

National President's Report

March – June 2005

Dear Sisters and Brothers:

This quarterly reporting period has been a very busy one for our union. Ten Division Conventions have been held. We are very busy on the collective bargaining front, and as always, there are a host of campaigns right across Canada.

On the political front, the federal scene has dominated the news. In British Columbia, the NDP stormed back in the May 17th election, increasing from 2 to 33 seats in the 79-seat BC legislature.

During all of this, CUPE activists and staff have continued to work very hard on behalf of our members.

The purpose of this report is to capture the key highlights of our union's activities over this period.

1. Federal Political Scene

Like all Canadians, I have watched our federal parliament's activities over the past number of weeks. It is without question the most dysfunctional parliamentary session in a generation.

Throughout this period, CLC senior leadership were in constant contact with Jack Layton and the NDP Caucus. We, like most Canadians, did not want a federal election at this time. Not with a budget that contained much needed money for child care and municipal infrastructure. And not when important legislation such as the same-sex marriage Bill and NDP MP, Pat Martin's Bill to amend federal bankruptcy laws are in the House.

The CLC Executive Committee fully supported the federal budget amendments the NDP were able to achieve. Deferring corporate tax cuts, increasing social housing, and post-secondary infrastructure budgets are important investments. As is increasing Canada's international support to the developing world.

Supporting the NDP is not an expression of support for Paul Martin's Liberals, who will have to face the Canadian electorate after the release of the Gomery Commission Report. In the meantime, as a member of the CLC Executive Committee, I will continue to work with the NDP Caucus on important legislative initiatives.

2. CUPE National – Strategic Initiatives

The 2005 national budget included funding for some targeted strategic initiatives, designed to strengthen our union within some key sectors and policy areas.

Throughout this reporting period some of these initiatives have commenced as follows:

- **Energy Workers Meeting – May 5-6, 2005 – Ottawa ON**

A total of 26 members and staff from seven energy worker locals met in a two-day conference, the first such conference since 1997.

The first day was spent on an international overview along with a look at key national issues.

We were assisted greatly by the following guests:

- Carl Wood – Consultant to US Energy Unions
- Michel Clerc – President, SOS Right to Energy
- Shaun Loney – Director of Policy – Energy, Science and Technology, Government of Manitoba

The conference also heard local union reports on key issues. As well, the conference workshops dealt with key sector issues such as privatization, the need for investment in new power sources, and demand-side management issues such as Ontario's move to smart-metering.

- **Canadian Blood Services Conference – May 13-14, 2005 – Calgary AB**

A total of 30 delegates from CUPE, NUPGE and SEIU met for the first time ever to consider key challenges posed by their employer, Canadian Blood Services.

CUPE has 5 locals in BC, Alberta and New Brunswick.

The delegates adopted a list of strategies designed to strengthen their bargaining power and to increase communication amongst their locals. They have a plan to implement support immediately if any of them is faced with a strike or lockout. As a number of the CBS locals are currently in tough rounds of bargaining, their action plan is likely to be tested very soon. All of the CBS workplaces were represented and there are plans to meet again.

- **Emergency Medical Services (EMS) Conference – May 30-31, 2005 – Edm. AB**

A total of 30 delegates and staff from eight CUPE Paramedic locals met for the first time ever (outside of the three hour sector meeting held at each National Convention).

Delegates provided local reports on key issues and reviewed a report on the federal budget provision to include EMS workers as public safety occupations (PSO) under the regulations for early retirement options under the Federal Income Tax Act (ITA).

As EMS Chiefs from across Canada were also meeting in Edmonton, CUPE invited a delegation to join our forum. Priority concerns were presented which included health and safety issues and hospital wait times.

Prioritization of key sector issues for continued work and commitment to schedule further sector conferences on a biennial basis were made.

- **CUPE National Municipal Locals Meeting – May 31-June 2, 2005 – Toronto ON**

A total of 62 delegates and staff from 23 locals met in Toronto for the first ever CUPE National Municipal Sector Meeting. The target audience for this initial meeting was large locals and representation from each province.

The conference focused on key issues facing the sector, including privatization (P3's), the New Deal for Cities and financing options for urban infrastructure renewal.

