

National President's Report

January 2006 – March 2006

Dear Sisters and Brothers:

I hope that this first quarterly report for 2006 finds each of you in good health and good spirits. As always things have been very busy within our union from coast to coast.

At a national level, the January 23rd federal election saw a new minority government elected, one which will pose challenges for all Canadians, especially those of us interested in advancing social programs such as child care and Medicare.

At a regional level there seems to be an unprecedented level of activity, especially in Ontario, where thousands of our members have mobilized in the face of very challenging legislation on both the health care and pension fronts.

We have also embarked upon one of the key directions from our last national convention, the formation of a National Women's Task Force to examine and make recommendations on eliminating both the external and internal barriers that women face as CUPE members. This is an historic undertaking, some 31 years after former National President Sister Grace Hartman undertook a similar initiative coinciding with the UN's International Year of the Woman.

On these, and many other fronts our union remains a very active movement. As always, we are also at hundreds of bargaining tables, in addition to providing direct servicing to the membership on a daily basis.

Highlights from this reporting period include:

1. Federal Election

The election of a minority Conservative government on January 23, 2006, capped off one of the longest federal campaigns in Canada's history. In many respects it was the election that no one won.

The Harper Conservatives were only able to add about 25 seats, the Liberals were thrown out after a dozen years in office, the Bloc Quebecois actually lost seats after an early prediction that they may achieve over 50% of the provincial vote, and while the NDP added 10 seats, they remained two seats short of holding the balance of power.

There has been much debate about so-called strategic voting and the move by some to encourage people to block the Tories by way of electing Liberals and New Democrats. Such direction from union leaders or others rarely yields positive results, and serves to undermine our historical alignment (outside of Quebec) with the New Democratic Party.

In this past election, our union recognized the autonomy of the Quebec Federation of Labour (of which we are the largest affiliate) to set direction within that province. In the rest of Canada, we strongly endorsed the NDP and encouraged members and their families to elect New Democrats.

We did this for three very basic reasons. One, we analyzed the issues and the parties' positions and the NDP platform represented the best interests of workers on all fronts. Two, we are founding members of the CLC and as such are founding members of the NDP, and we embrace the Congress' longstanding convention position of NDP endorsement. Finally, throughout the industrialized world, with the exception of the United States, labour is aligned with a political party.

Our interests never have, and never will be represented by Conservatives or Liberals, and we must continue to work with the NDP, Canada's third option. To do otherwise would relegate us to a two-party system like the US has, and I need not summarize the terrible plight of workers in the States.

I am tremendously proud of the hundreds of CUPE activists and staff who worked hard throughout the campaign. I am equally proud of the following CUPE members and staff who stood for election under the NDP banner, each and every one of them did our union proud.

Nova Scotia	Alan Hill (Halifax West)
New Brunswick:	Terry Albright (Saint John) Rodolphe Martin (Madawaska-Restigouche)
Ontario:	Ric Dagenais (Ottawa-Vanier) David Robertson (Scarborough-Agincourt) Patrick (Sid) Ryan (Oshawa) David Laird (Burlington)
Manitoba:	Dennis Kshyk (Charleswood-St. James-Assiniboia)

Stephen Harper's vision of Canada is one we don't share as trade unionists. Within his first month in office it is clear that we are in for the fight of our lives on a number of policy fronts including child care and Medicare (more on these later in the report).

Our union must position itself with other progressive groups to fight for the services that Canadians want and deserve. At the same time, we must ready ourselves for another federal election, likely within the next two years.

It is a lot of work, but we long ago learned the power of political action, and we proudly partake in such action in accordance with the practices of the sisters and brothers who built our great union.

2. National Women's Task Force (NWTF)

Many of you will recall that at our national convention in Winnipeg last October, delegates approved a resolution calling for the creation of a national task force to examine the barriers that sisters within our union face both in the workplace, and within our union.

