



Resolution #1

CUPE NATIONAL WILL:

Amend Article 11 of the National Strike Fund regulations to allow for all Local Unions to be entitled to claim assistance from the Strike Fund for up to 100% of the Local Union's share of the cost of the arbitrator or chairperson of a board of arbitration and up to 90% of the cost of representation before such arbitrator or board. Assistance regarding arbitration costs will no longer be limited to Local Unions which are "prohibited by legislation from striking."

BECAUSE:

- The arbitration process can place a significant financial burden on Local Unions, particularly smaller Local Unions.
- Conservative governments are increasingly willing to use charter-violating legislation to force workers into arbitration and thus subjected to sizeable legal fees.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Resolution #2

CUPE NATIONAL WILL:

Amend Article 5 of the National Strike Fund regulations to ensure that Local Union members can receive strike pay when they are not holding a current contract or on active payroll, but have paid dues within the past 12 months.

BECAUSE:

- The National Strike Fund regulations must reflect the reality of contractual and precarious workers within unionized workplaces.
- Particularly within the post-secondary sector, workers hold contracts for specific terms with the reasonable expectation that they will receive work again within the next academic year.
- A worker should not be prevented from performing strike activities and showing solidarity with their fellow workers merely because they do not have an active contract at the time of a strike or lockout.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Resolution #3

CUPE NATIONAL WILL:

Create a paperless strike pay system (in particular, National Strike Fund Forms E, F, and G) and one that allows for e-transfers/direct deposit. This paperless system will be available to but not mandatory for Local Unions.

BECAUSE:

- The paper-based National Strike Fund forms are cumbersome, prone to loss or damage, and environmentally unfriendly. Strikes and lockouts can take place at any time of the year and in extremely inclement weather, which makes the paper medium unsuitable for outside use. The sheer volume of paperwork, especially for larger Local Unions and lengthy strikes, places an unnecessary administrative burden on Local Unions.
- Cheques, as a means of remitting strike pay, creates administrative, logistic, and accessibility issues. Cheques can be lost or damaged, requiring costly stop payments requests and reissuements. E-transfers would allow striking members to receive much needed strike pay with minimal headaches.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Resolution #4

CUPE NATIONAL WILL:

1. Amend Articles 5 and 6 of the National Strike Fund regulations to accommodate workers based on the prohibited grounds for discrimination found within the Canadian Human Rights Act. The grounds will be either listed or cited with the regulations.
2. Amend Articles 5 and 6 of the National Strike Fund regulations to grant Local Unions the autonomy and authority to determine additional grounds for accommodations based on their unique workplace and membership.

BECAUSE:

- Actions must be taken to allow for strikes to be more accessible to all workers. A lack of accessibility harms both workers and Local Unions' abilities to mount a successful strike.
- While picket lines remain an essential part of strike action, numerous other activities must take place in order to support the strike, boost morale, ensure accurate communication, etc.
- The process and criteria for accommodations should not be opaque.
- Local Unions are best at knowing the types of additional accommodations that might be required in order to maximize participation in a strike.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Resolution #5

CUPE NATIONAL WILL:

Amend Articles 5 and 6 of the National Strike Fund regulations to grant Local Unions the autonomy and authority to determine the legitimacy of and assign 'other assigned duties' during a strike. Approvals of this nature will be made by the Local Union's Strike Benefits Committee, in consultation with other bodies within the Local Union.

BECAUSE:

- Strikes can only be successful if all members are given the opportunity to participate.
- While picket lines remain an essential part of strike action, numerous other activities must take place in order to support the strike, boost morale, ensure accurate communication, etc.
- The nature of workplaces are changing and strike actions must adapt to and recognize the diversity of workplaces within the Union. Local Unions are best suited to understand and organize around their unique workplaces, memberships, and required duties.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Resolution #6

CUPE NATIONAL WILL:

Amend Articles 5 and 6 of the National Strike Fund regulations to accommodate striking members by assigning strike duties with flexible hours that can be performed at locations in addition to the Local Union's picket lines and strike/union headquarters, including but not limited to the member's home.