Some key guests added greatly to the conference deliberations, including:

- Mayor David Miller, Toronto
- John Cartwright, President, Toronto Labour Council
- Ellen Russell, Senior Research Economist, CCPA
- Hugh MacKenzie, Economic Consultant
- Enid Slack, Institute of Municipal Finance and Governance, Munk Centre for International Studies, University of Toronto
- Shelley Petrie, Toronto Environmental Association
- Tam Goossen, President of the Board of Directors, Community Social Planning Council of Toronto
- Paula Fletcher, Councillor, City of Toronto

Delegates concluded the conference with a statement affirming support for the New Deal initiative and full support for public solutions to pressing urban infrastructure renewal initiatives.

- **FCM Conference – June 3-6, 2005 – St. John’s NL**

A delegation of 17 CUPE National Executive Board members, division, local representatives and staff attended the annual Federation of Canadian Municipalities conference in St. John’s, Newfoundland.

The CUPE Rebuilding Strong Communities table was very busy. We hosted a well-attended reception for Mayors and Councillors as well as attending all conference workshops.

With some 1,500 elected municipal politicians in attendance, our lobbying efforts on behalf of our cities agenda was time well spent. This year CUPE’s presence at the FCM was by far our biggest effort to date as a National Union.

- **Other Initiatives**

An additional sectoral effort was launched by Local 1169 in Calgary who staffed a CUPE display at the recent meeting of the Canadian Library Association (CLA) held in Calgary, June 15 to 18, 2005.

Later this fall, another key strategic initiative will see CUPE Pension Trustees meeting in a conference setting for the first time ever. (Details are pending and will be sent out later in the year.)

The above initiatives include a number of “firsts” for our union. The feedback from participants has been very positive. We strengthen our union when we communicate better and share information within all sectors of CUPE.

3. CLC Convention

About 225 CUPE delegates attended the CLC Convention held between June 13th and June 17th, 2005 in Montreal.

The convention dealt with many issues of importance to our union, including:

- PPP’s Policy Paper
- Voluntary Recognition Agreements
- New Deal for Cities
- Health Care (Chaoulli Decision)
- Mandatory Retirement
- Political Action

CUPE delegates were very visible at microphones throughout the convention, we were also represented on all convention committees.

The incumbent CLC officers were re-elected including our own Sister Marie Clarke-Walker (Executive Vice-President), who is a member of Local 4400 (Toronto School Board).

We are also very pleased that Sister Donald Macdonald will be CUPE's Gender Affirmative Action Vice-President, Brother Victor Elkin is the Gay, Lesbian and Transgender Vice-President, Sister Dale McClure holds the Alternate GLBT Vice-President position, and Sister Lynn Taylor will hold the Alternative Workers with Disabilities Vice-President position. Congratulations to all!

The next CLC Convention is in 2008 in Toronto.

4. Collective Bargaining

Throughout this reporting period things have been very busy on the bargaining front.

One key development was the removal of the constitutional levy directed to our strike fund. Effective with the April 2005 per capita payment, the levy was removed as we hit the \$25 million mark in our strike fund. The fund continues to grow and is of key importance to all locals. Thanks to your commitment and support, our union is stronger and better able to support all locals at the bargaining table.

Another very positive bargaining development is our union's embracement of the National Executive Board's June 2004 policy to defend free collective bargaining and resist concessions.

Since the adoption of the policy, many sections of our union have given life to the policy, including the following examples:

- OCHU-SEIU solidarity pact (Ontario)
- CUPE New Brunswick bargaining strategy, including the formation of the NB Federation of Labour Collective Bargaining Coalition (18 public and private sector unions)
- CUPE Ontario area meetings and solidarity pacts
- FTQ-CSN Common Front Bargaining Coalition (Quebec)
- Civic unions coordinated bargaining – City of Regina (including CUPE Local's 7 and 21)
- CUPE Ontario – ACL locals coordinated bargaining strategy
- PEI public sector union coalition
- CUPE Alberta health care locals coordinated bargaining
- CUPE BC K-12 sector coordinated bargaining strategy
- HEU first contract bargaining with newly organized private contractor units
- CUPE MB health care council bargaining
- Local 4400 (Toronto Board of Education) work to rule campaign

In each of the above examples (and countless not mentioned) CUPE locals are organizing and improving coordination within our union and through work with other unions.

