



# CUPE Celebrates

Year in review 2014



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CUPE Celebrates is published by the Canadian Union of Public Employees, 1375 St. Laurent Blvd., Ottawa, ON, K1G 0Z7.

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Editorial team: Karin Jordan, Greg Taylor, Philippe Gagnon

Design: Julie Turmel and Jocelyn Renaud

Copy editors: Hélène Bélanger, Michel Saucier, Geneviève Robichaud

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# The power of connection



2014 was a year for connecting. Forging new links and strengthening our networks is the way to overcome ever-intensifying attacks on working people. It's how we will build an economy that works for everyone, and a society founded on peace, justice and equality.

The direction from our last convention is clear: CUPE must build a movement of resistance. And that's been our focus over the past year, as we continue to fight for good jobs and public services through collective action at the bargaining table and in our communities, and by being politically active.

A more involved membership is the key to this movement. With our members more engaged, CUPE can fulfil its core mandate of building a better country by electing governments that respect workers and public services. We are increasing this power through the Fairness project.

We are also increasing our strength at the bargaining table. This year, members at our first-ever national sector council conference learned from each other and shared winning strategies. The result is members better prepared for negotiations and ready to stand up for good jobs and services for everyone.

Together with our allies, we advanced the struggle to protect and expand health care, for more accessible child care, for good jobs, and a secure retirement for all Canadians.



Our solidarity with allies at home and around the world is another important way we've learned and grown as a movement this past year. In many ways both big and small, we made a difference by standing up for better workplaces and communities in Canada and around the world.

Member by member, community by community we are expanding and strengthening our connections, fostered by solidarity and shared values. There is so much to be proud of. Our work in 2014 has laid a solid foundation for us in the coming year, as we mobilize to elect Canada's first New Democratic government.

In 2015, let's work together for a better future for everyone.



Paul Moist  
National President



Charles Fleury  
National Secretary-Treasurer

# Voices rising for change

Our values of fairness and equality make our communities better for everyone.



These same values motivate CUPE members to stop our country from moving in the wrong direction. In 2014, CUPE members took action to defend the public services, social programs and democratic principles we all cherish. Our campaigns and advocacy work brought thousands of CUPE members and other Canadians into the streets, onto doorsteps, into legislatures, and to the ballot box.

This year our members stood strong in the face of many attacks. The federal government continues to cut the services all Canadians depend on. The gap between the rich and the rest of us continues to grow, while the Conservatives hand out tax cuts that benefit corporations and a wealthy few. And Conservative attempts

to silence unions and limit our organizing power continue unabated.

We also face privatization and cuts to public services at the provincial and municipal level, with some provincial governments trying to legislate away our union and bargaining rights.

But at every turn, we're mobilizing. Our solidarity is deepening. And our commitment to building a better country grows. In CUPE, political action is what we do every day.

## Stronger together

Engaged and mobilized members are politically active members. This year, CUPE's Fairness project to reconnect

with our members gained momentum. We are building our strength in every province, across sectors, and at the local level.

Every day, new conversations start, and new connections are made. Our progress this year includes:

- more trained leaders and communicators, including updated training resources;
- a national database to track the project's reach and map the next steps; and
- a Fairness bargaining kit for locals to assess and strengthen their collective agreement language, ensuring that every CUPE contract protects members' representation and bargaining rights.

This year, CUPE acute care members in Nova Scotia used the Fairness communication model to organize and mobilize 4,700 members in five locals. In Ontario, CUPE used the Fairness project to get members involved in the provincial and municipal elections. And in Saskatchewan, CUPE is using the Fairness model to engage Licensed Practical Nurse members and promote their role as vital members of the nursing team.

Unions across the country are revitalizing their membership through the Canadian Labour Congress' Fairness Works initiative. As part of this major project, CUPE is supporting the CLC's public campaign showcasing the many ways the labour movement is committed to improving the lives of all workers. A new wave of advertising launched in the fall, linked to a revamped website that highlights key issues leading into the 2015 federal election.

## Taking political action

In 2014, CUPE worked closely with the New Democratic Party to advocate for good jobs, better access to health care and child care, and a secure retirement for everyone. As a founding partner of the NDP, labour is an important voice in policy debates and the democratic process. Through this work, CUPE and the NDP are deepening our shared vision of a better Canada.

Whether it's Employment Insurance, health care, child care, workers' rights, aviation safety or the need for retirement security, our campaign work has focused on building our base for the 2015 federal election.