BECAUSE:

- Actions must be taken to allow for strikes to be more accessible to all workers. A lack of accessibility harms both workers and Local Unions' abilities to mount a successful strike.
- Local Unions often have more workers requiring accommodations than can be scheduled to work out of cramped strike headquarters
- While picket lines remain an essential part of strike action, numerous other activities must take place in order to support the strike, boost morale, ensure accurate communication, etc. These activities often cannot occur on a picket line or within a strike headquarters.
- The National Union must start trusting its own members and recognizing the essential, too often invisible labour, that allow strikes to be successful. Limiting strike activities to picket lines and strike headquarters is policing and anti-unionist.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Representing Contract Faculty, Teaching Assistants, Graduate Assistants,
and Part-Time Librarians and Archivists @York University, Toronto

Canadian Union of Public Employees/Syndicat canadien de la fonction publique local/section locale 3903

Resolution #7

CUPE NATIONAL WILL:

Amend Article 3 of the National Defence Fund regulations to create an expedited process for emergency requests.

BECAUSE:

- Organized labour is increasingly under attack and it will become very difficult to plan legal expenses well in advance when we face constantly hostile governments and employers.
- Local Unions often don't have the luxury of waiting for the periodic meetings of the National Executive Board before pursuing various initiatives or legal actions.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Resolution #8

CUPE NATIONAL WILL:

Replace the current trial process for allegations of gender-based and sexual violence with a survivor centric process. The process will address sexual and gendered violence as it is experienced at the intersections of race, class, sexual orientation, and ability and be based on the awareness that sexual and gendered forms of violence, including harassment, are systematic forms of oppression and a matter of workplace safety, rather than just a product of individual behaviours. The process should be investigative, neutral, confidential and recognize the structural barriers involved in disclosing experiences of sexual violence. The process will be aided by the hiring of an ombudsperson who has undergone extensive anti-oppression, anti-racist, anti-homophobic, anti-transphobic, anti-ableism, anti-sexism and anti-colonialism training. The process shall protect the safety, well-being and legal rights of survivors regardless of whether they pursue a legal process.

BECAUSE:

- The CUPE trial process is the only process currently available but members have chosen not to pursue it due to its structure. This makes it a barrier to addressing sexual and gendered violence, rather than a solution
- The CUPE trial process overlooks the imbalances of power at the very root of forms of gendered and sexualized violence as systematic problems.
- Trial officials and jury members do not have formal mandatory training regarding issues of sexual and gendered violence.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Representing Contract Faculty, Teaching Assistants, Graduate Assistants,
and Part-Time Librarians and Archivists @York University, Toronto

Canadian Union of Public Employees/Syndicat canadien de la fonction publique local/section locale 3903

Resolution #9

CUPE NATIONAL WILL:

Amend Article B.11.1 of the National Constitution to ensure that offences against the National Union or Local Unions, in each case, are triable.

BECAUSE:

- The language currently with the National Constitution regarding triable offences is not consistent across all the offences. For example, B.11.1 (j) speaks only of the National Union and not Local Unions or chartered organizations.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Representing Contract Faculty, Teaching Assistants, Graduate Assistants,
and Part-Time Librarians and Archivists @York University, Toronto

Canadian Union of Public Employees/Syndicat canadien de la fonction publique local/section locale 3903

Resolution #10

CUPE NATIONAL WILL:

Amend Article 14.6 of the National Constitution to clarify that relief will be provided during and for a period of at least 3 months following strikes or lockouts.