The adoption of this important resolution was on the heels of debate over the course of two days, on our union's Strategic Directions policy paper, and on a constitutional resolution calling for the addition of women's seats on our National Executive Board. This latter resolution did not receive two-thirds support, but the debate on it, and the resolution on the NWTF highlighted a critical challenge for our union.

Since convention we have consulted with sisters within CUPE at both the activist and the staff level. We met with sisters from our national equality committees, and we asked for, and received solid support from the National Executive Board in terms of allocating \$250,000 in this year's budget, for this important work.

Our Task Force is made up of the following CUPE activists and staff advisors. Over the next two years I hope each of you have the opportunity to meet with these individuals in order to provide us with much needed feedback and direction:

Province	Member	Staff
Newfoundland & Labrador	Donna Ryan	Lynn McDougall
Nova Scotia	Barbara Moore (Co-chair)	Jackie Bramwell
Nova Scotia	Elizabeth Borden-Paris	
New Brunswick	Odette Robichaud	Danielle Savoie
Prince Edward Island	Donalda MacDonald	
Quebec	Lucie Levasseur	Annick Desjardins
Ontario	Helen Kennedy	Joanne Martin
Ontario	Candace Rennick	
Manitoba	Arlene Macklem	Maureen Morrison
Saskatchewan	Hitomi Suzuta	Elaine Ehman
Saskatchewan	Geraldine Harris	
Alberta	Shelina Hassanali	Marie Boyd-Robinson
British Columbia	Sheryl Burns	Conni Kilfoil
HEU	Sheila Roswell	
Airline	Cidalia Ribeiro	Marilyne White

National Office
Staff Coordinator
National Office (Equality Branch)

Paul Moist (Co-chair)

Cheryl Stadnichuk
Sandi Howell-Solc

Perhaps the greatest barrier facing women in terms of getting active within CUPE is poverty, including the following realities:

- The vast majority of CUPE's part-time/casual/temporary members (115,000 in total) are women. Many hold down two and three jobs just to make ends meet. This leaves no time for union activity.
- In health care (150,000 of our members) over 80% of the membership are women, and when health care support work is privatized or contracted out, it is women who are hit the hardest, such as occurred when we lost some 6,000 HEU health care support jobs to privatization in BC.
- The vast majority of our members in the social services sector (Children's Aid Societies, Day Cares, Group homes, etc.) are women, and these are amongst the lowest paid of CUPE members, with many members not having any pension coverage at all.

We know that we all lose, when workers anywhere are paid poverty wages, with few if any benefits. When these workers are members of our union, we lose twice, in that these members can hardly become involved in their union when they are battling to make a decent living for themselves and their families.

While women make up over 60% of CUPE's overall membership, and are more or less fairly represented at the local union and staff levels of our union, they aren't when you look at larger locals, or the leadership levels of our provincial divisions and our National Executive Board.

The barriers at these levels go beyond poverty, they exist within the culture of our union, and these issues too can and must be discussed and addressed.

So our Task Force has an incredible amount of work ahead of it, and I urge each of you to seek out your regional representative or to contact me directly as we want to hear from you and we want to talk with you.

As National President the work of the NWTF is extremely important to me, and I plan to dedicate myself to making a positive contribution to this work over the next two years, I know we are capable of taking on any struggle and making positive change.

3. Child Care

Child care is emerging as a strategic political priority for CUPE and the labour movement.

Child care is important because we represent so many working parents with young children who desperately need access to affordable, high quality child care services. It is also important because Stephen Harper's minority Conservative government is determined to replace the fledging national child care program of the previous government with totally inadequate direct payments to those parents with children under the age of six.

Moments after being sworn in as Prime Minister, Stephen Harper announced he would cancel the federal-provincial agreements on child care that would have provided \$5 billion of federal funds to put in place child care programs across the country and is now proposing to give parents a taxable allowance of \$1,200 a year.

