



CUPE CELEBRATES

YEAR IN REVIEW 2005

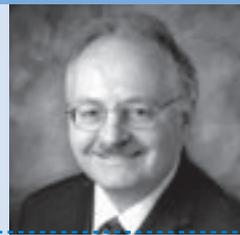
CUPE
On the front line

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CUPE is STRONG



In this second edition of CUPE Celebrates, we attempt to capture the impressive size and scope of our union's activities over the past year.

We remain proud of the tireless efforts of our activists and staff on behalf of our members, and of the accomplishments you will read about here.

Although CUPE continues to attract new members, our growth rate has slowed. That's why organizing was singled out as a priority among the key strategic directions coming out of our 2005 national convention. With some 70 per cent of Canadian workers not yet enjoying the benefits of union membership, we need to double our organizing efforts and support those of unions in other sectors.

In financial terms, our union is strong. In 2005, our strike fund approached \$30 million. CUPE's operating budget is also healthy, thanks to the commitment of all chartered organizations and sound financial management practices.

On the front line, 2005 saw some significant disputes. None was bigger than the massive show of solidarity by CUPE members in British Columbia, who stood shoulder to shoulder with the members and leaders of the B.C. Teachers' Federation in their protest against the provincial government's attempt to impose a non-negotiated contract. More than 25,000 CUPE school board members walked off the job for 15 days to support the teachers. Another 45,000 CUPE members participated in one-day job actions. It was a proud moment for our union as we delivered a powerful message to the Gordon Campbell government.

Red Cross home care workers in New Brunswick walked the picket lines for almost 12 weeks and achieved an encouraging first agreement with their employer. School board support workers in Turtle River, Man., spent almost three months off the job fighting for wage parity. Municipal workers in Regina were on strike for 25 days, while striking workers at Casino Calgary braved belligerent gamblers trying to cross the lines. In each dispute, our members stood tall and defended our right to free collective bargaining.

We also shared in the labour struggles of our brothers and sisters from other unions, including the 5,000 locked-out CBC employees and 12,500 striking Telus workers in Alberta and B.C.

Beyond the borders of our union and our country, we supported relief efforts in response to several natural disasters, including the devastating earthquake in Pakistan, Hurricane Stan in Guatemala and Hurricane Katrina in New Orleans. Senior CUPE delegates brought a trade union perspective to major international events like the World Trade Organization talks in Hong Kong and the Summit of the Americas in Argentina. We also sponsored inspiring activists from other countries to share their stories with Canadians. These and other global justice pursuits speak to the responsibility we have to forge ties with workers around the world.

CUPE Celebrates shines a light on the tremendous effort that our activists and staff put into representing our members, who in turn work so hard to provide the essential public services that make our communities better places to live.

In solidarity,

PAUL MOIST
National President

CLAUDE G N REUX
National Secretary-Treasurer

Strategic directions

Delegates to the 2003 national convention in Quebec City debated and adopted a strategic plan. Three key objectives were established for CUPE for 2003-2005:

- › Strengthen our bargaining power;
- › Make CUPE more effective;
- › Intensify our campaign to stop contracting out and privatization.

These objectives have been at the core of CUPE's work for the past two years. Although an updated set of strategic directions was adopted at the 2005 national convention in Winnipeg, these remain ongoing priorities for our union. Focusing our energy and resources on these goals has allowed us to achieve measurable success.



Did you know?

More than 70 per cent of CUPE's collective agreements (2,228) are with locals with 100 members or fewer.

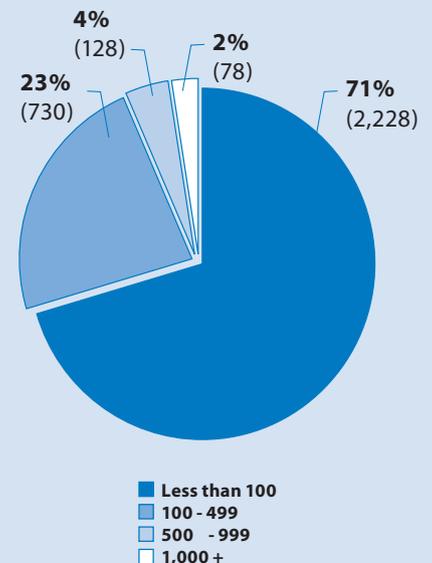
Strengthen our bargaining power

There is strength in numbers and, as Canada's largest union, CUPE carries a lot of clout.

As of Dec. 31, 2005, CUPE had 546,920 members, up from 538,800 in 2004. In the past 20 years, we've gained more than 238,000 members.

Most of our members belong to locals with more than 1,000 members. But the majority of CUPE locals have fewer than 100 members. This means dealing with widely divergent bargaining strategies and priorities.

Number of collective agreements by size of local



Membership	
1985	308,835
1990	397,785
1995	456,580
2004	538,800
2005	546,920

In 2005, only 10 locals were involved in strikes or lockouts lasting nine days or more, with about 2,300 members walking the picket lines. However, this does not include the 23,000 members of CUPE Quebec health care locals who participated in rotating one-day strikes to protest the Jean Charest government's proposed public sector contract. Nor does it count the more than 25,000 CUPE members from 29 locals in British Columbia who walked off the job in October to support B.C. teachers in their protest against a forced, non-negotiated contract with the provincial government.

This year's longest strike lasted 89 days and involved the members of CUPE 4598, Bathurst, N.B., Red Cross home care workers. The shortest was by the members of CUPE 1962, outside workers in Ste-Marthe-sur-le-lac, Que., who were off the job for five days.

The largest strike by a single local involved 1,400 members of CUPE 5050, school board workers in Cape Breton, N.S., while the smallest was staged by three school transport workers in Northern Ontario, members of CUPE 1165.

In 2005, CUPE negotiated 53 new collective agree-

ments, bringing the total number up to 2,228. The vast majority of these were achieved not with job action, but through skilled, patient bargaining.

Did you know?

	Proportion of locals with women presidents	Proportion of locals with women vice-presidents
Less than 100 members	49%	53%
100 – 499 members	51%	46%
500 – 999 members	46%	47%
1,000 and more members	27%	39%
All locals	48%	49%



Make CUPE more effective

At CUPE, being effective means serving our members promptly and appropriately, running our internal operations smoothly, getting our concerns and messages across to governments and employers, responding quickly and flexibly to change while staying true to our core values of solidarity, justice and equality.

