

# RESOLUTIONS TO THE 2018 SFL CONVENTION

## CONSTITUTIONAL

### 1. ABORIGINAL TO INDIGENOUS

The SFL will:

Amend the Constitution to replace the word Aboriginal with Indigenous wherever it occurs.

Submitted by the SFL Executive Council on behalf of the SFL Aboriginal Committee

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

2. **ARTICLE 2**

The SFL will:

Amend Article 2 of its constitution to add:

14. To mobilize against any government, politician, or political party that is anti-worker or attacks the rights of working people.

Because:

- The SFL's constitution currently does not include any overt responsibility to mobilize against anti-worker governments, politicians, or political parties.

Submitted by CUPE Local 4828

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

3. **REVENUE**

**Amend Article 9 – Revenue, Sections 2 and 3** to incorporate per capita increases as follows:

**Section 2.** Each affiliated organization shall pay, before the last day of each month, for the preceding month, a per capita tax of **one dollar and 07 cents (\$1.07)** per member, of which one cent (\$0.01) per member per month each year will be allocated toward the costs of the SFL Summer Camp, effective January 1, **2019**.

**Section 3.** Each affiliated organization shall pay, before the last day of each month, for the preceding month, a Labour Issues Reserve Fund tax of **10 cents (\$0.10)** per member effective January 1, **2019**.

*Effect of the foregoing is to increase per capita to the General Revenue Fund by **07 cents** per member per month and to increase per capita to the Labour Issues Reserve Fund by **03 cents** per member per month.*

Submitted by the SFL Executive Council.

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

4. **YOUNG WORKERS**

The SFL will:

Amend the SFL Constitution as follows:

Article 4, Section 4, Subsection (e), paragraph (v) shall be amended by replacing the words “and must be no more than twenty-nine (29) years of age” with the words “and must be no more than thirty-four (34) years of age”, and

Article 5, Section 2, Subsection (k) shall be amended by replacing the words “a caucus of delegates aged twenty-nine (29) and under” with the words “a caucus of young worker delegates”.

Submitted by CEIU 40811 (PSAC)

Resolutions Committee recommends non acceptance.

**Rationale:** Dilutes the work of the committee and current definition in line with plurality of affiliaties.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

## CHILDCARE

### 5. AFFORDABLE CHILDCARE SPACES

The SFL will:

Lobby the provincial government to immediately address the shortage of affordable childcare spaces in Saskatchewan.

Because:

- The Canadian Centre for Policy Alternatives (CCPA) has recently released a study that highlights the high cost and lack of childcare spaces. Saskatchewan is amongst the lowest percentages of available childcare coverage for preschool children in Canada.
- Further to that, Saskatoon and Regina are among the highest proportion when it comes to children living in 'childcare deserts', which means fewer available, affordable childcare spaces per ratio of children requiring care.
- Provincial governments need to address the shortage of affordable childcare spaces by creating initiatives to increase the number of licenced spaces and ensure that new and existing spaces provide quality care.

Submitted by the SFL Executive Council on behalf of the SFL Women's Committee

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

6. **CHILDCARE WORKERS**

The SFL will:

Campaign and promote a fair wage policy that provides childcare workers with good wages, benefits and working conditions.

Because:

- Quality early education and care lays a foundation of success in our children lives.
- Our children are our most precious resource and deserve skilled childcare workers who are well-trained and well- educated and earn a decent living.
- Attractive working conditions would encourage more workers to consider a career in childcare therefore bring more stability to the workplace.

Submitted by the SFL Executive Council on behalf of the SFL Women’s Committee

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

7. **DAYCARE PROPERTY TAXATION**

The SFL will:

Lobby the provincial and all municipal governments to exempt non-profit daycares from commercial property taxation.

Because:

- Daycares across the province have a patchwork of taxation policies
- Non-profit daycares centres have seen a dramatic increase in property taxes after being reclassified as commercial properties.
- Children and families in Saskatchewan have a right to access quality, affordable, publically funded childcare services.
- Access is vital to the full and equal participation of women in our economy.
- The Canadian average for access to regulated childcare is 24%, in Saskatchewan the average is only 12%.

Submitted by the SFL Executive Council on behalf of the SFL Women's Committee

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

## EDUCATION

### 8. ADVANCED FACILITATOR TRAINING

The SFL will:

In partnership with the CLC Prairie Region, convene an advanced facilitator training during the 2018/2019 year. We encourage affiliates to support this initiative through the release of trained facilitators. These trained facilitators would be available for future SFL/CLC union schools.

Because:

- Labour education makes our movement stronger;
- Without affiliate support, it is difficult to access facilitators

Submitted by the SFL Executive Council on behalf of the SFL Education Committee

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_



9. **FACILITATOR MENTORSHIP**

The SFL will:

Develop and incorporate a process of mentorship for assisting new facilitators at future schools and conferences. We encourage affiliates to support this initiative through the release of both mentors and trained facilitators.

Because:

- Hands on training and support from a seasoned facilitator strengthens the skill set and builds confidence of new and upcoming facilitators;
- Succession planning for facilitation is vital for the continued success of labour education

Submitted by the SFL Executive Council on behalf of the SFL Education Committee

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

10. **FULLY RESTORE THE CUTS TO K-12 EDUCATION**

The SFL will:

Call on the provincial government and the Premier to fully restore the \$54 million they cut from the K-12 education budget in 2017-2018, which resulted in layoffs, program closures and reduction in staffing hours across the province.

Because:

The 2018-2019 provincial budget restores only a fraction of the missing funding and with more students in our schools, support staff continue to do more with less.

Submitted by the Canadian Union of Public Employees (CUPE) – Saskatchewan Division

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

## HARASSMENT AND VIOLENCE

### 11. CONSENT CULTURE

The SFL will:

Encourage all affiliates to build a consent culture to combat harassment and interpersonal violence within their union, and to educate their members on the importance of consent.

