

NATIONAL HUMAN RIGHTS COMMITTEE RECOMMENDATIONS

MEETING HELD ON APRIL 1, 2, 3, 2022

RECOMMENDATION # 1:

Whereas: CUPW members experience traumatic events in their lives. Instances that are beyond their control and are powerless to prevent.

Whereas: These unfortunate events not only impact home life, but their work lives, and every aspect of their lives.

Where as: CUPW members heal in different ways and no one member deals with pain or mental stress issues in the same manner.

Whereas: CUPW members require an avenue to learn to grieve, process the event, heal, and overcome the stress and mental anguish from the trauma.

Be it resolved: CUPW screen the film “The Wisdom of Trauma” at our upcoming regional, local and national events.

Be it further resolved: That the National office Education department create a tool kit that is made available to the membership.

RECOMMENDATION # 2:

Whereas our National Constitution in section 9.22 states that all locals must have a local Human Rights Committee

Whereas not all locals have active Human Rights Committee

Therefore, be it resolve that the National Secretary Treasurer request from all locals the names of their local Human Rights Committee members no later than September 1, 2022

Be it finally resolved that twice a year in April and December, that a National Human Rights Newsletter be published by the National office, and that this newsletter will be posted on the National Human Rights website, the CUPW National Website, and will be mailed to all members of the National Human Rights committee members and alternates, and all members of local Human Right Committees

RECOMMENDATION # 3:

Whereas inside trans workers swipe in and out of their shift as well as to use specific pieces of equipment that may display their legal name publicly.

Whereas members are publicly mis-identified by their legal (birth) name, it can have an adverse effect on the member's mental health and safety in the workplace.

Be it resolved, according to Appendix C: Best practices checklist of the Ontario Human Rights Commission:

“Maximize privacy and confidentiality of any information related to a trans person's gender identity, or to the extent the trans persons wishes. This includes information that directly or indirectly identifies that a person's sex is different from their gender identity.”

It further reads,

“Recognize a trans person's preferred name and gender in all administrative systems and documents (including hard copies and electronic).

Show how any requirement for a person's "legal" name and gender is legitimate (reasonable and bona fide) in the circumstances.

Undertake system reviews to identify how electronic databases, IT systems and other relevant information processes can be modified to recognize a person's chosen name and gender when it does not match legal documents.”

Be it further resolved that the Canada Post Corporation research and implement a means that a trans worker can have their preferred name displayed in place of their legal name in any public setting regardless if they have legally changed their name.

Be it further resolved that this happens in a timely manner and in consultation with CUPW's NHRC working group.

Reference :

<https://link.spamstopshere.net/u/06e3df0a/4tp3NMiy7BGWzi0ch3soMg?u=https%3A%2F%2Fwww.ohrc.on.ca%2Fen%2Fpolicy-preventing-discrimination-because-gender-identity-and-gender-expression%2Fappendix-c-best-practices-checklist>

RECOMMENDATION # 4:

Whereas at the Last CUPW National Human Rights Convention we talked about the National Executive Board to take the Turtle Island Course.

Whereas Indigenous Rights are continuing to be an issue even more so as the unmarked graves continues to be found across the country.

Therefore, we are demanding that the NEB take the Turtle Island course as soon as we can travel and do a in person course as soon as possible.

RECOMMENDATION # 5:

Whereas union education is important to our membership.

Whereas many members would like to know what courses our union offers.

Be it resolved that the National put out a bulletin with the various courses that are offered.

Be it resolved that short module be created so that they can be offered virtually at the local.

RECOMMENDATION # 6:

Whereas mask prevent our deaf and hard of hearing members from reading lips, further isolating them during the COVID 19 pandemic

Whereas there are new products on the market for deaf and hard of hearing individuals to utilize during the worldwide pandemic to limit their isolation

Be it further resolved that the National Grievance Officer write a letter to the corporation demanding that the corporation have their supervisors utilize available clear mask products in locations with deaf and hard of hearing members in the workplace

RECOMMENDATION # 7:

Whereas systemic issues exist regarding gender identification can lead to discrimination and harassment.

Whereas all Canada Post's training materials should reflect current issues regarding gender identity, materials regarding violence in the workplace should align with current Human Right Policies surrounding the trans community.

Be it resolved; Canada Post Corp will update all violence in the workplace training programs to be cognizant & sensitive to those individuals who may be transitioning.

Be it further resolved that the appendix T-1 committee address this issue with Canada Post within the next 6 months.

RECOMMENDATION # 8:

Whereas Indigenous issues are on the forefront with many indigenous children being found.

Whereas the TRC talks about training for all public servant we believe that we need to start by leading by example.

Therefore, we are demanding that all NEB makes the turtle Island course a priority for all regions.

RECOMMENDATION # 9:

Whereas the Perspective magazine goes to every member's home.

Whereas it is important to share with the membership the work of the National Human Rights Committee

Be it resolved that the human rights committee have at least one page in the Perspective magazine.