Here are some of the initiatives we undertook in 2005 to improve our effectiveness:

- › We made *Organize* magazine available online.
- › We continued our national campaign to collect email addresses and contact information for individual members.
- › We improved our local union information system (LUIS) to collect data more efficiently and to better communicate with members.

Representation and inclusiveness are both key to improving day-to-day effectiveness. To that end, CUPE began examining the lack of diversity within union leadership, particularly with regards to women. Since 2001, the number of women on CUPE's national executive board has fallen by half.

At the Winnipeg national convention, CUPE proposed a resolution calling for the creation of five women vice-presidential positions on the NEB. When this resolution was defeated, a task force was created to examine the barriers and challenges facing women in the union and to propose solutions to correct the gender imbalance.

- › Following a commitment made at the 2003 national convention, we undertook a major survey of our membership. Survey results, which were released at our 2005 national convention, will help us to better understand and serve our members.
- › We began redesigning www.cupe.ca, to make it easier to navigate and read.

Stopping privatization

CUPE continued to devote time, energy and resources to fighting privatization and contracting out across Canada. We dedicated more than \$1 million from our national defence fund to tackling this problem nationally and regionally.

Here are a few significant achievements in this area for 2005:

- › Our campaign efforts under the Rebuilding Strong Communities banner continued to expand.
- › We ensured that public health care, child care and cities remained hot-button political issues throughout the year, particularly during provincial and federal election campaigns.
- › The monthly P3 alert, a round-up of privatization news stories and developments, continued to provide activists with vital information.
- › Cost-share funds were allocated to projects such as a travelling exhibit on public private partnerships in Ontario, fighting the contracting out of garbage collection in Winnipeg, Water Watch initiatives in B.C., and anti-privatization ad campaigns around the country.
- › Many communities across Canada celebrated Communities Day on Oct. 5. In 2004, CUPE

declared Communities Day to celebrate and raise awareness of the work our members do to make their hometowns safe, clean and pleasant places to live. The day was honoured at our 2005 national convention in Winnipeg with a rally. Other cities and towns that held official events included Edmonton, Yellowknife and Ajax, Ont.



National Executive Board

The national executive board governs our union and makes decisions on behalf of members between conventions. Board members are elected at each national convention.

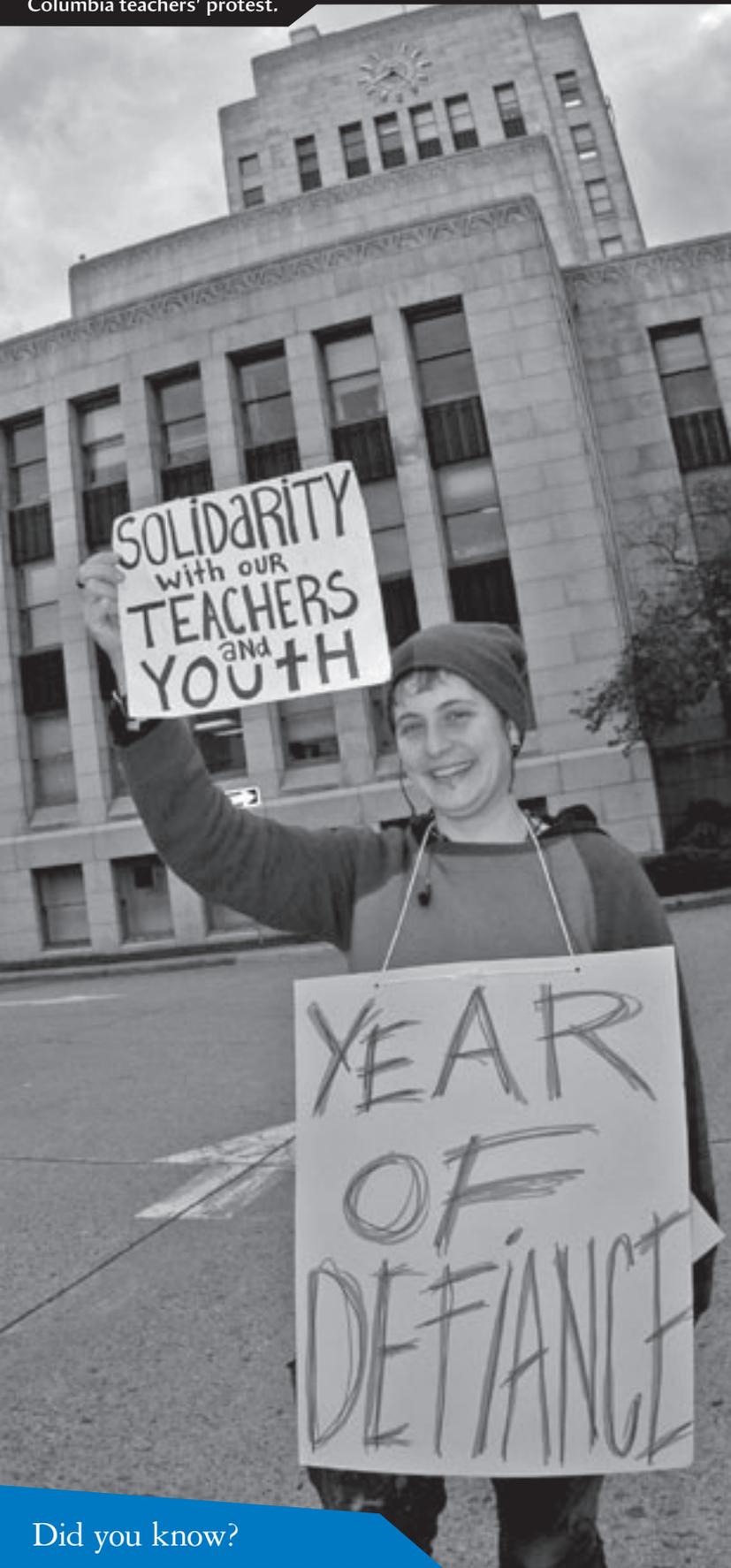
In 2005, the NEB and the national executive committee, made up of the national president, the national secretary-treasurer and five general vice-presidents, met eight times. The NEB met four times, in addition to meeting every day during national convention and informally before the Canadian Labour Congress convention. The national officers reported on these meetings to CUPE's chartered organizations quarterly.



