

# NEGOTIATIONS 2020

## RESOLUTIONS: WHAT THEY ARE AND HOW TO WRITE THEM

As a democratic organization, how we function, and determine policy priorities, are decided by our membership. Leading up to Negotiations 2022, our members have an opportunity to promote, and debate, bargaining demands to be included in our National program of demands. The first step in this process is proposing resolutions at our two March GMMs. Below are the basics of putting together a resolution as well as contact information to submit, or receive help in developing, a resolution.

### WHAT IS A RESOLUTION?

A resolution is a proposal aiming to change, or create, the rules of how our union functions, or develop what demands we should put forward during negotiations. A resolution has two main parts:

1. **The Rationale:** Why you want this resolution and how it will resolve your issue.
2. **The Motion:** What, exactly, you are advocating to change.

### RESOLUTION TIPS:

- Use words that are easy to understand, and short, straight-forward, sentences
- Focus on only one idea per resolution
- Strong language gives clear direction that can't be misinterpreted (e.g. 'will' not 'may')
- Changes may happen during debate. Don't be upset if someone tries to amend a word or phrase.
- Don't be intimidated! People are here to help you draft a resolution and are happy to help! Contact our working-group (info below) if you need any assistance.

### BARGAINING RESOLUTION EXAMPLE:

**Title:** Strengthen Personal Days Provision

**Author:** Parcel Belterson, CUPW 730

**Because** (*rationale*): The current personal day allotment does not give enough recovery opportunities for the work-related wear-and-tear suffered by of our members. **Because** (*rationale*): As postal workers age with their career, time off work due to injury becomes more prominent.

**CUPW will** (*motion*): demand in the next round of bargaining that personal days be expanded from seven to ten days; that there be no limit to the number of personal days that can be accumulated and banked each year; and that, upon retirement, all unused personal days, be paid-out in full to the retiring member.

### HAVE A RESOLUTION READY? NEED HELP FINISHING ONE?

Resolution submissions and help: Karry Biri – [treasurer@cupwedm.net](mailto:treasurer@cupwedm.net) – 780-423-9000 (ext. 2)

A resolution working-group has volunteered to help make this process as easy as possible. If you have completed a resolution, it should be submitted for review. If needed, suggestions will then be made to the author to make sure the resolution is technically solid (i.e. isn't missing wording, addresses proper policy, etc.) All resolutions submitted will be included for debate regardless if they apply the feedback from the working-group. If you only have an idea and need help developing the actual resolution from scratch, please contact us.

Please submit all bargaining resolutions to Karry before Fri, March 5 so they can be compiled on to a document for the GMMs for all members to be able to review and follow along.