



CEIU ON Presidents' Conference 2025

September 15 to 19, 2025

RESOLUTIONS PACKAGE

Committee Report

Committee Members	Technical Advisor	Advisors
Alex Decarie (Chair) Arun Pillai (Secretary) Dina Reyes Doreen Dixon Iffat Haque Matthew Little	Brad Stoodley Sean McNeil	Camar (Cece) Cameron (ORC) Julie Nanquill (NVP) Lisa Prescott (NVP)

The role of a resolutions committee is to review proposed resolutions and help organize the order in which the work of the Presidents Conference is conducted.

2025 CEIU Ontario Presidents Committee saw a total of 46 resolutions submitted for review as of 2025 09 09 for us to review with an additional 8 on 2025 09 10, all resolutions reviewed were submitted in a timely manner. From September 9th to September 11th, the 52 resolutions were reviewed by the Resolution Committee. 9 resolutions were ruled out of order by the CEIU National President, Rubina Boucher.

Each resolution that was voted to be concurrent or non-concurrent had the opportunity to be discussed until discussion was exhausted or the question was called. Resolutions deemed out of order by the National President did receive debate. Several resolutions had “be it resolved” (BIR) ruled out of order by the National President. A resolution with BIR that was out of order can still be concurrent, provided the non-concurrent called for BIR’s were “split” from the resolution. Once all resolutions were reviewed, debated, and concurrence determined, they were grouped into three categories: By-Laws, Finance, and General Resolutions. After being grouped, the resolutions were ranked.

It should be noted that some resolutions were not reviewed by the National President prior to our review and that the most recent copy of the Resolutions of Records was not available. The committee made the

decisions it could with the information it had. Other than splitting resolutions or combining identical resolutions, no other amendments were performed.

When reading through the resolutions list, some sections are crossed out; those sections are out of order; disregard them. All those resolutions were split before the vote on concurrence or non-concurrence.

When reading the rationale, delegates should bear in mind that it represents the view of the committee and not any one individual on the committee. Members of the committee who recorded against a resolution will be able to speak against the resolution. The exact vote tally is not recorded, with the exception of when it was unanimous or the single instance the Chair voted to break a tie.

BY LAW CONCURRENT RESOLUTIONS

RESOLUTION 1: Amendment to the CEIU Bylaws

SUBJECT: Amendment to the CEIU Bylaws – Mandate of the Young Workers Standing Committee

SUBMITTING BODY: Young Workers Standing Committee

LANGUAGE OF ORIGIN: E

WHEREAS Section 1 of CEIU Ontario Bylaw 8 states that the purpose of standing committees is to speak on behalf of and represent members in Ontario on matters relating to the mandates of the individual committees.

WHEREAS the Young Workers Committee does currently not have a mandate,

BE IT RESOLVED that Bylaw 9 be amended to add a new Section 10, to read

as follows:

Section 10: Mandate of the Young Workers Standing Committee

The Young Workers Standing Committee shall:

1. Ensure that our Union is inclusive and supportive of young workers;
2. Initiate action on any issue of importance to young workers;
3. Provide information to our members on key issues such as, but not limited to, job security, fair wages, work-life balance, and career development;
4. Advocate for policies that support young workers;
5. Provide resources for new and young union members;
6. Aid in the engagement, mobilization, and development of union involvement;
7. Show solidarity with other labour movements; and
8. Hold at least two (2) meetings per calendar year.

RESULT: Concurrence

RATIONALE: Committee agrees the mandate should be formalized in by-laws.

RESOLUTION 2: Resolution of IRB and IRCC Standing Committee
Mandate

SUBJECT: Update to Regional Committee Mandate

SUBMITTING BODY: Ontario IRB and IRCC Standing Committee

LANGUAGE OF ORIGIN: E

WHEREAS Canada Employment and Immigration Union (CEIU) Ontario has long fought for the rights and dignity of all workers, equity, and inclusion which are central to our collective mission.

WHEREAS it is necessary to establish a mandate to engage members, review collective bargaining as pertaining to IRB/ IRCC workplace conditions, coordinate mobilization efforts, and resolve issues within IRB/IRCC.

WHEREAS following its establishment, the standing committee's elected members have endorsed the new mandate.

BE IT RESOLVED that the IRB /IRCC standing committee shall act within the framework of the attached mandate in appendix (A)

BE IT FURTHER RESOLVED The IRB/ IRCC mandate will take effect immediately.

APPENDIX (A)

Mandate of Immigration and Refugee Board of Canada (IRB) and Immigration, Refugees and Citizenship Canada (IRCC)

(a) To ensure that our Union supports and represents members working at The Immigration and Refugee Board of Canada (IRB) and Immigration, Refugees and Citizenship Canada (IRCC) Provide a forum for IRB/ IRCC members to raise concerns and discuss workplace issues. Advocate for fair treatment within IRB and IRCC at the workplace and the union.

(b) To educate members on workplace policies, rights, and collective agreements specific to IRB and IRCC; Provide training on union rights, grievance procedures, and employment standards. Raise awareness on issues such as workload, staffing levels, technological changes, and fair hiring practices.

(c) To foster communication and collective strength among IRB and IRCC members; Use various communication tools to keep members informed and engaged. Promote collaboration and solidarity among IRB and IRCC employees across different regions.

~~(d) To analyze workplace policies and procedures affecting IRB and IRCC members and provide recommendations to the Canada Employment and Immigration Union/Public Service Alliance of Canada; Review changes in workplace policies, legislation, and operational procedures. Advocate for improvements in working conditions, workplace equity, and fair management practices.~~

~~(e) To participate in consultations and negotiations on issues impacting IRB and IRCC employees; Represent members' interests in discussions with management at all levels. By addressing these issues at the local LMCC or RUMC meeting. Provide input on matters such as workload distribution, health and safety, and employment equity.~~

(f) (d) To participate in training, workshops, and conferences to develop skills and knowledge relevant to IRB and IRCC employees; Encourage members to take part in professional development opportunities. Stay informed on industry trends and policy changes that impact IRB and IRCC workers.

~~(g) (e) To support initiatives that improve working conditions and advocate for fair policies; Take action on key issues such as job security, mental health support, and fair compensation. Lobby for policy changes that positively impact IRB and IRCC employees.~~

(h) (f) To collaborate with and provide input to IRB and IRCC departmental reps, district reps, locals and regional committees on activities and strategies for demonstrating solidarity and embracing intersectionality.

RESULT: Concurrent*

RATIONALE: D and E were ruled out of order by the national president, mandate was corrected.

RESOLUTION 3: BY-LAW 7, Section 5

SUBJECT: First Nations/Métis/Inuit to be named Indigenous Peoples

SUBMITTING BODY: ORC

LANGUAGE OF ORIGIN: E

WHEREAS the term “Indigenous peoples” is the modern, inclusive, and globally recognized standard for referring to First Nations, Métis, and Inuit peoples, used by the United Nations and in the spirit of reconciliation; and

WHEREAS adopting this terminology aligns with the right of peoples to self- determination and brings our governing documents into alignment with respectful, modern language;

BE IT RESOLVED THAT all instances of “First Nations/Métis/Inuit” in the CEIU Ontario Regional By-Laws, including in the title of the representative, be replaced with “Indigenous peoples” and “Representative for Indigenous Peoples” respectively.