Highlights for 2005 include:

- › The new NEB was elected at the 2005 national convention in Winnipeg.
- › The NEB approved CUPE's 2005 budget in December 2004. The annual operating budget (CUPE's general fund) was close to \$120 million for 2005. The annual budget for the national defence fund was close to \$6 million.
- › In April, the NEB lifted the constitutional levy after CUPE's strike fund reached \$25 million. By September 2005, the strike fund stood at more than \$30 million.
- › The NEB established a task force to examine the role of women in the union and study the barriers they face in reaching leadership positions.
- › Board members endorsed a plan to build a new CUPE National headquarters in Ottawa. Property was purchased in late 2005 and planning for the design and construction of our new home is well underway.
- › The NEB approved several extraordinary expenditures in 2005, including \$50,000 to help victims of Hurricane Katrina, \$10,000 for earthquake relief in Pakistan and Kashmir, \$10,000 for victims of Hurricane Stan in Guatemala and donations to locked-out CBC workers and striking Telus employees in Alberta and British Columbia.
- › The NEB also reviews requests for funding from divisions and locals for various campaigns and projects. In 2005, the NEB approved:
 - ›› 32 strike-averting campaigns totalling \$689,832.39;
 - ›› 9 strike-support campaigns totalling \$502,845.18;
 - ›› 55 requests for financial assistance to attend the 2005 national convention totalling \$102,728.89;
 - ›› 79 cost-shared campaigns totalling \$1,626,437.41; and
 - ›› 75 financial requests for legal/arbitration and professional fees totalling \$1,127,582.76.

In October 2005, thousands of CUPE members supported the British Columbia teachers' protest.



National president and national secretary-treasurer

CUPE's national president and national secretary-treasurer and their staffs have worked diligently to listen and respond to members' needs, to inspire strategic thinking and to maintain the solid and strong financial position of our union. Both officers travelled thousands of miles to meet as many members as possible.

Here are a few examples of how the national officers worked for members in 2005:

- › With the valued assistance of CUPE staff, they lobbied federal and provincial governments on the key issues that touch our members and their communities, including health care, child care, education and the New Deal for Cities and Communities.
- › They initiated strategic meetings in the municipal and energy sectors and a gathering of pension trustees.
- › They brought a union perspective and CUPE presence to major national and international gatherings, including the 2005 meeting of the Federation of Canadian Municipalities, the Summit of the Americas in Argentina and World Trade Organization talks in Hong Kong.
- › They supported CUPE members on picket lines across the country and showed solidarity with striking workers from other unions.

Did you know?

In 2005, CUPE's national president travelled about 185,000 miles, attending conventions and conferences, walking picket lines, meeting CUPE members, and giving our union a higher profile in Canada and abroad. His office sent out 2,876 individual letters this year, not counting emails.

Our Resources

Organizing and regional services

The organizing and regional services department coordinates the organization of new members from a national perspective. We oversee the work of CUPE's 405 national representatives across the country and also provide quality services to CUPE locals and members in the field.

These were some of our proudest moments in 2005:

- › We organized 53 new bargaining units, obtained 726 settlements, chartered 36 locals and brought hundreds of public sector workers into the CUPE fold (see Appendix A).
- › In keeping with CUPE's commitment to plan for the future, we revived the trainee representative program, last offered in 1993. The three-week course gave 12 CUPE members a solid grounding in how servicing representatives do their jobs. In this way, we are ensuring a smooth transition between our current group of skilled reps, many of whom will be retiring in a few years, and their successors.
- › In New Brunswick, we helped get satisfying settlements for N.B. Homes Council workers, court stenographers and Canadian Red Cross home care workers.
- › In Saskatchewan, we supported a plan to expand membership in the school board sector.
- › In British Columbia, we funded a project to examine organizing opportunities in Aboriginal workplaces.
- › In Nova Scotia and Ontario, we supported campaigns to bring more child care workers into CUPE.
- › In Alberta, we provided resources and support to bring a casino workers' strike to a successful conclusion.
- › In Quebec, we funded a successful ongoing campaign for representation votes in the health care and social services sectors.
- › In Ontario, we worked closely with CUPE Ontario on P3s, health care restructuring and the OMERS pension plan fightback.



Did you know?

- CUPE has 405 national representatives across the country. This includes representatives in specialized areas such as communications, health and safety, equality, education and research.

Union development

CUPE's union development department provides membership education services, staff training, literacy program assistance, workshop facilitation and other services.

Member facilitators : the heart of CUPE education

The heart of union education is what we learn from each other and from our experiences. This is why trained CUPE member facilitators (formerly known as occasional instructors) and CUPE staff lead virtually all our workshops. In 2005, we trained almost 100 member facilitators in three provinces.

This year, CUPE revitalized the member facilitator program. New procedures for recruiting, selecting, training and supporting CUPE member facilitators are in place. All CUPE members can now apply to be a facilitator.

The qualifications and selection procedure are set out in the new facilitator policy posted on www.cupe.ca.

Selected members undergo a five-day residential training program and receive follow-up training annually. In addition, a new evaluation process is in place to ensure a high standard of instruction. Member facilitators will also receive ongoing support and feedback to ensure that everyone involved in our education programs has the best experience possible.

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John Francis "Lofty" MacMillan, 1918-2006

As we were preparing this edition of CUPE Celebrates, we were saddened to learn of John Francis "Lofty" MacMillan's death at the age of 88.

MacMillan was one of Canada's trade union giants and a founding CUPE pioneer. He will be remembered for the substantial, long-term improvements he helped bring about for Canadian workers.

His involvement with the labour movement began when he became a coal miner in his native Cape Breton Island, N.S., at age 16. Deeply concerned about workers dying in mining accidents, he decided to get involved in the union.

MacMillan covered all four Atlantic provinces for CUPE, eventually becoming the second national organizing and servicing director in our history. He was a legendary organizer and was instrumental in winning collective bargaining rights for New Brunswick government employees in 1969.