This year, voters went to the polls in provincial elections in Quebec, Ontario and New Brunswick. CUPE members were active working to promote the value of public services in provincial elections by volunteering on local campaigns, organizing in their workplaces, and speaking up for their communities. CUPE was also well-represented among the candidates, with 11 members, staff and retirees running for office.

CUPE also organized in all four provinces that had municipal and school board elections this fall, working with local labour councils to endorse candidates, doing intensive member outreach and training, and supporting door-to-door canvassing and mobilizing to get out the vote.

In British Columbia, CUPE and HEU members were out in full force as candidates and campaigners in their elections – with impressive results. Two-thirds of labour-endorsed candidates were elected, including more than 200 CUPE-endorsed candidates. Progressive governments were re-elected in every region. And candidates campaigning for better public services and



↑ NDP Leader Tom Mulcair at an Ottawa child care centre staffed by CUPE members. The federal NDP's commitment to deliver a national child care program based on the successful Quebec model, as well as their proposal for a \$15 federal minimum wage, are helping shape the political landscape for the 2015 federal election.



← CUPE-endorsed school board trustee candidate Harman Pandher, working the phones in Burnaby. Pandher was elected to a second term.



schools broke through in dozens of other communities.

CUPE and HEU members, staff and retirees also ran for office, with many successes:

- one CUPE member re-elected mayor;
- 15 CUPE members, staff and retirees elected or re-elected to municipal councils;
- two HEU members re-elected to municipal councils; and
- seven CUPE members and retirees elected or re-elected as school board trustees.

In Ontario, CUPE mobilized in municipal and school board elections to help elect 173 CUPE-endorsed candidates. Eleven CUPE members were elected to key positions, including:

- one CUPE member elected mayor;
- three CUPE members elected or re-elected as school board trustees; and
- seven CUPE members elected or re-elected to municipal councils.

In Manitoba, our members organized to help elect five labour-endorsed city

council candidates in Winnipeg, three labour-friendly candidates in Brandon, and 10 labour-endorsed school trustees in Winnipeg, including a CUPE member.

In PEI, two CUPE members ran for office, and CUPE helped elect two labour-endorsed candidates, including Charlottetown's mayor. Finally, in Saskatchewan a CUPE young worker ran in a by-election and is now a councillor in the city of North Battleford.

Our political engagement continued at the annual meetings of the Federation

of Canadian Municipalities and the Canadian Library Association. We hosted a lively FCM forum on municipal revenues where we launched a new advocacy toolkit, and facilitated an important CLA workshop about the impact of precarious work on library services.

CUPE also had a strong presence at the annual gathering of Canadian premiers in Charlottetown in August, calling for action on public pensions, health care, child care, EI, Indigenous issues and trade.

## Momentum builds for national child care

This was a landmark year in the Rethink Child Care campaign, which has united advocates, CUPE and the labour movement in the call for a national child care program.

Through the Rethink campaign, we've reached thousands of union and community members in "kitchen table" conversations debunking the idea that child care is an individual responsibility. And we've helped build a nation-wide buzz about Canada's next major social program.

A key moment was the Child Care 2020 conference, held in Winnipeg in November. CUPE helped sponsor the national event and sent a delegation of more than 60 child care workers. We joined other workers and advocates to outline an achievable national child care framework, and pressed federal political parties to commit to a national program.

## Fighting for unemployed workers

Led by our East-coast divisions, CUPE also kept up the pressure against regressive EI changes through protests, lobbying, research and advocacy. All four divisions,

as well as PEI education workers, submitted briefs to the Atlantic premiers' panel studying EI, and pointed out the final report's flaws.

CUPE is working closely with Maritime and Atlantic members to collect information about the impact of the changes and help locals navigate the new EI process. In PEI, CUPE highlighted how the changes will deny seasonal municipal workers benefits, based on where they live.

We continue to call for the changes to be scrapped while exposing the personal hardships for unemployed workers. In December the federal government was

forced to take action on poor EI service by hiring more staff to handle a significant increase in complaints and inquiries.

## Mobilizing for medicare

On March 31, CUPE and the HEU took part in 46 nationwide protests organized by the Canadian Health Coalition to mark the end of the 2004 Health Accord. The Accord's expiry will lead to a \$36 billion funding cut to the provinces, and will increase inequality in health care across the country.





↑ Manitoba CUPE members rallied outside Conservative MP Stephen Fletcher's office on March 31 to call for a new federal-provincial Health Accord.