RESULT: Concurrent

RATIONALE: Committee agrees that language should be modernized to keep up with the needs of its members.

RESOLUTION 4: Amendment to By-Law 14 - Mandatory Training for the
CEIU National Executive

SUBJECT: Regional By-Law Update

SUBMITTING BODY: Eastern District Conference

LANGUAGE OF ORIGIN: E

WHEREAS TRC Call-to-Action 57 requires reconciliation education;

WHEREAS the PSAC's 'Walking in Our Truth Together' course is a key resource for this;

WHEREAS consolidating this training into one by-law promotes good governance;

BE IT RESOLVED THAT the CEIU National By-Laws on National Executive mandatory training be amended and consolidated to read as follows:

"By-Law 14.14: Mandatory National Executive Training

All members of the National Executive shall be required to complete the following training within six (6) months of their term:

- a. A minimum of 15 hours of training on privilege and intersectionality, to be held in-person.
- b. The PSAC 'Walking in Our Truth Together' course.

A completion report will be provided to the National Executive, the National Women's Committee, the National Human Rights and Race Relations Committee, and the National Young Workers Committee."

RESULT: Concurrence, Dina Reyes recorded against.

RATIONALE: This resolution is interpreted as using the president's conference as a body to submit a resolution to the national convention.

RESOLUTION 5: BY-LAW 5 ANNUAL PRESIDENTS' CONFERENCE
Section 3(a)

SUBMITTING BODY: ORC

LANGUAGE OF ORIGIN: E

WHEREAS, Section 3(a) of the bylaws defines the accredited delegates for the Annual Presidents' Conference; and

WHEREAS, the National Executive hold positions with access to a dedicated national budget for their travel and conference expenses; and

WHEREAS, funding the attendance of national executives, excluding the two NVP's for Ontario, constitutes a duplication of costs and is not a fiscally prudent use of Ontario members' dues;

BE IT RESOLVED THAT, Section 3(a) shall now read as follows:

"Accredited delegates to the Annual Presidents' Conference shall be the two

(2) National Vice-Presidents for Ontario, one (1) Representative from each of the Standing Committees, the members of the Ontario Council and delegates from Canada Employment and Immigration Union chartered Locals within the Province of Ontario as follows:"

RESULT: Concurrent

RATIONALE: All portfolio national vice presidents should be treated equally in respect to access to funds and delegation status. The resolution provides equal treatment to all of them.

RESOLUTION 6: ‘Secretary’ to be replaced with ‘Administrative Officer’

SUBJECT: Discontinue Use of the Term Secretary and replace it with Administrative Officer in all CEIU Documents

SUBMITTING BODY: ORC

LANGUAGE OF ORIGIN: E

WHEREAS the title “Secretary” has historically been associated with outdated gendered connotations that do not accurately reflect the scope and importance of the position;

WHEREAS the term “Administrative Officer” more accurately describes the professional, organizational, and administrative responsibilities of the role;

WHEREAS modernizing terminology in our bylaws ensures our language is inclusive, respectful, and reflective of the duties performed;

BE IT RESOLVED that all references to “Secretary” in the CEIU documents be replaced with “Administrative Officer”;

BE IT FURTHER RESOLVED that the duties currently assigned to the “Secretary” shall remain unchanged unless otherwise amended in the bylaws;

BE IT FURTHER RESOLVED that this amendment take effect immediately after the 2026 CEIU National Triennial Convention.

RESULT: Concurrent, Iffat Haque and Dina Reyes recorded against

RATIONALE: Committee agrees that language should be modernized to keep up with the needs of its members.

RESOLUTION 7: ‘Chief’ to be replaced with ‘Lead’ in all CEIU Documents

SUBJECT: Discontinue Use of the Term Chief and replace it with Lead in all CEIU Documents

SUBMITTING BODY: ORC

LANGUAGE OF ORIGIN: E

WHEREAS the term “Chief” has origins that can be culturally sensitive and potentially disrespectful to Indigenous peoples when used outside its proper cultural or official context;

WHEREAS CEIU is committed to reconciliation, respect, and inclusivity in all aspects of its work, including the language used in our governing documents;

WHEREAS the term “Lead” is modern, inclusive, and accurately describes a position of guidance or coordination without cultural appropriation;

BE IT RESOLVED that all references to “Chief” in the CEIU Ontario documents be replaced with “Lead” as follows:

BE IT FURTHER RESOLVED that this amendment take effect immediately after the 2026 CEIU National Triennial Convention.

RESULT: Concurrent, Dina Ryes recorded against

RATIONALE: Committee agrees that language should be modernized to keep up with the needs of its members.

FINANCIAL CONCURRENT RESOLUTIONS

RESOLUTION 8: Resolution for Electronic Voting

SUBJECT: Modernization of Voting Methods

SUBMITTING BODY: Differently Abled Committee / CEIU local 534

LANGUAGE OF ORIGIN: E

WHEREAS the use of traditional voting methods can be time-consuming and inefficient;

WHEREAS the implementation of electronic voting will modernize our processes, ensuring efficiency, accuracy, and speed in elections and voting on resolutions;

WHEREAS adopting electronic voting aligns with CEIU's commitment to innovation and operational excellence;

BE IT RESOLVED that CEIU Ontario adopts electronic voting for all Standing Committee elections and resolution voting at the Presidents' Conference and other applicable union events;

BE IT FURTHER RESOLVED that the necessary technological infrastructure and training be implemented to ensure a seamless transition to electronic voting, maximizing time efficiency and ensuring all business is completed within the allotted timeframe.

RESULT: Concurrent

RATIONALE: The committee agrees with the whereas they provide strong arguments for adoption. The potential merits of this resolution are worth the membership's time in the view of the resolution committee.

RESOLUTION 9: Seasonal Camp, Recreation and Culture Programs – Subsidy

SUBJECT: Engagement

SUBMITTING BODY: ORC

LANGUAGE OF ORIGIN: E

WHEREAS: CEIU Ontario acknowledges the diversity of our region.

WHEREAS: CEIU Ontario commits to support members and foster the growth and development of the next generation of leaders

WHEREAS: CEIU Ontario promotes fun, hands-on opportunities for members children to learn and explore their curiosity in a positive and safe educational environment.

BE IT RESOLVED: CEIU Ontario provide funding from the existing budget, for ten member's dependents (a child under 18 years of age or a person with a disability) to attend a seasonal camp, recreation or culture program of their choice (approved by CEIU Ontario) up to a maximum of \$300 per child per calendar year effective immediately after this conference.

RESULT: Concurrent, Dina Reyes recorded against

RATIONALE: At the time of discussion resolution had not been reviewed by the national president. Unions do provide services to members and the question of what services the members should receive are best decided by the membership.

RESOLUTION 10: Offering Anti-Harassment Training Triennially

SUBJECT: Health and Safety

SUBMITTING BODY: CEIU ON Health, Safety, and Security Committee

LANGUAGE OF ORIGIN: E

WHEREAS harassment undermines member safety, solidarity, and union values, and both the Canada Labour Code and CEIU policies affirm every member's right to a harassment-free environment;

WHEREAS regular training is essential to prevent harassment and reinforce respectful conduct, yet many members have not received consistent or updated anti-harassment education;

WHEREAS offering training triennially ensures that all members, including new activists and leaders, are regularly informed of their rights and responsibilities;

BE IT RESOLVED that CEIU Ontario offer anti-harassment training to all members at least triennially;

BE IT FURTHER RESOLVED that the training be accessible, equitable, inclusive, and trauma-informed;

BE IT FURTHER RESOLVED that CEIU Ontario promote participation and implement the training regime by the 2026 CEIU Ontario President's conference.