The Conservatives believe the role of the federal government is not to create or shape social programs but rather to hand over sums of money to the provinces and territories (supposedly to address the so-called "fiscal imbalance") to spend as they see fit.

And, if we allow the Conservatives to have their way with child care, they will push the same kind of agenda for health care.

CUPE is working very hard to force the Harper government to continue the federal funding commitment for child care: a commitment made by the Government of Canada on behalf of all citizens a year ago. We are working closely with the Child Care Advocacy Association of Canada on a strategy that has as its objective a 2007 federal budget that includes a multi-year commitment to fund child care of \$5 billion. We are not campaigning against Harper's proposed \$1,200 taxable allowance for parents with children under 6. What we say, however, is that the federal government can afford to pay out both the allowance and fund child care services.

CUPE and the child care advocates are trying to collect 100,000 signatures on an open letter to Prime Minister Harper, the Premiers and the opposition parties. I urge all local unions to let your members know of the letter at www.buildchildcare.ca and sign on before mid-April.

CUPE is also working hard on a political lobbying strategy which includes mobilizing support for child care in key ridings. We are organizing public meetings, meetings with Members of Parliament, rallies and other events to generate media interest and awareness of the tremendous public support for child care. CUPE national and CUPE provincial divisions are working hard as well and we need your help. Please go to the child care web site for more information on the campaign. We can win this one and we will win with your help.

4. Health Care

The current situation on health care is critical.

Quebec and Alberta have each announced changes to how health care will be funded and delivered. Quebec's approach is in response to the Chaoulli Supreme Court decision and focuses on wait times guarantees. Alberta's approach is called the "Third Way" and is an extension of Premier Ralph Klein's long held belief that the private, for-profit sector should play a greater role in the delivery of health care services.

In addition, British Columbia and Ontario are pursuing changes that jeopardize publicly funded and delivered health care.

In the BC Throne Speech in February, Premier Gordon Campbell asked "Does it really matter to patients where and how they obtain their surgical treatment, if it is paid for with public funds?" He also stated BC's intention to add another principle to the ones in the *Canada Health Act* – sustainability – code for reducing public cost.

The Ontario Liberals have passed legislation to restructure health care by creating the Local Health Integration Networks (LHINs), with a focus on privatizing "non clinical" work. Competitive bidding and contracting out will prevail under the new local authorities.

Health care still remains a major priority for Canadians and there is still a commitment from many organizations to lobby the federal Conservative government to enforce the *Canada Health Act* and to take actions that will stop the further deterioration of Medicare. However, historical Conservative support for private, for-profit health care will make success very difficult.

Provincial health coalitions in Newfoundland and Labrador, Nova Scotia, Quebec, Ontario, Alberta and British Columbia are active on the ground in an on-going lobby of provincial and federal politicians to oppose private, for-profit health care. The Canadian Health Coalition is considering a lobby of federal politicians on parliament hill. The Council of Canadians is developing a strategy to mobilize their chapters in key parts of the country. The Canadian Labour Congress is organizing several roundtables on health care and is considering a lobby of federal politicians in conjunction with an Executive Council meeting.

CUPE's challenge is to develop a strategy to coordinate with these organizations in putting pressure on the Harper government to oppose the new developments in both Quebec and Alberta.

5. CUPE National Committees and Working Groups

At the 2005 national convention, delegates adopted a new process to appointment that allowed any member to apply for nomination. The National President would confirm appointments, in consultation with CUPE divisions. The process also mandated that an equity screen be applied.

The 14 national committees and working groups have now been reconstituted, and in terms of success of this new process, we are pleased with the overall results.

A total of 252 rank and file members applied for committee appointments. With regard to gender breakdown of the overall appointments, 58% are female, 42% are male (2003-05 committee results were 48% female, 52% male). Beyond a gender screen we have moved from 21% to 47% of appointees being self-identified from an equality-seeking group.