All three of our 2003 National Convention Strategic Directions are active in bargaining initiatives. In short we are:

- Strengthening our bargaining power;
- Increasing our day-to-day effectiveness as a union; and
- Intensifying our campaign to stop contracting out and privatization

In terms of key settlements there are, of course, too many to mention but some key settlements include:

- Newfoundland and Labrador

After considerable negotiations with the City of St. John, the inside workers of Local 1289 reached a three-year agreement which will address the long-standing issue of wage disparities amongst bargaining unit members. The job evaluation program will see the membership receive a 5% weighted averaged increase in salary. In addition, a general wage increase of 13.5% over three years was achieved. Also included in the deal is a 2.5% increase in pension contribution payable by the employer.

- Nova Scotia

On April 3, 1,400 members of Local 5050 – Cape Breton-Victoria Regional School Board, commenced strike action. After 15 days on the picket line a major breakthrough was achieved with a new three-year agreement, which included a deal to move to provincial bargaining for all Nova Scotia school board workers. This is a huge accomplishment. Congratulations to all Local 5050 members for your solidarity which resulted in this gain for all provincial school board support staff.

- Prince Edward Island

CUPE Local 3260 representing 350 education workers recently reached a three-year agreement with the PEI Education Negotiating Agency. The agreement is applicable to three school districts; the East School District; Western School District and French School Board.

A wage increase of 1.5% will be applicable every six months of the agreement which will terminate June 30, 2007. In addition, the local was able to negotiate the lowering of service eligibility for vacation. An additional floating holiday was also obtained including substantial language changes.

- New Brunswick

Following a lengthy period of negotiations Local 1905.1 reached an agreement with the Rothesay Police Commission. The agreement which commenced July 1st, 2004 and terminates December 31st, 2006 institutes wage increases of 2.4 and 4%. Contract language which addressed long standing issues between the union and the employer were also agreed to.

- Quebec

On June 2 of this year, the two unions representing the employees of Cogeco arrived at an agreement in principle. At this very moment, a series of general meetings is under way to get the approval of some 400 unionized employees. This process will end on June 18 in Trois-Rivières. If the agreement is accepted, the new collective agreement, which includes wage increases of 12% over six years (2% per year), will be in force until December 31, 2008. The unions also won clauses limiting contracting-out to 20% for the technical sector and 10% for the office sector. Furthermore, the employees will have access to a pension plan, in the form of a group RRSP, to which the employer and the employees can both contribute up to a maximum of 5%.

Still in the cablevision sector, we should note that the Videotron unions in Montreal and Quebec City (Locals 2815 and 1417) have accepted the extension of their working contract. The new collective agreement will end three years later than planned, i.e. December 31, 2009. The unions obtained increases of 2.5% per year and accepted a higher level of contracting-out for the first year of IP telephony development. However, beginning in the fourth year of this sector of activity, the contracting-out ratios must be in line with those already established for other kinds of operations.

In the municipal sector, on April 7, 2005, the Boisbriand Municipal Employees Union signed a new collective agreement. On March 16, about one hundred employees unanimously accepted the agreement in principle negotiated by their bargaining committee. This new collective agreement is for five years, and will end in December 2007. The municipal employees will get wage increases of 3.5% for 2003, 2% for 2004, and 2.5% for the last three years of the contract, including an indexation clause of up to 3.5% for 2005 and 2006, and up to 4% for 2007. In addition, the employer will increase its contribution to the pension plan by 1% for last year, this year, and 2007. Finally, the majority of the municipal employees will benefit from catch-up wage clauses in their job evaluations. All unionized employees evaluated upwards, according to the tasks that they carry out, will see their wages progressively increase annually by 20% of the amount to be caught up.

- Ontario

Amidst a hospital funding crisis, OCHU (Ontario Council of Hospital Unions) negotiated a two-year collective agreement with the Ontario Hospital Association. The deal calls for wage increases of 3% in the first year and 2.5% in the second year. Included is a 1% signing bonus in the first year. In addition to the monetary and benefit improvements, new job security measures will be implemented.

Pressure brought on by months of a work to rule campaign directly involving 12,000 members of Local 4400 – Toronto School Board, resulted in a trend setting agreement. Part-time employees are now eligible for health care benefits. To protect the wage gains in the new five-year agreement, the local was also able to negotiate language that offers built in wage protection.

Following months of preparatory work, the negotiating committee, representing 3,300 members of Local 1750 – WSIB, reached a three-year agreement with the Workplace Safety Insurance Board. The wage increases call for 2.5, 2.6 and 2.7% increases over three years, commencing April 1, 2005. In addition there are enhancements to existing benefits including coverage for laser eye surgery, which is a new benefit. The local also negotiated language in which they will be able to continue meeting with the employer to discuss pension matters including plan enhancements, governance, changes to employer funding contribution rates and actuarial assumptions. The local's objective is to get joint trusteeship of their pension plan.