BE IT FURTHER RESOLVED that this resolution be transmitted to the 2026 CEIU National Convention.

RESULT: Concurrent*

RATIONAL: Training benefits all CEIU members, and there should be no place for harassment in the union.

RESOLUTION 11: Creation of a Black Ad hoc Committee in the Ontario Region

SUBJECT: Creation of a Black Ad hoc Committee in the Ontario Region

SUBMITTING BODY: CEIU Ontario Human Rights Race Relations Conference

LANGUAGE OF ORIGIN: E

WHEREAS Black members in the Ontario Region continue to experience anti-Black racism and systemic barriers distinct from other racialized groups; and

WHEREAS Black members deserve a dedicated space to organize, advocate, and advance issues specific to the Black community within CEIU; and

WHEREAS CEIU is committed to equity, inclusion, and the creation of safer spaces for marginalized voices;

BE IT RESOLVED THAT CEIU Ontario formally establish a Black Ad hoc Committee as a distinct equity group within the region after 2025 President's Conference; and

BE IT FURTHER RESOLVED THAT this committee receive recognition, funding, and logistical support equal to other standing equity committees; and

BE IT FINALLY RESOLVED THAT the Black Standing Committee have full participation and representation in CEIU Ontario Regional Conferences and related structures.

RESULT: concurrent, Doreen recorded against

RATIONALE: The creation of an ad-hoc committee does not require a resolution per se. The merits of the creation of a committee for advocacy of the CEIU Black community are best decided by the floor. The committee is highlighting that the 2nd and 3rd be it resolved require amendment.

RESOLUTION 12: Health and Safety Representatives for Union Events

SUBJECT: Health and Safety

SUBMITTING BODY: CEIU ON Health, Safety, and Security

Committee

LANGUAGE OF ORIGIN: E

WHEREAS the health and safety of members, delegates, and staff is a priority at CEIU-sponsored events;

WHEREAS events involve varying environments, venues, and accessibility needs that require proper risk assessments and proactive planning;

WHEREAS designated Health and Safety representative(s) are in place to ensure accountability and preparedness before and during all union events;

BE IT RESOLVED THAT CEIU Ontario ensure that Health and Safety representative(s) are present for all regional events, with the responsibility to assess, plan, and oversee health and safety protocols by the 2026 CEIU Ontario President's Conference;

BE IT FURTHER RESOLVED THAT the representative(s) have relevant experience, including but not limited to first aid, workplace health and safety, and accessibility;

BE IT FURTHER RESOLVED THAT the representative(s) be responsible for reviewing emergency plans, conducting pre-event safety checks, coordinating with venue staff, and ensuring compliance with relevant laws and union values.

RESULT: Concurrent, Dina Reyes recorded against.

RATIONAL: The view of the committee is that a representative may not have a cost associated as this is asking for a representative. Questions should be left to members to decide if the need is warranted.

RESOLUTION 13: Purchase and implementation of AEDs at CEIU Ontario Events Subject: Health and Safety

SUBJECT: Health and Safety

SUBMITTING BODY: CEIU ON Health, Safety, and Security Committee

LANGUAGE OF ORIGIN: E

WHEREAS CEIU is committed to the health and safety of all members and attendees at its sanctioned events;

WHEREAS early access to an Automated External Defibrillator (AED) can significantly increase survival rates during cardiac emergencies;

WHEREAS many public spaces and organizations recognize AEDs as essential safety equipment;

BE IT RESOLVED that CEIU Ontario shall purchase at least one portable AED unit for union events within 12 months;

BE IT FURTHER RESOLVED that the AED shall be brought to and made accessible at all CEIU Ontario events where attendance exceeds 20 individuals;

BE IT FURTHER RESOLVED that the CEIU Ontario ensures proper storage, signage, maintenance, and training for use of the AED;

BE IT FURTHER RESOLVED that once approved this resolution is to be sent to next CEIU National Triennial convention in 2026 and be implemented nationally within 12 months.

ANTICIPATED COST: \$2500/unit

RESULT: Concurrent*, Dina Reyes & Iffat Haque recorded against.

RATIONALE: Resolution was deemed concurrent after being split. The committee felt that the need should be assessed by the membership to determine if they agree with the need for AEDs.

RESOLUTION 14:

SUBJECT: Amendment to 2022 Resolution – Indigenous Training Funding

SUBMITTING BODY: ORC

LANGUAGE OF ORIGIN: English

WHEREAS CEIU Ontario adopted a resolution in 2022 to provide ongoing funding in the amount of \$15,000 for training to educate members on the 13 lunar months and their cultural significance to First Nations, Métis, and Inuit peoples;

WHEREAS it is essential to ensure that funding supports a broader range of Indigenous training initiatives that reflect the diverse cultures, histories, and contemporary realities of Indigenous Peoples.

BE IT RESOLVED that the 2022 resolution be amended to replace the reference of “training on each of the 13 lunar months and what they represent” with “Indigenous training initiatives led by or in collaboration with Indigenous Knowledge Keepers, Elders, educators, or community leaders”;

BE IT FURTHER RESOLVED that CEIU Ontario continue to allocate annual funding in the amount of \$15,000 to support Indigenous training that may include, but is not limited to, cultural teachings, historical education, land-based learning, wellness practices, and reconciliation-focused programming.

RESULT: Concurrent, Dina Reyes and Doreen Dixon record against.

RATIONALE: Based on the resolution, it provides a set cost and with clearer language than the resolution it is amending. The resolutions committee did not have access to the most recent copy of the resolution of records.

GENERAL CONCURRENT RESOLUTIONS

RESOLUTION 15: Prioritizing Indigenous Elders or Members for Ceremonial Openings and Closings

SUBJECT: Indigenous Traditions

SUBMITTING BODY: Differently Abled Committee

LANGUAGE OF ORIGIN: E

WHEREAS CEIU is committed to reconciliation and respecting the traditions and protocols of Indigenous Peoples;

WHEREAS Indigenous ceremonial openings and closings are a meaningful way to honour the land and the original stewards of the territory where events are held;

WHEREAS it is vital to engage and uplift local Indigenous voices and knowledge-keepers;

BE IT RESOLVED that all CEIU regional and district conferences, meetings, and events will include an Indigenous opening and/or closing ceremony and shall prioritize the participation of a local Indigenous member or Elder from the territory where the event is taking place.

RESULT: Concurrent, Dina Reyes recorded against

RATIONALE: The presence of Elders has become an increasing norm. The resolution doesn't set out a requirement for their presence but that it be encouraged. It also helps guide leaders in promoting reconciliation with local indigenous communities.

RESOLUTION 16: Ontario Regional Council Communication to Locals

SUBJECT: ORC Communication

SUBMITTING BODY: CEIU Ontario SW District Conference

LANGUAGE OF ORIGIN: E

WHEREAS CEIU Ontario Regional Council (ORC) representatives are elected to serve members' best interests;

WHEREAS there is little communication from ORC to local presidents regarding work, changes, or campaigns;

WHEREAS members have a right to be informed about the activities of the ORC;

BE IT RESOLVED that ORC representatives provide quarterly digital reports to all CEIU Ontario local presidents outlining completed work and current campaigns;

BE IT FURTHER RESOLVED that this practice take effect at the end of the 2025 CEIU Ontario Presidents' Conference to enhance transparency and member engagement.