6. Staff Conferences

In the first two months of this year Brother Claude and I met with CUPE staff in all regions of our union and at the national level.

This is a pleasant responsibility that flows from our national constitution which mandates that we meet with our staff annually. It is our opportunity, away from the crowded agendas of conferences and conventions to hear directly from our staff on their servicing assignments which amounts to reports on the important work of our union right across Canada in serving you, the general membership.

The reports we receive are very thorough and provide us with more detail than we often get through correspondence or by participating in conventions and conferences.

I was again struck this year by the incredible workload carried by our staff. Our 700 staff service 550,000 CUPE members on a daily basis, and the workload and the demands for services are never-ending. We have 2,500 local unions and some 3,700 collective agreements, with one-third of them open for re-negotiation at any one time. I share this with you for two reasons. One to thank each of you for working closely with our staff on behalf of the membership. When I walk into situations such as I did in February on a picket line in the City of Guelph, with three of our locals on strike over job security, what I see is a pretty smooth running machine. Local leadership and staff working together, in this case, on behalf of some 500 members. It is a privilege to have the opportunity to witness this solidarity and team-work in action.

Secondly, I share these thoughts with you to thank the women and men who work for our union. They are tireless in their commitment to you, the membership, and we should acknowledge the incredible job that they do, day in and day out on our behalf.

7. Organizing

Since my last report, some successful projects have taken place on the organizing front and important initiatives are being pursued.

On March 10th we received a certification order from the CIRB granting us bargaining rights for the employees of Canjet. We are thrilled to welcome 125 new CUPE members. As well, we are continuing to concentrate on developing relationships with other groups in the *Airline* industry.

Plans are underway to hold a national meeting on Aboriginal Organizing, set for March 31st and April 1st, which will be held in Ottawa for staff and activists across the country. The theme of the meeting is “Aboriginal Organizing – Beyond Certification”. Participants will review accomplishments to date and prepare recommendations to the NEB for how to best strengthen our work.

Across the country, we remain focus on a number of organizing plans which include a continuance of the childcare sector organizing campaign in the *Atlantic Region*. Since the campaign was launched four new groups have signed cards. We have also been successful in organizing workers employed with young offenders at the Community Justice Society. In the *Maritimes Region*, we are currently involved in two organizing campaigns and in representation votes for the Neils Ambulance Inc. in N.B. as well as for the ambulance service in PEI. We have also successfully organized the Northern Carleton Ambulance.

In the *Quebec* social services sector, we obtained certification for the CSSS LaSalle Vieux-Lachine, representing 450 new members and two new groups at CRATCA for an additional 20 professionals. To date in this sector the run off votes which begun prior to this last 3-month period have seen us gain a total of some 1,000 member which include the certification at Batshaw Youth Centre and a unit in Beauce, QC. In the municipal sector, we were recently certified to represent all technicians, tradesmen, guard and office employees of the City of Rosemère, and have signed a service agreement with the Municipality of Delson. In the Native People’s organizations, we have been certified to represent police at the Huronne-Wendat Council, employees at the Womelaci Public Security Post and the Innu Construction Inc.

In *Ontario*, the 2005 strategic plan proposed training of member-organizers and have them actively engaged in organizing initiatives by the end of 2006. We continue working with the childcare initiative and addressing the LHIN’s restructuring. We successfully organized 150 employees at the Centennial Place long-term care facility, 65 members at the Toronto Catholic District School Board and employees at the Argyle YMCA Daycare Centre.

Manitoba has organized employees at the Kinonjeoshtegon First Nation, ice-rink workers at the Gateway Recreation Centre, and brought in the mechanics at the Interlake School Division in Winnipeg and a Daycare Centre in Brandon . The province of *Saskatchewan* has made very good gains within their concerted effort focused on the restructuring process of School Divisions for a total of 361 new members. *Alberta* has certified members at the Operation Friendship Senior’s Society and is pursuing on-going projects.