MacMillan's life and accomplishments are summed up in his autobiography, *The Boy from Port Hood*. His cremated remains will be transported to his birthplace in Cape Breton, with an official memorial ceremony planned for July 2006.



National convention

CUPE's 22nd biennial national convention was held in Winnipeg, Oct. 3-7, 2005.

Here are some highlights:

- › Close to 1,700 delegates attended.
- › Guest speakers included Manitoba Premier Gary Doer, New Democratic Party Leader Jack Layton, workplace health and safety expert Dr. Linda Rae Murray and Canadian Labour Congress secretary-treasurer Hassan Yussuff.
- › T-shirts were handed out to more than 40 first-time delegates who also made their first appearance at the convention floor microphones.
- › Passionate and courageous trade union activists from South Africa, Argentina and the Philippines shared their inspiring stories.
- › The new national Strategic Directions policy document for 2005-2007 was adopted after four hours of debate. In addition, 289 resolutions, five emergency resolutions and 41 constitutional amendments were submitted.
- › Four constitutional resolutions were carried; four were defeated and referred to the constitution committee. All 39 resolutions that made it to the floor were carried.
- › Former national executive board member Colleen Jordan won the Grace Hartman Award.
- › Delegates raised \$180,000 for strikes.
- › A rally was held to mark Communities Day, Oct. 5. Despite a snowstorm, participants gathered outside the convention centre to voice their support for strong public services and their commitment to fight poverty and injustice in their communities.
- › CUPE made a donation to a Winnipeg Aboriginal youth crisis centre in memory of Kathleen Beardy, a local 11-year-old First Nations girl who died in a tragic accident.

"No major progress has occurred without the active involvement of the trade union movement."

Dr. Linda Rae Murray, Chicago medical officer and workplace health and safety expert.



Did you know?

- The most popular member education workshops included health and safety, bargaining, effective stewarding, pensions, conflict resolution, workplace harassment and retirement planning.
- The Canadian Labour Congress' four-week residential Labour College took place in May and June 2005 with 11 CUPE members participating. A new Labour College scholarship was created this year in memory of Barbara Kowalski, a CUPE activist and Nova Scotia servicing representative who passed away last year. We also increased the value of CUPE's other Labour College scholarships to reflect the rise in the cost of living.

Statistics on certificate courses *

Region	# of courses offered	# of certificates awarded
B.C.	105	1,700
Alberta	50	500
Saskatchewan	25	350
Manitoba	60	1,100
Ontario	200	3,500
Quebec	25	3,349
Maritimes	45	585
Atlantic	55	580
TOTAL	565	11,664

* Certificate courses follow an approved curriculum and are offered as weekend or week-long courses.

Training for women

Working closely with CUPE's equality branch and national women's committee, union development has put in place an innovative new education and training program for CUPE women. The Women Breaking Barriers program has several components:

- A five-day workshop for women to deepen their understanding of current issues.
- Skills-building workshops for women on such topics as public speaking, mobilization, media relations, leading a local union and achieving balance between work and family life.
- Educational sessions for both men and women to help them develop a better understanding of the challenges that women face in their communities, at home, in their workplace and in their union.

This program was introduced in 2005 and will be carried out over the next few years. In 2005, 77 women participated in workshops in British Columbia, Alberta, Newfoundland-Labrador, Nova Scotia, New Brunswick, Prince Edward Island and Ontario.

Education in the workplace

We continued to expand the number of workshops offered to CUPE members in the workplace.

Participation in our programs has grown significantly in the past two years as we experiment with new ways of reaching out to our members, locals and staff. In the first three months of 2005, we reached more than 10,000 CUPE members through workshops, schools and conferences.

Many took part in our core education program, but many also took advantage of sessions designed to support a specific union initiative or to respond to a precise need.



Some examples:

- A group of striking workers in Northern Ontario learned how to build and maintain solidarity and community support.
- A seminar on public private partnerships was organized for union leaders in Alberta.
- We delivered workshops at bargaining conferences in Ontario on how to counter the attacks on employee benefit plans.



CUPE members learned to deliver clear language workshops at the CLC Ontario winter school in March.



Literacy

CUPE's literacy reference group coordinates all work related to literacy training and awareness. From helping our members and their employers rewrite collective agreements in clear language to cutting jargon from convention resolutions, CUPE's literacy program is changing how the union and its members interact.

As part of a comprehensive evaluation of CUPE's literacy program, staff carried out a survey at the 2005 national convention. Results showed that 89 per cent of respondents think that literacy is as important as other union issues such as health and safety, while 97 per cent support clear language for convention resolutions.

Here are a few literacy highlights from 2005:

- › The first National Literacy Award was presented at the 2005 national convention in Winnipeg to Keith Allen, a municipal worker from North Bay, Ont., and a member of CUPE 122.
- › CUPE marked Sept. 8, International Literacy Day, by calling on all employers to promote workplace literacy and education.
- › The literacy reference group published *It's our right*, a booklet that highlights CUPE workplace education success stories. The group also sponsored *Up to the certification challenge*, a major new study that looks at how basic skills programs can support water and wastewater workers to qualify for their operator certificate. The study also looked at other ways the union could support CUPE members facing demands for certification or licensing. Study highlights were published in a separate booklet for easy access.
- › The peer-mentoring program, which trains CUPE members to tutor their peers, continued to be a success. Peer tutors work alongside instructors in workplace programs and provide additional support to learners inside and outside the classroom.

Keith Allen received the first CUPE National Literacy Award.



National services

In 2005, the national services department conducted a major national survey of CUPE members. We contacted 2,425 members to get their impressions of their union.

This is one example of the kind of collaborative work the national services department does in providing services to members through the following branches: communications, equality, legal, research/job evaluation, health and safety and economic issues. These different branches often coordinate their efforts with the union development and organizing and regional services departments.

In 2005, some of our work included:

- › Lobbying and relationship building with mayors, councillors and library board members at the annual conferences of the Federation of Canadian Municipalities and the Canadian Library Association.
- › Coordination of national research and communications on CUPE's federal election campaign.
- › Support for sectoral meetings of CUPE locals in energy, municipalities and blood services, as well as a national pension trustees' meeting.
- › Support for CUPE's international work through Public Service International, other international bodies and bilateral arrangements.