RESULT: Concurrent, Cece Cameron abstained.

RATIONALE: This resolution will enhance communication and transparency with the locals and regional leadership.

RESOLUTION 17: Supporting Equitable Reintegration After Extended Absence

SUBJECT: Member Reintegration

SUBMITTING BODY: CEIU Ontario Southwest District Conference

LANGUAGE OF ORIGIN: E

WHEREAS individuals returning to work after extended absence often face limited resources and inadequate training, making reintegration difficult and discouraging;

WHEREAS these challenges disproportionately affect women and gender-diverse individuals, reinforcing inequities and limiting advancement, while weakening workplace morale and productivity.

WHEREAS CEIU is committed to equity, diversity, and inclusion, and must address systemic disadvantages affecting returning members;

BE IT RESOLVED THAT CEIU Ontario National Vice Presidents advocate and encourage Regional Union Management Consultation Committee (RUMCC) that employers provide reintegration supports, including targeted training, mentorship, and access to up-to-date resources for all returning employees from an extended absence of 3 months or more;

BE IT FURTHER RESOLVED THAT CEIU Ontario Regional Council have this as a standing agenda item on the Regional Management Consultation Committee (RUMCC) to provide reintegration supports, including targeted training, mentorship, and access to up-to-date resources for all returning from an extended absence of 3 months or more.

RESULT: Concurrent*

RATIONALE: The committee views this as a positive resolution that supports the advocacy of members. Resolution 22 A and B were combined into one resolution as the resolutions advocate for the same actions. Both submitting bodies CEIU Ontario Southwest District Conference and EIU Ontario Human Rights Race Relations Conference made the submitting body. The last “be it resolved” was ruled out of order.

RESOLUTION 18: Establishment Of a National Front

End/Outreach Standing Committee

SUBJECT: Establishing a new CEIU National Committee

SUBMITTING BODY: Front-End Outreach Committee

LANGUAGE OF ORIGIN: E

WHEREAS the CEIU members who work on outreach and the front-end experience unique challenges unlike other CEIU members; and

WHEREAS the Ontario Regional Front End Outreach Standing Committee (“The Ontario FEOC”) has been very successful at engaging members and raising issues with ESDC senior management and CEIU Leadership; and

WHEREAS there are many challenges still to overcome, particularly at the National level.

BE IT RESOLVED THAT CEIU shall establish a National Front End Outreach Standing Committee (“The National FEOC”) effective the 2027 cycle; and which shall be separate from, and in addition to, any Regional Front End Outreach Standing Committees that currently exist; and

BE IT FURTHER RESOLVED THAT the composition of The National FEOC Committee shall be made up of Front End/Outreach Members with a representative of all regions of CEIU; and

BE IT FURTHER RESOLVED THAT The National FEOC Committee’s funds be found from within the existing budget.

RESULT: Concurrent *

RATIONALE: Resolution is using the President's conference as a submitting body for nationals as per accepted practice. Similar national committees exist for other business lines.

RESOLUTION 19: Creation of Differently Abled National Vice-President

SUBJECT: Creation of new NVP Portfolio Position

SUBMITTING BODY: CEIU Ontario Human Rights Race Relations Conference

LANGUAGE OF ORIGIN: E

WHEREAS differently abled members face unique challenges that require dedicated representation at the national decision-making level; and

WHEREAS the lived experiences and perspectives of differently abled members are essential to developing effective policies, programs, and advocacy; and

WHEREAS ensuring full inclusion requires a voice at the table who understands and identifies with these issues;

BE IT RESOLVED that CEIU create a Differently Abled National Vice-President (Portfolio NVP) position, elected by the National membership; and

BE IT FURTHER RESOLVED that this NVP will advocate for the rights, accessibility, and inclusion of differently abled members, ensuring their needs are considered in all CEIU initiatives, decisions, and negotiations; and

~~BE IT FURTHER RESOLVED that the position be implemented effective immediately following the next national election, with a report on progress and activities to be submitted annually to the National Executive.~~

RESULT: Concurrent*

RATIONALE: This resolution is using Presidents Conference as a submitting body for nNational. Merits of resolution are worth debating before moving up to national.

RESOLUTION 20: Creation of a Health and Safety Best Practice Sheet for
CEIU Ontario Events

SUBJECT: Health and Safety

SUBMITTING BODY: CEIU Ontario Health, Safety and Security
Committee

LANGUAGE OF ORIGIN: E

WHEREAS CEIU Ontario is committed to ensuring the health, safety, and well-being of all members, staff, and participants attending its events;

WHEREAS clear communication of health and safety expectations and procedures is essential for preventing injuries, promoting well-being, and fostering a culture of safety and respect;

WHEREAS participants at CEIU Ontario events may not always be aware of CEIU policies, emergency protocols, or expectations in place;

BE IT RESOLVED that a Health and Safety Best Practice Sheet to be created and distributed at all CEIU Ontario events by the 2026 CEIU Ontario President's Conference;

BE IT FURTHER RESOLVED that the Best Practice Sheet outlines key health and safety expectations, emergency contact information, accessible supports, and measures in place specific to the event or venue;

BE IT FURTHER RESOLVED that the sheet be reviewed and updated regularly by the CEIU Ontario Health, Safety and Security Committee.

RESULT: Concurrent

RATIONALE: Provides enhanced safety for CEIU members and provides a valuable tool for union organizers.

RESOLUTION 21: First Aid / Emergency Procedures Briefing at Union Events

SUBJECT: Health and Safety

SUBMITTING BODY: CEIU ON Health, Safety, and Security Committee

LANGUAGE OF ORIGIN: E

WHEREAS the safety and well-being of members is a top priority at all CEIU events, gatherings, and conferences;

WHEREAS emergencies such as medical incidents, fires, or security threats can occur without warning, especially in unfamiliar venues;

WHEREAS many CEIU members have expressed the need for clearer communication of safety protocols during union events;

WHEREAS a brief, standardized safety orientation can significantly reduce confusion and improve response time during emergencies:

BE IT RESOLVED THAT the CEIU Ontario adopt a policy by December 31, 2025 requiring that all CEIU Ontario-organized events, including but not limited to conferences, conventions, and large in-person meetings, begin with a short safety and emergency procedures briefing;

BE IT FURTHER RESOLVED that this briefing includes information such as: location of emergency exits, contact information for on-site first aid, location of first aid kits or defibrillators (if applicable), designated emergency meeting points, and any site-specific safety concerns.

RESULT: Concurrent

RATIONALE: It provides enhanced safety procedures to protect the health and well-being of union members. Voted unanimously. No indication of costing issues.

RESOLUTION 22: Ontario Regional Council Approval of Resolutions Committee Members

SUBJECT: Ontario Regional Council Approval of Resolutions Committee Members

SUBMITTING BODY: CEIU Local 534

LANGUAGE OF ORIGIN: E

WHEREAS the Resolutions Committee is vital in shaping the union's future by reviewing and prioritizing resolutions that reflect the collective interests of the membership; and appointing members to this committee without broader input centralizes power and risks limiting transparency and representation; and

WHEREAS ensuring a democratic and accountable process strengthens member trust and engagement;

BE IT RESOLVED that all members selected for the Resolutions Committee be subject to a vote by the entire Ontario Regional Council; and

BE IT FURTHER RESOLVED that this process ensures that committee members are reviewed and accepted by a majority of the Council, promoting transparency, accountability, and representation in the union's decision-making process.