British Columbia continues to move forward on several campaigns, and a very in-depth Aboriginal Organizing mapping project which is being studied as a model by other provinces. They have successfully completed and are working on first contract negotiations and servicing matters on six projects across the province.

8. Regional Reports

Airline

We are thrilled to welcome 125 Canjet flight attendants to CUPE. Canjet is based in Halifax and flies throughout Canada, New York and Florida. Bargaining will begin as soon as possible.

HEU

The BC government introduced a bargaining framework for all public sector employees, requiring that tentative agreements be reached prior to March 31st before workers could qualify for signing bonuses. After seven solid weeks of bargaining, HEU was able to reach a tentative agreement for 38,000 hospital and long term care members on March 15th. The deal provides for wage increases from 8.5 to 32% over 4 years, \$3700 early signing bonus, \$500 lump sum recognition of past skill enhancements, a cap on contracting out, enhanced severance for displaced workers and improved access to job vacancies.

Bargaining continues in other sectors of HEU, and most are under the same bargaining framework conditions.

British Columbia

Earlier this year, the Liberal government set out a negotiating framework for all public sector workers. They offered a lucrative signing bonus if agreements were concluded by March 31st and were determined to achieve four-year agreements. This will avoid labour disruptions until the 2010 Winter Olympics.

Although the process was frustrating at times, and some units went to the deadline wire, all agreements have been completed. In addition to wage increases and signing bonuses of \$3600 to \$4200, gains were made in benefits and market adjustments. Both the Community Health and Social Services sector achieved pension plans.

Alberta

Premier Ralph Klein is finally retiring!! In the meantime, CUPE members in Alberta continue to campaign against his Third Way plan to privatize health care. CUPE Alberta invited all CUPE Local Presidents to meet in early February, and strong support was given to participate in the Friends of Medicare campaign.

CUPE School Board locals in both Edmonton and Calgary have once again exposed the serious problems with under funding support services. Local 40 revealed that Calgary public schools need an infusion of \$450 million to repair the overcrowded, crumbling structures. Edmonton's Local 3550 implored their board to examine the effect on teachers when support services are not provided due to lack of funding. Local 474 has made yet another progressive proposal to the Trustees, for a "Green Cleaning

Policy". Replacing all cleaning products with environmentally sound alternatives would improve the health of staff and students.

Two more P3's have been sidelined in Alberta. Local 30 was successful in halting a plan to close community ice rinks and replace them with a privately owned mega-complex in Edmonton. A proposed P3 water treatment plant expansion in Fort McMurray was turned down in favour of a plan to have the new plant kept in-house.

Saskatchewan

CUPE Saskatchewan welcomed delegates to their largest convention ever on March 8-10th. Over 200 members debated resolutions including child care, Wal-Mart, health and safety, and protection of Medicare. We had a great pay equity/child care rally on March 8, International Women's Day.

After a moving presentation on the contributions of Woodrow Lloyd, the Premier of Saskatchewan during the bitter struggle to implement Canada's first public Medicare program, delegates voted to establish an award in his name. The Woodrow Lloyd Award will recognize CUPE locals, committees or groups who have the courage to stand up and fight for causes that benefit our members and other working people in Saskatchewan.

Education and university locals have concluded successful negotiations after taking strike votes. All members are to be congratulated on being prepared to stand behind their demands for improved wages and working conditions.

Manitoba

Locals continue to be faced with hard bargaining and continue to win the day. It is clear in this province, as is the case elsewhere, that when members back their local with strike votes, their bargaining needs get addressed.

Congratulations to Local 3909 (University of Manitoba) and Local 500 (City of Winnipeg) on their recent tentative agreements.

The Turtle River School Division strike ended on January 23rd, with an agreement to proceed to interest arbitration. It appears that Local 2153 – Winnipeg Child and Family Services will be able to avoid a strike by referring their lengthy bargaining dispute to arbitration.

