2011 at 09:00h.

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# TUESDAY, OCTOBER 25, 2011

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## Morning Session

### Credentials Committee Report

Sister Ver, Chairperson of the Credentials Committee, presented the Credentials Committee report of all the delegates as follows: we have a total of 630 delegates; 625 registered, 253 women delegates, 375 men delegates. We have 583 delegates from the Urban Operations, 39 RSMCs and 6 delegates from the private sector bargaining units.

We have 85 registered observers out of 89. We have 42 women observers and 43 men observers. There are 74 observers from the Urban Operations, 11 RSMCs and we have no observer from the private sector bargaining unit.

It was MOVED by Sister Ver, Chairperson of the Credentials Committee, SECONDED by Brother Toms, Peterborough Local and CARRIED to adopt the report of the Credentials Committee.

### Award

Before the presentation of the Action Plan, Brother Floresco, 3<sup>rd</sup> National Vice-President, informed the Convention delegates that CUPW received the UNI Global Union Breaking-Through Award for 2011. That award is for the organizing work CUPW did on the retail postal outlet campaigns and signing up workers to join CUPW.

### Action Plan

Brother Floresco presented the Action Plan.

The floor is now open for debate on the Action Plan.

It was MOVED by Brother Floresco, 3<sup>rd</sup> National Vice-President, SECONDED by Sister Bossenberry, 1<sup>st</sup> National Vice-President and CARRIED to adopt the Action Plan for the next CUPW mandate.

At 11:00h the Constitution Committee took the floor.

### Constitution Committee

The following delegates constitute the Constitution Committee:

Sister Ruth Breen and Brother George Nickerson, Atlantic Region  
Sister Maryse Abel, Quebec Region  
Sister Lucie Monette and Brother Alain Duguay, Metro-Montreal Region  
Sister Maddie Cleroux and Brother Don Foreman, Central Region  
Sister Catherine Beth and Brother John Vandonk, Ontario Region  
Sister Bev Ray and Brother Robert Laliberte, Prairie Region  
Sister Tami Brushey and Brother Anthony Holzer, Pacific Region

The Constitution Committee elected Sister Maddie Cleroux and Brother Don Foreman of the Central Region as Chairperson and Secretary of the Committee respectively.

## **RESOLUTION NO. 233**

Brother Foreman, Secretary of the Constitution Committee read:

**“The Committee unanimously recommends adoption of resolution no. 233.**

Amended opening paragraph of 3.20

WHEREAS the Convention should deal with as many resolutions as possible;

BE IT RESOLVED to have one or more “For” mikes and one or more “Against” mikes to help adopt as many resolutions as possible.”

Amended 3.20:

*“The National Executive Board shall determine a meeting place for each Committee and shall see to the proper reception of official guest to the Convention. The Convention floor shall be provided with “pro” and “con” microphones. The National Executive Board shall prepare the agenda schedule for the various matters coming before the Convention to deal with the resolutions in the following order.”*

*Rest of 3.20 is status quo.”*

Sister Cleroux, Chairperson of the Constitution Committee provided the rationale.

After deliberation, the question was called by Sister Pollack, Vancouver Local, SECONDED by Sister Aitken, Dryden Local and CARRIED.

The Chairperson asked the delegates if they were in favour or against resolution no. 233.

The recommendation of the delegates was to reject resolution no. 233.

## **RESOLUTIONS NOS. 10, 11, 12, 13, 14, 15 AND 16.**

Brother Foreman, Secretary of the Constitution Committee read:

**“The Committee recommends adoption of resolution 15 to cover the intent of resolutions nos. 10, 11, 12, 13, 14 and 16.**

*Change section 3.01 to reflect having the National Convention once every four years:*

*Amend 3.01:*

*“The Quadrennial Convention of the Union shall meet between the first day of April and the first day of June in the city of Ottawa, and if exceptional circumstances require it, the National Executive Board may, by a two-thirds majority vote, decide to hold the Quadrennial Convention between the first day of September and the first day of November and/or decide to hold the Convention in another location, but in any event, in a central city of the country.”*

*Conventions shall last for three to five days as required.”*

Sister Cleroux, Chairperson of the Constitution Committee provided the rationale.

After deliberation, the question was called by Brother Nichols, Scarborough Local, SECONDED by Sister Leblanc, Nova Local and CARRIED.

The Chairperson asked the delegates if they were in favour or against resolution no. 15.

The recommendation of the delegates was to adopt resolution no. 15.

**COMPOSITE RESOLUTION NO. 1 TO COVER THE INTENT OF RESOLUTIONS NOS. 123 (1<sup>st</sup> RESOLVED), 124 (1<sup>st</sup> AND 3<sup>rd</sup> RESOLVED), 125, 127 AND 130 (1<sup>st</sup> RESOLVED).**

Brother Foreman, Secretary of the Constitution Committee read:

**“The Committee unanimously recommends the adoption of composite resolution number 1 to cover the intent of resolutions nos. 123 (1<sup>st</sup> resolved), 124 (1<sup>st</sup> and 3<sup>rd</sup> resolved), 125, 127 and 130 (1<sup>st</sup> resolved).**

*Each region shall hold a Regional Conference four to twelve months prior to National Convention and the commencement of the national contract negotiations.*

*Prior to holding the Regional Conference, there shall be local meetings of at least one day and that the time of these meeting be a matter of discussion for the National Executive Board. The cost of these local meetings shall be the responsibility of each local.*

*The National Executive Board’s discussion paper will be forwarded to all locals prior to these local meetings.”*

Sister Cleroux, Chairperson of the Constitution Committee provided the rationale.

The Convention adjourned for lunch at 13:05 and reconvened at 14:37h.



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# TUESDAY, OCTOBER 25, 2011

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## Afternoon Session

### **COMPOSITE RESOLUTION NO. 1 TO COVER THE INTENT OF RESOLUTIONS NOS. 123 (1<sup>st</sup> RESOLVED), 124 (1<sup>st</sup> AND 3<sup>rd</sup> RESOLVED), 125, 127 AND 130 (1<sup>st</sup> RESOLVED).**

Debate resumed on composite resolution no. 1 to cover the intent of resolutions nos. 123 (1<sup>st</sup> resolved), 124 (1<sup>st</sup> and 3<sup>rd</sup> resolved), 125, 127 and 130 (1<sup>st</sup> resolved).

After deliberation, the question was called by Brother Peterson, Vancouver Local, SECONDED by Brother Besler, Vancouver Local and CARRIED.

The Chairperson asked the delegates if they were in favour or against composite resolution no. 1.

The recommendation of the delegates was to adopt composite resolution no. 1.

### **COMPOSITE RESOLUTION NO. 2 TO COVER THE INTENT OF RESOLUTIONS NOS. 186 (1<sup>st</sup> RESOLVED), 189 (1<sup>st</sup> RESOLVED AND 2<sup>nd</sup> PARAGRAPH OF 2<sup>nd</sup> RESOLVED), 188, 191, 192, 193 (1<sup>st</sup> AND 2<sup>nd</sup> RESOLVED) AND 194**

Brother Foreman, Secretary of the Constitution Committee read:

**“The Committee unanimously recommends adoption of composite resolution no. 2 to cover the intent of resolutions nos. 186 (1<sup>st</sup> RESOLVED), 189 (1<sup>st</sup> RESOLVED and 2<sup>nd</sup> paragraph of 2<sup>nd</sup> RESOLVED), 188, 191, 192, 193 (1<sup>st</sup> and 2<sup>nd</sup> RESOLVED) and 194 as amended to read:**

*THEREFORE BE IT RESOLVED to reduce the potential false Article 8's by inputting a mediation process;*

*BE IT RESOLVED that the NEB implement a process to resolve conflicts between two or more members whereupon if both parties agree, they have access to mediation and/or other forms of conflict resolution (performed by trained CUPW members or retirees) in an effect to address the issue and avoid the Article 8 hearings;*

*THEREFORE BE IT RESOLVED that CUPW establish Conflict Committees at the National, Regional and Local levels;*

*BE IT ALSO RESOLVED that training (such as the Solidarity Skills: Conflict with Confidence training) be mandatory for all leadership at the Local, Regional and National levels and be provided to Conflict Committees, thus developing Worker Advocates to both model and implement alternative conflict processes for CUPW members to access.*

*BE IT FURTHER RESOLVED that the local disciplinary committee provided for in sections 8.04 and 8.05 be eliminated;*

*In the event of the mediation process not being successful, and having to resort to an official hearing, all other rules of decision making and appeals times will be increased by the days used in mediation.*

*BE IT FINALLY RESOLVED to change the title in Article 8 from “Discipline” to Conflict Resolution and Discipline”*

Sister Cleroux, Chairperson of the Constitution Committee provided the rationale.

After deliberation, the question was called by Brother Nichols, Scarborough Local, SECONDED by Brother Avard, Sherbrooke Local and CARRIED.

The Chairperson asked the delegates if they were in favour or against composite resolution no. 2.

The recommendation of the delegates was to adopt composite resolution no. 2.

### **RESOLUTIONS NOS. 144, 145, 146, 147 148, 149**

Brother Vandonk, member of the Constitution Committee read:

**“The Committee unanimously recommends adoption of resolution no. 146 to cover the intent of resolutions nos. 144, 145, 147, 148 and 149.**

*WHEREAS delegates assembled at the Pre-Convention Area Council held on January 21, 22 and 23, 2011 discussed various measures to reduce the Union’s costs;*

*WHEREAS the discussion paper submitted to the area councils by the National Executive Board contained a suggestion to eliminate the National Presidents’ meeting (see p. 26);*

*BE IT RESOLVED that the National Presidents’ meeting be discontinued and that sections 5.31, 5.32, 5.33 and 5.34 be stricken from the National Constitution.”*

Sister Cleroux, Chairperson of the Constitution Committee provided the rationale.

It was MOVED by Brother McMaster, Edmonton Local, SECONDED by Brother Murray, St. John’s Local, to refer back resolution no. 146 to the Constitution Committee with instructions to come back with concurrence on resolution no.148.

The Chairperson asked who was for or against the referral.

The Chairperson instructed the Tyler Committee to close the doors.

The Election Committee was then called to do the counting of the delegates.

The Chairperson instructed the delegates to stand up if they were in agreement with the referral.

The Election Committee took the count.

The Chairperson instructed the delegates to stand up if they were against the referral.

The Election then proceeded to do the count of the delegates.

The Chairperson informed the delegates that the referral was accepted.

The Constitution committee proceeded with their work.

### **RESOLUTION NO. 28**

Brother Foreman, secretary of the Constitution Committee read:

**“The Committee unanimously recommends adoption of resolution no. 28.**

*Whereas the Union is attempting to be more cost efficient and attempting to lessen its footprint on the environment;*

*BE IT RESOLVED that section 3.46 of the National Constitution be amended to read:*

*3.46 The National President shall not later than 90 days after a National Convention, send the minutes of the Convention in the form of one hard copy and one electronic copy to all Locals at the Union’s expense.”*

Sister Cleroux, Chairperson of the Constitution Committee provided the rationale.

Seeing no one at the mikes, the Chairperson asked the delegates who were for or against adoption of resolution no. 28. The recommendation of the delegates was to adopt resolution no. 28.

### **RESOLUTION NOS. 29 AND 30**

Brother Foreman, secretary of the Constitution Committee read:

**“The Committee recommends adoption of resolution no. 29 to cover the intent of resolution no. 30.**

*BE IT RESOLVED that the National Constitution be sent out by compact disk and that a limited number of copies be printed, at the locals’ request.*

*3.47 The National President shall, not later than 120 days after a National Convention, send the Constitution, including appendices on national policies, on compact disk to each local in quantities according to the locals’ request.*

*Printed copies shall be available in sufficient quantities to fulfill requests from locals.”*

Sister Cleroux, Chairperson of the Constitution Committee provided the rationale.

After deliberation, the question was called by Brother Nichols, Scarborough Local, SECONDED by Brother McMaster, Edmonton Local and CARRIED.

The Chairperson asked the delegates if they were in favour or against the adoption of resolution no. 29.

The recommendation of the delegates was to adopt resolution no. 29

### **RESOLUTIONS NOS. 82 AND 83**

Brother Foreman, Secretary of the Constitution Committee read:

**“The Committee recommends adoption of resolutions nos. 82 and 83 by combining them to read as follows:**

*WHEREAS each Committee meets twice a year and the NEB meets numerous times annually;*

*WHEREAS the cost associated with these meetings continues to increase (i.e. flights, hotels, taxis, etc.);*

*WHEREAS these new technologies, such as video conference, can absorb some of these costs;*

*WHEREAS it is important maximize communications between members of all committees;*

*WHEREAS technology allows us to communicate effectively in many ways without the need for committee members to travel;*

*BE IT RESOLVED that the Union invest in this type of technology for the purpose of holding meetings.*

*BE IT FURTHER RESOLVED that the National Executive Board use videoconferencing and the appropriate technologies, where possible, to minimize the number of meetings that require committee members to travel.*

*4.15 The National Executive Board shall purchase and utilize modern technologies such as videoconferencing to minimize the number of meetings that require participants to travel.*

*Locals wishing to avail themselves of the National Union's technologies shall do so at their own expense."*

Sister Cleroux, Chairperson of the Constitution Committee provided the rationale.