↑ More than 3,000 people, including many CUPE members, rallied at the Ontario legislature on November 21 to stop the Liberal government's cuts to health care, privatization and systematic dismantling of community hospitals. The protest was organized by the Ontario Health Coalition.



← Flight attendants are using many tactics to highlight the danger to passenger safety of changing the rule requiring one flight attendant for every 40 passengers, including a creative flash mob outside Transport Canada's Toronto offices.

The day also marked the launch of our campaign for a renewed Accord, organized in coalition with the Council of Canadians. Local supporters went door-to-door and organized major public events in a highly visible campaign that brought our message to 12 communities in eight provinces.

Local health care advocates joined Maude Barlow, national chairperson of the Council of Canadians, and our National President Paul Moist in town hall meetings that drew large crowds at every stop. Participants were eager to share their stories of the days before medicare, and how public health care had touched their lives.

## Safety in the skies

CUPE's Airline Division has been a major roadblock to attempts by the Conservative government and airline companies to reduce the number of flight attendants on board Canadian flights.

Transport Canada regulations require one flight attendant for every 40 passengers on Canadian flights. The Airline Division

has gone to court to challenge exemptions that loosen the rules to one in 50 passenger seats for five airlines. Flight attendants are also mobilizing to stop the regulations from being permanently changed, and gathering evidence about the impact on passenger safety.

Reducing flight attendant numbers on board flights is the latest Conservative government move that affects flight attendants' working conditions and rights. Since coming to power the Conservatives have allowed dangerous deregulation and attacked flight attendant pensions and bargaining rights.

## Retirement security for all

Protecting workplace pension plans and expanding public pensions remained top priorities for CUPE in 2014. Despite a remarkable political, expert and public consensus, the Conservative government has refused to expand the Canada Pension



Plan. Working with the CLC, CUPE will make this a major issue in the coming federal election.

This year, CUPE members beat back several major government and employer attacks on workplace pensions.

CUPE Alberta and many locals joined the Alberta Federation of Labour and other public sector unions to fight Conservative government changes that would have gutted the province-wide Local Authorities Pension Plan. CUPE was instrumental in organizing a major wave of opposition that forced the Progressive Conservatives to back away from the changes. This coalition is on alert for the changes to resurface.

In Saskatchewan, CUPE led the fight to press the City of Regina to honour its pension promise to CUPE and other municipal unions. After attempting to walk away from an agreement and introduce a less-secure plan, the city returned to the bargaining table and signed a deal that protects the workers' defined benefit pension.

After two years of talks in Newfoundland and Labrador, CUPE and several other public sector unions signed a new pension deal that preserves the provincial defined



benefit plan and gives the unions joint trusteeship for the first time.

CUPE also fought cuts to TRIO, the pension plan for smaller municipalities in Newfoundland and Labrador. In 2012, TRIO unilaterally converted the defined benefit plan from a "Best 5 years" earnings plan to a "career average" earnings plan – a change which would have meant

dramatically lower pension benefits going forward, particularly for younger workers. A pushback campaign led by CUPE resulted in TRIO reinstating a "Best 5" option within the plan.

In Quebec, CUPE is leading a coalition opposing forced provincial government restructuring of municipal pensions. The Coalition syndicale pour la libre





négociation organized major mobilizations in many communities, including a demonstration that drew more than 35,000 people in Montreal.

## United for equality and justice

CUPE's Equality branch worked to advance economic, social and racial justice on many fronts this year, including work to end harassment and violence against women.

The branch tackled workplace harassment with three new resources: a kit for local activists, a pamphlet for members who have experienced or witnessed harassment, or who want to organize on the issue, and a research paper documenting the root causes of harassment.

CUPE was also part of a ground-breaking University of Western Ontario survey of over 8,000 Canadian workers on domestic violence and its workplace impacts. The findings highlight the extent of domestic violence and its consequences for workers – particularly women, Aboriginal people and LGBTTI people.

Our union took a stand on violence against women and girls by lighting the national office in purple leading up to December 6, as part of the Shine the Light campaign



organized by the Ottawa Coalition to End Violence Against Women. CUPE also participated in the #NOTokay social media campaign calling attention to the things we see and hear that promote violence against women.

CUPE has joined the Up For Debate campaign demanding a federal leadership debate on women's issues. The top priorities are violence against women, economic security and women in leadership. We're also part of a Feminist Alliance for International

Action and the Native Women's Association of Canada (NWAC) campaign for a national inquiry into missing and murdered Aboriginal women and girls.