- Manitoba

In Manitoba, our locals continue to be prepared to walk the line to get a fair settlement. In a government mandated merger, Local 3037, Park West School Division, gave their bargaining committee a strong strike mandate to gain wage increases, vacation parity and protection against contracting out.

- Saskatchewan

The Saskatchewan government mandated wage increases of 0.1 and 1%. Our Locals have not accepted that and are making gains through market adjustments, benefit improvements and job security language.

- Alberta

Both our health care locals in Southern Alberta, Locals 189 and 408, have rejected concessions and negotiated significant improvements to wages (3% each year), improvements to benefits, shift premiums and personal/family leave. This bargaining was done in the aftermath of government forced

representation votes. At the same time, Local 408 members were successful in fending off a raid by another union.

- British Columbia

In late April, our K-12 Sector in B.C. reached an agreement with the government and their employers to settle an outstanding pay equity agreement. The total amount that will be distributed to CUPE members is \$18.2 million, adjustments that would have fallen by the wayside if not for the tenacity and determination of our members and staff.

In terms of strikes, the following groups are on the line as this report is issued.

PROVINCE	LOCAL NUMBER	EMPLOYER	# OF MEMBERS	STRIKE BEGAN
Quebec	1417	Videotron Ltee ***	9	May 17, 2002
Ontario	2196	Timmins Child and Family Services	150	April 19, 2005
Ontario	2462	Espanola Community Living	50	May 14, 2005
Quebec	2815	Videotron Ltee ***	4	May 17, 2002

*** These locals are not on strike, but some members arbitrating dismissal or LTD claims, remain on strike benefits.

Collective Bargaining is our life-blood and a core responsibility of our union. I am incredibly proud of our activists, staff and locals who day in and day out are defending our members' interests at hundreds of bargaining tables.

We are responsible for a total of 3,004 collective agreements. A total of 1,260 agreements were open as of December 31, 2004.

5. Provincial Division Conventions

All ten of our provincial divisions met between early March and late May. Listed below, in the order that they met, are highlights of this year's conventions:

- **CUPE Saskatchewan – March 10 - 12, 2005 – Regina**

About 200 delegates met in Regina, with the following key issues debated by delegates:

- Part-time hours of work legislation
- Pay equity
- Labour law reform
- Health and Safety
- Membership Survey results

Brother Claude and I were also pleased to be part of the official opening of the "Glen Makahonuk" Saskatchewan Regional office.

The convention also honoured Brother Randy St-Denis (former NEB Diversity VP-Aboriginal) for his service to our union. Brother St-Denis has accepted a full-time representative job with the Saskatchewan Government Employees Union.

- **CUPE Alberta – March 31 – April 2, 2005 – Red Deer**

CUPE Alberta activists met in Red Deer for a very full 2 1/2-day convention. A new per capita increase was approved paving the way for a full-time CUPE Alberta president effective July 1, 2005. Brother D'Arcy Lanovaz (Local 38) was elected to a two-year term as division president.

Delegates approved a Strategic Directions Action Plan to guide the Division over the next year. The convention honoured Brother Richard Scarfe (long time division recording-secretary) and Brother Bruce McLeod (former division president and regional vice-president on the National Executive Board).

- **CUPE New Brunswick – April 14-16, 2005 – Fredericton**

About 175 delegates met in Fredericton and affirmed the division's coordinated bargaining strategy and its commitment to the NB Federation of Labour's Free Collective Bargaining Coalition.

Former division president Brother David Rouse announced in February that he would not seek re-election. Brother Danny Légère (Local 1251) was elected to a two-year term as CUPE NB president. I was very privileged to be able to thank Brother Rouse during convention on behalf of our National Union.

- **CUPE BC – April 13-16, 2005 - Victoria**

About 400 delegates gathered in Victoria and a major focus was the May 17th provincial election. CUPE BC members were very active in the election and contributed greatly to the NDP's big comeback.

Brother Barry O'Neill was re-elected as division president. I was very pleased to be part of a ceremony to honour Sister Colleen Jordan (division secretary-treasurer and National Executive Board regional vice-president) who has retired. Brother Mark Hancock (Local 498) was elected as the division's new secretary-treasurer.