Because:

- Consent culture is a culture in which asking for consent is normalized and condoned in popular culture. It is respecting the person's response even if it isn't the response you had hoped for.
- If we can build a culture where consent is normalized, our workplaces will become safer for all. This will then be carried to all aspects of our lives.
- We know that consent is a voluntary agreement that should never be assumed. It is the responsibility of the initiator. Consent is ongoing, meaning it can be given or taken away at any time.
- Developing educational material and information on consent would help members understand what consent looks like.

Submitted by the SFL Executive Council on behalf of the SFL Women's Committee and the SFL Young Workers Committee

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

12. **DOMESTIC VIOLENCE AT WORK**

The SFL will:

Call for action from the Saskatchewan government to make the following changes;

- Change the Saskatchewan Employment Act to state all workplaces must have a Violence Policy, not just in prescribed workplaces in the Act.
- Ensure workers are accommodated when their safety is at risk, and;
- The Government of Saskatchewan must legislate paid leave from work to support survivors of domestic violence. Such paid leave must include time off to seek medical attention for the victim or their child, to obtain services from a victim services organization, to obtain counselling, to relocate, to seek legal assistance, and any other time off needed.

Because:

Domestic violence is a workplace safety issue. We know, from a study conducted by the CLC and Western University, that 82% of those who experienced domestic violence said it negatively impacted their ability to do their job.

Additionally;

- 41% said they would get abusive phone calls and text messages at work;
- 21% reported stalking and harassment near the workplace;
- In nearly 20% of all cases, the abuser physically came to the workplace, and;
- Large numbers of survivors reported receiving abusive emails at work, and the abuser was contacting co-workers and employers.

Submitted by the SFL Executive Council on behalf of the SFL Women’s Committee

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

13. **EMPLOYMENT LEAVES FOR INTIMATE PARTNER VIOLENCE**

The SFL will:

1. Pressure the government to require employers to provide training in the workplace and create workplace policies that protect and support victims of intimate partner violence;
2. Urge the government to develop a comprehensive public education campaign to raise awareness on intimate partner violence.
3. Encourage all Unions to negotiate paid leave for Intimate Partner Violence

Because:

- Saskatchewan has the highest rates of domestic violence at 666 per 100,000 population, which is more than double the national rates;
- The total estimated economic cost of intimate partner violence in Canada is \$7.4 billion and the estimated cost to employers is \$77.9 million;
- In a 2016 online survey by the Provincial Association of Transition Houses, 83% of respondents who experienced abuse said that the abuse followed them to work,
- Indigenous women are more likely to be victims of intimate partner violence than non-indigenous women: 27 of 48 domestic-related homicide victims in Saskatchewan were Indigenous.

Submitted by CUPE Local 5430

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

14. **HARASSMENT AND SEXUAL VIOLENCE**

The SFL will:

Strongly condemn all perpetrators of harassment and sexual violence, including attackers that may be politicians, union leaders, business leaders, or any other person. No matter what form of violence or harassment or how serious it is perceived to be by outsiders, the SFL will always believe survivors and work even harder to advocate for additional supports for survivors of harassment and sexual violence.

Because:

- Harassment and sexual violence exist in our workplaces, our unions, our communities, our political parties, and in every aspect of society;
- The Labour Movement has a role to play in both condemning perpetrators, but also supporting and believing the survivors of harassment and sexual violence.

Submitted by CUPE Local 4828

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

15. **INCREASED SUPPORT FOR VICTIMS OF DOMESTIC VIOLENCE**

The SFL will:

Call on the provincial government to increase support for victims of domestic violence by amending the Saskatchewan Employment Act to allow up to five days paid leave to ensure victims of domestic violence can get the help and support they need without fear of losing their job or income.

Because:

- Presently, a Saskatchewan employee is entitled to a job protected leave of up to 10 unpaid days per year if the employee, his or her child, or a person for whom the employee is a caregiver of is a victim of interpersonal violence.
- The federal government announced in August 2018 that it plans to move ahead with consultations on the proposal to amend the Canada Labour Code to include five days of paid domestic violence leave for workers in federally-regulated workplaces.
- Manitoba and Ontario already offer five days paid time off for survivors.
- NDP MLA Nicole Sarauer has introduced a bill several times that would ensure that survivors of domestic violence have the right to five days of paid leave, up to 17 weeks of unpaid leave if needed, however, the government has been unsupportive of the private member's bill.

Submitted by the Canadian Union of Public Employees (CUPE) – Saskatchewan Division

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

16. **VIOLENCE AGAINST HEALTH CARE STAFF**

The SFL will:

1. Work with health care unions to lobby the provincial government and Saskatchewan Health Authority (SHA) to eliminate violence against health care workers
2. Lobby the government and the SHA to improve working conditions of health care workers
3. Lobby the government and the SHA to ensure health care workers have their violent incidents investigated without repercussions

Because:

- Violence should not be part of anyone’s job
- The Saskatchewan Association for Safe Workplaces in Health reported a dramatic increase in the number of health and safety contraventions for violence in health care workplaces; in 2015 there were 4 contraventions for violence issued, in 2016 there were 11 contraventions for violence issued; in 2017 there were 19 contraventions for violence issued;
- Many members are fearful of reporting violent incidents as employers have returned to a “blame the Worker” investigative approach

Submitted by CUPE Local 5430

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_



17. **END LEAN/KAIZEN/QUALITY IMPROVEMENT IN HEALTH CARE**

The SFL will:

1. Call on the government and the Saskatchewan Health Authority (SHA) to redirect its funding for staff in Kaizen Promotion or Continuous Quality Improvement (CQI) teams and increase the number of front-line care providers in health care;
2. Call on the provincial government to request the Provincial Auditor conduct a thorough forensic audit of the Lean/Kaizen/CQI program.