Did you know?

- We printed 236,580 copies of *Organize* in 2005.

Communications

CUPE's communications branch is involved in virtually all aspects of our union's work. From assisting with local campaigns to organizing broad national initiatives, the branch helped the national office, divisions, locals and individual members get their messages across to their audiences.

Here are some of the branch's key activities and achievements in 2005:

- › Produced four issues of *Organize*, 12 issues of the monthly *P3 Alert*, 51 issues of the weekly newsletter *Fast Facts*, six issues of the daily national convention newsletter and the inaugural 2004 edition of *CUPE Celebrates*.
- › Made *Organize* available online.

- › Ran more than 100 print ads in publications across the country to promote national events such as Communities Day, Black History Month, Gay Pride, Aboriginal Day and the National Day of Mourning, as well as to raise awareness generally about CUPE and our work.
- › Began the process of redesigning www.cupe.ca.
- › In December, prepared and launched an energetic campaign for the 2006 federal election. Election materials included a leaflet with the slogan "Vote positive, vote public"; 250,000 copies were made available to campaign workers for distribution to members. The branch also provided daily online updates, quizzes, reality checks, fact sheets and issue sheets.
- › CUPE National publications won in several categories at the 2004 Canadian Association of Labour Media Awards, including Excellence in layout and design for



Organize, the Ed Finn Award for Doug Smith's article "We need each other in Canada", published in *Organize*, and the Breaking Barriers Award for our bargaining equality binder.

- › Provided extensive support to the national convention in Winnipeg, including reporting on daily activities, assisting the national officers, liaising with local and national media, producing video presentations, creating and updating the convention web pages, organizing and judging the CUPE Communications Awards and providing real-time, online transcripts of debates and proceedings.
- › Delivered courses on basic web design to members in Ontario, Manitoba and Prince Edward Island.
- › Recorded 5,682 media hits on CUPE news releases, up from 5,442 in 2004. This excludes the numerous CUPE stories that were covered on national and local TV, radio and newspapers. The most popular CUPE-related topics for the media were strikes and other labour strife. Our release on the British Columbia teachers' protest made Canada NewsWire's 2005 Top 10 list of most viewed items.
- › Continued to provide individual members and locals with free e-mail addresses and website hosting. As of the end of 2005, CUPE was hosting more than 300 local, council or division websites and had provided 1,260 people with e-mail addresses.
- › Attracted 40,000-45,000 individual visitors a month to the CUPE website. On average, each visitor went to 25 pages on the site. CUPE Today, our daily e-mail news bulletin, reaches about 3,500 activists.
- › Communications staff continued to work with other national branches to produce newsletters, videos, online material, pamphlets, posters and other communications tools. Our designers were also involved in numerous regional campaigns and projects.

Economic analysis

In 2005, CUPE hired a senior economist to strengthen the union's capacity and influence on economic issues. So far, this position has focused on national economic policy issues, advocating on behalf of CUPE's interests in federal budgets, tax and monetary policy.

The economist also prepares economic analyses and material for CUPE's elected leadership and works closely with the national research and communications branches and with representatives in divisions and locals on economic issues.

In 2005, economic research included:

- › Pre-federal budget consultation;
- › Federal election;
- › Unionization rates;
- › Economic climate for bargaining, including economic forecasts and analysis;

- › Analysis of developments and preparation of background for CUPE news releases
- › Alternative federal budget;
- › Child care, health care and community infrastructure needs and concerns;
- › Privatization and contracting out;
- › Tax issues, such as the federal gas tax transfer and capital gains cuts;
- › Provincial economic forecasts, budgets and economic policy issues.

Did you know?

- Collectively, CUPE members paid about \$2.2 billion in income tax and about \$600 million in GST in 2005. This is equivalent to 280,000 publicly-funded child care spaces, 195,000 spaces for university and college students or 63,000 long-term care spaces for seniors.
- In 2005, CUPE members earned \$17.3 billion in wages. The average annual salary for a member was \$31,561

Equality

It was a banner year on the human rights and social justice front, with CUPE's equality branch celebrating many victories in its fight for those who face barriers in the workplace.

The branch advises CUPE national and regional committees on issues related to women, workers of colour, Aboriginal workers, people with disabilities and lesbian, gay, bisexual, transgender and transsexual (LGBT) members.

The branch helps the committees advise their executive bodies on equality issues and take action nationally, regionally and locally.

In June, Parliament finally approved equal marriage rights for same-sex couples. In November, an Ontario Human Rights Tribunal ruling ordered the province to pay for sex reassignment surgery for CUPE member Martine Stonehouse and two others (Ontario delisted the procedure in 1998).

Much work has been done in the past year on increasing the participation of

women in CUPE, particularly in leadership positions. At the 2005 national convention in Winnipeg, members defeated a resolution to create five women vice-presidential positions on the national executive board.

The focus now is on the national women's task force, whose mandate is to carry out extensive consultation and education about the status of women in CUPE and in society. The task force will identify the key issues and develop recommendations. It will report regularly to the membership as well as to the 2007 national convention.



The Aboriginal working group: just some of the CUPE people fighting for equality for our members.

In 2005, the equality branch also achieved the following:

- › In February, the University of Toronto awarded CUPE the first annual Citizenship Award from the Centre for Sexual Diversity Studies (CSDS). CUPE was recognized as an international leader among labour unions in advocacy on sexual diversity. CUPE gave half of the \$5,000 award to the organization Equality for Gays and Lesbians Everywhere (EGALE) and donated the rest to the CSDS.
- › The persons with disabilities national working group (PWDNWG) compiled *It's About Respect*, a handbook that gives members tips for interacting with workers with disabilities.
- › The group launched the Wheel of Chance, a roulette-style online tool designed to increase awareness of disabilities and how CUPE members can help in the workplace.
- › The PWDNWG made a presentation to the national anti-privatization and contracting out committee about the devastating effects privatization has on persons with disabilities.
- › Branch staff researched and wrote a paper that provides recommendations on amending federal laws to help end the discrimination and violence experienced by transgender and transsexual Canadians. Recommendations included amendments to sections of the Criminal Code and the Canadian Human Rights Act.
- › Staff worked with the national pink triangle committee (NPTC) and union development in updating the Pride in CUPE workshop to include issues related to transgender and transsexual members, sex work and violence.
- › The branch collaborated with the NPTC and CUPE researchers to develop a fact sheet on how pension legislation addresses same-sex couples. It provides a checklist to determine how inclusive or discriminatory pension plans are of same-sex partners.