RESULT: Concurrent, Dina Reyes recorded against

RATIONALE: The resolution committee recognizes that resolution committees hold influence over the course of union business.

NON-CONCURRENT RESOLUTIONS

NON CONCURRENT WITH A COST

RESOLUTION 23: Purchase and Implementation of First Aid Kits at CEIU Ontario Events

SUBJECT: Health and Safety

SUBMITTING BODY: CEIU ON Health, Safety, and Security Committee

LANGUAGE OF ORIGIN: E

WHEREAS CEIU is committed to the health and safety of all members and attendees at its sanctioned events;

WHEREAS events with more than 20 participants carry an increased potential for medical incidents requiring immediate attention;

WHEREAS having a comprehensive, well-stocked first aid kit on-site improves emergency preparedness and response time;

BE IT RESOLVED THAT CEIU Ontario shall purchase a Type 3 first aid kit within 12 months;

BE IT FURTHER RESOLVED THAT the kit shall be brought to and made available at all CEIU events where attendance exceeds 20 individuals;

BE IT FURTHER RESOLVED THAT CEIU Ontario shall ensure that First Aid kits are regularly checked and restocked as required;

~~**BE IT FURTHER RESOLVED THAT** once approved this resolution is to be sent to next CEIU National Triennial convention in 2026 and be implemented nationally within 12 months.~~

ANTICIPATED COST: \$300/unit

RESULT: non-concurrent*

RATIONALE: Ruled non-concurrent due to unclear costing requirements, questions on the ability for CEIU to support locals, and practicality questions. It was also noted that many venues where union events are hosted already provide first aid kits.

RESOLUTION 24: CEIU Ontario Health and Safety Conference

SUBJECT: Health and Safety

SUBMITTING BODY: CEIU ON Health, Safety, and Security Committee

LANGUAGE OF ORIGIN: E

WHEREAS health and safety affect all members, and are the leading cause(s) of stress in the workplace, and increased awareness will promote wellbeing while decreasing incidents;

WHEREAS CEIU Ontario does not currently hold a Regional Health and Safety conference, and there is a need for increased health and safety training;

BE IT RESOLVED THAT CEIU Ontario develop comprehensive training promoting advocacy and awareness of member rights tailored for Health and Safety representatives and committee members, separate and in addition to the training they receive from the employer;

~~**BE IT FURTHER RESOLVED THAT** the above training be presented at a CEIU Ontario Conference for Health and Safety in 2026 and triennially thereafter.~~

~~**BE IT FURTHER RESOLVED THAT** the Conference accommodate up to 75 delegates, who represent health and safety committees and/or representatives, and local union executives, and have balanced representation from IRB, 1RCC, and ESDC.~~

RESULT: Non-concurrent*

RATIONAL: This type of training is already provided by PSAC for health and safety.

RESOLUTION 25: Establishment of an Emergency Contact Coordinator

SUBJECT: Health and Safety

SUBMITTING BODY: CEIU Ontario Health, Safety and Security Committee

LANGUAGE OF ORIGIN: E

WHEREAS CEIU Ontario is committed to member safety and timely communication during emergencies;

WHEREAS recent events show the need for a centralized role to coordinate emergency response at regional events;

BE IT RESOLVED that CEIU Ontario establish an Emergency Contact Coordinator role for CEIU Ontario events by the 2026 CEIU Ontario President's Conference;

BE IT FURTHER RESOLVED that the Coordinator shall:

- Develop and maintain a database of emergency contacts, including CEIU Ontario, event organizers, and hotel contacts as applicable;
- Coordinate with CEIU Ontario structures to align with emergency protocols;
- Act as liaison for members during emergencies;

BE IT FURTHER RESOLVED that the role be provided with necessary resources and support:

BE IT FINALLY RESOLVED that the position be reviewed annually by the Health, Safety and Security Committee and the Ontario Regional Council to ensure continued effectiveness and alignment with member needs.

RESULT: Non-concurrent

RATIONAL: Resolution was deemed to be unclear and had implications on CEIU staff which impedes on their work. This resolution may create redundancies and is unclear if it's asking CEIU to have a member fulfill this role or if it would be staffing.

RESOLUTION 26: Reimbursement for First Aid Training Obtained Outside Employer-Provided Programs

SUBJECT: Health and Safety

SUBMITTING BODY: CEIU ON Health, Safety, and Security Committee

LANGUAGE OF ORIGIN: E

WHEREAS CEIU is committed to promoting the health and safety of its members in the workplace;

WHEREAS first aid training is a critical life-saving skill that enhances workplace safety and preparedness;

WHEREAS not all members are provided with timely access to employer-sponsored first aid training due to operational constraints, geographic limitations, or inconsistent availability;

WHEREAS some members take the initiative to obtain first aid training from certified providers at their own personal expense to ensure a safe working environment for themselves and others;

BE IT RESOLVED that CEIU Ontario establish a policy to subsidize the cost of certified first aid training for members who pay out of pocket due to a lack of access to employer-provided training;

BE IT FURTHER RESOLVED that the policy be implemented by the 2026 CEIU Ontario President's Conference;

~~**BE IT FURTHER RESOLVED** that this resolution be transmitted to the 2026 CEIU National Convention.~~

RESULT: Non-current*

RATIONALE: Costing issues, questions around what would count as first aid training, as the resolution was worded broadly.

RESOLUTION 27: Aligning PSAC Policy on Indigenous Identity and Representation with UNDRIP

SUBJECT: Indigenous Equity Group Self-Identification & ORC

SUBMITTING BODY: CEIU Local 621

LANGUAGE OF ORIGIN: E

WHEREAS: the Public Service Alliance of Canada (PSAC) has endorsed the UN Declaration on the Rights of Indigenous Peoples (UNDRIP) and its principle that Indigenous peoples determine their own membership; and

WHEREAS the union's practice of unverified self-identification challenges the application of UNDRIP's principles within our structures and creates a potential conflict with our Duty of Fair Representation by undermining the representational rights of Indigenous members; and

BE IT RESOLVED: the Public Service Alliance of Canada (PSAC) establish a National Task Force on Indigenous Identity and Representation with its members nominated by the PSAC National Indigenous Peoples' Circle for appointment by the appropriate body; and

BE IT FURTHER RESOLVED the Task Force will review policies and recommend a verification framework based on the principle that verification authority rests exclusively with sovereign Indigenous Nations and their designated governments; and

BE IT FURTHER RESOLVED THAT the Task Force's final report and recommendations to the PSAC National Board of Directors for distribution to Components and Locals at least 180 days before the next National Convention.

RESULT: Non-Concurrent

RATIONALE: The committee required additional guidance on this resolution which they could not get before concluding business. As the wording of the resolution left concerns around its procedure application with how it is directing PSAC to take an action it was decided to vote non-concurrence based on our understanding of the resolution. There was also

concern around the union getting involved in the identification of indigenous members.