Because:

- The Sask Party government has squandered public dollars on Lean/Kaizen by hiring consultant John Black from the U.S.A. for \$35 million, spent up to \$49.6 million to implement Lean in the first two years, and spent \$54.2 million on salary and benefits for Lean staff from 2012 to 2015,
- The total costs of the Lean in health care could exceed the \$139 million with little benefit to our health system,
- The extravagant spending on Lean has happened while front-line workers have been working short staffed, not replaced on leaves, and asked to take wage rollbacks.

Submitted by CUPE Local 5430

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

18. **ESTABLISH A PUBLIC PROVINCIAL MEDICAL LABORATORY SYSTEM**

The SFL will:

1. Work with health care unions to lobby the provincial government and new Saskatchewan Health Authority (SHA) to establish a fully public, provincial medical laboratory system.
2. Lobby the government and the SHA to improve working conditions of Medical Laboratory Technologists (MLTs) and Combined Laboratory and X-ray Technicians (CLXTs) and develop a strategy to recruit and retain MLTs and CLXTs, especially in rural areas.
3. Pressure the provincial government to maintain and improve lab services in rural Saskatchewan.

Because:

- The provincial working group is currently reviewing medical laboratory services and will make recommendations to the new Saskatchewan Health Authority
- Two private lab companies – Gamma Dynacare and LifeLabs – donated just under \$30,000 to the Sask Party in the last two years and may lobby the government to privatize lab services
- Privatized laboratory services in other provinces led to fragmented services, less accountability, higher costs, and reduced services in rural areas
- 26 per cent of MLTs in the province are eligible to retire within the next five years, and the province is already facing a shortage of MLTs and CLXTs who are understaffed, overworked and burned out.

Submitted by CUPE Local 5430

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

19. **HEALTH CARE STAFFING LEVELS**

The SFL will:

Work with health care unions to urge the provincial government to:

- Establish provincially-legislated quality of care standards for all health care services, including minimum staffing levels.
- Increase staffing (direct care and support staff) in health care services.
- Provide safe and healthy work environments that support high quality care.
- Implement the recommendations outlined in the Saskatchewan Ombudsman 2015 report "Taking Care".

Because:

- Health care workers report feeling frustrated and challenged by staffing levels, due to low or insufficient staffing levels, extra and increasing workloads, and staffing replacements not being called in.
- Workers report being anxious about both the quality of care they are providing and safety risks that workers face as workloads increase.
- Workers report concerns about not being able to respond to the needs of those in their care in a timely manner, to provide adequate personal care such as bathing, and to provide one-on-one emotional care.

Submitted by CUPE Local 5430

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

20. **HEALTHCARE WORKERS FIGHT SUPERBUGS**

The SFL will:

Educate the government that the solution to the problem of superbugs is appropriate health care funding and staffing levels

Because:

- When dealing with public health, there is a greater need for cleanliness
- Clean and safe hospitals, clinics, long term care facilities and health centres are essential
- As the population ages, superbugs become an even greater threat

Submitted by CUPE Local 5430

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

21. **PHARMACARE**

The SFL will:

Through the CLC, continue to lobby the federal and provincial governments to establish, fund and secure a universal pharmacare program for all Canadians.

Because:

- Canada is the only developed country in the world with a universal health care program that doesn't include a universal drug plan
- 91 % of Canadians believe our public health care plan should include a prescription drug plan
- The existing patchwork prescription drug plan is inefficient and expensive. There is varying coverage and access. Many are paying different rates for the same medication
- Costs of healthcare would be significantly decreased if Canadians had equal access to prescription medications when required
- Nobody should ever have to choose between paying for prescriptions and buying groceries.

Submitted by the SFL Executive Council

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

22. PRIVATIZED MRIs AND CT SCANS

The SFL will:

Pressure the provincial government to have all MRI and CT scans in Saskatchewan performed under our publicly-funded and administered health care system.

Because:

The Saskatchewan government has continued to **ignore** the federal Minister of Health's request to end the practice of private payment for MRI and CT scans because this violates the Canada Health Act;

- The Provincial Government is continuing their privately funded campaign by extending and expanding the private delivery of MRI and CT scans within Saskatchewan
- The most effective and fairest way to reduce wait times for medical scans is by improving public capacity.

Submitted by CUPE Local 5430

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

23. **PROVINCIAL, PUBLICLY-DELIVERED EMS SYSTEM**

The SFL will:

Call on the Government of Saskatchewan and the Saskatchewan Health Authority (SHA) to create one provincial publicly-delivered and publicly-coordinated emergency medical service (EMS), similar to the efficient and effective public provincial EMS model in British Columbia.

Because:

- With 104 separate public and private ambulance services, our current EMS system is not coordinated, not integrated with other public health services and not at all efficient.
- The best way to create a more patient-centred, less expensive and effective EMS system in Saskatchewan is to create one public provincial service.
- To ensure high quality and more responsive ambulance services in rural Saskatchewan, the new public provincial EMS system must establish full-time EMR positions in rural Saskatchewan. This is the best way to ensure a stable and available EMS workforce that can provide patient-centred and faster response times to rural emergencies.