CUPE stood in solidarity with Indigenous peoples in many ways this year, including supporting the NWAC Sisters in Spirit vigils, and sponsoring a feast for the families of missing and murdered Aboriginal women. We also strengthened relationships at the annual meetings of the Assembly of First Nations, as well as the AFN's Special Chiefs Assembly.

We also supported the First Nations Child and Family Caring Society of Canada's

ongoing advocacy work, and are working to draw attention to the legacy of the "60s scoop" when child welfare authorities put as many as 20,000 Aboriginal children into foster care or up for adoption, depriving them of their families, culture and language.

The WorldPride Human Rights Conference was a key moment for LGBTTI activists this year. CUPE was a sponsor of the June conference, held in Toronto. CUPE joined delegates from more than 50 countries to learn and strategize on many topics. CUPE's delegation showcased our LGBTTI advocacy, and moderated a panel on the labour movement's involvement in winning LGBTTI rights. The event ended in a massive parade with many proud CUPE participants.

This year also marked the first annual CUPE Ontario Racial Justice Conference. The theme, "Standing up for Fairness, Human Rights and Racial Justice," focused on cuts to public services and the attack on unions from the perspective of equity-seeking groups, and highlighted CUPE Ontario's campaign for employment equity.





↑ CUPE Ontario's Racial Justice Committee organized a strong showing at Toronto's Carnival 2014 Grand Parade in August. CUPE members joined the parade to stand up for fairness for racialized workers, and to call for a better Ontario that includes employment equity and anti-racism education.



← CUPE 1770 member Ann Ramsay received the PEI Council of People with Disabilities' 2014 Access Award, honouring her mentoring and volunteer efforts for workers with disabilities. A 2009 accident left Ramsay, who was a school bus driver, with paralysis of the lower half of her body. Ramsay is the PEI representative and co-chair of CUPE's Persons with Disabilities National Working Group.

## A better world is possible

CUPE's international solidarity work is rooted in the knowledge that the struggle for economic and social justice has no borders. As active members of the global trade union federation Public Services International (PSI), we are connected with public sector workers around the world.

In June, CUPE members and allies met to update CUPE's vision for global justice, leading to a new policy statement renewing our commitment to building strong unions and social movements around the world. To fight growing corporate power and inequality and protect workers' rights and public services in Canada, we must also do so around the world.

CUPE's Global Justice Fund currently supports nine projects that advance labour rights and gender rights, protect public services, and help strengthen unions. With the fund's support, CUPE members are connecting with workers in Colombia, Cuba, Honduras, Nicaragua, and the Philippines. The fund is also supporting AIDS-Free World in its work challenging discrimination

and demanding a more effective global HIV/AIDS fight.

In 2014, our international work also included CUPE's participation in delegations to:

- Bangladesh, building support for garment workers and their struggle for safety and labour rights;
- Nicaragua and Honduras, marking International Women's Day and meeting with women working in sweatshops;
- the Philippines, learning about the impact of mining on Indigenous

communities; and

- Detroit, where Paul Moist joined Maude Barlow and Council of Canadians activists in an international convoy delivering 1,000 liters of public tap water and calling for an end to water shut-offs.

We also spoke up for human rights by challenging the repression of union organizers in the Philippines, opposing Conservative government changes that create vulnerable and precarious working conditions for migrant workers, and standing with Ottawa-born Deepan Budlakoti, who was rendered stateless



← Gloria Lepine, Alternate Diversity Vice President Aboriginal to CUPE'S National Executive Board and CUPE 3550 member, in the Philippines.

↑ Left-right: CUPE National Womens' Committee members Joelle Ravary and Dianne Frittenburg; Johana Arce of the Nicaragua-based Maria Elena Cuadra Movement of Employed and Unemployed Women; CUPE BC General Vice-President Susan Blair; and Barbara Wood, CoDevelopment Canada Executive Director and CUPE 1004 member.

by the Canadian government, leaving him without citizenship anywhere in the world.

We raised our voice for peace against military aggression in Iraq, and called for an end to the violence in Gaza and for meaningful peace negotiations, donating \$25,000 to a global trade union fund for reconstruction in Gaza.

In response to the Ebola crisis in West Africa, CUPE donated a total of \$20,000 to the PSI Aid Fund and Médecins Sans Frontières.

CUPE also participated in a PSI trade summit in Washington on the new threats that trade and investment agreements such as the Comprehensive Economic and Trade Agreement (CETA) between Canada and the European Union pose for workers, public services, democracy and our communities.