RECOMMENDATION # 10:

Whereas all locals are mandated to have a human rights committee under section 9.22 of the National Constitution

Therefore, be it resolved that National and Regional bulletin go out to all locals prior to every meeting

Be it further resolved this bulletin will state, if anyone within the 4 equity groups has any concerns or resolutions they wish to submit, an email address will be provided in the bulletin

Be it further resolved that an NHRC meeting, each equity group will vet all emails received and all information/resolutions collected from this email address so they can be discussed and addressed as a working group

RECOMMENDATION #11:

Whereas, Pride week is celebrated across Canada on different dates and that CUPW recognizes and supports the diversity of our workforce.

Be it resolved, all Locals display a visible acknowledgement during each region's pride celebration such as displaying a pride/trans flag and/or materials at the local's office.

Be it further resolved, all Locals will participate in pride parades and events wherever possible and actively engage the membership to join them.

RECOMMENDATION # 12:

Whereas we the Indigenous Working group was afforded the ability to choose and the Art for the working group.

Whereas In April 12 2021 Resolution Number 1 Moved Carried and Adopted states "CUPW will have the IWG give final Approval on the art.

Therefore, it resolved that the past indigenous T-shirts remain available.

RECOMMENDATION # 13:

Whereas the ongoing COVID – 19 pandemic does not allow us to meet in person at the present moment

Be it resolve that CUPW create a tool kit to raise awareness about mental health issues, and messages offering support to members

Be it further resolved that the CUPW mental health course be provided on a virtual platform until we are able to meet face to face with one another

Be it finally resolved that a report be generated by the 2nd National Vice president that provides an update on the development of the kit and on the mental health course by December 2022

RECOMMENDATION # 14:

Whereas, the love in the world is being challenged by various forms of hate.

Whereas, CUPW is opposed to organized hate.

Be it resolved, the NHRC's LGBTQ+ working group would ask that all locals support us in a united theme for pride week across Canada which we call "Bring Your Anti." (ex. Anti-war, anti-hate etc..., but avoiding anti-vaccine)

Be it further resolved that a directive goes to CUPW National to produce and distribute for a cost, a t-shirt designed by the LGBTQ+ working group in time for Pride.

RECOMMENDATION # 15:

Whereas we the Indigenous Working group was afforded the ability to choose and the Art for the working group.

Whereas unmarked graves will continue to reveal indigenous children who never returned home.

With the Pope making an apology now is the time to let the membership no that an apology does not bring back the 1000 of children that never returned home.

Therefore, it resolved that this year's poster hold the Church accountable for their participation in the Residential School system.

RECOMMENDATION #16:

Whereas our workplace have a large number of members who are deaf or hard of hearing

Whereas members experience frustration when excluded from on-line verbal communications from Canada Post management

Be it resolve that CUPW, through national consultation, raise this issue in order to ensure the inclusion of its members who are deaf and hard of hearing and endeavors to make sign language interpretation mandatory in all on-line communication

RECOMMENDATION # 17:

Land Acknowledgement:

Whereas this country and our union are located on colonized lands

Whereas land acknowledgements should always be Indigenous lead, coming from Indigenous peoples, the original hosts, the first peoples of this land,

Whereas land acknowledgements have often become a motion of just checking a box,

Whereas land acknowledgements are often the beginning of a person or unions work on reconciliation, and this act should be meaningful,

Whereas land acknowledgements are meant to be a recognition of the land and relationship to the land and is not a formal welcoming to the land,

Be it resolved, Land acknowledgements will be done at the start of every meeting,

Be it further resolved, land acknowledgements wording come from the local Indigenous communities of where the union or local resides, or from the Indigenous working group,

Be it further resolved, land acknowledgements will start no later than September 21st, 2023, not restricting them from starting earlier.

RECOMMENDATION # 18:

Whereas Indigenous struggles are not only based on oppression, but many would state they are struggles based on genocide,

Whereas Indigenous peoples are not only working to heal and decolonize ourselves, we are expected and do the work necessary to decolonize institutions, to mend broken relationships and to heal others,

Whereas the work done by the IWG is most often steeped in controversy because society has been raised in a country that didn't want to see Indigenous peoples thrive or survive (oppression is still built into the colonial systems that govern today, settlers have and still benefit from these systems), Indigenous voices have often and still are being devalued and discredited by society, most Indigenous persons have never been supported and it takes time to create a safe place, we are all at different places on our decolonizing journey,

Whereas since time immemorial, Indigenous peoples have held the circle, to come to decisions within the community, everyone having a voice, no one being more than, but being equal, creating space for each other, taking the time to listen, this is the path necessary to come to consensus,

Whereas IWG does their work holding a circle, working in a decolonial way within a colonial structure, and by recognizing and supporting circle work you are supporting Indigeneity, Indigenous peoples and our ability to be Indigenous,

Whereas equity means that groups or individuals will require varying things dependent on their needs to achieve success, and this equity is supported by CUPW,

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