Delegates passed a key motion to establish the "Colleen Jordan – CUPE BC Humanity Fund" to continue CUPE BC's long and proud tradition of international work.

- **CUPE Manitoba – April 21-23, 2005 – Brandon**

CUPE Manitoba activists met in Brandon and dealt with a number of key issues, including:

- Strategic Directions Policy Document
- Health care bargaining
- School board pension issues
- Reform of the Provincial Workers Compensation Legislation

Premier Gary Doer addressed the convention, offering the NDP's support for public health care, child care and energy policies.

Brother Kevin Rebeck (Local 1063) was re-elected to a two-year term as division president.

- **CUPE Nova Scotia – April 25-27, 2005 – Sydney**

About 120 delegates gathered in Sydney, NS and celebrated the recently concluded Local 5050 settlement which paved the way for provincial bargaining for all school board support staff.

NDP leader, Darrell Dexter, addressed the convention and committed to continuing to press the minority PC government on key issues such as labour law reform and public auto insurance.

Brother Danny Cavanagh (Local 734) was elected to a two-year term as CUPE NS's president. The convention honoured long-time representative Brother Alex Sommerville who recently retired.

- **CUPE Newfoundland and Labrador – May 2-4, 2005 – Grand Falls/Windsor**

About 100 delegates met in Grand Falls/Windsor. Emergency resolutions were adopted to support crab fishers embroiled in a battle with the Williams government, as well as support for CEP members in Grand Falls/Windsor facing the shut down of a pulp mill by Abitibi-Price.

Delegates also approved an historic resolution to affiliate to the Newfoundland and Labrador NDP. The convention also honoured Brother Alex Sommerville (note, two parties in two weeks for Brother Alex....I am advised that he has almost recovered from all the excitement).

- **CUPE Quebec – May 9-13, 2005 – Quebec City**

About 500 delegates met in Quebec City for the biennial CUPE Quebec Convention. After four years of study, the convention approved a strategic policy document which sets out the roles and responsibilities for locals, the division and staff within the province.

Delegates also affirmed their support for the campaign to oppose all P3 initiatives by the Charest government.

Brother Mario Gervais was re-elected to a two-year term as president of the division.

- **CUPE PEI – May 19-20, 2005 – Summerside**

A record convention of 102 delegates met to forge policies for CUPE PEI for the next year. Key issues included debate on government health care restructuring and support for the division's strategic plan to better connect with our members in PEI. Sister Donald MacDonald was re-elected to a two-year term as president of CUPE PEI.

- **CUPE Ontario – May 25-28, 2005 – Niagara Falls**

About 700 delegates met in picturesque Niagara Falls to set policy for CUPE Ontario. An action plan was adopted to confront the McGuinty government's stated plan to pursue infrastructure renewal by way of P3's and a rally was held outside the local MPP's office.

Delegates also approved the lawsuit launched against the OMERS Pension Plan along with our long-time goal of joint trusteeship of this plan (amongst the largest in Canada).

It is a huge privilege to attend each of our division conventions. The level of commitment and activism throughout our union is truly inspiring. At each convention I asked that all first-time delegates stand to be welcomed into our CUPE family. Between 20 – 30% of each convention delegation was made up of new, first-time delegates. This is a truly positive sign for our union.

6. Issues

- **Child Care**

Child Care remains a very hot issue across the entire country. We have continued to work towards the adoption of the federal budget to ensure the commitment to child care funding. In addition, since no pan-Canadian agreement emerged between the Federal and Provincial governments, we have been monitoring the series of bi-lateral provincial-federal agreements, with our goal being universal public, not-for-profit systems. We have also approved National Defence Fund support for detailed provincial plans submitted by Nova Scotia and Ontario.

- **National Convention**

Plans are well underway for our upcoming National Convention (October 3rd-7th in beautiful Winnipeg!). The NEB added a day to our June meeting to devote to convention preparations. A full accountability session on our 2003-2005 Strategic Directions initiative will occur on day one of convention and a new 2005-2007 Strategic Directions document will be debated by delegates throughout the entire week of the convention.

- **Women's Leadership**

Plans are underway to put in place a new union education and training initiative for CUPE women activists. This program will include a four-day workshop covering diverse issues including labour economics, history and politics. It will also include a series of skills-building courses (offered as half-day and full-day sessions) designed to give women union activists skills in such areas as public speaking, handling the media, local union leadership, etc. The four-day workshop will be held in three locations prior to the end of 2005: British Columbia (open to CUPE women in BC and Alberta); Ontario; and New Brunswick (open to women in the Maritimes and Atlantic regions).