It was MOVED by Brother B  nard, Montreal Local, SECONDED by Brother Savard, Montreal Local to send resolutions nos. 82 and 83 back to the committee with the following instructions: In the first BE IT RESOLVED replace the words "invest in" and replace by "evaluate".

The Chairperson asked who was for or against the referral.

The Chairperson instructed the Tyler Committee to tile the doors.

The Chairperson ruled the referral out of order since it changed the intent of the resolution.

The doors were now untiled.

The debate resumed on the main resolution.

After deliberation, the question was called by Brother McMaster, Edmonton Local, SECONDED by Sister Cowie, Calgary Local and CARRIED.

The Chairperson asked the delegates if they were in favour or against the adoption of resolutions nos. 82 and 83 by combining them.

The recommendation of the delegates was to adopt resolutions nos. 82 and 83 by combining them.

### **RESOLUTION NO. 86**

Brother Foreman, Secretary of the Constitution Committee read:

**"The Committee unanimously recommends adoption of resolution no. 86.**

*WHEREAS it is essential that the Union become financially responsible;*

*WHEREAS the Union must review and reduce costs without reducing the quality of representation currently provided to the membership;*

*WHEREAS the use of current electronic and telecommunications can provide a live exchange and mass articulation of information;*

*BE IT RESOLVED that section 4.02 of the National Constitution be amended to include:*

*The National Executive Board shall, whenever and wherever possible, utilize new technology such as teleconferencing, video and audio and Web conferencing to replace face-to-face meetings such as but not limited to National Executive Board Meetings, yearly meetings of the national and regional officers as outlined in section 4.03 and to supplement National Committee meetings, if required, with all costs to be borne by the National Union."*

Sister Cleroux, Chairperson of the Constitution Committee provided the rationale.

After deliberation, the question was called by Sister Tremblay, Thetford Mines Local, SECONDED by Brother Marcon, Quebec Local and CARRIED.

The Chairperson asked the delegates if they were in favour or against the adoption of resolution no. 86.

The recommendation of the delegates was to adopt resolution no. 86.

The Chairperson mentioned it was 17:00h and that we have a guest speaker Roxanne Dubois.

### **Guest Speaker – Roxanne Dubois**

Sister Bossenberry introduced Sister Roxanne Dubois.

Sister Dubois is the National Chairperson of the Canadian Federation of Students and had previously completed one term as National Treasurer.

Sister Dubois addressed the delegates and brought greetings from over 600,000 students they represent.

At 17:30h the Constitution Committee resumed their work.

### **RESOLUTION NO. 3**

Brother Foreman, Secretary of the Constitution Committee read:

**“The Committee unanimously recommends adoption of resolution no. 3.**

*Section 1.09 and 1.10:*

*Since this section does not fit the wishes of members who decide not to waive their dues while on LWOP;*

*Since these members have paid their dues arrears fully and have no other restrictions upon them;*

*Since these members were never RAND and/or never suspended from the Union;*

*We want members to be reinstated as MIGS immediately after they have paid their dues arrears. Section 1.09 (b) not subject to section 1.10.”*

*Amend section 1.09 (b) to read:*

*(b) such member has paid all arrears in union dues and/or assessment. Notwithstanding section 1.10, reinstatement is automatic;”*

Sister Cleroux, Chairperson of the Constitution Committee provided the rationale.

After deliberation, the Chairperson asked the delegates if they were in favour or against the adoption of resolution no. 3.

The recommendation of the delegates was to adopt resolution no. 3.

### **RESOLUTION NO. 8**

Brother Foreman, Secretary of the Constitution Committee read:

**“The Committee unanimously recommends adoption of resolution no. 8.**

*WHEREAS the present section 1.22 restricts the right to recommend a retired member for the status of Lifetime member to the Local of which the member so recommended, is a member at the time of their retirement and it is often the case that valuable members of this Union may choose to transfer to a new Local shortly before they retire and often their new Local is unaware of the contributions to the Union by the member over the whole of their time as a member of the Canadian Union of Postal Workers;*

*THEREFORE BE IT RESOLVED that section 1.22 which presently reads:*

*The National Executive Board may, on the recommendation of a Local, give to a member in good standing of such Local who tires the status of Lifetime Member, in honour of special contributions made to the Union by the retired member.*

*Be amended by deleting the words of “such Local” to read as follows:*

*1.22 The National Executive Board may, on the recommendation of a Local, give to a member in good standing who retires the status of Lifetime Member, in honour of special contributions made to the Union by the retired member. Lifetime Member status provides for attendance at his/her local membership meetings, with voice at such meetings, and any other rights afforded those with Lifetime Member status in this Constitution and including the rights afforded to retired members who have Retired Member status. A retired member with Lifetime Member status is exempted from the payment of union dues.”*

Sister Cleroux, Chairperson of the Constitution Committee provided the rationale.

After deliberation, the question was called by Brother Peterson, Vancouver Local, SECONDED by Brother Poirier, Quebec local and CARRIED.

The Chairperson asked the delegates if they were in favour or against the adoption of resolution no. 8.

The recommendation of the delegates was to adopt resolution no. 8.

#### **RESOLUTION NO. 143 (1<sup>ST</sup> RESOLVED)**

Brother Foreman, Secretary of the Constitution Committee read:

**“The Committee unanimously recommends adoption of the first “Resolved” of resolution no. 143.**

*WHEREAS delegates assembled at the Pre-Convention Area Council held on January 21, 22 and 23, 2011 discussed various measures to reduce the Union’s costs;*

*WHEREAS the discussion paper submitted to the area councils by the National Executive Board suggested a measure to clarify the NEB’s responsibilities with respect to the national bargaining units (see page 26);*

*BE IT RESOLVED that the NEB eliminate the vote on the Program of Demands while ensuring that information on the program is conveyed or made available to the membership via their locals or other means (on websites, for example).”*

Sister Cleroux, Chairperson of the Constitution Committee provided the rationale.

After deliberation, the question was called by an unidentified speaker, SECONDED by Sister Burney, Edmonton Local, and CARRIED.

The Chairperson asked the delegates if they were in favour or against the adoption of resolution no. 143 (1<sup>st</sup> BE IT RESOLVED).

The recommendation of the delegates was to reject resolution no. 143.

#### **RESOLUTIONS NOS. 110, 111 AND 154**

Brother Foreman, Secretary of the Constitution Committee read:

**“The Committee recommends adoption of resolution no. 154 to cover the intent of resolutions nos. 110 and 111.**

*WHEREAS CUPW must find ways to cut costs due to declining membership and increasing costs of representation;*

*WHEREAS currently there is no mechanism in place to monitor financial expenditures with any clarity;*

BE IT RESOLVED that CUPW, unilaterally or with professional help, design a system of budget based spending for all departments of the National Office and for all regional offices that are accountable and transparent;

BE IT FINALLY RESOLVED that elected representatives responsible for these budgets are given adequate training in the appropriate financial discipline in order to carry out their duties.

*Add new paragraph at the end of section 7.04 to read:*

Elected officers responsible for budgets will be provided training in budget preparation and spending such that they are able to carry out their responsibilities in an accountable and transparent manner.”

Sister Cleroux, Chairperson of the Constitution Committee, provided the rationale.

After deliberation, the question was called by Brother Nichols, Scarborough Local. As there was no seconder, debate continued on resolution no. 154.

After further deliberation, the question was called by Brother Wittich, Scarborough Local, SECONDED by Sister Langille, Hamilton Local and CARRIED.

The Chairperson asked the delegates if they were in favour or against the adoption of resolution no. 154.

The recommendation of the delegates was to adopt resolution no. 154.

It was mentioned that the Constitution Committee would meet at 18:30h.

The Convention adjourned at 18:27h for supper and reconvened at 20:07h.



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# TUESDAY, OCTOBER 25, 2011

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## Evening Session

The Constitution Committee took the floor.

### **RESOLUTIONS NOS. 144, 145, 146, 147, 148 AND 149**

Sister Cleroux explained that the Constitution Committee met to discuss the motion to reconsider resolution no. 148, which read as follows:

**It was MOVED by Brother McMaster, Edmonton Local, SECONDED by Brother Murray, St. John's Local, to refer back resolution no. 146 to the Constitution Committee with instructions to come back with concurrence on resolution no.148.**

The Committee recommends adoption of resolution no 148, to cover the intent of resolutions nos. 144, 145, 146, 147 and 149.

Brother Foreman, secretary of the Committee read resolution no. 148:

*“WHEREAS it is essential that CUPW become financially responsible;*

*WHEREAS the deletion of section 5.31 would eliminate the necessity of section 5.32 and section 5.34;*

*BE IT RESOLVED that section 5.31, section 5.32, section 5.34 be deleted from the National Constitution.” -*

Sister Cleroux, Chairperson of the Constitution Committee provided the rationale.

Seeing no delegates at the mikes, the Chairperson asked the delegates if they were in favour or against the adoption of resolution no.148.

The recommendation of the delegates was to adopt resolution no. 148.

### **RESOLUTION NO. 119 TO COVER THE INTENT OF RESOLUTIONS NOS. 117, 118 AND 120**

Sister Cleroux, Chairperson of the National Constitution explained:

**The next resolution we were supposed to deal with was resolution no.120 but there was some concern it might not have been adopted by the National Board of Trustees. During their meeting, the Committee adopted resolution no.119 in the blue pages and it's to cover the intent of resolutions nos. 117, 118 and 120.**

Brother Foreman, Chairperson of the Constitution Committee read:

*“Since the National Board of Trustees have also recommended one meeting once per year;*

*We want the National Board of Trustees to meet once a year immediately following the auditor's report.”*

After deliberation and seeing no one at the mikes, the Chairperson asked the delegates if they were in favour or against the adoption of resolution no. 119.

The recommendation of the delegates was to adopt resolution no. 119.



## **RESOLUTIONS NOS. 68, 69 AND 71**

Brother Foreman, Secretary of the Constitution Committee read:

**“The Committee recommends adoption of resolution number 71 to cover the intent of resolutions nos. 68 and 69.**

*Section 4.12, 3<sup>rd</sup>, paragraph:*

*WHEREAS it is essential that the Union be financially responsible;*

*WHEREAS cutting back the National Committees to one meeting per year would be cost effective and save money;*

*BE IT RESOLVED that paragraph 3 of section 4.12 be amended to read:*

*This Committee shall be required to meet once per year.”*

Sister Cleroux, Chairperson of the Constitution Committee provided the rationale.

After deliberation and seeing no one at the mikes, the Chairperson asked the delegates if they were in favour or against the adoption of resolution no. 71.

The recommendation of the delegates was to adopt resolution no. 71.

## **RESOLUTIONS NOS. 64 AND 67**

Brother Foreman, Chairperson of the Committee read:

**“The Committee recommends adoption of resolution no. 67 to cover the intent of resolution no. 64.**

*WHEREAS cutting back the National Committees to one meeting a year would save money and be financially responsible;*

*BE IT RESOLVED that paragraph 4 of section 4.11 be amended to read:*

*This committee shall be required to meet once a year.”*

Sister Cleroux, Chairperson of the Committee provided the rationale.

After deliberation and seeing no one at the mikes, the Chairperson asked the delegates if they were in favour or against the adoption of resolution no. 67.

The recommendation of the delegates was to adopt resolution no.67.

## **RESOLUTION NO. 65**

Brother Foreman, Secretary of the Committee read:

**“The Committee unanimously recommends adoption of resolution no. 65.**

*WHEREAS the employer unilaterally determines work measurement, mechanization and/or occupational safety criteria for inside workers and RSMCs;*

*WHEREAS these assessments have direct consequences for all our members;*

*BE IT RESOLVED that the mandate of the Committee be amended to include all groups represented by the Union, including RSMCs.”*

Sister Cleroux, Chairperson of the Committee provided the rationale.

After deliberation, the question was called by Brother Peterson, Vancouver Local, SECONDED by Brother Besler, Vancouver Local, and CARRIED.

The Chairperson asked the delegates if they were in favour or against the adoption of resolution no. 65.

The recommendation of the delegates was to adopt resolution no. 65.

### **RESOLUTIONS NOS. 133 AND 134 (1<sup>ST</sup> RESOLVED)**

Brother Foreman, Secretary of the Committee read:

**“The Committee recommends adoption of resolutions nos. 133 and 134 (1<sup>st</sup> Resolved).**

*WHEREAS CUPW has a strong commitment to gender equality;*

*WHEREAS gender equality is an important way to increase participation and role of women;*

*WHEREAS section 11.08 states “The National Executive Board shall ensure gender balance on all appointed or selected National Union Committees established pursuant to the National Constitution”, gender equality provisions should apply to all appointed or selected National Union Committees established pursuant to the National Constitution;*

*THEREFORE BE IT RESOLVED that the following sentence be added to section 5.16:*

*The National Director shall, in conjunction with officers of the Regional Executive Committee and the Regional Union Representatives, ensure gender balance on this committee.*

*BE IT RESOLVED at the end of the paragraph of section 5.16 of the National Constitution add: “and must ensure gender balance.”*

Sister Cleroux, Chairperson of the Committee provided the rationale.

After deliberation and seeing no one at the mikes, the Chairperson asked the delegates if they were in favour or against the adoption of resolutions nos. 133 and 134 (1<sup>st</sup> Resolved).