Our trade work this year also included supporting the release of new research on the dangers of CETA. And through the Trade Justice Network, we helped launch a cross-Canada conversation for a positive vision of trade that benefits everyone – not just a global corporate elite.



# Moving forward together

When we work together at the bargaining table, we get results that benefit everyone in our communities.

Bargaining remained both busy and challenging for CUPE members in 2014. Canada's economic recovery is sluggish at best, our job growth is relatively slow and average wage increases are low – particularly in the public sector. Many governments and public sector employers are pursuing drastic budget-cutting that will only worsen these trends.

CUPE members are feeling the impact of this climate at the bargaining table. Employers are pushing to gut our contracts with cuts and concessions. As workers retire, many of our newer members are underemployed as part-time, contract and casual workers with less than full-time hours. And legislative attacks such as Nova Scotia's regressive essential services legislation, Bill 37, strip workers of their

fundamental right to strike and freely negotiate for fair wages and benefits.

## Connecting across sectors

Against this backdrop, nearly 1,200 members, staff and guests gathered in October in Toronto at CUPE's first-ever National Sector Council conference. Delegates connected across regions in 11 sector meetings, and connected across sectors in lively plenary sessions, to discuss trends, challenges and success stories.

Workers in every sector reported pressure on many fronts. Legislative threats, attacks on pensions, cutbacks, and underfunding were prominent issues, as were the rise of precarious work, privatization, and health and safety at work.

New Democratic MP Peggy Nash and Lee Saunders, president of the American Federation of State, County and Municipal Employees, were among the guest speakers who made the links between collective political action and collective bargaining. Saunders energized the room with his fiery call for unions to organize and engage rank-and-file members.



The meeting was the first step in launching more regular, sector-specific conversations where members can share vital information and winning strategies about bargaining and other key issues such as privatization.

## Surveying our members

A major accomplishment for our union this year was CUPE's first-ever comprehensive membership survey. With the help of CUPE locals, leaders and staff, we have a better understanding of who our members are, including that 68 per cent of our members are women and, more than 20 per cent of our members are precarious workers.

The results will help CUPE provide more effective and targeted support to locals in bargaining. The survey also increases our ability to advocate for all members,

including equity-seeking members. The survey will help us tell our members' stories using real data, situating their struggles and successes in a broader context. It also sets a baseline to measure our progress in future surveys.

## Organizing for gains

In 2014, more than 6,300 women and men chose CUPE in 63 workplaces spanning sectors and regions. With 630,000 members, our union continues to grow even in an increasingly difficult climate for organizing and bargaining.

This year, CUPE locals settled 463 contracts at the bargaining table. Another 2,002 are still being negotiated, and a further 743 will open in 2015. Our members stood together to resist concessions, work for

modest wage increases and, in some cases, break new ground.

The Hospital Employees' Union, CUPE's BC health services division, led the largest single bargaining table in the provincial public sector to a negotiated settlement covering nearly 47,000 health care workers. The multi-union Facilities Bargaining Association also includes ambulance paramedics, members of CUPE 873. The five-year deal includes limits to contracting out, a wage increase, more money for a union-administered training fund, and wage equity for part-time paramedics.

In Ontario, two locals bargained groundbreaking agreements that include a workplace pension plan for the first time. CUPE 2221 members at COSTI Immigrant

Services in Toronto, and workers at Sprint Senior Care, members of CUPE 4308, will now be able to join the Multi-Sector Pension Plan.

In Quebec, CUPE is part of a common front organizing for provincial bargaining in 2015 that unites more than 400,000 public sector workers in resisting deep cuts to programs and public services. The unions are calling for a real wage increase, and demanding that the government protect good jobs and public services by renewing the workforce as workers retire, fighting precarious work, and improving public-sector working conditions.

After more than three years and 56 negotiating sessions, Quebec City's 1,100 outside workers reached a new collective agreement



← HEU members at the Abbotsford Regional Hospital and Cancer Centre mobilized in support of a new contract with multinational corporation Sodexo, resisting a two-tier wage proposal and winning a wage increase and improved health benefits.

→ CUPE 4308 members at Sprint Senior Care out for respect.







in May. Members of CUPE 1638 achieved a deal that includes a wage increase and opens the door to work being brought back in house.

In Alberta, members of CUPE 3550 at the Edmonton Garrison Daycare negotiated their first collective agreement – breaking new ground for military child care workers in Canada. The workers joined CUPE in 2013.