Submitted by CUPE Local 5430

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

24. **SASKATCHEWAN HEALTH AUTHORITY (SHA) PROVINCE-WIDE REVIEW OF SECURITY SERVICES**

The SFL will:

1. Work with health care unions to lobby the provincial government and Saskatchewan Health Authority (SHA) to establish a fully, public, provincial security services;
2. Lobby the government and the SHA to improve the working conditions of Security Officers and develop a strategy to recruit and retain Security Officers;
3. Pressure the provincial government and the Saskatchewan Health Authority to maintain, improve and expand in house Security Services in rural Saskatchewan

Because:

- In April of 2018 the Saskatchewan Health Authority (SHA) announced a review of security services conducted by consultant Tony Weeks;
- Formal input from union members, who deal daily with the health and safety of clients, patients, staff and visitors, was not part of the review;
- When Tony Weeks centralized security services in Alberta, 120 jobs were lost and there was a partial contracting out of security services to Paladin Security;
- Alberta Health Authority (AHA) wanted to hire, train, and direct Paladin security officers but Paladin refused and insisted on maintaining control – including recruiting, hiring, training, shift management, and using its own incident reporting system rather than the AHA's;
- The best model is an in-house model, in which security staff are employees and integrated as part of the health care team.

Submitted by CUPE Local 5430

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_



## HUMAN RIGHTS

### 25. ANTI-RACISM POLICY STATEMENT

The SFL will:

Adopt the proposed SFL Anti-racism Policy Statement (attached).

Submitted by the SFL Executive Council on behalf of the SFL Aboriginal Committee and the SFL Workers of Colour Committee

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

## **SFL ANTI-RACISM POLICY STATEMENT**

Racism is any action, or behavior that subordinates people because of their colour, physical features, or ethnic background. To practice racism one group must have social, economic, or political power over another group. This power can be used to exclude or restrict other groups or individuals access to housing, jobs, education or participation in an organization.

Racism, by its very nature, is anti-labour. Racial discrimination and prejudice splits the union and is in direct conflict with the underlying principles of the labour movement – solidarity and equality. When some workers are deprived of their rights, everyone's rights are threatened and artificial barriers are created that undermine solidarity.

Racialized people in Canada – regardless of whether they are multi-generation Canadians, new immigrants, or Indigenous peoples – earn substantially less, face higher rates of violence, are more likely to live in poverty, and are vastly over-represented in Canada's growing precarious workforce.

Challenging racism is about much more than speaking out against prejudice and discrimination when we witness it, it is about standing together across diverse communities to confront the systemic barriers to equal opportunity.

### **Taking on Racism**

Racism is a working class issue. Racism benefits the wealthy and powerful. It has been used to generate profits through the perpetuation of job division, differential wage levels and working conditions. It is a way for employers to attack our solidarity as workers and activists.

The labour movement strives to end exploitation by defending and promoting the rights of all people. That is the definition of solidarity. We must use our solidarity to step up the fight against racism, so that all workers can reap the benefits we gain through common struggle.

We need to continue to organize and mobilize all members of the labour movement to act to force employers and government to make our workplaces fair.

Ending racism and inequality will not happen unless everyone can fully participate in our society and our economy.

### **Labour's Responsibility**

The Saskatchewan Federation of Labour is committed to support the Universal Declaration of Human Rights which affirms the principle of non-discrimination and proclaims that all human beings are born free and equal in dignity and before the law. We declare our support for equality of opportunity regardless of race, colour, sex, religion, political opinion, national or ethnic origin, age, disability, sexual orientation, gender identity or gender expression.

Declarations are not enough to combat racism in all its manifestations. The labour movement must exert a sustained effort and the necessary time and resources. We have to educate ourselves as well as the general public. We need to safeguard strong and effective legislation through collective bargaining and education. We need to work with the community.

## **Actions and Recommendations**

The following are necessary components in our commitment to combat racism:

1. Affiliates of the Saskatchewan Federation of Labour distribute educational leaflets on racism to their members.
2. Affiliates establish human rights / equity committees and appoint members to the SFL Equity Committees to promote equal employment opportunities in their workplaces, oversee human rights education for the union's members, and work for no-discrimination clauses in collective agreements.
3. Affiliates will reach out to racialized members to find out what they are experiencing in the workplace, and include those members in developing anti-racism strategies for the union.
4. Affiliates will recognize that equity for Indigenous (First Nations, Inuit and Metis) peoples requires recognition of their distinct Indigenous and treaty rights, as well as historical injustices which have resulted from longstanding Canadian colonial practices.
5. Affiliates will go beyond the workplace and work with community organizations representing racialized people to combat racism and promote human rights.
6. The SFL and affiliates will take on systemic racism through a variety of actions by supporting cases that strengthen human rights laws, and will monitor changes to Saskatchewan legislation to ensure all laws and regulations comply.
7. The SFL and affiliates will advocate for a strong and effective Saskatchewan Human Rights Commission and press the Provincial Government to provide it with adequate staff and resources.
8. Affiliates will make it a priority to reach out to racialized members and address the organizing requirements needed to integrate an anti-racism component into organizing plans to reach out to racialized workers.
9. Affiliates will work towards negotiating clear and specific collective agreement language to fight racism and ensure a more effective system for dealing with racism complaints.
10. The SFL and affiliates will condemn any politician that would divide people on race in an effort to win votes.

We call on all affiliates to challenge individual, systemic and cultural racism in all its forms. Because racism pits one worker against another, it prevents us all from working together to reach our full potential. If we stand together in solidarity we can fight racism in the workplace and all workers will benefit.

26. **GENDER NEUTRAL LANGUAGE**

The SFL will:

1. Encourage affiliates to negotiate collective agreement provisions that protect workers from discrimination on the basis of gender identity and gender expression.
2. Encourage affiliates to negotiate gender neutral language throughout their collective bargaining agreements.
3. Post online and share resources that affiliates and the Canadian Labour Congress have developed on bargaining equity, such as a collective bargaining equity audit checklist, and model language.

Because:

- Language is important – it needs to reflect the diversity of workers.
- Language needs to be inclusive for all employees – not everyone is covered under the use of specific pronouns.
- Collective bargaining agreements need to support members’ right to self-identify their gender.