CUPE members in Manitoba continue to work closely with the child care coalition and the provincial NDP government to lobby the Harper's Conservatives to restore funding for child care.

Quebec

Negotiations to reach an agreement on pay equity will resume following the Union's rejection of the offer of settlement from Treasury Board representations. The government proposal would have meant many of our male members would have been red circled on the pay scale. This would have been in addition to the wage freeze imposed by government legislation (Bill 142). With the renewal of negotiations, the unions anticipate an agreement by early summer.

The Charest government continues to pursue their right-wing agenda with a high degree of focus on the privatization of public services. CUPE Québec in conjunction with the Q.F.L. actively continue to work on strategies and actions leading up to the next provincial election with the intent of ridding itself of the present Liberal government.

Ontario

Massive mobilization efforts by our members against the introduction of Bill 206 has resulted in positive changes to the legislation. The Government had introduced legislation which provides for the transfer of responsibility of the OMERS pension plan to the stakeholders. The legislation when tabled and if left unchanged would have hampered efforts for proper governance, further closing the door to enhancement of benefits. With the threat of imminent strike action, the union was able to wrestle further legislation which will be introduced in June of 2006, which provides for a review of various aspects of the OMERS plan as introduced. The review along with previous amendments to the legislation will provide our members (100,000) who are covered by the OMERS pension plan with better safeguards including more opportunities for pension enhancements.

The McGuinty government continues to inch forward with the planned introduction of Local Health Integration Networks (LHINS). CUPE/OCHU along with its coalition partners continue to actively pursue actions with the intent of having the government reverse its position on the introduction of the LHINS legislation Bill 36.

Left in its present state, LHINS will be an avenue to introduce managed competition, privatization, reduced access to local services and reduced government accountability for vital health care and social services.

Co-ordinated bargaining in the social services sector is becoming the norm. With the success of the ACL and CAS locals in co-ordinated bargaining, the trend continues. Locals associated with community agencies, child care and municipal social services are all involved in formulating plans for co-ordinated bargaining within their sectors.

New Brunswick

A major lobbying effort by the New Brunswick Council of Municipal Locals is underway. The council has approached the government regarding municipal pension exemption solvency payments. Municipalities are receiving 35% less for unconditional grants. "Building Strong Communities" will be the campaign theme with the purpose of bringing

work and monies back into the communities. Preparations are also underway for the next municipal elections with the intent of getting CUPE members to run and get elected to town councils.

As the members of Local 2745 (School District Clerical) were waiting for the commencement of negotiations, the employer sought and won designation of 85% of the teachers assistants (approximately 1,300 TA's). We are appealing the decision of the Labour and Employment Board with hearings scheduled for early May. These designations if allowed to stand will have far reaching consequences for all upcoming groups entering negotiations. As a further example, the employer for our members in Local 1253 (New Brunswick Council of School Board Unions) is now seeking to have 600 of the 1,100 custodians designated as essential services. Regardless of the designations, our members will not be deterred in their determination to reach a fair collective agreement.

Finally, hearing dates have been set with the Court of Queens Bench regarding our charter challenge on having rights for casual workers to organize into unions. It is incomprehensible that this category of workers mostly comprised of women workers continues to be excluded by law from being represented by a union.

Nova Scotia

With the health care delivery system continuing to be under constant attack and scrutiny, our health care locals in the province have banded together to form the Health Care Workers Co-ordinating Committee (HCWCC). This new group representing 6,000 workers from acute care, long term care and support workers, look forward to advancing and speaking with one voice on health care issues in Nova Scotia.

Co-ordination continues to be the theme in the province as the Nova Scotia School Board Council has commenced discussions with representatives from the government and employer groups with the objective of implementing a joint job evaluation plan.

A memorandum of agreement has been reached between the Department of Health and CUPE. The agreement will apply to 6000 CUPE members working in 37 nursing homes in the province. Membership information meetings have been scheduled across the province, which will be followed by a vote.