CUPE received an award from the University of Toronto for our leadership in sexual diversity issues.





Did you know?

CUPE's global justice fund spent more than \$122,000 to support projects around the world.

International solidarity

CUPE's international solidarity activities promote the interests of our members through cooperation and solidarity with unions and popular movements in other countries around issues of mutual concern.

The global justice fund is the main instrument for our international work. CUPE divisions, locals and district councils, along with national committees and departments, may apply for funding for their international projects.

CUPE's national executive committee governs the fund. The national global justice committee administers the fund, selects the projects and coordinates international activities. A researcher is assigned to the committee.

From July 31, 2004, to June 30, 2005, the fund spent more than \$122,000 to support a variety of projects around the world, including:

- > Radio Libertad Guatemala, a pro-free speech radio station;
- > Training and education for women factory workers in Mexico, Central and South America;
- > Hurricane relief in Cuba;
- > A major health care workers exchange meeting in South America;
- > Exchanges with and training for trade unionists in Colombia.

The global justice fund also helped bring leading trade union activists from South Africa, the Philippines and Latin America to the CUPE national convention in Winnipeg.

In addition, CUPE's national officers, members of the NEB and senior staff attended major international events, including the Summit of the Americas in Mar del Plata, Argentina and the World Trade Organization talks in Hong Kong, making sure that labour's voice was heard and its presence felt.



Health and safety

CUPE's health and safety work has a national and international reputation for excellence. The branch provides direct, one-on-one information, support and guidance to thousands of CUPE members who face health and safety problems ranging from harassment and workplace violence to infectious diseases, asbestos exposure, chemical hazards, overwork, stress and dozens of others.



Don Postar, winner of the 2005 Health and Safety Award.

In 2005, the branch worked for health and safety improvements by:

Supporting activists

- › CUPE's Health and Safety Award recognizes member-activists who are dedicated to protecting and informing their colleagues. In 2005, the award was presented at national convention to Don Postar, a member of CUPE 5555 and a school board worker from Ontario's Kawartha region.
- › CUPE environmental activists were provided with information and support for Earth Day activities.

Spreading the word

- › As part of the branch's ongoing work to inform members, new fact sheets on shift work, mould and critical incident stress were published.
- › Revised and updated fact sheets on accident investigation, noise, ventilation, indoor air quality and repetitive strain injuries were also published. A new avian influenza fact sheet will be available in 2006.
- › To ensure the most up-to-date health and safety information and techniques are available to members, the branch developed new workshops on health and

safety committees, indoor air quality, ergonomics, workplace toxins and communicable diseases. These sessions have been developed to train, educate and mobilize members.

- › The branch distributed almost 40,000 pieces of material for the National Day of Mourning (April 28). Posters, buttons, T-shirts and pamphlets helped CUPE locals, labour councils and communities across Canada recognize and honour the day.

Innovating

- › The Korea Occupational Health and Safety Agency translated CUPE's stress guideline (first published in 2003) into Korean for use in that country.
- › The influential British magazine *Hazards* regularly references CUPE's health and safety program.
- › We helped the Canadian Centre for Occupational Health and Safety incorporate a union perspective in its training and publications.
- › The branch completed a new Canadian Standards Association occupational health and safety management standard. CUPE co-chaired the committee overseeing development of the standard. Work began on a new standard on ergonomics.

Legal

The legal branch scored a major victory in 2005 when, after several appeals, it successfully won back collective agreement rights and negotiated improved benefits, wage increases and pension plan contributions for staff of the bankrupt Royal Crest Nursing and Retirement Homes in Ontario.

The branch provides advice, assistance and legal representation to CUPE locals, members and staff. We represented our local unions and members at arbitration, labour board and court hearings throughout 2005.

The task of protecting collective bargaining rights and existing collective agreements in bankruptcy protection, receivership and bank-

ruptcy situations continues to present difficult challenges. The law in this area remains unsettled but the diligent efforts of CUPE and other unions to protect bargaining and collective agreement rights have produced significant advances.

The ability of unions and employers to negotiate and enforce mandatory retirement provisions is under attack. In Ontario, legislation was passed to remove the exemption for mandatory retirement in the Human Rights Code. In Saskatchewan, we have vigorously defended a complaint in which the Human Rights Commission attacked the provision in its code permitting mandatory retirement as a violation of the Canadian Charter of Rights and Freedoms.

CUPE's national executive board reaffirmed the policy passed at our

national convention supporting the rights of unions to negotiate mandatory retirement provisions where they are in the best interests of their members. The legal branch will continue to defend these provisions.

Human rights law plays an increasingly important role in our workplaces. The duty to accommodate has produced significant progress in advancing the rights of workers with disabilities. We are also experiencing an increasing number of human rights complaints in this area.

A recent series of human rights complaints filed in Ontario on behalf of children with autism may have significant effects on educational assistants employed by school boards. The branch is defending the rights and interests of our members in this case.

In Ottawa, CUPE child care workers held a candlelight vigil for public child care.



Research and job evaluation

CUPE's research work reaches into every corner of our union and every area of public policy. Research and job evaluation staff members provide information, advice and expert analysis on broad national initiatives.

In 2005, the research branch's projects included work in economic and social policy, government funding, arbitration support, collective bargaining trends, public financing, public services, privatization, pay equity, pensions and employee benefits.



Did you know?

Bargaining

Advancing the interests of members through collective bargaining continued to be a priority. In 2005, the branch's efforts in this area included:

- › Continuing to expand the collective agreement information system (CAIS). This online resource allows users to send and download electronic versions of collective agreements, enter and report on settlement information at the conclusion of a round of bargaining and perform text searches of the electronic collective agreements;
- › Providing research support at the bargaining table;
- › Continuing to publish a compilation of Canadian economic and bargaining trends in the quarterly *Economic Climate for Bargaining*;
- › Producing reports by regional research staff on settlement trends, collective agreement language and key economic indicators for sectoral bargaining conferences;

- › Distributing a new kit on benefits in 2005 and updating the kit for 2006.