Submitted by the SFL Executive Council on behalf of the SFL Solidarity and Pride Committee

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

27. **JUSTICE FOR OUR STOLEN CHILDREN**

The SFL will:

In the spirit of the 'Justice for our Stolen Children' camp, continue to educate affiliate members on indigenous issues involving indigenous peoples treatment within the Ministry of Social Services and the Ministry of Justice and the Attorney General.

Lobby the provincial government to meet with key organizers of the camp to discuss resolves to these issues.

Because:

- This camp was important for indigenous people and important for all people in Saskatchewan
- The Truth and Reconciliation Commission of Canada created 94 calls to action that all levels of Government and Individuals can do to further the conversation and "reconcile" this country.
- One of the primary purposes of the camp was to address the numerous ongoing issues within Canada's Child Foster Care system
- In a democratic society such as ours, individuals have a right to express their views peacefully, provided they do not disturb the public order, engage in any violent or destructive activities, or otherwise break laws or regulations.
- This is an important step with the purpose of building a bridge of understanding between community members.

Submitted by the SFL Executive Council on behalf of the SFL Aboriginal Committee

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

## LEGISLATION

### 28. FIGHT FOR \$15

The SFL will:

Work with affiliates to establish a provincial “Fight for \$15” organizing campaign with the objective of increasing the provincial minimum wage to \$15.00 an hour, and

Work with affiliates to engage in a coordinated bargaining effort to eliminate all sub-\$15.00 wages in union shops.

Because:

- The provinces of Alberta and Ontario have committed to increasing their minimum wage to \$15;
- Cities and states across the United States are committed to increasing their minimum wages to \$15;
- These minimum wage increases are a result of community-based organizing efforts that involve alliances between workers, unions, students and local activists;
- Saskatchewan has one of the lowest minimum wages in Canada;
- Nearly 97,000 Saskatchewan workers earn \$15 an hour or less.

Submitted by the University of Regina Faculty Association (URFA)

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

29. **PARENTAL LEAVE**

The SFL will:

Lobby the Provincial Government to ensure the legislative changes made to the Federal Employment Insurance Maternity and Parental Leave Benefits allowing for either standard parental leave or extended parental leave are reflected within the Saskatchewan Employment Act (SEA).

Because:

As a result of the changes made to the Federal Employment Insurance parental benefits as of December 3, 2017, every Canadian has the option of applying for either option of EI benefits, however, extended leave benefits will only be granted at the option of the employer at this time.

Submitted by Saskatchewan Government and General Employees Union (SGEU)

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

30. **STATUTORY HOLIDAY**

The SFL will:

Support and lobby the provincial government to accept, and promote the new statutory holiday proposed by the federal government to help reconciliation, acknowledge our First Peoples, and acknowledge the harm and victimization caused to our Indigenous brothers and sisters by the residential school system and during the 60's Scoop.

Because:

It is important to acknowledge the pain and suffering caused to the First Peoples of this country by the residential school system, and the 60's Scoop. Although we can't turn back time and undo the damage, we can acknowledge the mistakes made. The stat holiday will give us a day to reflect on the mistakes made, the pain and suffering of the Indigenous people who went through the residential school system, and 60's Scoop. This will be the first statutory holiday to commemorate, and acknowledge our indigenous and First Nations peoples. It is a first step on an important path to reconciliation and healing. The Saskatchewan government needs to show a commitment to reconciliation, acknowledgement of our history, and respect for our Indigenous peoples.

Submitted by USW 6717, 5890, 5917, Regina and District Labour Council AND Weyburn and District Labour Council

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_



**MISCELLANEOUS**

31. **ABORIGINAL COMMITTEE NAME CHANGE**

The SFL will:

Change the name of the SFL Aboriginal Committee to the SFL Indigenous Workers' Committee.

Because:

The term Indigenous better reflects representation.

Submitted by the SFL Executive Council on behalf of the SFL Aboriginal Committee

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

32. **CANADIAN STEEL TUBULAR PRODUCTS**

The SFL will:

Encourage governments, Canadian manufacturers, and buyers to use Canadian steel tubular products when replacing, expanding, or enhancing oil transmission projects, while considering environmental impact, economic impact, labour rights, and maintaining easily accessible, affordable and reliable energy for all Canadians.

Because:

Steel manufacturing, oil and gas work, are important parts of this provinces economy. Affordable gasoline, diesel, heating oil, propane, and natural gas are important to all the people of this province. A clean and healthy environment, and strong labour rights, are also important. Using reliable, high quality, union made steel tubular products, especially when replaced within a reasonable time frame is a win for all.

Submitted by USW 6717, 5890, 5917 and Regina and District Labour Council

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

33. **DEFEND DEFINED BENEFIT PENSION PLANS**

The SFL will:

Demand the University of Saskatchewan fairly negotiate with their employees, members of CUPE Local 1975, on all aspects of their pension plan and to stop the attack on the defined benefit pension plan with non-academic employees at the University of Saskatchewan and, in so doing, call on the provincial government to remind the University of Saskatchewan of their obligations to collectively bargain pension plan changes in good faith with the Union.

Because:

- After years of hard work and paying into a pension plan, dedicated employees at the University of Saskatchewan deserve retirement security they can count on and the ability to negotiate their pension plan with their employer.
- The current defined benefit pension plan is sustainable and on sound financial footing.
- Defined benefit pension plans provide employees with real retirement security – a set amount of annual pension throughout retirement.
- CUPE Local 1975 represents 1900 members who work at the University of Saskatchewan in a variety of non-academic positions.