The recommendation of the delegates was to adopt resolutions nos. 133 and 134 (1<sup>st</sup> Resolved).

### **RESOLUTION NO. 9 (2<sup>ND</sup>, 3<sup>RD</sup> AND 4<sup>TH</sup> RESOLVED)**

Brother Foreman, Secretary of the Committee read:

**“The Committee unanimously recommends adoption of resolution no. 9 (2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> Resolved).**

*WHEREAS the United Nations Convention on the Rights of Persons with Disabilities (CRPD) in May 2008 recognized sign languages as equal languages to spoken languages;*

*WHEREAS CUPW purports to be an inclusive Union D-19, recognizes and respects the needs of differently abled for the inclusion and accessibility;*

*WHEREAS CUPW has deaf and hard of hearing brothers and sisters;*

*WHEREAS American Sign Language and/or Quebec Sign Language are these individuals’ first languages;*

*WHEREAS “Modern Post” DVD was produced and mailed to these members’ homes only in oral language with no closed captioning;*

*WHEREAS other material, including but not limited to the National President’s blog, also are not available in ASL/QSL and LSQ;*

*BE IT RESOLVED to amend 7.59 to include ASL/QSL and LSQ interpretation to ensure participation of these members;*

*BE IT FURTHER RESOLVED that all audio and video communications be made available in ASL/QSL and LSQ and telecommunications be available on TTY or video relay service;*

*BE IT FINALLY RESOLVED these services shall be provided to self-declared members upon request.”*

Sister Cleroux, Chairperson of the Committee provided the rationale.

After deliberations, there was a motion of referral to remove “QSL” from the English version of the resolution.

The Chairperson said that a referral was not necessary since after hearing the debate, it was obvious that “QSL” had to be deleted from the original resolution.

The Chairperson asked the delegates if they were in favour or against the adoption of resolution no. 9 (2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> Resolved).

The recommendation of the delegates was to adopt resolution no. 9 (2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> Resolved).

### **RESOLUTION NO. 156**

Brother Foreman, Secretary of the Committee read:

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

*WHEREAS CUPW is struggling with increasing costs and declining membership*

*WHEREAS CUPW must maintain all of the ongoing essential services to the whole membership;*

*THEREFORE BE IT RESOLVED CUPW amends section 7.06 of the National Constitution so that the Union dues shall not be less than 300 % of the maximum hourly rate of a Postal Clerk (PO4).”*

Sister Cleroux, Chairperson of the Committee provided the rationale.

After deliberations, the question was called by Brother Besler, Vancouver Local, SECONDED by Brother Callaghan, Vancouver Local and CARRIED.

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

The Chairperson instructed the Tyler Committee to tyle the doors.

He then asked the Elections Committee to come forward to do a count of the delegates.

The recommendation of the delegates was to reject resolution no. 156.

At this point, the Chairperson mentioned it was 22:56h. It needs a resolution to extend the Convention to midnight.

It was MOVED by Brother St-Hilaire, Montreal Local, SECONDED by Sister Delui, Montreal Local and DEFEATED to extend the Convention to midnight.

The Convention adjourned at 23:01h and reconvened at 09:00h on October 26, 2011.

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# WEDNESDAY, OCTOBER 26, 2011

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## Morning Session

### **Credentials Committee Report**

Sister Ver, Chairperson of the Credentials Committee, Metro-Toronto Region presented the report of all accredited delegates.

The number of eligible delegates is 630. We have 629 delegates that are registered to which 253 are women and 376 are men. We have 584 delegates from the Urban Operations, 39 RSMCs and 6 from the Private Sector.

We have 85 registered observers out of 89; 42 observers are women and 43 are men observers. Seventy-four are from the Urban Operations while we have 11 RSMCs and none from the Private Sector.

It was MOVED by Sister Ver, Toronto Local, SECONDED by Brother Toms, Peterborough Local and CARRIED to adopt the report of the Credentials Committee.

### **Video playing of Jack Layton and Yvon Godin Speaking**

The delegates watched a video from Jack Layton, Leader of the NDP as well as Yvon Godin from the NDP.

### **Guest Speaker – Yvon Godin, NDP**

Brother Godin is the MP representing Acadie-Bathurst, NB.

Brother Godin thanked CUPW for the opportunity to speak to our National Convention.

Brother Godin gave Brother Lemelin the resume of Jack Layton's last speech in the House of Commons. His last words were about the postal workers.

The delegates took a minute of silence in honour of Jack Layton.

### **National Human Rights' Committee Report**

At 09:30h the National Human Rights' Committee took the floor.

The National Human Rights' Committee is composed of four working groups: one for workers of colour, one for aboriginal peoples, one for lesbians and gays and transgender people and one for disabled workers.

Sister Marie-Josée Dorion representing disabled workers made a resume of the work done by this working group.

Brother Ron Rousseau representing aboriginal peoples made a resume of the work done by this working group.

Sister Anju Parmar representing workers of colour made a resume of the work done by this working group.

Sister Janet Askin representing lesbians and gays and transgender people made a resume of the work done by this working group.

The Chairperson asked all members and alternates of the National Human Rights' Committee to stand up and be recognized by the Convention.

The Chairperson invited the members of the National Women's Committee to come to the front.

During that time, the delegates viewed a DVD that gave some information about the work of the Union and involvement of women in Apprenticeship training.

### **National Women's Committee Report**

Sisters Brushey from the Pacific Region and Sister Lambert from the Quebec Region presented the report on behalf of the National Women's Committee.

The Chairperson asked all members and alternates of the National Women's Committee to stand up and be recognized by the Convention.

The floor was opened for debate on the reports of the National Human Rights' Committee and the National Women's Committee.

It was MOVED by Brother Ron Rousseau, SECONDED by Sister Janet Asking and CARRIED to adopt the report of the National Human Rights' Committee.

It is MOVED by Sister Tami Brushey, SECONDED Sister Marie-Josée Dorion to adopt the report of the National Women's Committee.

At 11:30h, the Chairperson asked the Constitution Committee to come to the front and resume their work.

### **Constitution Committee**

Brother Gale, Fraser Valley West Local, asked the Constitution Committee to reconsider their vote on the structure resolution nos. 101, 103, 104, 105, 106 and 107 and to bring back to the Convention floor after lunch.

### **RESOLUTION NO. 314**

Brother Foreman, Secretary of the Committee read:

**“The Committee recommends adoption of resolution no. 314.**

*That the accumulated deficit in the General Fund for the 2008-2011 mandate be retired from the Reserve Fund.”*

Sister Cleroux, Chairperson of the Committee provided the rationale.

Seeing no one at the microphones, the Chairperson asked the delegates if they were in favour or against the adoption of resolution no. 314.

The recommendation of the delegates was to adopt resolution no. 314.

### **EMERGENCY RESOLUTION – “Occupy Movement”**

Brother Foreman, Secretary of the Constitution Committee read:

**“The Committee recommends consideration of this resolution:**

Since the Occupy Movement is an innovative and inspiring way to challenge corporate greed, cutbacks on the attacks on workers;

Since CUPW recognizes that current political and economic systems result in increase of power for big corporation and decrease of power;

Since CUPW members have experienced vicious anti-worker, anti-people, anti-union and anti-public service attacks as a result of the Federal Government supporting corporate agenda;

Since CUPW are participating in Occupy events nationwide;

Since we are the 99%;

THEREFORE we want CUPW to:

- Endorse the Occupy Movement and send them greetings of support and solidarity;
- Encourage local unions to work with the local Occupy Movement to provide support including supplies, logistics and finances;
- Encourage locals to work with their local Occupy Movement to determine how we can work together;
- Encourage members to continue to participate in the Occupy Movement;
- Provide information about the Occupy Movement and the events on the National Website;
- Conduct a collection at this convention of donations from the delegates and observers.”

It is MOVED by Brother Bleakney, SECONDED by Sister Friesen and CARRIED to adopt the emergency resolution on the “Occupy Movement”.

### **RESOLUTION NO. 172**

Brother Foreman, Secretary of the Committee read:

**“The Committee recommends unanimously adoption of resolution no. 172.**

*At past conventions, we have considerably reduced the working conditions of the individuals who hold positions at various levels of the Union because we wanted them to have the same conditions as the members.*

*We should recognize that these individuals do not receive the corporate team incentive and that the pension fund is not adjusted based on their actual wages, which is blatantly unfair to our elected representatives.*

*We want our officers to be treated with a minimum of fairness.*

*We ask that the Union make representations to the Canada Post Corporation Pension Plan to have our officers and union representatives’ wages recognize as pensionable earnings.”*

Sister Cleroux, Chairperson of the Committee provided the rationale.

After deliberation, and seeing no one else at the microphones, the Chairperson asked the delegates if they were in favour or against the adoption of resolution no. 172.

The recommendation of the delegates was to reject resolution no. 172.

### **RESOLUTION NO. 38**

Brother Foreman, Secretary of the Committee read:

**“The Committee unanimously recommends adoption of resolution no. 38.**

*WHEREAS the Union promotes the training and usage of Worker Advocates;*

*WHEREAS the usage of worker advocates is a cost-effective method versus the utilization of lawyers;*

*WHEREAS some regions’ arbitration costs per member are higher than others, in some cases double the cost;*

*WHEREAS not all of the regions utilize regional union representatives to argue formal arbitrations;*

*WHEREAS having regional union representatives argue formal arbitrations in all of the region would reduce the cost of hiring lawyers and save the Union money;*

*BE IT RESOLVED to change Article 4 so that Grievance Officers at the National and the Regional levels will be required to develop and implement a plan to increase the use of worker advocates for arbitration;*

*BE IT FURTHER RESOLVED that all regions utilize Regional Union Representatives to argue formal arbitrations and that the Union's usage of lawyers be minimized."*

Sister Cleroux, Chairperson of the Committee provided the rationale.

After deliberations, the question was called by Brother Allen Pleasants, Victoria Local, SECONDED by Brother Robert Thibeault, Sherbrooke Local and CARRIED.

The Chairperson asked the delegates if they were in favour or against the adoption of resolution no. 38.

The recommendation of the delegates was to adopt resolution no. 38.

The Convention adjourned for lunch at 13:00h and reconvened for the afternoon session at 14:30h.



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# WEDNESDAY, OCTOBER 26, 2011

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## Afternoon Session

### Constitution Committee

#### RESOLUTION NO. 42

Brother Foreman, Secretary of the Committee read:

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

*WHEREAS the National Women’s Committee isn’t able to include all women of each region;*

*WHEREAS the need to work more closely with local women’s committees either helping to establish them or supporting existing committees;*

*WHEREAS we recognize the important work done by the National Women’s Committee;*

*THEREFORE BE IT RESOLVED that the National Women’s Committee meet once per year;*

*BE IT FURTHER RESOLVED that there be a Regional Forum/Meeting each year with selected women of the region attending this meeting forum;*

*BE IT FINALLY RESOLVED that any recommendations coming out of these Regional Forums/Meetings would be forwarded to the National Women’s Committee.”*

Sister Cleroux, Chairperson of the Committee provided the rationale.

After deliberations, it was MOVED by Sister Diane Castonguay, SECONDED by Sister Cathy Verret, Quebec Local to refer back resolution no. 42 to the committee with instructions to delete the last two RESOLVED and to come back with a recommendation of adoption as amended.

The Chairperson asked who was for or against the referral.

The Chairperson was unable to determine with certainty the vote result and instructed the Tyler Committee to close the doors.

The Election Committee was then called to do the count of the delegates.

The Chairperson instructed the delegates to stand up if they were in agreement with the referral.

The Election Committee took the count.

The Chairperson instructed the delegates to stand up if they were against the referral.

The Election then proceeded to do the count of the delegates.

The Chairperson informed the delegates that the referral was not accepted.

Debate continued on the original resolution no. 42.

The Chairperson gave instructions to untyle the doors.

After deliberations, the question was called by Sister Doris Salmaso, Medicine Hat Local, SECONDED by Sister Mary-Lou Friesen, Prairie Region and CARRIED.



The Chairperson asked the delegates if they were in favour or against the adoption of resolution no. 42.

The recommendation of the delegates was to reject resolution no. 42.

### **RESOLUTION NO. 75**

Brother Foreman, Secretary of the Committee read:

**“The Committee unanimously recommends adoption of resolution no. 75.**

*The National Union shall constitute a Young Workers Committee. This should be constituted of a sister and a brother, thirty and under, from each region, elected at National Convention.*

*This committee shall be under the direction of the 2<sup>nd</sup> National Vice-President. This committee shall meet once a year or more by electronic means only.*

*The purpose of the National Young Workers Committee should be to make recommendations to the National Executive Board.*

*New section 4.13 to read:*

#### ***National Young Workers’ Committee***

*4.13 The National Young Workers Committee shall study and make recommendation to the National Executive Board on:*

- 1. the involvement of Young Workers in the Union with the goal of full participation of young workers in all levels of the Union;*
- 2. the education of the membership on equality issues facing young workers;*
- 3. the situation of young workers in the workplace and ways to improve it.*

*The committee shall be composed of two members, one sister and one brother, from each Region elected at National Convention. Each member shall be under the direction of the 2<sup>nd</sup> National Vice-President and shall meet at least once a year and more often if necessary. All meetings shall be by electronic means.*

*Renumber rest of Article 4 from current 4.13.*

*Add to current section 4.71, last paragraph:*

*He/She shall be responsible for convening meetings of the National Young Workers’ Committee.”*

Sister Cleroux, Chairperson of the Committee provided the rationale.