On advice from the National Women's Committee, daily women's caucuses will be scheduled at the upcoming National Convention. In addition, plans are being formulated for a women's issues panel to be held during convention.

Our union has many equality issues to face, including the fact that gender balance at all levels of elected leadership of our union remains a critical issue.

- **Wal-Mart**

On May 7, 2005 some 12,000 trade union activists attended rallies at 43 Wal-Marts across Canada. We were of course protesting Wal-Mart's anti-union actions, including their decision to throw 200 workers in Joncqui  re, Quebec out of work, over their decision to join the UFCW.

I was very privileged to speak at the Winnipeg Wal-Mart event (along with about 150 activists in the pouring rain!).

Our National Executive Board passed a solidarity resolution in support of Wal-Mart workers. We donated money to the Quebec Federation of Labour Wal-Mart appeal, as well, the following CUPE activists were booked off work at our expense to coordinate Wal-Mart rally efforts:

- Sam Kelly – Newfoundland
- Tammy Nadeau – New Brunswick
- Inessa Peterson and Kristi Davidson – Ontario
- Kyle Lucyk – Manitoba
- Frank Mentes – Saskatchewan

My sincere thanks to the hundreds of activists and staff who participated in the May 7th rallies. CUPE was well represented. Thank you.

- **Rainbow Organizing Project (Ontario)**

Ten CUPE worker of colour activists have been selected for our first Rainbow Organizing Project.

Participants have been trained in organizing techniques and strategies. They will be utilized in organizing projects in and around the greater Toronto area. The face of the Toronto workforce is workers of colour and our union's organizing efforts must include and be representative of the diversity of our current activists.

7. **Closing Thoughts**

Throughout this year the following listed CUPE staff have reached the 25-year service mark with our union. On behalf of our union, I offer my sincere congratulations and thank you to each of these staff:

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|--------------------|--------------------------|
| • Louise Armour | National Office |
| • Berni Conn | National Office |
| • Randy Millage | Ontario Regional Office |
| • Maureen Morrison | Manitoba Regional Office |
| • Jane Stinson | National Office |
| • Judy Wilkins | Ontario Regional Office |
| • Dianne Wyntjes | Alberta Regional Office |

Our sincere thanks and best wishes also go out to the following staff who have retired during the period of this year, or who indicated their intentions to retire:

- Brother Thomas Chesterman, Comox Valley Area Office (January 1, 2005)
- Brother Chris Shield, Kingston Area Office (May 1, 2005)
- Brother Ken McClelland, Windsor Area Office (June 1, 2005)
- Sister Linda Dumbleton, Kingston Area Office (June 1, 2005)
- Brother Gordon Johnson, National Office (July 1, 2005)
- Sister Mary Chuckry, Calgary Area Office (August 1, 2005)
- Sister Cynthia Ramoutar-Maharaj, Ontario Regional Office (August 1, 2005)
- Sister Irene Alexander-Bracken, Ontario Regional Office (August 1, 2005)
- Sister Denise Quintal, Quebec Regional Office (January 1, 2006)
- Brother Chris Merrick, BC Regional Office (January 1, 2006)
- Brother Joe Divitt, BC Regional Office (March 1, 2006)

My sincere condolences to the families of Sister Catherine Golar (Senior Stenographer, Calgary Area Office) who passed away on March 31, 2005 and of Brother Harrison Harvey (Representative, Saint John Area Office) who passed away June 9, 2005.

Many thanks to former National Secretary-Treasurer Brother Kealey Cummings who attended our recent Energy Workers Conference, and provided very valuable input into the history of our country's energy policy.

I would also like to thank the many retirees who provide valuable feedback to these reports.

At each division convention held this spring, we distributed a new publication "CUPE Celebrates". This represents our attempt to summarize key union accomplishments in 2004. If any of you have not seen this document please visit our web site or contact my office. Our being accountable to the membership is an ongoing priority for me, and I welcome any and all feedback you might have on this report.

In closing, as you can see from this report, our union remains very busy, on all fronts. Our activists and staff are working hard day in and day out. To each of you, on behalf of our entire union, please accept my sincere thanks.

In solidarity,

PAUL MOIST
National President