RESOLUTION 28: Front-End Outreach Conference

SUBJECT: Creation of a Conference

SUBMITTING BODY: Front-End Outreach Committee

LANGUAGE OF ORIGIN: E

WHEREAS: The Front-End Outreach Committee (hereinafter referred to as FEOC) hosted a Front-End Outreach Training Conference from May 30, 2025 to June 1, 2025 (Hereinafter referred to as “2025 Conference”),

WHEREAS the 2025 Conference provided training that was specific to Front-End and Outreach members,

WHEREAS a Front-End Outreach Conference hosted triennially would allow for more Front-End members to receive training, and

WHEREAS the approximate budget for the 2025 Conference was \$60,000.00.

BE IT RESOLVED THAT starting in 2027 the FEOC shall host a Front-End Conference triennially,

BE IT FURTHER RESOLVED THAT the budget for this Front-End Conference shall come from the existing budget.

RESULT: Non-concurrent

RATIONALE: Language is unclear, does not specify Ontario region,

RESOLUTION 29: Annual Front-End Outreach Conference

SUBJECT: Creation of a Conference

SUBMITTING BODY: Front-End Outreach Committee

LANGUAGE OF ORIGIN: E

WHEREAS: The Front-End Outreach Committee (hereinafter referred to as FEOC) hosted a Front-End Outreach Training Conference from May 30, 2025 to June 1, 2025 (Hereinafter referred to as “2025 Conference”),

WHEREAS the 2025 Conference provided training that is specific to Front-End and Outreach members, and

WHEREAS the approximate budget for the 2025 Conference was \$60,000.00.

BE IT RESOLVED THAT: starting in 2026 the FEOC shall host a Front End Conference every fiscal year,

~~**BE IT FURTHER RESOLVED THAT** the budget for this Annual Front End Conference shall come from the existing budget.~~

RESULT: Non-concurrent

RATIONALE: Language is unclear, does not specify the Ontario region, same issues as resolution 20.

RESOLUTION 30: Appointment of a Certified Public Accounting Firm to Oversee Financial Operations

SUBJECT: Ontario Regional Financial Management

SUBMITTING BODY: Differently Abled Committee

LANGUAGE OF ORIGIN: E

WHEREAS CEIU is committed to upholding the highest standards of financial integrity, accountability, and transparency;

WHEREAS engaging a Certified Public Accounting (CPA) firm would provide specialized expertise in financial management, oversight, and reporting;

WHEREAS the current financial structure does not allow for adequate tracking and reporting of Ontario's finances in a manner that ensures clear accountability to the membership;

BE IT RESOLVED that CEIU engage a Certified Public Accounting (CPA) firm to aid in financial management and reporting for the Ontario region;

BE IT FURTHER RESOLVED that the National Executive oversee a transparent selection process for the CPA firm, in accordance with CEIU's policies;

BE IT FURTHER RESOLVED that the CPA firm be selected and engaged within three months of the Presidents' Conference to ensure continuity and integrity in financial operations.

RESULT: Non-concurrent

Rationale: cost, issues with finding a CPA that would accept only doing a partial audit of the organization as regional funds come from national.

RESOLUTION 31: Funding a Reporter to Share the Inside Story of Federal Workers

SUBJECT: Public Awareness Campaign

SUBMITTING BODY: Differently Abled Committee

LANGUAGE OF ORIGIN: E

WHEREAS federal workers face growing workloads, mental health strain, discriminatory practices, and punitive return-to-office mandates;

WHEREAS the public is largely unaware of the real conditions federal workers endure;

WHEREAS a professional journalist could help expose these issues through compelling, accessible storytelling;

BE IT RESOLVED that CEIU National seek out and fund a qualified independent reporter to produce articles highlighting the lived realities of federal public service workers;

BE IT FURTHER RESOLVED that these stories be shared on CEIU platforms and with the public to promote awareness, accountability, and Solidarity.

RESULT: Non-Concurrence

RATIONALE: Financial considerations, PSAC has internal communications who help with public relations as well with internal communications for members. CEIU already shares information on their platforms.

NON CONCURRENT WITHOUT A COST

RESOLUTION 32: Designated Meeting Place Marker

SUBJECT: Health and Safety

SUBMITTING BODY: CEIU ON Health, Safety, and Security Committee

LANGUAGE OF ORIGIN: E

WHEREAS the safety and accountability of all participants at CEIU events is a critical concern during emergencies or evacuations;

WHEREAS clearly identifying a designated emergency meeting place improves communication, ensures faster headcounts, and reduces confusion during crises;

WHEREAS the visibility of a CEIU flag or banner can help members quickly locate each other during evacuations, especially in large or unfamiliar venues;

WHEREAS using a CEIU-branded marker also reinforces union identity, solidarity and presence at events;

BE IT RESOLVED that CEIU ensure a CEIU flag, banner, or other visible union-branded item is present at all in-person CEIU events, to be used as the designated emergency meeting place marker in the event of an evacuation to be implemented immediately following this conference.

BE IT FURTHER RESOLVED that this resolution be transmitted to the 2026 CEIU National Convention.

RESULT: Non-concurrent

RATIONALE: Questions around practicality, unnecessary spending, and some locations may not allow such markers.

RESOLUTION 33: Combating Indigenous Identity Fraud in Federal Employment

SUBJECT: Equity/Self-Identification

SUBMITTING BODY: CEIU Local 541

LANGUAGE OF ORIGIN: E

WHEREAS the Canada Employment and Immigration Union (CEIU) is committed to upholding the Truth and Reconciliation Commission's (TRC) Calls to Action and to defend the rights and integrity of its Indigenous members;

WHEREAS the fraudulent appropriation of Indigenous identity causes real harm to Indigenous peoples and communities, and undermines the goals of equity, justice, and reconciliation within the federal public service;

WHEREAS the Ontario Human Rights Commission's policy statement, issued on May 29, 2025, affirms that self-identification alone is insufficient;

WHEREAS the 2022 Teillet Report, commissioned by the University of Saskatchewan, recommends that Indigenous identity verification processes be Indigenous-led and applied where there is material or professional advantage;

BE IT RESOLVED THAT the Canada Employment and Immigration Union (CEIU) Ontario adopt the prevention of Indigenous identity fraud as a priority policy;

~~**BE IT FURTHER RESOLVED THAT** this resolution is transmitted to the CEIU National Triennial convention in 2026.~~

RESULT: Non-concurrent

RATIONALE: Overly broad resolution that was felt to be outside the purview of the union. The question of the authenticity of a person's indigenous status can be a contentious question depending on the definition used.

RESOLUTION 34: Finance Committee Oversight in By-Laws

SUBJECT: Regional Bylaw Update

SUBMITTING BODY: Differently Abled Committee

LANGUAGE OF ORIGIN: E

WHEREAS the CEIU Finance Committee plays a critical role in ensuring financial accountability and transparency within the Ontario Region;

WHEREAS the By-Laws currently lack explicit recognition of this oversight role, limiting the committee's access to necessary financial documentation;

BE IT RESOLVED that the CEIU By-Laws be amended to explicitly recognize the Finance Committee's role in financial oversight, including the right to access, review, and analyze all financial records, ledgers, and supporting documentation at the regional level;

BE IT FURTHER RESOLVED that this amendment require the Director of Finance to provide the ORC Finance Committee with regular financial updates and grant read-only access to all ledgers and accounting tools used to track regional expenditures and allocations;

BE IT FURTHER RESOLVED that these changes be incorporated into the section of the By-Laws outlining the roles and responsibilities of standing committees to ensure transparency, accountability, and informed financial Governance.