After deliberations, the question was called by Brother Brian Nichols, Scarborough, Local SECONDED by Brother Christian Wittich, Scarborough Local and CARRIED.

The Chairperson asked who was for or against the referral.

The Chairperson was unable to determine with certainty the vote result and instructed the Tyler Committee to close the doors.

The Election Committee was then called to do the count of the delegates.

The Chairperson instructed the delegates to stand up if they were against the adoption of resolution no. 75.

The Election Committee took the count.

The Chairperson instructed the delegates to stand up if they were in agreement with the adoption of resolution no. 75.

The Election Committee then proceeded to do the count of the delegates.

The Chairperson informed the delegates that the recommendation of the Committee was rejected.

Brother Jeff MacKenzie, Port Hope Local recorded his dissidence.

Brother Matt Hood, Calgary Local recorded his dissidence.

### **EMERGENCY RESOLUTION “Canadian Wheat Board”**

Brother Foreman, Secretary of the Committee read:

*“WHEREAS the Harper government has introduced a dictatorial legislation that would demolish the Canadian Wheat Board.in total opposition to the views and the democratic vote of wheat and barley farmers in Western Canada;*

*WHEREAS the Harper Government’s attack on the CWB will deal a fatal blow to thousands of family farmers and accelerate the growth of unsustainable corporate megafarms;*

*WHEREAS the Harper Government is acting exclusively for a handful of giant mainly U.S.-based grain corporations that now dominate the international grain trade that will profit from both Prairie farmers and the starving millions in export countries;*

*WHEREAS hundreds of workers will lose their jobs, farmers will lose their investments in Shortline railway that saved roads, energy and the environment;*

*THEREFORE, BE IT RESOLVED the Canadian Union of Postal Workers will support the vote of farmers to keep the Canadian Wheat Board single-desk selling mandate and strongly request the solidarity of the Canadian Labour Congress to stand with the farmers in Western Canada who have made their democratic decision, urge the Canadian Labour of Congress to take very urgent measures and alliance with the broadest coalition of labour, farmers, students, women, aboriginal and faith groups to block the conservative government from killing the CWB, actively oppose the dictatorial efforts of the Conservative Government to ignore the wishes of the farmers at its voice to keep the Canadian Wheat Board intact.”*

After deliberations, the question was called by Brother Chevrier, Montreal Local, **SECONDED** by Brother Yannick Gagnon, Montreal Local and **CARRIED**.

The delegates adopted the emergency resolution on the “Canadian Wheat Board”.

### **RESOLUTION NO. 228**

Brother Foreman, Secretary of the Committee read:

**“The Committee recommends adoption of resolution no. 228.**

*Section 11.06*

*BE IT RESOLVED that where a Local does not send their full complement of delegates to an Educational, the Regional Education Organization Officer (REOO) will reassign those vacancies to Locals with greater need to ensure a full complement at all Educations;*

*BE IT FURTHER RESOLVED that National CUPW keep a database of all courses and the members who attend, for all levels of Education. All levels of the Union will be responsible to update the National data base;*

*BE IT FINALLY RESOLVED that any member may not repeat a course without consent of the Regional Education and Organization Officer and their Local.”*

Sister Cleroux, Chairperson of the Committee provided the rationale.

After deliberations and seeing no one at the microphones, the Chairperson asked if they were for or against the adoption of resolution no. 228.

The delegates voted in favour of resolution no. 228.

### **RESOLUTION NO. 137**

Brother Foreman, Secretary of the Committee read:

**“The Committee recommends the adoption of resolution no. 137.**

*WHEREAS many Sisters and Brothers have discussed that in order to move Women’s issues forward, there should be opportunities for Sisters and Brothers to have joint caucus meeting so that Sisters can directly discuss with Brothers what is needed from them;*

*WHEREAS Sisters still need to have an opportunity to meet in their own space at meetings to meet and discuss their issues;*

*THEREFORE BE IT RESOLVED that there be an option to hold joint Women/Men equity sessions regarding women’s issues in the Region on the recommendation of the representative(s) to the Regional/National Women’s Committee.”*

Sister Cleroux, Chairperson of the Committee provided the rationale.

After deliberations, the Chairperson announced it was 18:27h. The resolution was not adopted due to the adjournment of session.

The Chairperson thanked the Constitution Committee for their hard work.

The Convention adjourned at 18:31h and reconvened on Thursday, October 27, 2011 at 09:00h.

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# THURSDAY, OCTOBER 27, 2011

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## Morning Session

### Credentials Committee

Sister Ver, Chairperson of the Credentials Committee, presented the report of all accredited delegates.

There were a total of 630 registered delegates; 252 women delegates and 378 men delegates. From the Urban sector, we had 586, 38 were RSMCs and 6 were from the private sector.

Of the 88 eligible observers, 86 were in attendance. We had a total of 44 women observers and 44 men. We had 75 from the urban sector, 11 were RSMCs and none from the private sector.

It is MOVED by Sister Pavneet Ver, SECONDED by Brother Doug Toms, Peterborough Local, to adopt the report of the Credentials Committee.

At 09:10h the General Resolutions and National Policies Committee took the floor.

### Report of the General Resolutions & National Policies Committee

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

Sister Anita Bock and Brother Marc Desgranges, Atlantic Region  
Sister Diane Castonguay and Brother Alain Florent, Quebec Region  
Sister Josée Dagenais and Brother Réal Ste-Marie, Metro-Montreal Region  
Sister Wendy Johnston and Brother Dave Jenkins, Central Region  
Sister Michelle Johnson and Brother Steve Craggs, Ontario Region  
Sister Doris Salmaso and Brother William Johnson, Prairie Region  
Sister Gina Irons and Brother Colin Shotbolt, Pacific Region

The Committee elected Sister Michelle Johnson, Ontario Region and Brother Marc Desgranges, Atlantic Region as Chairperson and Secretary of the Committee respectively.

### COMPOSITE RESOLUTION OF RESOLUTIONS NOS. 290, 291, 292, 293, 295 AND 296

Brother Desgranges, Secretary of the Committee read:

**“The Committee unanimously recommends the adoption of a composite of resolutions nos. 290, 291, 292, 293, 295 and 296 as a Policy to read as follows:**

New Policy to read:

*Fundamental Environmental Principle, to go in a new Policy Section.*

*CUPW and the Environment*

*CUPW is committed to being a progressive and creative force in the areas of environmental stewardship and sustainable resource use. CUPW realizes its activities have an effect on the environment and accepts responsibility to promote environmental awareness, good environmental stewardship and sustainable resource use. Furthermore, CUPW recognizes that the fundamental goals for the social justice movement and the environment movements are often one and the same. As such CUPW will seek to build solidarity between the Union and environmental groups.*

*CUPW is committed to the following:*

*1. Fundamental Principles:*

- *Raise awareness of environmental issues;*
- *Promote good environmental stewardship;*
- *Promote respect for biodiversity;*
- *Minimize adverse effects on the environment;*
- *Promote conservation and wise use of all resources*

*2. Specific Objectives:*

- *Minimize energy use through conscientious operational practices;*
- *Minimize waste generation through responsible environmental stewardship: reduce, reuse and recycle responsibly;*
- *Encourage all members of CUPW to become more environmentally aware;*
- *Create standing policies and guidelines for the day-to-day operation of CUPW facilities that will guide CUPW officers and members towards the fundamental principles outlined herein.*
- *Work to ensure that Canada Post Corporation is taking sufficient measures to show leadership in reducing emissions from its facilities and vehicle fleet.*
- *Support efforts by those working on solutions to mitigate the impact of our economy and its institutions on our environment through reduction of greenhouse gases.*
- *Demand that the federal government respect international treaties on climate change.”*

Sister Johnson, Chairperson of the Committee provided the rationale.

After deliberations, the delegates voted to adopt a composite of resolutions nos. 290, 291, 292, 293, 295 and 296 as a Policy.

**RESOLUTION NO. 239**

Brother Desgranges, Secretary of the Committee read:

“The Committee unanimously recommends the adoption of resolution no. 239.

*WHEREAS there are more and more women in CUPW;*

*WHEREAS periods of precautionary cessation of work for pregnant employees, as provided for in the Canada Labour Code, are not compensated;*

*BE IT RESOLVED that CUPW, in collaboration with the labour movement, pressure groups and political parties, endeavour to obtain that precautionary cessations of work be paid for pregnant employees everywhere in the country.”*

Sister Johnson, Chairperson of the Committee provided the rationale.

After deliberations and seeing no one at the microphones, the Chairperson asked if they were for or against the adoption of resolution no. 239.

The delegates voted unanimously in favour of resolution no. 239.

## **RESOLUTION NO. 236**

Brother Desgranges, Secretary of the Committee read:

“The Committee recommends adoption of resolution no. 236:

### *Aboriginal Hiring*

*Because Canada’s workforce does not reflect employment equity for Aboriginal, First Nations, Métis and Inuit people, and;*

*Because Canadian employer’s hiring practices do not indicate a willingness to move in that direction;*

*BE IT RESOLVED that the Union negotiate provisions with employers wherein Aboriginal, First Nation, Métis and Inuit peoples are hired on a priority basis until such time as they meet or exceed employment equity targets. Any such provisions must respect the principles of seniority rights.*

New policy to read:

### *“Aboriginal Hiring*

*CUPW recognizes that Canada’s workforce does not reflect employment equity for Aboriginal, First Nations, Métis and Inuit people.*

*CUPW is concerned that the hiring practices of Canadian employers do not reflect a willingness to significantly increase the number of Aboriginal, First Nations, Métis and Inuit people in their workforces.*

*CUPW will negotiate provisions with employers wherein Aboriginal, First Nation, Métis and Inuit peoples are hired on a priority basis until such time as they meet or exceed employment equity targets. Any such provisions must respect the principles of seniority rights.”*

Sister Johnson, Chairperson of the Committee provided the rationale.

After deliberations and seeing no one at the microphones, the Chairperson asked if they were for or against the adoption of resolution no. 236.

The delegates voted unanimously in favour of resolution no. 236.

## **RESOLUTIONS NOS. 247 , 244, 245 AND 246**

Brother Desgranges, Secretary of the Committee read:

“The Committee recommends the adoption of resolution no. 247 to cover the intent of resolutions nos. 244, 245 and 246 to read as follows:

*WHEREAS the anti-harassment statement is comprehensive, but very long;*

*THEREFORE BE IT RESOLVED that Article D-5 anti-harassment statement be amended to read as follows:*

*CUPW Equality and Anti-Harassment Statement”*

Amended policy D-5 to read:

### *All Forms of Harassment, Violence and Discrimination*

*The Union is actively concerned about the problem of all forms of harassment, violence and discrimination in the workplace, both management/worker and worker/worker.*



*That is why our union is taking a stand against all forms of harassment, violence and discrimination at any union function. If any union member is discouraged from participating in CUPW as a result of harassment, violence or discrimination, we are all weakened.*

- *The Union recognizes the right of workers to work in an environment free from sexual harassment and is not prepared to allow any members to be subjected to this harassment in the workplace.*

*Harassment, violence and discrimination create tension and division between union members and go against the Union's principles of solidarity and equality. These principles are contained in our National Constitution.*

*Grounds of discrimination, harassment and violence are as follows:*

- *race and ethnic origin*
- *sexism*
- *sexual orientation*
- *gender identity*
- *differently abled*
- *personal harassment*
- *religion*
- *ageism*
- *language*
- *marital and family status*
- *conviction for an offence for which a pardon has been received*
- *mentally challenged*
- *activism and participation in the union*
- *any other form*

*To be read regularly at Union Functions*

*Union solidarity is based on the belief that all union members are equal and deserve respect. Any behaviour that creates embarrassment or humiliation prevents us from working together.*

*We cannot allow or accept behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile, or offensive environment.*

*Words, actions or conduct, which is racist, sexist, homophobic, or transphobic, divides us. So does discrimination on the basis of disability, age, religion, language and ethnic origin.*

*Sometimes discrimination takes the form of harassment or bullying. These are harmful and create feelings that make it difficult to work collectively. It can be covert and subtle or hateful and violent.*

*Different forms of harassment can be physical as well as psychological and can include: leering, unnecessary and unwanted physical contact, bullying, mobbing, ridicule, jokes, innuendoes, displaying of pornographic materials, and written actions that promote discrimination. Harassment can include taunting about a person's body, mannerisms or attire.*

*CUPW's policies and practices reflect our commitment to equality. We want this event to be a discrimination, harassment, and bullying-free zone to ensure that everyone's dignity is respected.*

*CUPW is asking everyone at this event to share in the responsibility of creating an environment free of harassment and bullying.*

*If you feel that you are experiencing or have experienced harassment, bullying, or discrimination or you are generally concerned about an incident or atmosphere at this function, you are encouraged to discuss it with Sister \_\_\_\_\_ or Brother \_\_\_\_\_ in complete confidentiality. Any incidents will be taken seriously.*

*By respecting each other's right to participate, we can ensure that our Union functions are respectful and build solidarity."*

After deliberations, the question was called by Brother Christian Wittich, Scarborough Local, SECONDED by Brother Ardvan Austin, Calgary Local and CARRIED.