School board locals in Ontario took a major step forward when they signed on to a central bargaining process with the provincial ministry and trustees. CUPE's Ontario School Board Coordinating Committee pushed for amendments to *Bill 122* that gave CUPE an equal voice at the table. CUPE school board members, leaders and staff also coordinated to ensure our 109 school board locals, representing 55,000 school board workers, voted to accept the central bargaining

process before the provincial election. The solidarity shown during this process lays the groundwork for successful central bargaining in 2015.

This year several locals made important gains with the help of a strike-averting campaign, including CUPE 3085, representing workers supporting people with intellectual disabilities at Community Living Selkirk. The local launched a strike-averting campaign that included demonstrations calling for fair wages and respect. The campaign led to a major victory for community living workers province-wide when the Manitoba government announced \$6 million in new wage funding that will allow CUPE 3085 to achieve its goal of a fair wage.

The 10 members of CUPE 4732, working at Hope Haven Transition House in Labrador City, used a strike-averting campaign to bring their story to the community and local politicians. They were facing wage discrimination after being excluded from a recent provincial job evaluation settlement. Armed with a 100 per cent strike mandate, the members successfully mobilized to join other crisis intervention workers across the province in getting an \$8 an hour raise over two years.

In 2014, CUPE funded 25 strike-averting campaigns totaling more than \$875,000, backing our locals up as members mobilize to resist cuts and concessions. That support continued for eight locals out on strike, with another \$225,000 in funding for ongoing communications and mobilization work to end disputes.



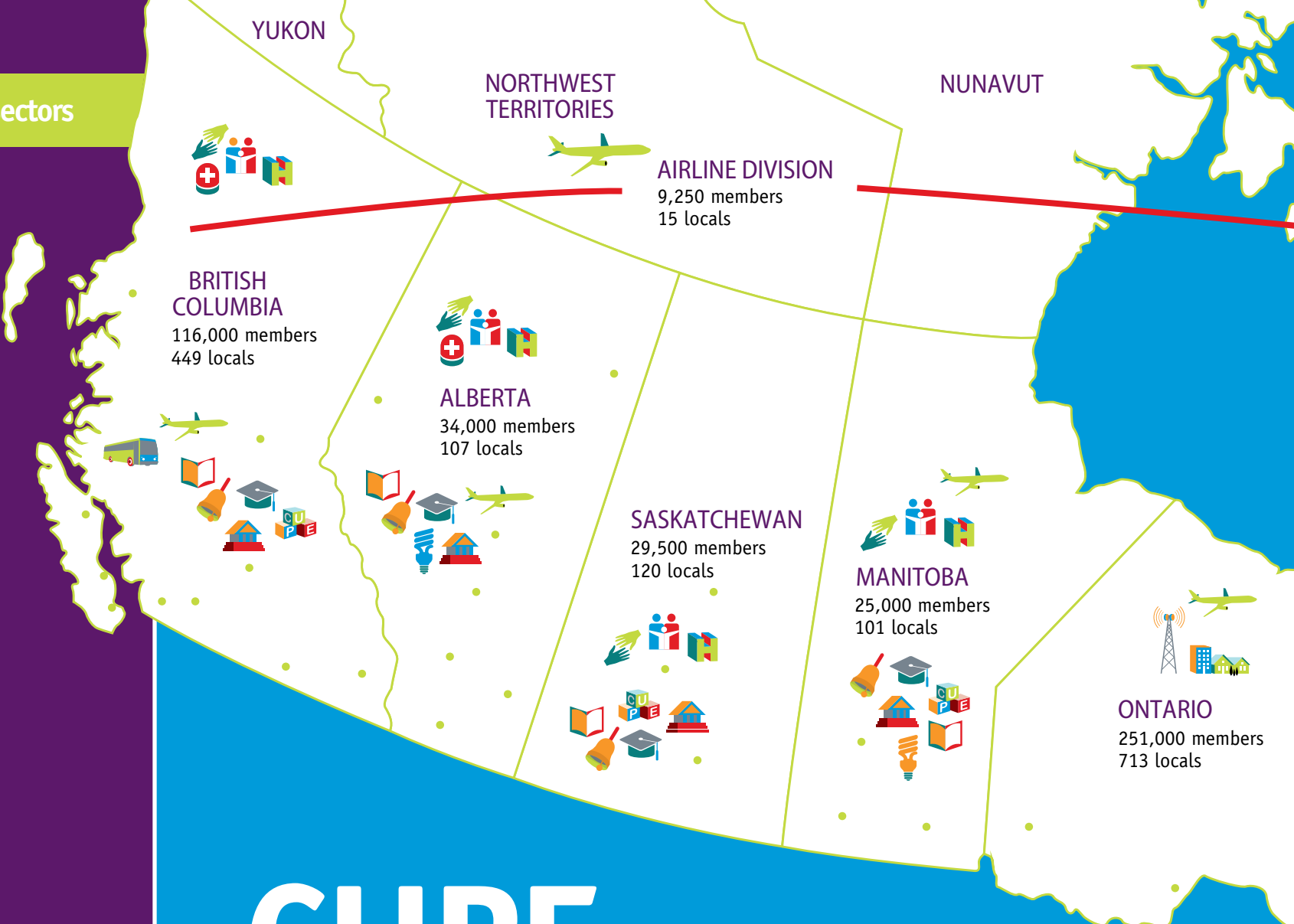
↑ In early February, six months after being forced on strike, Township of Bonfield workers got a strong show of support from community members, other workers, and CUPE leaders at a bonfire, fish fry and day of ice fishing on Lake Nosbonsing.