Building effective locals

Skilled, knowledgeable and engaged members and leaders help build effective locals. In

2005, research work to support locals included:

- › Providing assistance to locals and staff with bargaining, surveys and contract analysis;
- › The publication and distribution of dozens of research papers, reports and briefs on government budgets, legislative changes, trade and public services, electricity and energy policies, public private partnerships,

- In the past two years, CUPE research staff produced over 100 research papers and briefs.
- It takes CUPE collective agreement analysts an average of one day to code each collective agreement into the collective agreement information system (CAIS).



privatization initiatives in health care, medicare, benefits and pension plans, and wage surveys;

- › Working with locals to implement job evaluation and pay equity systems.

Fighting privatization

Aggressive CUPE campaigning against contracting out and privatization of public services has helped to set back the privateers and the research branch has played a key role. In 2005, work to support public services included:

- › CUPE researchers helping local unions and coalition partners like Island Water Watch in British Columbia oppose P3s and contracting out. Other proud moments on this front included:
 - ›› Montreal and Longueuil city officials said no to P3s for their transit systems;
 - ›› After months of debate, the St-Charles long-term care home in Quebec City rejected a privatized model for its new facility;

- ›› Edmonton city council voted against a proposal to transfer its sewage and drainage assets to EPCOR;
- ›› The Regional District of Nanaimo, B.C., cancelled negotiations aimed at handing over its water systems to EPCOR.

- › Research staff assistance and facilitation at sectoral meetings to help locals fight privatization and contracting out;
- › Providing assistance with health coalition partners to develop two groundbreaking proposals for the expansion of medicare: a federal hospital infrastructure transfer and a national pharmacare strategy;
- › Collaborating with the communications branch to publish the monthly *P3 Alert* and improve the online privatization map. These tools help activists recognize the early warning signs of privatization and expose flaws in P3s.
- › Working with CUPE Ontario on the “School of P3s” and successful plebiscites against P3 hospitals.

Conclusion



Embracing new challenges

The January 2006 federal election has resulted in a minority Conservative government. This is the biggest challenge we will face in 2006.

During the election campaign, national officers and staff worked hard to voice our concerns, opinions and priorities: strong public services and a people-first government. As you read this, the political landscape will have changed dramatically.

We told our members to vote positive and vote public. They listened, helping to bring 29 New Democrats to Parliament, the party's best showing since the 1988 election. More NDP MPs in the House of Commons means better checks and balances against the minority Conservative government, and a stronger voice for working people and families.

However, with Stephen Harper in power, we know we will have to increase our vigilance. CUPE members can be sure their union will tirelessly scrutinize and fight the Conservative agenda with regards to privatization, health care, child care, tax cuts, community infrastructure and other areas.

The coming year will be full of exciting projects, which we will be reporting on throughout the year on our website, in *Organize* and in our other publications. Already, we have begun implementing the 2005-2007 Strategic Directions policy document. Adopted at the Winnipeg national convention, it will guide us to our next convention in 2007.

As we look back on our accomplishments, we are also looking ahead to embracing future challenges, winning new battles and defending our members, their jobs, their families and their communities against threats. As always, CUPE will do so with conviction, passion and, above all, dedication to our members' needs.

Appendices

Appendix A: 2005 Agreements and settlements

	# of Open Collective Agreements as of July 1, 2005	# of Settlements Achieved in 2005	# of Units Decertified	# of Members Lost in Decertifications	# of Units Certified	# of Members Gained via Certifications	# of Locals Chartered
ATLANTIC	94	28	0	0	4	105	2
MARITIMES	36	24	0	0	5	162	5
QUEBEC	223	79	0	0	5	85	10
ONTARIO	348	316	1	12	20	1112	12
MANITOBA	75	62	0	0	2	47	1
SASKATCHEWAN	84	59	0	0	5	310	4
ALBERTA	21	58	1	17	3	152	1
B.C.	72	100	0	0	1	150	1
TOTAL	953	726	2	29	45	2123	36

Appendix B: Strikes and lockouts

Province	Local	Employer	Start	Return to Work	Members Participating
NS	5050	Cape Breton School Board	Apr 3	Apr 25	1,400
NB	4598	Canadian Red Cross - Peninsule acadienne	Oct 11	Nov 14	89
NB	4598(04)	Canadian Red Cross - Miramichi	Oct 24	Nov 14	28
NB	4598(05)	Canadian Red Cross - Richibouctou	Oct 25	Nov 14	29
NB	4598	Canadian Red Cross - Bathurst	Aug 18	Nov 14	75
NB	4598	Canadian Red Cross - Campbellton	Oct 3	Nov 14	103
ON	5100	Grand Erie Dist. School Board	Apr 8	Apr 11	250
ON	2196	Child & Family Serv of Timmins	Apr 19	Jul 6	150
ON	2462	Community Living Espanola	May 14	Jul 23	40
ON	1165	Nipissing Board of Ed (student transport)	Sep 19	Oct 31	3
QC	1707	Ecole Sec. St-Paul de Varennes	Jul 18	Sep 14	48
QC	1962	Sainte-Marthe-sur-le-Lac	Nov 3	Nov 7	20
QC		Health Care Locals	Nov/Dec	Rotating one-day strikes	23,000
MB	1897	Turtle River School Division	Nov 4	Jan 26 2006	100
SK	7	City of Regina - Inside	Sep 1	Sep 26	217
SK	21	City of Regina - Outside	Sep 1	Sep 26	800
AB	4655	Calgary Casino	Sep 23	Nov 7	424
BC	15	Vancouver Parks Board	Oct 7	Oct 24*	200
BC	15(01)	Vancouver School Board	Oct 7	Oct 24*	1,400
BC	113	Farwest Bus	Oct 7	Oct 24*	30
BC	379	Burnaby School Board	Oct 7	Oct 24*	1,000
BC	382	School Dist # 61 Victoria	Oct 7	Oct 24*	255
BC	389	N.Vancouver School Dist # 44	Oct 7	Oct 24*	900
BC	409	New Westminster School Board	Oct 7	Oct 24*	250
BC	411	School Dist # 33 Chilliwack	Oct 7	Oct 24*	570
BC	439	School Dist # 71	Oct 7	Oct 24*	500
BC	441	School Dist # 63 (Saanich)	Oct 7	Oct 24*	526
BC	459	School Dist # 62 (Sooke)	Oct 7	Oct 24*	520
BC	476	School Dist # 47 (Powell River)	Oct 7	Oct 24*	126
BC	523	School Dists # 67,83,19 and 53	Oct 7	Oct 24*	1,000
BC	561	Coquitlam School Dist #43	Oct 7	Oct 24*	1,150
BC	561(02)	Cardinal Bus	Oct 7	Oct 24*	140

Continued...