The delegates voted in favour of resolution no. 247.

### **RESOLUTIONS NOS. 297 AND 298**

Brother Desgranges, Secretary of the Committee read:

"The Committee unanimously recommends the adoption of resolution no. 297 to cover the intent of resolution no. 298 to read as follows:

*Since in 2008 the delegates to the CUPW National Convention adopted a resolution supporting international campaign of boycott, divestment and sanctions until Israel recognizes the right of Palestinian people to self-determination and complies with international law including the right of Palestinian refugees to return to their homes as stipulated in UN resolution 194;*

*Since CUPW strongly supports justice and meaningful peace for working people across the globe; and*

*Since Israel's occupation of the West Bank and blockade of Gaza have created a humanitarian crisis:*

*THEREFORE BE IT RESOLVED that a new policy be added to Section D of the National Constitution.*

Add new Policy to Section D:

*Palestine*

*The Canadian Union of Postal Workers supports the rights of the Palestinian people for respect, justice and peace.*

*The Canadian Union of Postal Workers recognizes that the so-called separation wall, the occupation of the West Bank and siege on Gaza are major obstacles to justice and a lasting peace.*

*The Canadian Union of Postal Workers will work in solidarity with organizations working for peace in Israel and Palestine.*

*CUPW will call for and actively work towards an end to the suicide bombings, military assaults and other acts of violence that take the lives of innocent people and demand that the Israeli-West Bank barrier be immediately torn down in accordance with United Nations (UN) resolutions.*

*CUPW will demand that the Israeli government immediately withdraw from the occupied territories in accordance with UN resolution 242;*

*CUPW will call on the Canadian government to increase humanitarian aid to Palestinians.*



*CUPW will support the international campaign of boycott, divestment and sanctions until Israel recognizes the right of Palestinian people to self-determination and complies with international law including the right of Palestinian refugees to return to their homes as stipulated in UN resolution 194.”*

Sister Johnson, Chairperson of the Committee provided the rationale.

After deliberations, the question was called by Brother Mike Keefe, Nova Local, SECONDED by Sister Toni MacAfee and CARRIED.

The delegates voted in favour of resolutions nos. 297 to cover the intent of resolution no. 298.

Brother Ardvan Austin, Calgary recorded his dissidence.

Brother Mark Brown, Toronto Local recorded his dissidence.

Brother Brian Nichols, Scarborough Local recorded his dissidence.

Brother Saul Goldstein, Simcoe Local recorded his dissidence.  
Brother Bill Cowan, Scarborough Local recorded his dissidence.

Brother Bill Laidlaw, Hamilton Local recorded his dissidence.

Sister Susan Vicevic, Scarborough Local recorded her dissidence.

Sister Ruth Otterman, Hamilton Local recorded her dissidence.

Brother Terry Langley, Hamilton Local recorded his dissidence.

Sister Sophie Crook, Hamilton Local recorded her dissidence.

Sister Carol Stevenson, London Local recorded her dissidence.

Sister Kim Rouble, London Local recorded her dissidence.

Brother Barry Golan, Calgary Local recorded his dissidence.

Brother Steve Widginton, Montreal Local recorded his dissidence.

Brother Lorenzo Desimini, Toronto Local recorded his dissidence.

Sister Lesley Turner, Toronto Local recorded her dissidence.

Sister Karen Urchak, Toronto Local recorded her dissidence.

Brother Pete Butcher, Upper Valley Local recorded his dissidence.

Sister Adele Chaplain, Toronto Local recorded her dissidence.

Sister Gina Tessaro, Vancouver Local recorded her dissidence.

Brother Sotiri Vango, Scarborough Local recorded his dissidence.

Sister Roberta MacEwan, Port Hawkesbury recorded her dissidence.

Sister Johnson, Chairperson of the Committee thanked the members of the General Resolutions and National Policies Committee for their work.

At 11:00h, the Constitution Committee returned to the front.

## **Constitution Committee**

Sister Cleroux, Chairperson of the Constitution Committee, informed the delegates that the Committee has reconsidered resolution no. 163 by two-thirds majority.

Brother Foreman, Secretary of the Committee read:

Section 7.20

*“That the portion “2011 National Convention” in section 7.20 of the National Constitution be changed to “the next National Convention”.”*

Sister Cleroux, Chairperson of the Committee explained the rationale.

At 13:00h the delegates left for lunch as well as a demonstration.

Debate on resolution no. 163 will resume in the afternoon session.

The Convention adjourned for lunch at 13:00h and reconvened for the afternoon session at 15:00h.

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# THURSDAY, OCTOBER 27, 2011

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## Afternoon Session

### Constitution Committee

The delegates resumed debate on resolution no. 163.

After further deliberations on resolution no. 163, the question was called by Brother Darren Steinhoff, Calgary Local, SECONDED by Sister Langill Rogers, Napanee Local and CARRIED.

The delegates voted in favour of resolution no. 163.

Brother Alain Duguay, Montreal Local recorded his dissidence.

Brother Pierre Avard, Sherbrooke Local recorded his dissidence.

Brother Christian Martel, National Director, Quebec Region recorded his dissidence.

Brother Dominique Aylwin, Quebec Local recorded his dissidence.

Brother Carl Girouard, Outaouais-Québécois Local recorded his dissidence.

Sister Johanne Ringuette, Sherbrooke Local recorded her dissidence.

Brother Michel Chevrier, Montreal Local recorded his dissidence.

Brother Jacques Valiquette, National Director, Metro-Montreal Region recorded his dissidence.

Brother Sylvain Lapointe, Regional Grievance Officer, Metro-Montreal Region recorded his dissidence.

Brother Yannick Scott, Regional Education and Organization Officer, Metro-Montreal Region recorded his dissidence.

Brother Robert Thibault, Sherbrooke Local recorded his dissidence.

Sister Maryse Habel, Quebec Local recorded her dissidence.

Sister Lucie Monette, Montreal Local recorded her dissidence.

The Chairperson called the members of the National Executive Board for a meeting to discuss the agenda.

The Chairperson thanked the members of the Constitution Committee for their work.

At 15:50h, the Chairperson called the General Resolutions and National Policies Committee to come forward.

## **General Resolutions and National Policies**

### **RESOLUTIONS NOS. 280, 281 AND 282**

Brother Desgranges, Secretary of the Committee read:

“The Committee unanimously recommends the adoption of resolution no. 280 to cover the intent of resolutions nos. 281 and 282 to read as follows:

*WHEREAS the Canadian Union of Postal Workers recognizes that public services enhance the quality of peoples’ lives and are fundamental to the creation of societies that are equal, prosperous and democratic. When public services are universally available, they nourish and enrich our lives and promote solidarity within our communities;*

*WHEREAS the Canadian Union of Postal Workers supports building a better world where governments, unions, and civil society work together to create a new vision of public services for all;*

*WHEREAS the Canadian Union of Postal Workers supports the call for the adoption of a global agenda for quality public services that will provide social justice, sustainable development and a better quality of life and promote gender equality and equity amongst all citizens; therefore,*

*BE IT RESOLVED that such an agenda requires:*

- *Commitment to the right to public services that are universal in their reach and availability, irrespective of social and economic conditions*
- *A recognition that quality public services are required for the equitable distribution of the benefits of growth*
- *Adoption of policies and strategies that meet the needs of everyone in society to have access to culture, communications, transport, health and education, as well as cultural and political freedoms and the right to enjoy decent conditions at work.*

*The Canadian Union of Postal Workers affirms that quality public services are essential to:*

- *Respond to the threats of climate change and seize the opportunities to create green economies*
- *Provide a foundation for the future, through better education and health for children and young people*
- *Attain equality*

*The Canadian Union of Postal Workers will work with global unions, community and labour organizations and other allies to support and promote universal quality public services.*

*The Canadian Union of Postal Workers will work with global unions, community and labour organizations and other allies to oppose the deregulations, privatization, or defunding of public services.”*

New Policy to read:

*“Quality Public Services*

*CUPW recognizes that public services enhance the quality of peoples’ lives and are fundamental to the creation of societies that are equal, prosperous and democratic. When public services are universally available, they nourish and enrich our lives and promote solidarity within our communities.*

*CUPW participates in the building of a better world where governments, unions and civil society work together to create a new vision of public services for all.*

*CUPW supports the call for the adoption of a global agenda for quality public services.*

*CUPW understands the elements of this agenda are:*

- *A commitment to the right to public services that are universal in their reach and availability, irrespective of social and economic conditions;*
- *A recognition that quality public services are required for the equitable distribution of the benefits of growth;*
- *The need to adopt policies and strategies that meet the needs of everyone in society to have access to culture, communications, transport, health and education, as well as cultural and political freedoms and the right to enjoy decent conditions at work.*

*The Canadian Union of Postal Workers affirms that quality public services are essential to:*

- *Respond to the threats of climate change and seize the opportunities to create green economies;*
- *Provide a foundation for the future, through better education and health for children and young people;*
- *Attain equality.*

*The Canadian Union of Postal Workers will work with global unions, community and labour organizations and other allies to support and promote universal quality public services.”*

Sister Johnson, Chairperson of the Committee gave the rationale.

After deliberations, the question was called by Sister Becky Skipsey, Nanaimo Local, SECONDED by Brother Butcher, Upper Valley Local and CARRIED.

The delegates voted to adopt resolution no. 280.

### **RESOLUTION NO. 257**

Brother Desgranges, Secretary of the Committee read:

“The Committee unanimously recommends the adoption of resolution no. 257 as amended and to insert it in policy D-22 of the National Policies.

*Cuban 5, the U.S. Embargo and the Travel Ban*

*WHEREAS Ramon Labanino, Rene Gonzalez, Fernando Gonzalez, Antonio Guerrero and Gerardo Hernandez, known as ‘Cuban Five’, were arrested in Miami, Florida in September 1997 and charged with 26 counts of violating federal laws of the US, 24 of those charges were technical and minor offenses, none of the charges reflected violence against the US, use of weapons, property damage, nor threatened or killed any person or transferred US government documents or classified material, they are serving four lifetime sentences and 77 years in US prisons collectively;*

*WHEREAS the Cuban Five had a mission to infiltrate the activities of terrorist and criminal groups operating in Miami and report planned threats against the Cuban people and government of Cuba, more than 3000 Cuban citizens have lost their lives due to this terrorism over decades including the explosion of a bomb in midair killing 73 passengers of Cubana Airlines on October 6, 1976 which Orlando Bosch and Luis Posada Carriles of Miami have been suspects;*

*WHEREAS on May 27, 2005 the UN working group on Arbitrary Detentions found the detention of the Cuban Five to be in ‘contravention of article 14 of the ‘International Covenant on Civil and Political Rights’, and requested that the US government adopt necessary steps to remedy the situation in conformity with the covenant;*

*WHEREAS Amnesty International has condemned the inhumane treatment of the Cuban Five by the US refusal and or severe limitation of visas for family visitation since 1998, particularly visas for Adriana Perez and Olga Salanueva;*

*WHEREAS President Barack Obama has stated that the objective of the US government is to normalize relations with Cuba;*

*THEREFORE BE IT RESOLVED that CUPW and its members demand that the US government free the Cuban Five political prisoners held in US prisons.*

*BE IT FURTHER RESOLVED that as long as these men remain in prisons, the US government allow the right of regular visits, including the immediate granting of humanitarian visas to Adriana Perez and Olga Salanueva to visit Gerardo Hernandez and Rene Gonzalez respectively;*

*BE IT FINALLY RESOLVED that the US government immediately allow all US citizens unrestricted travel to Cuba.”*

Add to Policy D-22.

*Cuba*

*“CUPW recognizes that Ramon Labanino, Rene Gonzalez, Fernando Gonzalez, Antonio Guerrero and Gerardo Hernandez, known as ‘Cuban Five’, had a mission to protect Cuba from anti-Cuban activity based in the United States.*

*CUPW recognizes that the activities of the Cuban Five did not involve violence against the US, use of weapons, property damage, or the transfer of any classified material, CUPW demands that the US government free the Cuban Five political prisoners held in US prisons.*

*CUPW will work with our allies to pressure the U.S Government to allow the right of regular visits, including the immediate granting of humanitarian visas to the partners of the Cuban Five.*

*CUPW will work our allies to pressure the US government to immediately allow all US citizens unrestricted travel to Cuba.”*

Sister Johnson, Chairperson of the Committee, gave the rationale.

After deliberations and seeing no one at the microphones, the Chairperson asked if the delegates were for or against resolution no. 257.

The delegates voted in favour of resolution no. 257.

### **COMPOSITE RESOLUTION OF RESOLUTIONS NOS. 250, 252 AND 252**

Brother Desgranges, Secretary of the Committee read:

“The Committee unanimously recommends the adoption of a composite of resolutions nos. 250, 251 and 252 to read as follows:

WHEREAS over 600 Aboriginal, Inuit and Métis women and girls in Canada have gone missing or been murdered since the 1960s.

WHEREAS gaps in the justice system have allowed cases of missing and murdered Aboriginal women to remain unsolved and the perpetrators of violence against Aboriginal women to remain free.

WHEREAS in 2010, the Canadian government cut funding to the Native Women's Association of Canada's Sisters in Spirit program, which effectively shone light on the problem of missing and murdered Aboriginal women in Canada.