Submitted by the Canadian Union of Public Employees (CUPE) – Saskatchewan Division

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

34. **DENOUNCE SASKATCHEWAN PARTY**

The SFL will:

Enthusiastically denounce the Sask. Party government for:

- The mess they have made of our province's economy;
- The needless waste and endless scandals that have occurred under the leadership of both Brad Wall and Scott Moe;
- The cuts to our public services;
- The plan to pickpocket Saskatchewan workers in a pathetic attempt to cover-up their own financial incompetence, and;
- The privatization of services, assets, and a number of our Crowns – such as the Saskatchewan Transportation Company (STC).

Because:

- For over 10 years the Sask. Party government has attacked working people, weakened our economy, and sold-out our Crowns and public services to their corporate backers;
- They deserve a good old-fashioned denouncing.

Submitted by CUPE Local 4828

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

35. **JUST TRANSITION PLANS**

The SFL will:

Protect the interests of workers, their families, and communities across Saskatchewan by advocating for fair and holistic just transition plans from the provincial and federal governments, so that no worker is left behind in a changing economy and in a changing climate.

Because:

- Global, catastrophic, man-made climate change is the greatest threat in existence to good jobs and a robust economy, and the Labour Movement must protect workers in this time of change;
- Not advocating for a just transition would be a grave injustice to hardworking people across the province that are at risk of losing their livelihoods and would be destitute without such a just transition plan.
- Communities that are not part of a just transition plan face the possibility of becoming ghost towns, including the wholesale gutting of nearby industries and a plummeting of property values.

Submitted by CUPE Local 4828

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

36. **LENGTH OF ANNUAL CONVENTION**

The SFL will:

Reduce the length of conventions by one day.

Because:

- This can be accomplished by limiting the number of guest speakers, and shortening lengths of speeches , and limiting speakers on resolutions to a maximum of 3 each for pro or con, shaving 30 seconds from responses, and making speakers stick to the time.
- The convention is a big expense, not only to affiliates, but to the SFL at large.
- The SFL needs to raise per capita, and this will lessen that need and burden, especially on smaller locals and unions.
- Many people especially from smaller unions and locals have a hard time getting 3 or 4 days off for the SFL convention. Many unions have several other conventions to go to such as national, international, district, provincial, as well as human rights, health and safety, young worker, and then we have NDP, and CLC conventions.
- Shortening the length of the SFL convention makes it more cost and time effective for all affiliate members to be able to attend, and addresses the financial needs of the federation.

Submitted by the Weyburn and District Labour Council

Resolutions Committee makes no recommendation.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

37. **LIBRARY REVIEW SHOULD INCLUDE WORKERS**

The SFL will:

Call on the provincial government to consult and include workers and their unions in the planned upcoming review of the regional library system to prevent misguided cuts or unilateral changes.

Because:

In 2017, the province originally announced in its budget a \$3.5 million decrease to the regional library system and a \$1.3 million cut to the provincial grant to libraries in Regina and Saskatoon, as well as a cut to the library-to-library loan program, before broad public outcry put pressure on the government to walk-back their unilateral and misguided changes.

Submitted by the Canadian Union of Public Employees (CUPE) – Saskatchewan Division

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_    Defeated \_\_\_\_\_    Tabled \_\_\_\_\_

38. **LIST OF RESOLUTIONS**

The SFL will:

Make a list of relevant resolutions, ones that require the SFL to lobby the government, to stand against a government action, or to support something of importance related to government and make recommendations for action.

This list will be sent to the applicable provincial and federal ministers, and copied to all MLA's and MP'S, as well as media and affiliates. A follow up that details any positive progress on the issues, or negative actions will be distributed in the same fashion.

Because:

It will fairly reflect the needs of labour in Saskatchewan, give us a voice, open discourse, and offer to all parties' ideas that they may or may not agree with. It will also allow us to measure the government on labour issues. It will not prevent us from campaigns, lobbying, and protests if our requests are ignored.

Submitted by USW 6717, 5890, 5917 and Regina and District Labour Council

Resolutions Committee recommends non acceptance.

**Rationale:** Strategically and politically not a good idea.  
Work plan already in place.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_



39. **MADE IN CANADA PIPELINES**

The SFL will:

Support the Saskatchewan NDP's proposed "best before date" on pipelines that are made in Canada, and that use Canadian steel in their manufacture, and support pipeline projects that use Canadian Union made pipe in their construction.

Because:

Canadian made pipe is made to a higher standard and quality than most other countries, helping to ensure minimal pipeline failures. Replacing pipelines at reasonable intervals will help to ensure minimal pipeline failures. A higher standard for pipelines, replaced at regular intervals, made with quality "made in Canada" materials, and build by competent unionized workers will prevent failures and ease concerns for those opposed to pipelines.

Submitted by USW 6717, 5890, 5917 and Regina and District Labour Council

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

40. **MEXICAN MINE AND METAL WORKERS**

The SFL will:

Send a letter of congratulations to Mexican mine and metal workers (los Mineros) General Secretary Napoleón Gómez Urrutia, who after 12 years of political exile, death threats and assassination attempts by the Mexican government, has returned to Mexico this year, and been elected a Senator of the Republic of Mexico.

Because:

Napoleon has been a hero and shining example of union leadership and solidarity to workers in Mexico and across North America. Defending his members cost him a dozen years of his life in exile away from home, his union and his family. Not only was he vindicated, but he returned to serve not only his union but his entire country, promising labour reform, and hope to Mexican workers.

Submitted by USW 6717, 5890, 5917 and Regina and District Labour Council

Resolutions Committee recommends acceptance.

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

41. **OIL REFINERY CAPACITY**

The SFL will:

Make recommendations to the provincial and federal government to increase oil refinery capacity in our own country, increase domestic transportation capacity, and end reliance on oil from foreign markets.