BECAUSE:

- Strikes and lockouts, especially lengthy ones, create fiscal stresses on Local Unions and thus they require a recovery period before returning to regular order, including the paying of National dues.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Resolution #11

CUPE NATIONAL WILL:

Amend the Trustee's Report Package to allow the 'Recording Secretary-Treasurer's Financial Report to the Trustees' to be provided via (1) Paper Version, (2) Two Page Report from Electronic Ledger, or (3) Profit and Loss Report and Balance Sheet as produced by Accounting Software.

BECAUSE:

- The current options for Recording Secretary-Treasurers to provide their Local Union's Trustees with the necessary information to begin their yearly audits is cumbersome at best and useless at worst.
- Local Unions with a number of accounts or with larger degrees of spending are often unable to adequately fill out the existing report.
- Accounting software provides reports of all the information that the Trustees would require and in a more readable, user-friendly way.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Representing Contract Faculty, Teaching Assistants, Graduate Assistants,
and Part-Time Librarians and Archivists @York University, Toronto

Canadian Union of Public Employees/Syndicat canadien de la fonction publique local/section locale 3903

Resolution #12

CUPE NATIONAL WILL:

Provide Local Unions with digital archiving/preservation tools free of charge. These tools will be available to but not mandatory for Local Unions.

BECAUSE:

- Such tools will allow for the essential maintenance of institutional memory and will ultimately strengthen Local Unions' abilities to bargain strong, future Collective Agreements.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Representing Contract Faculty, Teaching Assistants, Graduate Assistants,
and Part-Time Librarians and Archivists @York University, Toronto

Canadian Union of Public Employees/Syndicat canadien de la fonction publique local/section locale 3903

Resolution #13

CUPE NATIONAL WILL:

Provide training and create documentation for Local Unions' Executives in their roles as employers to unionized staff.

BECAUSE:

- It is essential that the National Union's and Local Unions' Executives fully understand their roles not only as elected officers, but also as employers to other unionized members. Such documentation would create an aspiration, yet practical framework for labour relations within unionized environments.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Resolution #14

CUPE NATIONAL WILL:

1. Create a spreadsheet or software system to help striking locals organize a strike payroll system.
2. Locals who choose to adopt this system will not be required to use the National Strike Fund forms.
3. This spreadsheet or software system will be available but not mandatory for locals.

BECAUSE:

- Locals need an effective and efficient system for coping with the administrative and logistical tasks of strike pay
- Locals may not have members with the required skills to set up such a spreadsheet or system

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Resolution #15

CUPE NATIONAL WILL:

Hire a researcher, who has undergone anti-oppression, anti-racist, anti-homophobic, anti-transphobic, anti-ableism, anti-sexism and anti-colonialism training and has experience addressing issues of sexual violence, to investigate Sexual Assault Policies followed by locals and other unions including unions located outside of Canada. The research shall include an investigation into the unintended consequences of Sexual Assault Policies. The research shall be informed by an analysis that recognizes the intersectionality of race, sexual orientation, gender-identity, and disability with experiences of sexual and gendered violence. The researcher will be hired immediately and the research will be completed and presented at the next CUPE National Convention.

BECAUSE:

- Experiences of sexual and gendered violence are widespread across various locals in the union. Any sexual assault policy should be informed by common experiences and shall be based on established best practices that support survivors and that aim to eradicate cultures of violence in workplaces and union spaces broadly defined. These policies shall not do more harm to survivors of violence, nor shall they present unnecessary financial, temporal or emotional burdens for survivors of sexual and gendered violence.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Resolution #16

CUPE NATIONAL WILL:

Work with locals to create survivor-centric processes whereby members who are sexually assaulted in union spaces have options for redress which do not include going to the police if the survivor chooses to not go to the police. CUPE National, in conjunction with the hired researcher, will record, collate and share these policies as they are developed among CUPE locals.