WHEREAS CUPW is outraged that Aboriginal women are five times more likely than other women of the same age to die as a result of violence;

And CUPW recognizes that this fact reflects racism, sexism and socio-economic status;

And CUPW is committed to ending the epidemic of violence faced by Aboriginal women;

THEREFORE BE IT RESOLVED that CUPW:

1. Calls on all levels of government to work closely with Aboriginal women's organizations to develop a comprehensive and coordinated program of action to stop violence against Aboriginal women.
2. Calls on the institution of measures to ensure that police thoroughly investigate all reports of missing women and girl.
3. Calls on the Canadian government to provide adequate, stable funding to the frontline organizations that provide culturally-appropriate services such as shelter, support and counselling to help Aboriginal women and girls escape violence.
4. Supports a public inquiry into the systemic problem of missing and murdered Aboriginal women in Canada.
5. CUPW will support initiatives to end violence and racism against Aboriginal women including but not limited to the Walk4Justice and Sisters in Spirit."

Sister Johnson, Chairperson of the Committee explained the rationale.

After deliberations and seeing no one at the microphones, the Chairperson asked the delegates if they were for or against the adoption of a composite resolution comprised of resolutions nos. 250, 251 and 252.

The delegates were in favour of the adoption of the composite resolution comprised of resolutions nos. 250, 251 and 252.

### **RESOLUTION NO. 264**

Brother Desgranges, Secretary of the Committee read:

"The Committee unanimously recommends adoption of resolution no. 264.

*New Policy to read:*

*HIV/AIDS*

*CUPW will develop model collective agreement language and educational programs that protect the rights of people living with HIV/AIDS.*

*CUPW will work with allies to develop policy and advocate that federal, provincial, and municipal governments adopt policies that ensure employers make the workplace safe for those living with HIV/AIDS and their co-workers and combat discrimination against those with HIV/AIDS.*



*CUPW will work with allies to develop public education tools including gender empowerment, the ability of women and girls to protect themselves from illness and HIV infection.*

*CUPW will continue to work with allies to advocate for fully-funded, consistent, not-for-profit health care including treatments and medications.*

*CUPW will encourage and support the CLC, FTQ and our international federations, including Union Network International and the International Federation of Transport Workers to immediately develop and implement an education campaign to fight HIV/AIDS.”*

Sister Johnson, Chairperson of the Committee provided the rationale.

After deliberations and seeing no one at the microphones, the Chairperson asked if the delegates were in favour of adopting resolution no. 264.

The delegates were in favour of the adoption of resolution no. 264.

**RESOLUTION NO. 275 TO COVER THE INTENT OF RESOLUTIONS NOS. 273, 274 AND 276**

Brother Desgranges, Secretary of the Committee read:

“The Committee unanimously recommends the adoption of resolution no. 275 to cover the intent of resolutions nos. 273, 274 and 276 to read as follows:

*New Policy to read:*

*Remittances*

*The Canadian Union of Postal Workers recognizes the UNI Global union is currently working to ensure that public postal services provide an efficient, secure, low-cost system for transferring money.*

*The Canadian Union of Postal Workers will work with our global unions and with organizations supporting immigrant and migrant workers to ensure that Canada Post provides remittance services in an affordable and transparent manner.”*

Sister Johnson, Chairperson of the Committee provided the rationale.

After deliberations and seeing no one at the microphones, the Chairperson asked the delegates if they were for or against the recommendation of the Committee.

The delegates were in agreement to adopt resolution no. 275.

**RESOLUTION NO. 271 TO COVER THE INTENT OF RESOLUTIONS NOS. 270 AND 272**

Brother Desgranges, Secretary of the Committee read:

“The Committee unanimously recommends the adoption of resolution no. 271 to cover the intent of resolutions nos. 270 and 272 to read as follows:

*New Policy to read:*

*Migrant Workers*

*The Canadian Union of Postal Workers will work with our allies to:*



- *Call for a Migrant Worker Commission that will serve as an overarching authority for Labour migration programs;*
- *Ensure Labour standards are met and enforced;*
- *Place severe restrictions on the use of Labour brokers/recruiters;*
- *Ensure that employers seeking access to any temporary foreign worker program have first fully exhausted efforts to employ workers who are present in the Labour market.*

*CUPW will also press the Federal Government to provide a clear path for permanent residency status for interested migrant workers and their families.*

*CUPW calls for comprehensive funding for immigration and settlement agencies and allies who can be advocates for migrant workers.”*

Sister Johnson, Chairperson of the Committee provided the rationale.

After deliberations, the question was called by an unidentified speaker from the Toronto Local, SECONDED by Sister Megan Whitfield from the Toronto Local and CARRIED.

The Chairperson asked the delegates if they were for or against the resolution.

The delegates voted in favour of the adoption of resolution no. 271.

### **COMPOSITE RESOLUTION TO COVER RESOLUTIONS NOS. 288, 289, 317 AND 318**

Brother Desgranges, Secretary of the Committee read:

“The Committee recommends adoption of a composite resolution to cover resolutions nos. 288, 289, 317 and 318.

*New Policy to read*

*CUPW and the Environment*

*CUPW recognizes we all have to take responsibility to save our planet.*

*CUPW will lobby governments at all levels to take concrete action and protect our planet.*

*CUPW will work to reduce duplication of papers, travel and carbon footprints. The Union will also work to promote the use of hybrid vehicles.*

*CUPW will encourage its members to use public transit as well as alternate modes of transportation including but not limited to car pooling and cycling.”*

Sister Johnson, Chairperson of the Committee provided the rationale.

After deliberations and seeing no one at the microphones, the Chairperson asked the delegates if they were for or against the recommendation of the Committee.

The delegates voted in favour of the composite resolution to cover resolutions nos. 288, 289, 317 and 318.

## **RESOLUTION NO. 238**

Brother Desgranges, Secretary of the Committee read:

“The Committee unanimously recommends adoption of resolution no. 238, as amended.

*New Policy to read*

*Labour History and Educational Institutions*

*CUPW will actively try to promote awareness about Trade Unions and Labour History through creating and then participating in workshops and lectures at High Schools, Colleges and Universities and we actively get involved in our Communities to build Alliances.*

Sister Johnson, Chairperson of the Committee provided the rationale.

After deliberations, the question was called by Brother Ravee Sithamparapillai, Toronto Local, SECONDED by an unidentified delegate from the Toronto Local and CARRIED.

The Chairperson asked if the delegates were for or against the recommendation of the Committee.

The delegates were in favour of adopting resolution no. 238.

## **RESOLUTION NO. 263 TO COVER THE INTENT OF RESOLUTIONS NOS. 261 AND 262**

Brother Desgranges, Secretary of the Committee read:

“The Committee unanimously recommends the adoption of resolution no. 263 to cover the intent of resolutions nos. 261 and 262 to read as follows:

*New Policy to read:*

*The Vienna Declaration*

*CUPW recognizes that the Vienna Declaration is a statement calling for the incorporation of scientific evidence into drug policies. Research shows that an over-reliance on drug law enforcement has resulted in overwhelmingly negative health and social consequences.*

*The Canadian Union of Postal Workers endorses the Vienna Declaration and calls on governments and international organizations, including the Union Nations to:*

- *Undertake a transparent review of the effectiveness of current drug policies;*
- *Implement and evaluate a science-based public health approach to address the individual and community harms stemming from illicit drug use;*
- *Decriminalize drug users, scale up evidence-based drug dependence treatment options and abolish ineffective compulsory drug treatment centres;*
- *Endorse and scale up funding for the implementation of the comprehensive package of HIV interventions;*
- *Meaningfully involve members of the affected community in developing monitoring and implementing services and policies that affect their lives.”*

Sister Johnson, Chairperson of the Committee, provided the rationale.

Seeing no one at the microphones, the Chairperson asked the delegates if they were in agreement with the Committee's recommendation.

The delegates were in favour of the adoption of resolution no. 263.

### **COMPOSITE RESOLUTION TO COVER RESOLUTIONS NOS. 301, 302 AND 303**

Brother Desgranges, Secretary of the Committee read:

"The Committee unanimously recommends the adoption of a composite of resolutions nos. 301, 302 and 303 as amended and that it be added to Section D of the National Policies to read as follows:

*New Policy to read:*

*Sri Lanka*

*CUPW recognizes that the Sinhala people and the Tamil people have been living on the island, currently known as Sri Lanka and had their own separate kingdoms until the European invasions. The Tamils have been fighting for their independence to create a country known as Tamil Eelam, for many years.*

*The government of Sri Lanka and the Tamil parties have failed to resolve the Tamil issue, while the death, destruction and suffering of the Tamil people continues unabated.*

*Therefore CUPW will actively work toward an end to military assaults and other acts of violence that take the lives of innocent people in Sri Lanka.*

*CUPW will also demand that the Sri Lankan government immediately withdraw from the Tamil Eelam. The Union will call on the Canadian government to increase humanitarian aid to the Tamil people.*

*CUPW will work in solidarity with Tamils and human rights organizations in developing an education campaign about the apartheid nature of the state of Sri Lanka and Canada's support for these practices, and will Research the Canadian government's policy on monetary aid to Sri Lanka.*

*CUPW will work with other unions to lobby against the apartheid-like practices of the Sri Lankan state.*

*CUPW will lobby the Canadian government to persuade the government of Sri Lanka to stop the human rights violations against Tamils and to give free access to the UN-appointed panel into Tamil homeland to meet with the Tamil population of the land and to conduct impartial investigation on Tamil genocide, war crimes and human rights violations during war in 2009.*

*CUPW will work with our allies to lobby the government of Canada to initiate a review on its policies on economic co-operations and financial aid to the government of Sri Lanka in light of its records of human rights, freedom of speech and media."*

Sister Johnson, Chairperson of the Committee provided the rationale.

Seeing no one at the microphones, the Chairperson asked the delegates if they were in favour of the Committee's recommendation.

The delegates voted in favour to adopt the composite of resolutions nos. 301, 302 and 303 as amended and that it be added to Section D of the National Policies.

## **RESOLUTION NO. 308**

Brother Desgranges, Secretary of the Committee read:

“The Committee recommends the adoption of resolution no. 308 as amended to read as follows:

*WHEREAS the selection of participants in international delegations must be done with more rigour and transparency;*

*WHEREAS CUPW wants to make its participation in international delegations more effective;*

*BE IT RESOLVED to establish strategic and clear objectives for delegations;*

*BE IT FURTHER RESOLVED to develop a process for requests to participate in delegations that involves specific selection criteria and follow-up requirements.”*

Sister Johnson, Chairperson of the Committee provided the rationale.

After deliberations and seeing no one at the microphones, the Chairperson asked the delegates if there were for or against the recommendation of the Committee.

The delegates voted in favour of the recommendation of the Committee to adopt resolution no. 308 as amended.

## **COMPOSITE RESOLUTION TO COVER RESOLUTIONS NOS. 325 AND 326**

Brother Desgranges, Secretary of the Committee read:

“The Committee recommends the adoption of a composite of resolutions nos. 325 and 326 to read as follows:

*WHEREAS while the membership numbers are falling, there are over 300 Contracted Post offices on Aboriginal Band Lands with about 600 workers that need to be organized;*

*BE IT RESOLVED that CUPW will organize these Contracted Post Offices.*

*BE IT FURTHER RESOLVED that CUPW will play a pivotal role in protecting the rights and ensure that the workers have benefits and fair wages;*

*BE IT FURTHER RESOLVED that CUPW will organize to ensure that Band Members will work in their post offices;*

*BE IT FINALLY RESOLVED that this will increase the number of Aboriginal Peoples employed by Canada Post with CUPW initiating and encouraging a large role in increasing these numbers.”*

Sister Johnson, President of the Committee provided the rationale.

After deliberations, the question was called by Brother Colin Warner, Toronto Local, SECONDED by Brother Jeff Kolody, Saskatoon Local and CARRIED.

The delegates voted in favour of the Committee’s recommendation to adopt a composite of resolutions nos. 325 and 326.

The Chairperson thanked the members of the Committee for their work.

### **Guest Speaker – Deborah Bourque**

Sister Bue, 2<sup>nd</sup> National Vice-President, introduced the guest speaker, Sister Deborah Bourque, former CUPW National President.

Sister Bourque addressed the convention delegates.

The Convention adjourned at 18:29h and reconvened at 09:00h on October 28<sup>th</sup>, 2013.

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# FRIDAY, OCTOBER 28, 2011

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## **Smudge for closing of Convention**

Brother Ron Rousseau, President of the Whitehorse Local, and member of the National Human Rights Committee introduced Jacqui Lavalley for the smudge for closing of Convention.

Jacqui Lavalley thanked everyone for listening to the words of thanksgiving. She addressed the spirits, the songs and the closing prayer. Jacqui was presented with a small gift of appreciation.

## **Credentials Committee Report**

Sister Ver, Chairperson of the Credentials Committee, presented the report of all accredited delegates.

Out of the 630 registered delegates, we had 252 women and 378 men. For the Urban sector, we had 586, 38 were RSMCs and 6 from private sector bargaining units.

We had 89 registered observers. We had 44 women and 43 men. Seventy-six were from the Urban sector, 11 RSMCs and none from the private sector bargaining unit.

It was MOVED by Sister Pavneet Ver, Toronto Local, SECONDED by Brother Doug Toms, Peterborough Local and CARRIED to adopt the report of the Credentials Committee.