RESULT: non-concurrent

RATIONALE: Viewed as overly broad and called for changes to by-laws without following the process to amend by-laws. It also goes against the established practices and procedures that CEIU has for finances.

RESOLUTION 35: Formalization of ORC Subcommittees

SUBJECT: Structural Amendment to Bylaw 6

SUBMITTING BODY: Differently Abled Committee

LANGUAGE OF ORIGIN: E

BE IT RESOLVED that Bylaw 6 of the CEIU Ontario Regional Bylaws be amended to include the recognition of four subcommittees under the Ontario Regional Council: Finance, Bylaws, Education, and Structure;

BE IT FURTHER RESOLVED that the Finance Subcommittee shall provide financial oversight and recommendations to the ORC; the Bylaws Subcommittee shall be responsible for reviewing and updating Ontario Bylaws following resolutions passed at Presidents' Conferences; the Education Subcommittee shall assess and support the training needs of local executives and members; and the Structure Subcommittee shall plan and implement the Presidents' Conference;

BE IT FURTHER RESOLVED that all ORC members shall have the right to select and participate in the subcommittees of their choice

RESULT: Non-concurrence

RATIONALE: Resolution is not sufficiently specific as it calls for by-laws to be amended without stating explicitly what the bylaw should say. The NVP's are responsible for providing financial oversight not the finance Committee.

RESOLUTION 36: Cultural Protocols Resolution

SUBJECT: Cultural Protocols Resolution

SUBMITTING BODY: CEIU Ontario Human Rights Race Relations Conference

LANGUAGE OF ORIGIN: E

WHEREAS Indigenous Cultural Protocols can vastly differ by territory,

WHEREAS the current mandate for CEIU FNMI standing committee states that the chair is to deal with matters concerning Indigenous Peoples,

BE IT RESOLVED that CEIU Ontario confer with the FNMI standing committee, through their chair, to ensure that cultural protocols of the invited cultural speakers be followed and respected.

~~**BE IT FURTHER RESOLVED** that CEIU Ontario, in collaboration with the FNMI Standing Committee, provide guidance and resources to locals and regions on appropriate cultural protocols to ensure consistency, respect and accountability in all union spaces.~~

RESULT: Non-Concurrent

RATIONALE: Resolution is far too broad, the language is non-specific and as it reads would place the FMNI standing committee in a position to determine protocols for all cultural speakers.

RESOLUTION 37: Autonomy for District Representatives in Conference Planning

SUBJECT: Autonomy for District Representatives in Conference Planning

SUBMITTING BODY: CEIU Local 534

LANGUAGE OF ORIGIN: E

WHEREAS district representatives are responsible for organizing conferences tailored to the needs of their members; and

WHEREAS providing district representatives with autonomy fosters efficiency, creativity, and regional inclusivity in conference planning;

BE IT RESOLVED that district representatives shall have autonomy over the organization of their district conferences, including:

- Deciding which districts to combine for joint conferences, if applicable;
- Selecting speakers, training sessions, and workshops, provided they align with CEIU bylaws and budget limitations; and
- Determining observers and guests to attend at no cost to the district.

That National Vice-Presidents may provide guidance or corrections where necessary to ensure compliance with bylaws and fiscal responsibility, while respecting the district representatives' primary role in planning and decision-making

RESULT: non-concurrence

RATIONALE: Resolution wording lacks clarity and creates confusion over the overlapping responsibilities with district reps and NVP's.

OUT OF ORDER RESOLUTIONS

~~**RESOLUTION 13:** Resolution To present the official Logo for IRB / IRCC Standing Committee~~

~~**SUBJECT:** Update to Regional Committee Logo~~

~~**SUBMITTING BODY:** Ontario IRB and IRCC Standing Committee~~

~~**LANGUAGE OF ORIGIN:** E~~

~~**WHEREAS** CEIU recognizes the importance of maintaining a consistent and identifiable visual identity.~~

~~**WHEREAS** A logo has been created by IRB /IRCC to embody the values, mandate, and representation of the committee. It serves as a symbol of our shared mission and Identity, helping our members recognize and connect with us.~~

~~**BE IT RESOLVED** The proposed logo, as presented to the committee on July 26, 2025, is hereby approved as the official logo of the appendix (B)~~

~~**BE IT FURTHER RESOLVED** The logo shall be used on all official documents, communications, and materials henceforth. Any modification or alternative use of the logo must be approved by IRB/ IRCC Committee. The IRB/ IRCC logo will take effect immediately.~~

~~**APPENDIX A:**~~

~~**RESULT:** Out of order~~

~~**RATIONALE:** Logos don't require a resolution to change for committees; they are determined by the committee for which the logo is used.~~



~~**RESOLUTION 15:** Clarifying and Strengthening the CEIU Complaint Process~~

~~**SUBJECT:** CEIU Member Complaint Procedures~~

~~**SUBMITTING BODY:** CEIU Local 621~~

~~**LANGUAGE OF ORIGIN:** E~~

~~**WHEREAS:** PSAC's Regulation 19 and CEIU Policy 12 outline the disciplinary and appeal processes, but CEIU does not provide clear guidance, timelines, or accessible tools for members to initiate complaints; and~~

~~**WHEREAS** CEIU Policy 12 includes timelines for initial acknowledgment of complaints but does not establish clear timelines for subsequent steps such as committee formation, interviews, or final resolution; and~~

~~**WHEREAS** the lack of a standardized, transparent, and user friendly front-end process within CEIU can discourage valid complaints and delay resolution;~~

~~**BE IT RESOLVED:** that CEIU develop a clear and accessible complaint process consistent with PSAC Regulation 19 and CEIU Policy 12, including plain language guidance, a standardized fillable complaint form, defined timelines for each step, and direction on how complaints are handled within the Component;~~

~~**BE IT FURTHER RESOLVED** that this process be developed and shared with all Locals within six months of this resolution's adoption.~~

~~**RESULT:** out of order~~

~~**RESOLUTION 16:** Clarifying and Strengthening the CEIU Complaint Process~~

~~**SUBJECT:** CEIU Member Complaint Procedures~~

~~**SUBMITTING BODY:** CEIU Local 621~~

~~**LANGUAGE OF ORIGIN:** E~~

~~**WHEREAS:** PSAC's Regulation 19 and CEIU Policy 12 outline the disciplinary and appeal processes, but CEIU does not provide clear guidance, timelines, or accessible tools for members to initiate complaints; and~~

~~**WHEREAS** CEIU Policy 12 includes timelines for initial acknowledgment of complaints but does not establish clear timelines for subsequent steps such as committee formation, interviews, or final resolution; and~~

~~**WHEREAS** the lack of a standardized, transparent, and user friendly front-end process within CEIU can discourage valid complaints and delay resolution;~~

~~**BE IT RESOLVED:** that CEIU develop a clear and accessible complaint process consistent with PSAC Regulation 19 and CEIU Policy 12, including plain language guidance, a standardized fillable complaint form, defined timelines for each step, and direction on how complaints are handled within the Component;~~

~~**BE IT FURTHER RESOLVED** that this process be developed and shared with all Locals within six months of this resolution's adoption.~~

