

October 2010

TO ALL CUPE CHARTERED ORGANIZATIONS

TRANSGENDER DAY OF REMEMBRANCE – NOVEMBER 20, 2010

Dear Sisters and Brothers:

TRANS RIGHTS are HUMAN RIGHTS!

Progressive organizations including CUPE and the trade union movement mark November 20th to pay special attention to the struggles and victories of trans people. Transgender and transsexual persons are some of the most marginalized workers and union members. Canadian laws lag when it comes to protections for transgender and transsexual persons. For example, few provinces protect people from discrimination based on gender identity and sex reassignment surgery is not covered under Medicare programs. Harassment and violence is far too common.

CUPE has a proud history of activism, fighting for an inclusive society where everyone is treated equally and can access the same rights. These goals are not the reality for transgender and transsexual people. November 20th gives CUPE members an opportunity to remember transgender brothers and sisters who have been murdered or have encountered physical violence due to transphobia. Murder and physical violence are some of the most blatant forms of transphobia but there are many more subtle forms of discrimination and harassment.

CUPE has been and continues to be a leader, working for equality and ending discrimination on the basis of transphobia. It is important for our locals, members, leadership and staff to recognize and fight for the human rights of transgenders and transsexuals. Fear and hatred combined with hostility toward the very existence of transgender and transsexual people must be overcome.

.../2

PAUL MOIST – National President / Président national **CLAUDE GÉNÉREUX** – National Secretary-Treasurer / Secrétaire-trésorier national

TOM GRAHAM – **FRED HAHN** – **DANIEL LÉGÈRE** – **LUCIE LEVASSEUR** – **BARRY O'NEILL** – General Vice-Presidents / Vice-présidents généraux



Recycled
Cert no. SCS-COC-00648
© 1996 FSC

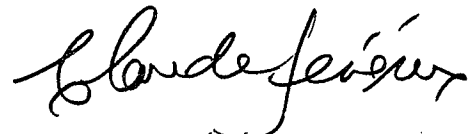
November 20th is an opportunity to focus on ways we can work to achieve our goal of a society that respects all of us. You can:

- Watch for and participate in events to mark Transgender Day of Remembrance in your community.
- Put trans issues on the list of priorities at the bargaining table. *CUPE's Bargaining Equality Guide* is a good resource. Union education offers *Pride in CUPE* workshop which will help educate members about trans issues.
- Ask for the workshop to be put on for your local or at the next Division school.
- Find out if there is any action that you or your local can do to assist the trans community in your area with making trans rights human rights.

In solidarity,



PAUL MOIST
National President



CLAUDE GÉNÉREUX
National Secretary-Treasurer