BECAUSE:

- The police are not a safe entity for many members, particularly racialized members, trans members, Aboriginal members, differently-abled members, and young members.
- The reliance on the police as an answer ignores the needs and experiences of our members.
- Locals, the Workers' Safety and Insurance Board (WSIB) and CUPE leadership should establish processes that give members options.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Resolution #17

CUPE NATIONAL WILL:

Support a survivor centric investigative process by hiring an ombudsperson who shall be neutral and who has undergone extensive anti-oppression, anti-racist, anti- homophobic, anti-transphobic, anti-ableism, anti-sexism and anti-colonialism training. The ombudsperson shall act as a resource to handle instances of sexual violence from the point of disclosure, especially for locals who lack the appropriate resources to adequately address these instances themselves. Implementing this process would constitute a step towards replacing the current process trial process with a survivor centric process. The process shall protect the safety, well-being and legal rights of survivors regardless of whether they pursue a legal process.

BECAUSE:

- Anti-oppression training, while a progressive step, fails to name the various forms and sites of oppression that intersect to form a system of oppression.
- The CUPE trial process is the only process currently available but members have chosen not to pursue it due to its structure. This makes it a barrier to addressing sexual and gendered violence, rather than a solution
- The CUPE trial process overlooks the imbalances of power at the very root of forms of gendered and sexualized violence as systematic problems.
- Trial officials and jury members do not have formal mandatory training regarding issues of sexual and gendered violence.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Resolution #18

CUPE NATIONAL WILL:

1. Support the Palestinian people's' right to self determination and their demands to end Israel's military occupation and colonization, grant Palestinian refugees their UN-stipulated right to return to their homes and properties, and recognize full equality for Arab-Palestinian citizens of Israel;
2. Develop member education, and support campaigns, to pressure Israel to end the occupation and siege on Gaza, dismantle illegal settlements and the apartheid wall;
3. Call on the Canadian Government to end its complicity in Israel's violations of human rights and international law, including targeting unarmed Palestinian protesters, medics and journalists in recent Gaza protests;

BECAUSE:

- The illegal occupation results in violations of international human rights and humanitarian law and is an obstacle to peace;
- The "Jewish Nation State Basic Law" (2018) passed in Israel has institutionalized segregation, enshrined into law a system imposing racial discrimination against all Palestinians, and denies Palestinian citizens of Israel equal rights;
- Over 7 million Palestinian refugees have been forced from their lands since 1948. The right of return is enshrined in international law according to UN Resolution 194;
- Since Gaza's *March of Return* protests began in 2018, Israeli forces have killed more than 300 hundred Palestinians and wounded more than 20,000.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Resolution #19

CUPE NATIONAL WILL:

Amend the CUPE National Code of Conduct to include an explicit reference to sexual violence as follows: “Commit to ensuring all union environments are free from sexual violence and sexual harassment. Sexual and gendered violence is sustained and bolstered by the co-existent violences such as racism, heterosexism, homophobia, transphobia, ableism and as such any attempt to address gendered and sexual violence must also aim at eradicating these violences.”

BECAUSE:

- The current CUPE National Code of Conduct is silent on issues of sexual violence and sexual harassment and instead includes the broad category of harassment. Because of the stigma attached to sexual violence, the imbalance of power at its root, and the culture of silence surrounding experiences of sexual and gendered violence, it is important to explicitly name sexual violence and sexual harassment within the Code of Conduct and to recognize it as a reality within our union.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Representing Contract Faculty, Teaching Assistants, Graduate Assistants,
and Part-Time Librarians and Archivists @York University, Toronto

Canadian Union of Public Employees/Syndicat canadien de la fonction publique local/section locale 3903

Resolution #20

CUPE NATIONAL WILL:

Develop sexual violence and harassment training in consultation with provincial coalitions of rape crisis centres, anti-racism activists and community groups, disability- rights organizations and queer-rights organizations. Training modules will be circulated widely across locals for feedback.