~~**RESULT:** out of order~~

RESOLUTION 18: ~~Limiting Conference Attendance~~

SUBJECT: ~~Conference Attendance~~

SUBMITTING BODY: ~~CEIU Local 576~~

LANGUAGE OF ORIGIN: ~~E~~

WHEREAS: ~~the same members are often chosen to attend.~~

BE IT RESOLVED: ~~that the conference organizers give priority to members who haven't attended before and demonstrate transparency during the selection process.~~

BE IT FURTHER RESOLVED: ~~that the conference organizers share a yearly list of who attends to keep things transparent.~~

RESOLUTION 24: Intersectionality Training

SUBJECT: Training

SUBMITTING BODY: Southwest District Conference

LANGUAGE OF ORIGIN: E

WHEREAS Ontario Canada Employment and Immigration Union (CEIU) has long fought for the rights and dignity of all workers, and equity and inclusion are central to our collective mission;

WHEREAS members who belong to multiple marginalized communities often face compounded forms of discrimination and exclusion that are not addressed by single-issue approaches

WHEREAS understanding intersectionality is essential for building a truly inclusive and representative union that reflects the full diversity of its membership;

BE IT RESOLVED that the CEIU will implement mandatory intersectionality training either self-paced online or in-person in the first 6 months to the National Vice-Presidents, Ontario Region Council and standing committees.

BE IT FURTHER RESOLVED that the monies come from the existing budget.

~~**RESOLUTION 25:** Task Force on Workforce Adjustment Support~~

~~**SUBJECT:** WFA~~

~~**SUBMITTING BODY:** CEIU Ontario SW District Conference~~

~~**LANGUAGE OF ORIGIN:** E~~

~~**WHEREAS** Workforce Adjustment (WFA) has been announced at Immigration, Refugees and Citizenship Canada (IRCC) and is expected at Employment and Social Development Canada (ESDC) and the Immigration and Refugee Board of Canada (IRB);~~

~~**BE IT RESOLVED** that A task force be created for CEIU Ontario to support members during this period;~~

~~**BE IT FURTHER RESOLVED** that The CEIU Ontario Regional Council (ORC) appoint up to five members, from local presidents or ORC representatives, with at least one from each affected department where possible, to meet quarterly and develop campaign strategies;~~

~~**BE IT FURTHER RESOLVED** that Funding not exceed \$15,000, from the existing Political Action budget;~~

~~**BE IT FURTHER RESOLVED** the task force report quarterly to ORC and coordinate with existing CEIU committees;~~

~~**AND BE IT FURTHER RESOLVED** that It be established immediately and reviewed after two years, for a maximum term of three years.~~

RESOLUTION 31: ~~Mandatory Strike Participation for Local Executives and ORC Representatives~~

SUBJECT: ~~Strike Solidarity~~

SUBMITTING BODY: ~~Differently Abled Committee~~

LANGUAGE OF ORIGIN: ~~E~~

WHEREAS ~~during previous strike actions, there were instances where executive or ORC members opted to retain essential status, even when the option to participate in strike activities was available;~~

WHEREAS ~~leadership must lead by example and stand in full solidarity with the membership;~~

BE IT RESOLVED ~~that all local executive and ORC members be required to participate in any authorized strike action when the union has the power to designate them as non-essential;~~

BE IT FURTHER RESOLVED ~~that no executive or ORC member may choose to remain essential when they have the option to strike, and that a written commitment to this effect be required in advance of any strike action.~~

RESULT: ~~Out Of Order~~

RESOLUTION 32: Democratic Approval of Regional Policies and Regulations

SUBJECT: Member Engagement in Decision-Making

SUBMITTING BODY: Differently Abled Committee

LANGUAGE OF ORIGIN: E

WHEREAS the strength of our union lies in the active participation and democratic voice of its members;

WHEREAS policies and regulations that impact members should reflect the collective will of the membership;

BE IT RESOLVED that all policies and regulations adopted at the regional level must be presented to the membership for approval through duly submitted and debated resolutions at a recognized conference or general meeting;

BE IT FURTHER RESOLVED that no regional policy or regulation shall take effect without being passed by a majority vote of the membership through this process.

RESULT: Out Of Order

~~**RESOLUTION 34:** Union Responsibility for Environmental Hazard Testing~~

~~**SUBJECT:** Health and Safety Funding~~

~~**SUBMITTING BODY:** Differently Abled Committee~~

~~**LANGUAGE OF ORIGIN:** E~~

~~**WHEREAS** members have the right to a safe and healthy workplace;~~

~~**WHEREAS** hazards such as poor air quality, mold, or contaminated water can cause serious health risks;~~

~~**WHEREAS** the employer may delay, refuse, or provide inadequate testing;~~

~~**BE IT RESOLVED** that CEIU Ontario shall fund third-party testing (e.g., air, water, mold etc.) when health and safety concerns arise and:~~

- ~~1. the employer refuses, delays, or limits testing; or~~
- ~~2. the local health and safety committee or a CEIU representative deems testing necessary;~~

~~**BE IT FURTHER RESOLVED** that CEIU Ontario report annually on the use of this funding to track trends and support advocacy for safer workplaces.~~

~~**RESULT:** Out Of Order~~

~~RESOLUTION 37: Inclusion of Pet Care for Care Provisions~~

~~SUBJECT: Inclusion of Pet Care for Care Provisions~~

~~SUBMITTING BODY: CEIU Ontario Human Rights Race Relations Conference~~

~~LANGUAGE OF ORIGIN: E~~

~~WHEREAS~~ CEIU is committed to advancing equity, inclusion, and the well-being of all members; and

~~WHEREAS~~ pets provide vital companionship, mental health support, and in some cases serve as service or emotional support animals; and

~~WHEREAS~~ members who are pet caregivers face challenges when participating in union events, including arranging safe and reliable care; and

~~WHEREAS~~ existing agreements and family care policies cover childcare and dependent care but exclude pet care, despite comparable responsibilities and costs; and

~~WHEREAS~~ CEIU's Social Justice Fund emphasizes dignity, fairness, and recognition of diverse member needs; therefore

~~BE IT RESOLVED~~ that CEIU amend its care policy to include pet care, permitting members to claim related costs when engaged in union activities; and

~~BE IT FINALLY RESOLVED~~ that financing comes from the existing family care budget, ensuring inclusivity without additional cost pressures.

~~RESULT: Out of order~~

~~RATIONALE: The resolution was ruled out of order by the National President.~~

RESOLUTION 39: ~~Inclusion of CEIU Retirees as Observers at CEIU Conferences~~

SUBJECT: ~~Retiree Engagement in CEIU Events~~

SUBMITTING BODY: ~~2025 Human Rights and Race Relations Conference~~

LANGUAGE OF ORIGIN: ~~E~~

WHEREAS ~~CEIU Ontario retirees have contributed decades of activism, lived experience, and community connections that can strengthen CEIU conferences;~~

BE IT RESOLVED ~~The union will invite and allow CEIU Ontario retirees to attend CEIU conferences as observers, space permitting and within existing conference resources. The union will promote their inclusion as a way to strengthen intergenerational solidarity, share knowledge, and enhance the conference's connection to the broader membership. This resolution will take effect at the end of the 2025 CEIU Presidents' Conference~~

RESULT: ~~Out of Order~~