↓ CUPE 3085 members picketing for fairness.



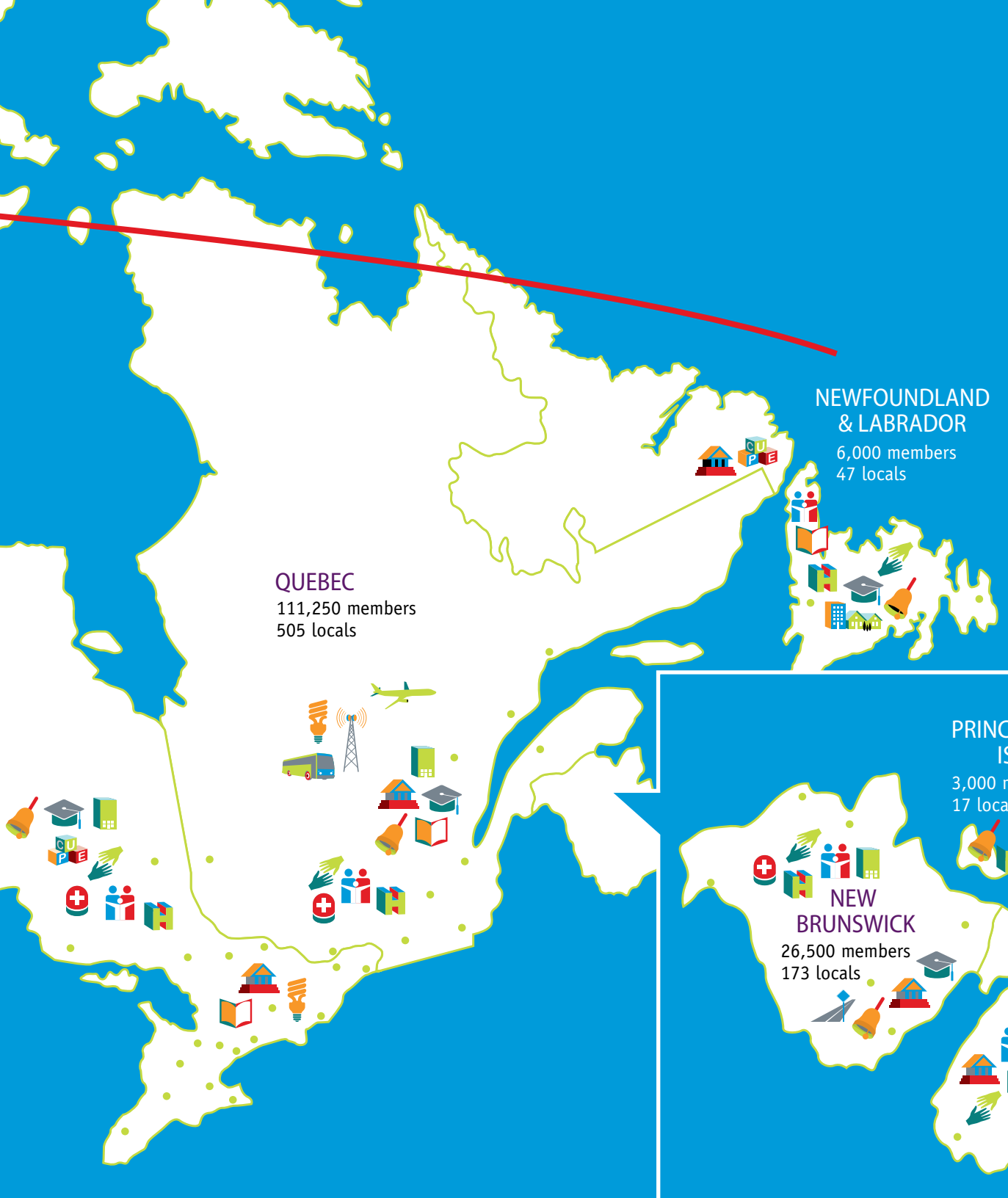
## CUPE services and sectors

-  Airlines
-  Child care
-  Communications
-  Community health and social services
-  Emergency services
-  Highways
-  Hospitals
-  Housing
-  Libraries
-  Long-term care
-  Municipalities
-  Post-secondary education
-  Public corporations and agencies
-  Public transit
-  School boards
-  Utilities



# CUPE

## coast to coast



## CUPE offices across Canada

**QUEBEC**  
111,250 members  
505 locals

### NEWFOUNDLAND & LABRADOR

6,000 members  
47 locals

**British Columbia**  
Abbotsford  
Burnaby  
Courtenay  
Cranbrook  
Kelowna  
Nanaimo  
Prince George  
Terrace  
Trail  
Victoria

**Alberta**  
Calgary  
Edmonton  
Fort McMurray  
Grande Prairie  
Lethbridge  
Medicine Hat  
Red Deer

**Saskatchewan**  
Prince Albert  
Regina  
Saskatoon

**Manitoba**  
Brandon  
Dauphin  
Winnipeg

**Ontario**  
Barrie  
Cornwall  
Hamilton  
Kenora  
Kingston  
Kitchener  
London  
Markham  
Mississauga  
North Bay

Oshawa  
Ottawa  
Pembroke  
Peterborough  
Sault Ste-Marie  
St. Catharines  
Sudbury  
Thunder Bay  
Timmins  
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Dieppe  
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Fredericton  
Saint John

**Nova Scotia**  
Dartmouth  
New Glasgow  
Sydney  
Yarmouth

**Prince Edward Island**  
Charlottetown

**Newfoundland & Labrador**  
Corner Brook  
St. John's

### PRINCE EDWARD ISLAND

3,000 members  
17 locals

### NEW BRUNSWICK

26,500 members  
173 locals

**NOVA SCOTIA**  
18,500 members  
127 locals



## Solidarity on the lines

For the first time, our National Strike Fund is sitting at more than \$80 million. We have the resources to back up every CUPE local that takes a stand on the picket line for jobs and public services.

Strong solidarity on the picket lines and widespread community support were common threads in all of CUPE's labour disputes this year. With help from labour and community allies, our members protected hard-won gains and broke new ground. In 2014, 10 CUPE locals were on strike or locked out.