BECAUSE:

- Any training should work from an intersectional lens which recognizes how sexual and gendered violence is experienced differently based on the intersecting oppressions that constitute the material reality of one's life.
- Changing the culture of our locals will require training and workshops regarding how to respond to instances of sexual and gendered violence

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Resolution #21

CUPE NATIONAL WILL:

Implement an independent investigation and safety audit of past responses to sexual violence and harassment by CUPE National, including barriers to justice faced by survivors. The investigation shall be completed by a neutral researcher or organization who has undergone anti-oppression, anti-racist, anti-homophobic, anti-transphobic, anti-ableism, anti-sexism and anti-colonialism training and has experience addressing issues of sexual violence. A report shall be sent to locals no later than November 15th, 2020.

BECAUSE:

- An investigation and safety audit will allow CUPE National to build a safer union for all its members.
- It is important to know what barriers to justice have been experienced by survivors in union spaces so those barriers can be removed.
- Sexual violence and harassment can be experienced differently, and is often named differently, by racialized, disabled, queer and trans members. Such an investigation and audit must be informed by the ways sexual violence and harassment is experienced at the intersections of race, ability, sexual orientation and gender presentation.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Resolution #22

CUPE NATIONAL WILL:

Help implement the CUPE National Code of Conduct by offering ombudsperson training, including but not limited to, anti-racism and white privilege, sexual and gendered violence, transphobia, heterosexism and ableism for all locals. This training will be developed in consultation with locals.

BECAUSE:

- The CUPE National Code of Conduct relies on the presence of an ombudsperson to hear and adjudicate complaints arising from the Code of Conduct but there is no training for the ombudsperson pertaining to sexual violence and especially its intersections with racism, heterosexism, transphobia, and ableism. Sexual and gendered violence is sustained and bolstered by co- existent violences such as racism, transphobia, heterosexism and ableism and as such any attempt to address gendered and sexual violence must also aim at eradicating these violences.
- Because the sexual violence experienced by racialized members is experienced differently and named differently; because the sexual violence experienced by trans members is experienced differently and named differently; because the sexual violence experienced by aboriginal members is experienced differently and named differently; because the sexual violence experienced by differently abled members is experienced differently and named differently; because the sexual violence experienced by racialized members is experienced differently and named differently, the training for ombudspersons must reflect and address these intersecting oppressions.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Representing Contract Faculty, Teaching Assistants, Graduate Assistants,
and Part-Time Librarians and Archivists @York University, Toronto

Canadian Union of Public Employees/Syndicat canadien de la fonction publique local/section locale 3903

Resolution #23

CUPE NATIONAL WILL:

Change the National Strike Fund Regulations to recognize that some members require the ability to do double picket shifts (to a total of no more than twenty (20) hours a week)

BECAUSE:

- Many academic and part time workers are often required to be at their workplace one (1) or two (2) days per week
- Many academic and part time workers schedule their caregiving duties around these work commitments
- Many academic and part time workers have placements for three (3) days a week which prevents them from being on a picket line for more than two (2) days a week
- Picket lines are strongest when all members are given a chance to participate in ways which accommodate their needs.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Resolution #24

CUPE NATIONAL WILL:

Change the National Strike Fund Regulations to make clear that members are to perform assigned strike duties up to twenty (20) hours per week.

BECAUSE:

- 6.2 states: “participate in the strike by performing strike duties for at least 20 hours per calendar week” but 7.2 states: “Strike pay shall be \$60.00 per day, to a maximum of \$300.00 for at least 20 hours of picketing or other assigned duties per calendar week”
- Clearer regulations will reduce confusion among members

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Resolution #26

CUPE NATIONAL WILL:

Work with the Canadian Labour Congress to pressure the Canadian government in supporting the demands of the Sudanese people for the immediate transition to civilian rule, and stand with the Sudanese Professional Association and the labour movement in Sudan and ask the Canadian government to hold the military council responsible for the recent atrocities in Sudan and push the international community to support the following:

- The immediate transition of power from the Military Council to a civilian government.
- Call for international committee for investigation into the two massacres of June 3, 2019 and May 13, 2019, and other killings since December 19, 2018
- The disarming of the Rapid Support Forces and Janjaweed, and withdrawal of all paramilitary groups
- Free all political detainees and the protection of civilians
- Immediate end of the Internet Blackout
- Respect human rights including the right for free and peaceful protest and non-violent resistance

BECAUSE:

- Canada must live up to its moral obligation defending the human rights of the people of Sudan who are peacefully demanding democracy, freedom and dignity.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Resolution #27 (DRIVE TO 100)

CUPE NATIONAL WILL:

CUPE will:

1. Launch a fully resourced campaign entitled 'Drive to 100' which has the goal of getting 100% of the membership signed up with union cards in the Union within two years.
2. Connect this campaign with our other existing campaigns on member education to reach 100% awareness and political consciousness of the membership in the value of social movement unionism, anti-oppressive practice, and bold resistance to anti-worker governments.
3. Include as part of the campaign, our aim to roll back 100% of the cuts brought about by the Conservative regimes across Canada and to defend existing structures won by the Labour Movement.

BECAUSE:

- We must prepare for American-style anti-union legislation to undermine the stability of the Rand Formula and the wider stability of labour organizing across Canada.
- We must build the capacity of our locals and ensure that all workers in our workplaces are fully protected members of our locals.
- The only way to be a full, politically active member of a Local that is protected from such legislation is to have your Union card.
- The National Office has already been giving locals directives to get union cards signed, but a campaign would cement and amplify this work.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Resolution #28 (LEGAL SUPPORT)

CUPE NATIONAL WILL:

1. Create a legal defence fund, capitalized at \$50,000 to support members carrying out direct actions supporting existing strikes, cross-picketing to support members prevented from striking, and to defend the Union movement writ large.
2. Provide funds and staff support for the development of know-your-rights materials and materials on existing supports for criminalized workers.
3. Ensure that policies governing this fund will not create unnecessary barriers to access for Divisions, District Councils, Locals, other bodies, and rank-and-file members of the Union.

BECAUSE:

- We have already experienced solidarity pickets in support of CUPW that were criminalized.
- We must prepare for back-to-work legislation and the illegalization of generally accepted labour tactics due to the far right governments coming to power in Canada.
- We must build the capacity of our locals and ensure that all workers in our workplaces are fully protected against conservative attack.
- We must be ready, in case of a call for mass action, to defend workers that seek to defend our movements.
- We must acknowledge that the battle for the future of Labour has already begun and we can no longer wait to defend our movements

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary



Resolution #29 (COPS OUT OF CUPE)

CUPE NATIONAL WILL:

1. Revoke the charter of Local 104, RCMP Telecom Operations and Intercept Monitoring.
2. Reject any future inclusion of State Security Forces—both civilian and non-civilian—in the Canadian Labour Movement;
3. Discontinue any current or future allocation of resources towards the unionization of State Security Forces;
4. Work to deepen the trust in CUPE by supporting individuals affected by and movements created to address police/state violence;
5. Encourage locals to sponsor resolutions supporting the above and to support efforts at the OFL and CLC for the same;
6. Release a letter outlining this position as an important value to CUPE Ontario and the Labour Movement;

BECAUSE:

- The admittance of State Security Forces to union halls is a direct threat to the health and safety of many and potentially all CUPE members;
- Unionization of State Security Forces is at odds with CUPE's stated positions on the former Bill C-51, Bill C-59, and solidarity with the Wet'suwet'en Nation.
- State Security Forces have surveilled and repressed worker and justice movements including but not limited to current and previous members of CUPE
- State Security Forces repress other social movements that CUPE Ontario otherwise supports through criminalization and violence, such as the Movement for Black Lives and during Toronto's 2010 G20 Summit.

Submitted by Local 3903

Maija Duncan
Chairperson

Gizem Çakmak
Recording Secretary