Because:

In light of the current situation with the Kingdom of Saudi Arabia, and the Canadian Federal Governments stance on human rights,

Canada has enough oil resources to fill our own domestic needs, and still be a major exporter. Buying oil from countries with poor human, labour, and health and safety standards does not support change in these countries. Using Canadian oil will improve the Canadian economy, and not fund governments that are unwilling to give the rights and support to its citizens that they deserve.

Submitted by USW 6717, 5890, 5917 and Regina and District Labour Council

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

42. **OPPOSITION TO PUBLIC-PRIVATE PARTNERSHIPS (P3s)**

The SFL will:

Continue to oppose the use of public-private partnership (P3) privatization in the construction and financing of new public infrastructure as it continues to be the most expensive, least transparent, and undemocratic method to build new public infrastructure.

Because:

- The Saskatchewan government is on the hook for about \$5 billion in payments to P3 companies over the next 30 years.
- Recently Manitoba reviewed the evidence and found that for the price of \$100 million, it could build five schools the traditional way, instead of four P3 schools.
- All the financial details of the lifecycle schedule and service payments to the private companies are redacted in the P3 school contracts.
- Even the KPMG Value for Money report on the Saskatchewan P3 schools shows the traditional build model is less expensive on all accounts. The one exception is KPMG's addition of \$150.4 million in "retained risks". It is only because of these theoretical risks the government can claim the P3 model is somehow cheaper.

Submitted by the Canadian Union of Public Employees (CUPE) – Saskatchewan Division

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

43. **PER CAPITA TAX STRUCTURE**

The SFL will:

Establish a committee to examine the per capita tax structure of the Saskatchewan Federation of Labour, as per Article 9 of the Constitution, paid by each affiliated organization and assess the proposal to convert the SFL revenue structure from the current flat rate per member structure to a percentage structure of average regular monthly wages of the full membership of an affiliated union, with a report and recommendation to be submitted to the 2019 annual convention for consideration.

Because:

- The current rate structure is not a progressive structure.
- The SFL requires stable and predictable funding to fulfill its mandate.

Submitted by the Canadian Union of Public Employees (CUPE) – Saskatchewan Division

Resolutions Committee recommends acceptance without consensus.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

44. **SASKATCHEWAN LABOUR RELATIONS BOARD**

The SFL will:

Support affiliates by raising awareness to the Labour Minister about the lack of resources at the Saskatchewan Labour Relations Board.

Because:

- Some affiliates have experienced long wait times for decisions and orders. The USW has specifically experienced longer than 12 month wait times for certification orders, which has negatively impacted the union's support within a new membership group. The delay has also weakened the Union's position at the bargaining table as the delays are seen to be an issue with the union rather than the government.
- The purpose of this resolution is to seek support from all affiliates to address the lack of resources at the Saskatchewan Labour Relations Board.

Submitted by United Steelworkers – Saskatoon Area Council

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

45. **SOLIDARITY AND PRIDE COMMITTEE REPRESENTATION**

The SFL will:

Encourage affiliates to appoint members to the SFL Solidarity and Pride Committee.

Because:

- It is important to have a more encompassing voice, representing more unions, on the committee.
- Representation from multiple unions brings differing perspectives and new ideas and concepts.

Submitted by the SFL Executive Council on behalf of the SFL Solidarity and Pride Committee

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

46. **UNION MADE GOODS AND SERVICES**

The SFL will:

1. Continue to support union workers by buying union made goods and services.
2. Continue to utilize unionized hotels and businesses.
3. Encourage affiliates to continue with active support of these practices.

Because:

- We need to support our fellow workers by buying union made.
- It provides jobs in Canada for future generations.
- Sweat shops are rampant in third world countries. Buying union guarantees safe and fair working conditions.
- Union made speaks of quality, excellent craftsmanship and a superior product.
- We need to support the union movement.

Submitted by CUPE Local 4828

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_



47. **WORKERS OF COLOUR COMMITTEE APPOINTMENTS**

The SFL will:

Encourage affiliates to appoint members to the SFL Workers of Colour Committee.

Because:

- 2018 will be the first year the Workers of Colour Committee is a standing committee of the SFL.
- It is important to keep the momentum of the Workers of Colour Committee going
- With the increase of new Canadians racism has become more obvious and blatant
- To help Workers of Colour faced with racism by providing resources and guidance on steps they need to take to combat racism.

Submitted by the SFL Executive Council on behalf of the SFL Workers of Colour Committee

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

## OCCUPATIONAL HEALTH AND SAFETY

### 48. IMPAIRMENT IN THE WORKPLACE

The SFL will:

Encourage worker representatives on workplace OH&S committees to add managing impairment to the agenda at their OH&S committee meetings.

Because:

- On October 17, 2018 marijuana was legalized in Canada and there is a general lack of knowledge and understanding around impairment beyond alcohol use.
- Impairment in the workplace is a serious health and safety concern that can lead to workers putting themselves and others at risk for injury.
- Impairment is not just caused by drugs and alcohol. A worker may be impaired by effects if many external influences in which their productivity or their physical or mental abilities are reduced.
- We need to reinforce that workplaces already have policies in place around impairment and marijuana use is no exception. We can't let this development allow employers permission to start additional testing and unfair requirements for workers.

Submitted by the SFL Executive Council on behalf of the SFL OH&S/WC Committee

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

49. **PROVINCIAL GOVERNMENT RECOGNITION OF THE DAY OF MOURNING**

The SFL will:

Lobby the provincial government to better recognize and participate in the Day of Mourning for workers killed or injured on the job, including lowering the flag at the Legislative Building and other government buildings.

Because:

Workers who suffer death or injury while providing for their families and creating economic prosperity deserve to be recognized officially by the provincial government and other levels of government, and their loss should be reflected upon by all of us.