Appendix B: Strikes and lockouts

Province	Local	Employer	Start	Return to Work	Members Participating
BC	593	School Dist# 75 Mission	Oct 7	Oct 24*	515
BC	606	Nanaimo	Oct 7	Oct 24*	1,225
BC	703	School Dist # 42 Maple Ridge	Oct 7	Oct 24*	420
BC	716	School Dist # 38	Oct 7	Oct 24*	950
BC	723	School Dist # 72 Campbell River	Oct 7	Oct 24*	375
BC	727	School Dist # 70 Port Alberni	Oct 7	Oct 24*	270
BC	728	Surrey School Dist	Oct 7	Oct 24*	2,500
BC	947	Greater Victoria School Dist #61	Oct 7	Oct 24*	798
BC	1091	School Dist # 37 Delta	Oct 7	Oct 24*	790
BC	1260	School Dist # 35 Langley	Oct 7	Oct 24*	663
BC	1285	School Dist # 20 Castlegar/Trail	Oct 7	Oct 24*	215
BC	2020	School Dist # 50	Oct 7	Oct 24*	56
BC	2045(02)	School Dist # 85	Oct 7	Oct 24*	150
BC	2052	Coast Mountain School Dist #82	Oct 7	Oct 24*	308
BC	2098	School Dist # 51 Grand Forks	Oct 7	Oct 24*	85
BC	2145	School Dist # 54 Smithers	Oct 7	Oct 24*	163
BC	2298	School Dist # 92 Nisga'a	Oct 7	Oct 24*	55
BC	2450	School Dist # 10 Arrow Lakes	Oct 7	Oct 24*	41
BC	2769	School Dist # 84	Oct 7	Oct 24*	47
BC	3234	School Dist # 82 Dease Lake	Oct 7	Oct 24*	29
BC	3500	School Dist # 73	Oct 7	Oct 24*	647
BC	3523	School Dist # 23	Oct 7	Oct 24*	1,222
BC	3570	School Dist # 69 Parksville	Oct 7	Oct 24*	254
BC	3742	School Dist # 57 Prince George	Oct 7	Oct 24*	636
BC	4177	School Dist # 91 Nechako Lakes	Oct 7	Oct 24*	400
BC	4227	Conseil Scolaire Francophone	Oct 7	Oct 24*	200
BC	5523	School Dist # 22	Oct 7	Oct 24*	440

*Strikes to support B.C. Teachers' Federation.

Appendix C: CUPE representation on parent labour bodies

Federation of Labour Executives

Newfoundland and Labrador	Wayne Lucas
Nova Scotia	Betty Jean Sutherland, Robert Doucette
New Brunswick	Bob Davidson, Daniel Légère, Marilyn McCormack, Odette Robichaud, Michel Boudreau
Prince Edward Island	Leo Cheverie
Quebec	Pierre Dupuis, Hélène Simard, Henri Massé
Ontario	Patrick (Sid) Ryan, Irene Harris, Judith Mongrain, Dharam Boodhoo, Lindsay Foley
Manitoba	Lorraine Sigurdson, Kevin Rebeck, Nicole Campbell, Cathy Williams-Stewart
Saskatchewan	Frank Mentés, Carla Smith, Marv Meickel
Alberta	D’Arcy Lanovaz, Dianne Wyntjes
British Columbia	Barry O’Neill, Mark Hancock, Fred Muzin, Jim Lamb, Judy Darcy, Mary LaPlante
Northwest Territories – Iqaluit Federation	Mary Lou Cherwaty

Canadian Labour Congress

Executive Committee	Marie Clarke Walker, Paul Moist, Donalda MacDonald
Executive Council	Mary Lou Cherwaty, Victor Elkins, Michel Boudreau, Henri Massé

National Executive Board

National President

Paul Moist pmoist@cupe.ca

National Secretary-Treasurer

Claude G n reux cgenereux@cupe.ca

General Vice-Presidents

Rick MacMillan	Atlantic/Maritimes	macmillr@nbnet.nb.ca
Mario Gervais	Quebec	mgervais@scfp.ca
Patrick (Sid) Ryan	Ontario	sryan@cupe.on.ca
Tom Graham	Manitoba/Saskatchewan	tomgraham@sasktel.net
Barry O'Neill	Alberta/British Columbia	lwatt@cupe.bc.ca

Regional Vice-Presidents

Donna Ryan	Newfoundland/Labrador	dryan@cupe.ca
Danny Cavanagh	Nova Scotia	cupe734@tru.eastlink.ca
Daniel L�g�re	New Brunswick	dlegere@cupe.ca
Donalda MacDonald	Prince Edward Island	dmacdonald@cupe.ca
Claude Turcotte	Quebec	cpas@videotron.ca
Charles Fleury	Quebec	cf.scfp1500@qc.aira.com
Michael Hurley	Ontario	michaelhurley@ochu.on.ca
Candace Rennick	Ontario	crennick@cupe.ca
Wyman MacKinnon	Northern Ontario	president_4705@cupesudbury.org
Kevin Rebeck	Manitoba	krebeck@cupe.ca
Frank Menten	Saskatchewan	fmenten@cupe.ca
D'Arcy Lanovaz	Alberta	darcy@lanovaz.org
Mark Hancock	British Columbia	mhancock@cupe.bc.ca
Fred Muzin	British Columbia	fmuzin@heu.org

Diversity Vice-Presidents

Dharam Boodhoo	Workers of colour	dharamboodhoo@rogers.com
Leo Cheverie	Aboriginal workers	lcheverie@upei.ca