At 10:00h the Elections Committee took the floor.

## **National Elections**

The following delegates constitute the Election Committee:

Brother Scott O'Connor, Atlantic Region  
Brother Marc Doggett, Quebec Region  
Brother Roland Savard, Metro-Montreal Region  
Sister Cheryl MacMillan, Central Region  
Sister Seema Sharma, Metro-Toronto Region  
Brother Ravee Sitham, Metro-Toronto Region  
Sister Zaimene Carter, Ontario Region  
Sister Alice Alsender, Prairie Region  
Sister Micki McCune, Pacific Region, Chairperson of the Committee.

The Chairperson of the Elections Committee explained the voting procedures.

## **Start of National Elections**

### **National President**

Sister McCune, President of the Election Committee declared nominations open for the position of National President.

Brother Robert Mulvin, Vancouver Local nominated Brother Denis Lemelin for the position of National President.

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

Brother Lemelin was elected by acclamation.

## **1<sup>st</sup> National Vice-President**

Sister McCune, President of the Election Committee declared nominations open for the position of 1<sup>st</sup> National Vice-President.

Brother Bob Tyre, Winnipeg Local nominated Sister Gayle Bossenberry for the position of 1<sup>st</sup> National Vice-President.

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

Sister Bossenberry was elected by acclamation.

## **National Secretary-Treasurer**

Sister McCune, President of the Election Committee declared nominations open for the position of National Secretary-Treasurer.

Brother Callaghan, National Director, Atlantic Region nominated Brother Valère Tremblay for the position of National Secretary-Treasurer.

Sister Karen Kennedy, Edmonton Local nominated Brother George Kuehnbaum for the position of National Secretary-Treasurer.

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

The Chairperson asked Brothers Kuehnbaum and Tremblay if they accepted nominations.

Brother Kuehnbaum accepted the nomination.

Brother Tremblay accepted the nomination.

Therefore there will be an election.

Brother Callaghan spoke on behalf of his nominee, Brother Tremblay.

Sister Kennedy spoke on behalf of her nominee, Brother Kuehnbaum

The Chairperson announced that at this time, it is time for the candidates to speak.

Brother Tremblay and Brother Kuehnbaum each addressed the delegates.

The Chairperson of the Elections Committee asked the technicians to display the names on all the screens as well as to open the vote.

The Chairperson asked the technicians to close the votes.

The Chairperson then announced that she had the results. She declared Brother George Kuehnbaum elected as National Secretary-Treasurer.

## **National Grievance Officer**

Sister McCune, President of the Election Committee declared nominations open for the position of National Grievance Officer.

Brother Alain Duguay, Montreal Local nominated Brother Philippe Arbour for the position of National Grievance Officer.

The Chairperson of the Elections Committee asked if there were any other nominations.



Seeing no other nominations, the Chairperson declared nominations closed.

Brother Arbour was elected by acclamation.

### **2<sup>nd</sup> National Vice-President**

Sister McCune, President of the Election Committee declared nominations open for the position of 2<sup>nd</sup> National Vice-President.

Sister Lynn Bue Edmonton Local nominated Sister Cindi Foreman for the position of 2<sup>nd</sup> National Vice-President.

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

Sister Cindi Foreman was elected by acclamation.

### **3<sup>rd</sup> National Vice-President**

Sister McCune, President of the Election Committee declared nominations open for the position of 3<sup>rd</sup> National Vice-President.

Brother John McMaster, Private Sector Bargaining Unit, Dynamex, nominated Brother George Floresco for the position of 3<sup>rd</sup> National Vice-President.

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

Brother George Floresco was elected by acclamation.

### **4<sup>th</sup> National Vice-President**

Sister McCune, President of the Election Committee declared nominations open for the position of 4<sup>th</sup> National Vice-President.

Brother Learie Charles, Scarborough Local, nominated Brother Donald Lafleur for the position of 4<sup>th</sup> National Vice-President.

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

Brother Donald Lafleur was elected by acclamation.

Convention adjourned for break at 13:40 and reconvened at 14:00h.

### **National Union Representative, Grievance and Arbitration, Francophone**

Sister McCune, President of the Election Committee declared nominations open for the position of National Union Representative, Grievance and Arbitration, Francophone.

Brother Sylvain Lapointe, Montreal Local nominated Brother Carl Girouard for the position of National Union Representative, Grievance and Arbitration, Francophone.

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

Brother Carl Girouard was elected by acclamation.

### **National Union Representative, Grievance and Arbitration, Anglophone**

Sister McCune, President of the Election Committee declared nominations open for the position of National Union Representative, Grievance and Arbitration, Anglophone.

Brother Gerry Deveau, London Local nominated Brother Chris Pleasants for the position of National Union Representative, Grievance and Arbitration, Anglophone.

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

Brother Chris Pleasants was elected by acclamation.

### **National Union Representative, Grievance and Arbitration, no language requirement**

Sister McCune, President of the Election Committee declared nominations open for the position of National Union Representative, Grievance and Arbitration, no language requirement.

Sister Maddie Cleroux, Ottawa Local nominated Sister Cathy Kennedy for the position of National Union Representative, Grievance and Arbitration, no language requirement.

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

Sister Cathy Kennedy was elected by acclamation.

### **National Union Representative, Grievance and Arbitration, no language requirement**

Sister McCune, President of the Election Committee declared nominations open for the position of National Union Representative, Grievance and Arbitration, no language requirement.

Sister Cathy Kavadas, Toronto Local nominated Brother Fred Turner for the position of National Union Representative, Grievance and Arbitration, no language requirement.

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

Brother Fred Turner was elected by acclamation.

### **National Union Representative, Consultation**

Sister McCune, President of the Election Committee declared nominations open for the position of National Union Representative, Consultation.

Brother Tom Gollan, Winnipeg Local nominated Sister Rona Eckert for the position of National Union Representative, Consultation.

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

Sister Rona Eckert was elected by acclamation.

### **National Union Representative, Health & Safety**

Sister McCune, President of the Election Committee declared nominations open for the position of National Union Representative, Consultation.

Sister Toni MacAfee, Atlantic Region nominated Brother Serge Champoux for the position of National Union Representative, Health & Safety.

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

Brother Serge Champoux was elected by acclamation.

### **National Union Representative, under the direction of the NEC**

Sister McCune, President of the Election Committee declared nominations open for the position of National Union Representative, under the direction of the National Executive Committee.

Sister Emily Ottewell, Fraser Valley West Local nominated Sister Marion Pollack for the position of National Union Representative, under the direction of the National Executive Committee.

Sister Thelma Raabel, Winnipeg Local nominated Brother Mike Palecek, Vancouver local for the position of National Union Representative, under the direction of the National Executive Committee.

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

The Chairperson asked Sister Pollack and Brother Palecek if they accepted nominations.

Sister Pollack accepted the nomination.

Brother Palecek accepted the nomination.

Therefore there will be an election.

Sister Ottewell spoke on behalf of her nominee, Sister Pollack.

Sister Thelma Raabel spoke on behalf of her nominee, Brother Palecek.

The Chairperson announced that at this time, it is time for the candidates to speak.

Sister Pollack and Brother Palecek each addressed the delegates.

The Chairperson of the Elections Committee asked the technicians to display the names on all the screens as well as to open the vote.

The Chairperson asked the technicians to close the votes.

The Chairperson then announced that she had the results. She declared Brother Mike Palecek elected as National Union Representative, under the direction of the National Executive Committee.

### **National Union Representative, Education, Francophone**

Sister McCune, President of the Election Committee declared nominations open for the position of National Union Representative, Education, Francophone.

Sister Lucie Monette, Montreal Local nominated Brother Yves Hénault to the position of National Union Representative, Education, Francophone.

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

Brother Yves Hénault was elected by acclamation.

### **National Union Representative, Education, Anglophone**

Sister McCune, President of the Election Committee declared nominations open for the position of National Union Representative, Education, Anglophone.

Sister Ruth Breen, Atlantic Region nominated Brother Dave Bleakney to the position of National Union Representative, Education, Anglophone.

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

Brother Dave Bleakney was elected by acclamation.

### **National Union Representative, Staffing**

Sister McCune, President of the Election Committee declared nominations open for the position of National Union Representative, Staffing.

Sister Cindy Lee, Vancouver Local nominated Brother Colin Mackenzie to the position of National Union Representative, Staffing.

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

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

The Chairperson asked Brother Mackenzie and Brother Presne if they accepted nominations.

Brother Mackenzie accepted the nomination.

Brother Presne accepted the nomination.

Therefore there will be an election.

Sister Lee spoke on behalf of her nominee, Brother Mackenzie.

Sister Lisa Peterson spoke on behalf of her nominee, Brother Presne.

The Chairperson announced that at this time, it is time for the candidates to speak.

Brother Mackenzie and Brother Presne each addressed the delegates.

The Chairperson of the Elections Committee asked the technicians to display the names on all the screens as well as to open the vote.

The Chairperson asked the technicians to close the votes.

The Chairperson then announced that she had the results. She declared Brother Nicolas Presne elected as National Union Representative, Staffing.

Convention adjourned for break at 16:00h and reconvened at 16:15h.

### **National Union Representative, Organization**

Sister McCune, President of the Election Committee declared nominations open for the position of National Union Representative, Organization.

Sister Anju Parmar, Vancouver Local nominated Brother Nick Drieger, Edmonton Local to the position of National Union Representative, Organization.

Brother Rick Coffin, Ottawa Local nominated Sister Jan Simpson to the position of National Union Representative, Organization.

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

The Chairperson asked Brother Drieger and Sister Simpson if they accepted nominations.

Brother Drieger accepted the nomination.

Sister Simpson accepted the nomination.

Therefore there will be an election.

Anju Parmar spoke on behalf of her nominee, Brother Drieger.

Brother Rick Coffin spoke on behalf of her nominee, Sister Simpson.

The Chairperson announced that at this time, it is time for the candidates to speak.

Brother Drieger and Sister Simpson each addressed the delegates.

The Chairperson of the Elections Committee asked the technicians to display the names on all the screens as well as to open the vote.

The Chairperson asked the technicians to close the votes.

The Chairperson then announced that she had the results. She declared Sister Jan Simpson elected as National Union Representative, Organization.

#### **Alternate National Union Representative, Francophone**

Sister McCune, President of the Election Committee declared nominations open for the position of Alternate National Union Representative, Francophone.

Brother Christian Martel, National Director, Quebec Region nominated Brother Francis B  nard to the position of Alternate National Union Representative, Francophone.

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

Brother Francis B  nard was elected by acclamation.

#### **Alternate National Union Representative, Anglophone**

Sister McCune, President of the Election Committee declared nominations open for the position of Alternate National Union Representative, Anglophone.

Brother Peter Denley, Sault Ste-Marie Local nominated Sister Karen Kennedy to the position of Alternate National Union Representative, Anglophone.

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

Sister Karen Kennedy was elected by acclamation.

### **Alternate National Union Representative, no language requirement**

Sister McCune, President of the Election Committee declared nominations open for the position of Alternate National Union Representative, no language requirement.

Brother Yves Hénault, Ottawa Local nominated Brother Rick Murray to the position of Alternate National Union Representative, no language requirement.

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

Brother Rick Murray was elected by acclamation.

### **Alternate National Union Representative, no language requirement**

Sister McCune, President of the Election Committee declared nominations open for the position of Alternate National Union Representative, Francophone.

Brother Tom Gollan, Regional Grievance Officer, Prairie Region nominated Sister Louise Jarret to the position of Alternate National Union Representative, no language requirement.

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

Sister Louise Jarret was elected by acclamation.

### **Alternate National Union Representative, no language requirement**

Sister McCune, President of the Election Committee declared nominations open for the position of Alternate National Union Representative, no language requirements.

Brother Colin Shotbolt, Vancouver Local nominated Brother Dave Jenkins to the position of Alternate National Union Representative, no language requirement.

The Chairperson of the Elections Committee asked if there were any other nominations.

Seeing no other nominations, the Chairperson declared nominations closed.

Brother Jenkins was elected by acclamation.

Sister McCune, Chairperson of the Elections Committee announced that the National Elections were finished and she explained the procedures for the regional elections.

The Chairperson informed the delegates that once the regional elections are completed, to return to the hall for the swearing-in.

Convention adjourned at 17:33h for the Regional Elections and will reconvened upon completion of all regional elections.