Our members in Local 759, Cape Breton Regional Municipality (Outside Workers) continue to actively raise public awareness on solid waste issues. The local recently held a press conference in which they not only addressed and discussed environmental concerns associated with solid waste but promoted a wet/dry system of recycling. If implemented, the proposed system would have a direct impact creating new positions within the bargaining unit.

Child care organizing efforts in the province have started to show results. We were recently successful in organizing four new centres. We are being recognized as the union for child care workers and continue to have a presence in this sector, more

recently receiving widespread media attention with the release of our research report titled "Child Care at the Crossroads".

Prince Edward Island

Locals with the Council of Regional Health Employees Union recently ratified a three year collective agreement providing for wage increases in excess of 9%.

Reorganization in the health care sector continues as the government is now in the process of transferring health authorities to the Department of Health which will involve negotiating with the local unions impacted by this transfer.

As the government proceeds with one ambulance service for the province a representation vote for the union of choice is imminent. This sector is presently represented by three different labour organizations. CUPE has mounted an active campaign to keep the ambulance service public and we are now entering the second phase of the campaign with a theme entitled "Choose CUPE".

Newfoundland and Labrador

St. John's was the setting for a national sponsored Atlantic/Maritime Regional Political Action Conference.

The gathering of CUPE activists and leaders from the four provinces was a first in CUPE. Delegates participated in workshops, panels and town hall discussions. Some of the topics covered were opportunities to make government more responsive; how to engage rank-and-file members in political action; political action at its best. A special thank you is extended to Brother Wayne Lucas and the Newfoundland and Labrador Division for acting as host for the "Eastern Block" delegates.

Persistence has started to pay off. After years of CUPE's lobbying efforts with the government on public pension liabilities, the Newfoundland and Labrador government has finally made a decision to invest over \$2 billion to address these liabilities. The availability of these funds derive from the recently negotiated Atlantic Accord with the federal government.

9. Our Retirees

Our sincere thanks and best wishes go out to the following staff who have just recently retired or will be in the very near future:

Brother Bob Davidson, Maritimes Regional Office (February 1, 2006)
 Brother Zoel Savoie, Bathurst Area Office (March 1, 2006)
 Brother Pierre Dupuis, Quebec Regional Office (March 1, 2006)
 Sister Roxanne Wells-Devaney, Alberta Regional Office (March 1, 2006)
 Brother Fernand Clérycy, Quebec Area Office (March 1, 2006)

Brother Roger Loiselle, Sudbury Area Office (April 1, 2006)
Sister Madge Akre, Prince Albert Area Office (May 1, 2006)
Brother Ron Moreau, Ontario Regional Office (June 1, 2006)

10. In Memorium

It is always sad to have to report when members of our CUPE family have passed away. And so far this year we have lost one sister and three of our founding fathers.

Brother John Francis “Lofty” MacMillan first became a union member in 1945 and eventually served as the 2nd national organizing and servicing director in CUPE’s history. Brother Tex Hughes retired from CUPE as Maritimes Regional Director in 1985, and Brother J. Edward McAllister retired in 1982 after serving for a number of years as an Executive Assistant to then President Grace Hartman. Sister Gloria Deobald who worked in the Regina Office held the distinction of being the longest-serving employee of CUPE in the province.

We need to remember, honour and recognize the many CUPE retirees – members and staff – who have built our organization and have made it the great union it is today.

11. Closing Remarks

In closing, I offer this report as only a glimpse at the very busy agenda that exists within our union at this point in time. As we embark upon the spring division convention season I will have the chance to meet with many of you in person to convey our national union’s thanks for the daily work you do.

For now, let me again thank each of you, along with our staff for the level of activism that we have, which in my view is second to none amongst Canada’s unions.

In solidarity,

PAUL MOIST
National President