Submitted by the Canadian Union of Public Employees (CUPE) – Saskatchewan Division

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

50. **READY FOR WORK**

The SFL will:

Encourage all affiliates to submit the name of a young worker who would be interested in becoming a RFW (Ready For Work) facilitator so we could build a base of active young workers who are educated and ready to take on the role of safety activists in their workplace.

Because:

- Our current RFW program is successful but we lack young workers to deliver the presentations in high schools.
- We have seen success in other Federations, where there is a dedicated member from each affiliate trained and available, to do presentations on OH&S and labour standards.
- We lack OH&S activists, particularly young workers that are prepared and ready to become safety champions for their unions and to carry on throughout their working lives.
- This program is fully funded by the WCB and delivered through the SFL.

Submitted by the SFL Executive Council on behalf of the SFL OH&S/WC Committee and the SFL Young Workers Committee

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

51. **WORKER SAFETY – ENFORCING THE CRIMINAL CODE (WESTRAY LAW)**

The SFL will:

Advocate for holding employers criminally accountable where their negligence results in the serious injury or death of a worker.

Because:

- Chad Wiklun, a USW member and Potash miner died as a result of a fatal on the job injury in August 2016. We are deeply concerned and angered by the lack of accountability to the employer. Many of Chad’s colleagues have lingering questions and concerns, not to mention the absence of justice for all Chad’s friends and family.
- Unfortunately, this fatality is not exceptional. Approximately 1000 Canadians are killed every year on the job; and every Canadian deserves the right to leave work and go home safely.
- Changes to the Criminal Code (Westray Law) that hold corporations criminally accountable for knowingly putting workers’ lives at risk, causing workplace deaths are only effective if they are enforced. In general, police and prosecutors have been reluctant to investigate workplace fatalities through the lens of criminal accountability.
- The SFL and all Affiliates recognized the need for change and developed a Memorandum of Understanding that defines protocols for investigating serious workplace incidents between police and other investigative agencies.
- We need government to be a leader in the fight to ensure workers’ health and safety is paramount.

Submitted by USW Local 7552

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

## SOCIAL SERVICES

### 52. INCREASED FUNDING SUPPORT FOR CBO WAGES

The SFL will:

Call on the provincial government to increase funding to improve wages for employees of Community-Based Organizations funded by the Ministry of Social Services whose wages have fallen behind and are significantly undervalued, to ensure we care for those who dedicate their work to care for the welfare and lives of others.

Because:

- The Ministry of Social Services provides funding to over 200 CBOs in the province that provide social support for children, families, and those living with disabilities.
- The majority of CBO workers have seen their wages frozen and falling behind the cost of living for several years.
- Many CBOs depend on stable government funding in order to meaningfully improve the wages of their dedicated and caregiving employees.

Submitted by the Canadian Union of Public Employees (CUPE) – Saskatchewan Division

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

53. **STOP CONTRACTING OUT AND PRIVATIZATION AT LEGAL AID**

The SFL will:

Call on the provincial government to stop the contracting out of public legal aid duty counsel work to private lawyers and to stop the restructuring and merging of family and criminal law offices in Saskatoon, which is resulting in layoffs and reducing public staff necessary to provide access to justice for the most vulnerable in the province.

Because:

- Legal Aid should be investing in more public lawyers and staff at its offices, not laying off public sector workers and contracting-out work.
- Legal aid receives virtually all of its \$25-million annual budget from the provincial government, with funding support also provided by the federal government, and it exists solely to provide access to legal representation for people of low income that otherwise could not afford representation.
- Legal Aid is a public service.

Submitted by the Canadian Union of Public Employees (CUPE) – Saskatchewan Division

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

**LATE**

54. **WCB PREMIUM CLAWBACK PROVISIONS AND CONTRACT WORKERS**

The SFL will:

1. Lobby the Labour Minister of the provincial government to clarify and/or eliminate the WCB premium claw back provisions of Article 8 currently applied to contract workers.
2. This lobby will require the SFL President or their representative to contact and make a presentation to the Labour Minister and other related government entities to create a legislation clarifying Article 9 and Article 164 of the WCB Act.
3. This lobby will be done annually until such legislation is enacted.

Because:

- Article 8 of the WCB Act is intended to allow companies to claw back premiums from heavy equipment operators hired on a term contract but has been broadly applied to couriers and other open-ended contract workers. The current practice has allowed employers to abrogate their responsibility of paying WCB premiums for their employees as required under Article 164 and instead downloaded these costs onto the workers.
- Changing the legislation would allow thousands of Saskatchewan workers to get an increase in wages without any additional cost to the government or taxpayers.

Submitted by CUPW Local 824 – Saskatoon

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_



55. **LABOUR STUDIES PROGRAM – UofS**

The SFL will:

1. Send a letter to the Dean of Edwards School of Business, University of Saskatchewan informing her that the SFL intends to oversee the preservation of the records from the Labour Studies Certificate (LSC) Program.
2. Request that the records not be discarded while the SFL takes the upcoming calendar year to determine the appropriate archive to deposit the records and makes the necessary arrangements.

Because:

- The LSC Program was created through an agreement by past presidents Nadine Hunt (SFL) and Dr. Leo Kristjanson (UofS). It was offered through the University of Saskatchewan for more than 20 years.
- It is important to preserve any remaining records of the LSC Program and these documents are currently held at Edwards School.
- The Program was shut down in 2007 by university administration, not for lack of interest but because of administration's hostility toward worker-led labour education.
- The Program was the province's only recent worker-controlled labour education, reflecting the educational priorities and needs of organized workers in both structure and content.
- Our larger purpose here is to honour the Program's contribution to our labour movement and to preserve its records for use for future generations.

Submitted by CUPE 1975 – University Employees' Union

Resolutions Committee recommends acceptance.

Notes:

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Convention decision    Carried \_\_\_\_\_    Defeated \_\_\_\_\_    Tabled \_\_\_\_\_