# Results from the Regional Elections

## 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	James Gallant	Nova
Union Representative	George Nickerson	Yarmouth
Union Representative	Robert Garnier	Nova
1 <sup>st</sup> Alternate Union Representative	Gord MacDonald	Breton
2 <sup>nd</sup> Alternate Union Representative	Anita Bock	Charlottetown
3 <sup>rd</sup> Alternate Union Representative	Jeff Woods	Nova
National Trustee	Kevin Peterson	New Glasgow
1 <sup>st</sup> Alternate	Cheek (Marilyn) Totten	Truro
2 <sup>nd</sup> Alternate	Scott (William) Gaudet	Summerside

### Regional Disciplinary Committee

Member	Debra Hollis	Cumberland
Member	Michael McDonald	St. John’s
Member	Donald Kieley	St. John’s
1 <sup>st</sup> Alternate	Craig Dyer	St. John’s
2 <sup>nd</sup> Alternate	Nicola Boone	Antigonish
3 <sup>rd</sup> Alternate	Shaun Watson	Fundy

### National Disciplinary Committee

Member	Bobbi Jo Brown	Truro
Alternate	Jacqueline Robichaud	Miramichi

### Appeal Board

Member	Anita Bock	Charlottetown
Alternate	Krista Ricketts	Corner Brook

### National Women’s Committee

Member	Ruth Breen	Fredericton-Oromocto
1 <sup>st</sup> Alternate	Nancy Rogers	Bridgewater
2 <sup>nd</sup> Alternate	Jacqueline Robichaud	Miramichi

### National Health & Safety Committee

Member	Rick Murray	St. John’s
Alternate	Debra Hollis	Cumberland



Quebec Region

Brother Christian Martel, National Director, Quebec Region announced the following results in his region:

National Director	Christian Martel	Québec
Education & Organization Officer	Dominique Aylwin	Val d’Or
Grievance Officer	Stéphane Vallée	Farnham
Union Representative	François Senneville	Québec
Union Representative	Cathy Verret	Québec
Union Representative	Gaétan Savard	Québec
1 <sup>st</sup> Alternate Union Representative	Daniel Chaput	Drummondville
2 <sup>nd</sup> Alternate Union Representative	Claude Mercier	La Mauricie
3 <sup>rd</sup> Alternate Union Representative	Pierre-Marc Bouchard	Haut du Lac
National Trustee	Josée Lambert	La Mauricie
1 <sup>st</sup> Alternate	Jean Marcon	Québec
2 <sup>nd</sup> Alternate	Dominique Morel	Québec

Regional Disciplinary Committee

Member	Robert Dupuis	Granby
Member	André Richer	Sorel
Member	Mario Tremblay	Baie-Comeau
1 <sup>st</sup> Alternate	Audrey Bouchard	Chibougamau
2 <sup>nd</sup> Alternate	Pierre-Marc Bouchard	Haut-du-Lac
3 <sup>rd</sup> Alternate	Robert Allard	Québec

National Disciplinary Committee

Member	Jean Marcon	Québec
Alternate	Marc Doggett	Valleyfield

Appeal Board

Member	Alain Florent	Hautes Laurentides
Alternate	Linda Tremblay	Thetford Mines

National Women’s Committee

Member	Manon Gagné	Haut du Lac
1 <sup>st</sup> Alternate	Dominique Morel	Québec
2 <sup>nd</sup> Alternate	Audrey Bouchard	Chibougamau

National Health & Safety Committee

Member	Diane Méthot	Rimouski
Alternate	Robert Allard	Québec

**Metro-Montreal Region**

Brother Sylvain Lapointe , National Director, Metro-Montreal Region announced the following results in his region:

National Director	Sylvain Lapointe
Education & Organization Officer	Yannick Scott
Grievance Officer	Yves Chaloux
Union Representative	Mélanie Couture
Union Representative	Nancy Beauchamp
Union Representative	Anny Lesage
1 <sup>st</sup> Alternate Union Representative	Alain Robitaille
2 <sup>nd</sup> Alternate Union Representative	Stephan Brassard
3 <sup>rd</sup> Alternate Union Representative	Natacha Ouellet
National Trustee	Roland Savard
1 <sup>st</sup> Alternate	Michel Duguay
2 <sup>nd</sup> Alternate	Martin Champagne

**Regional Disciplinary Committee**

Member	Richard Gaboton (Président)
Member	Mallarmé Deluy
Member	Marie-Josée Dorion
1 <sup>st</sup> Alternate	Hélène Beauchemin
2 <sup>nd</sup> Alternate	Jean Kellner
3 <sup>rd</sup> Alternate	Josée Dagenais

**National Disciplinary Committee**

Member	Jacques Valiquette
Alternate	Richard Gaboton

**Appeal Board**

Member	Mallarmé Deluy
Alternate	Guy Rochon

**National Women’s Committee**

Member	Lise Desorcy
1 <sup>st</sup> Alternate	Sharon Diane Amesbury
2 <sup>nd</sup> Alternate	Darly Aimé

**National Health and Safety Committee**

Member	Paul Vincelette
Alternate	Guy Rochon

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	Lori Karas	Peterborough
Grievance Officer	Peter Denley	Sault Ste. Marie
Union Representative	Maddie Cleroux	Ottawa
Union Representative	Don Foreman	Ottawa
Union Representative	Rick Coffin	Ottawa
1 <sup>st</sup> Alternate Union Representative	Laura Elford	Ottawa
2 <sup>nd</sup> Alternate Union Representative	Ed Coates	Barrie
3 <sup>rd</sup> Alternate Union Representative	Rob Cook	Newmarket
National Trustee	Bev Collins	Ottawa
1 <sup>st</sup> Alternate	Mary Aitken	Dryden
2 <sup>nd</sup> Alternate	Maria Bondoc	Ottawa

Regional Disciplinary Committee

Member	Benjamin Charles (President)	Ottawa
Member	Naveed Khan	Ottawa
Member	Jane Spurring	Kingston
1 <sup>st</sup> Alternate	Ian Anderson	Ottawa
2 <sup>nd</sup> Alternate	Deborah Fredette	Belleville
3 <sup>rd</sup> Alternate	Erik Bondoc	Ottawa

National Disciplinary Committee

Member	Garry Power	Cornwall
Alternate	Diane Mitchell	Ottawa

Appeal Board

Member	Janet Simmons	Newmarket
Alternate	Gary Cleaver	Ottawa

National Women’s Committee

Member	Samantha Earle	Brockville-Prescott
1 <sup>st</sup> Alternate	Debbie Horne	Sudbury
2 <sup>nd</sup> Alternate	Langill Rogers	Napanee

National Health & Safety Committee

Member	Lesley Anderson	Ottawa
Alternate	Christine Kelly	Sudbury

**Metro-Toronto Region**

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

National Director	Doug Hacking
Education & Organization Officer	Mark Brown
Grievance Officer	Catherine Kavadas
Union Representative	Walter Woloschuk
Union Representative	Bonnie Pollard
Union Representative	Costa Kavadas
1 <sup>st</sup> Alternate Union Representative	Mandeep Kalra
2 <sup>nd</sup> Alternate Union Representative	Paul Chaplain
3 <sup>rd</sup> Alternate Union Representative	Basil (Bharrat) Harricharan
National Trustee	Adele Chaplain
1 <sup>st</sup> Alternate	Bright Acquah
2 <sup>nd</sup> Alternate	Rosannah Rampersad

**Regional Disciplinary Committee**

Member	Barbara Mansbridge
Member	Zach Avdelopoulos
Member	Megan Whitfield
1 <sup>st</sup> Alternate	Louis Lachance
2 <sup>nd</sup> Alternate	Massimo Santobuono
3 <sup>rd</sup> Alternate	Sandro Petruzzelli

**National Disciplinary Committee**

Member	Bonnie Downing
Alternate	Mike Ciddio

**Appeal Board**

Member	Glenroy Gonsalves
Alternate	Bill Loreti

**National Women’s Committee**

Member	Jennie Butler
1 <sup>st</sup> Alternate	Lesley Turner
2 <sup>nd</sup> Alternate	Meden Sabbun

**National Health and Safety Committee**

Member	Brian MacKenzie
Alternate	Luis Sulle

Ontario Region

Brother Gerry Deveau, National Director, Ontario Region announced the following results in his region:

National Director	Gerry Deveau	London
Education & Organization Officer	Leon Bouvier	London
Grievance Officer	Wally Polischuk	Kitchener-Waterloo
Union Representative	Jim Morris	London
Union Representative	Dave Stutt	Kitchener-Waterloo
Union Representative	Tom Garbatt	Niagara Falls
Union Representative	Debbie Carmichael	Brantford
1 <sup>st</sup> Alternate Union Representative	Mark Platt	Hamilton
2 <sup>nd</sup> Alternate Union Representative	Catherine Beth	Scarborough
3 <sup>rd</sup> Alternate Union Representative	Steven Craggs	Scarborough
National Trustee	Donna Hardy	Oshawa
1 <sup>st</sup> Alternate	Lorri Nippard	Oshawa
2 <sup>nd</sup> Alternate	Carol Stevenson	London

Regional Disciplinary Committee

Member	Lorri Nippard	Oshawa
Member	David Hodgins	Windsor
Member	Shaka Thomas	Scarborough
1 <sup>st</sup> Alternate	Brenda Laslo	St. Catharines
2 <sup>nd</sup> Alternate	Terry Gibson	Brantford
3 <sup>rd</sup> Alternate	Christian Wittich	Scarborough

National Disciplinary Committee

Member	Michelle Johnson	Windsor
Alternate	James Platt	Hamilton

Appeal Board

Member	Glen Fillier	Scarborough
Alternate	John Vandonk	Kitchener-Waterloo

National Women’s Committee

Member	Fummi Olumade	Scarborough
1 <sup>st</sup> Alternate	Sue Markham	Amherstburg
2 <sup>nd</sup> Alternate	Brenda Laslo	St. Catharines

National Health & Safety Committee

Member	George Tomaszewski	Scarborough
Alternate	Sue Markham	Amherstburg

Prairie Region

Brother Gord Fischer, National Director, Prairie Region announced the following results in his region:

National Director	Gord Fischer	Winnipeg
Education & Organization Officer	Rhonda Hilton	Winnipeg
Grievance Officer	Tom Gollan	Winnipeg
Union Representative	Roberta Mitchell	Winnipeg
Union Representative	Todd Jarema	Winnipeg
Union Representative	Ken Apostle	Winnipeg
Union Representative	Lana Smidt	Saskatoon
1 <sup>st</sup> Alternate Union Representative	Doris Salmaso	Medicine Hat
2 <sup>nd</sup> Alternate Union Representative	Jerry Woods	Edmonton
3 <sup>rd</sup> Alternate Union Representative	William Johnson	Regina
National Trustee	Arla Mephram	Calgary
1 <sup>st</sup> Alternate	Cathryn Furtak	Edmonton
2 <sup>nd</sup> Alternate	Robert Laliberte	Calgary

Regional Disciplinary Committee

Member	Bev Ray	Edmonton
Member	Mark W. McCaul	Prince Albert
Member	David Miller	Saskatoon
1 <sup>st</sup> Alternate	Cheryllyn Saramaga-Martai	Winnipeg
2 <sup>nd</sup> Alternate	Ardvan Austin	Calgary
3 <sup>rd</sup> Alternate	Mark Day	Battleford

National Disciplinary Committee

Member	Barbara McNeely	Lethbridge
Alternate	Anna Beale	Calgary

Appeal Board

Member	Ken Sears	Lethbridge
Alternate	Renée McCallister	Red Deer

National Women’s Committee

Member	Linda Nyznyk	Edmonton
1 <sup>st</sup> Alternate	Jill Thornton	Regina
2 <sup>nd</sup> Alternate	Joanne Freund	Calgary

National Health & Safety Committee

Member	Dianne Addley	Saskatoon
Alternate	Mike Painchaud	Edmonton

Pacific Region

Brother John Bail, National Director, Pacific Region announced the following results in his region:

National Director	John Bail	Nanaimo
Education & Organization Officer	Tim Armstrong	Vancouver
Grievance Officer	Ken Mooney	Vancouver
Union Representative	Tom Jackson	Nanaimo
Union Representative	Cindy McDonnell	Royal City
Union Representative	Cindy Lee	Vancouver
1 <sup>st</sup> Alternate Union Representative	Karen DeFrancesco	Vancouver
2 <sup>nd</sup> Alternate Union Representative	Rick Hansen	Upper Valley
3 <sup>rd</sup> Alternate Union Representative	Anju Parmar	Vancouver
National Trustee	Anthony Holzer	Fraser Valley West
1 <sup>st</sup> Alternate	Bradley Stenson	Kitimat
2 <sup>nd</sup> Alternate	Micki McCune	Vancouver

Regional Disciplinary Committee

Member	Stephen Gale	Fraser Valley West
Member	Wayde Heckford	Nanaimo
Member	Karen Cerniuk	Kamloops
1 <sup>st</sup> Alternate	Vikki Quocksister	Whitehorse
2 <sup>nd</sup> Alternate	Karin Wilson	Fraser Valley West
3 <sup>rd</sup> Alternate	Emily Ottewell	Fraser Valley West

National Disciplinary Committee

Member	Troy Coburn	Kelowna
Alternate	Jeff Petersen	Vancouver

Appeal Board

Member	Ron Rousseau	Whitehorse
Alternate	Bruce Northcott	Nelson

National Women’s Committee

Member	Anju Parmar	Vancouver
1 <sup>st</sup> Alternate	Tami Brushey	Prince George
2 <sup>nd</sup> Alternate	Susan Chappelle	Golden

National Health & Safety Committee

Member	Jennifer Savage	Vancouver
Alternate	Tammy Dickeson	Victoria



## **Installation of Officers, Union Representatives, Trustees**

### **Obligation and Oath of Office**

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

Sister Debbie Hollis, Atlantic Region and Brother Jacques Valiquette, Metro-Montreal Region conducted the installation of Officers.

The Chairperson thanked all the delegates who participated in this Convention. He thanked everyone for their energy which should be brought on the floor for the fight with the employer in order to protect all our rights, our postal service and the right to strike and negotiate.

The Convention adjourned at 01:30h on October 29, 2011.

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