The longest strike lasted 10 months in the township of Bonfield, Ontario. Starting in August 2013, 16 members of CUPE 4616-2 weathered all four seasons, eventually winning a no-concessions settlement that raised wages and reinstated five members terminated by the mayor during the strike. The workers were not alone on the picket lines – more than 150 CUPE locals from across the country sent donations, many visited the picket lines, and the commu-

nity rallied with food and encouragement, especially during the winter months.

Two CUPE 1281 members working at the Continuing Education Students' Association of Ryerson University were locked out for more than four months, but successfully fought off demands for concessions. They ratified a new collective agreement on January 31 and returned to work in early February after challenging a further illegal lockout.

Contracting out was the main issue behind a one-day strike in January for 400 CUPE 3890 members, support staff at the Chignecto Central Regional School Board in Nova Scotia. With the help of a mediator, they ratified a new collective agreement that solved the issue in April.

Thirty workers at the Naramata Centre in British Columbia went on strike in mid-May against sweeping plans to

contract out. The CUPE 608 members provide food, housekeeping, grounds and maintenance services at the retreat facility. The centre's management is closely linked with the United Church of Canada, and CUPE called on the church to intervene, guided by their policies supporting free collective bargaining. But the centre closed in early January.

In early May, the 100 inside and outside municipal workers in White Rock, British Columbia, went on strike for the first time in CUPE 402-01's history. A month later, the members had settled a new agreement resolving most of their key issues, including fair treatment of casual and part-time employees, and protection for members who become seriously ill.

For the first time in 60 years, Castlegar's 34 municipal workers went on strike November 8, resisting concessions and asking for standard job security language.



↑ Solidarity was strong when the Regional Municipality of Durham, Ontario, singled out one group of workers for concessions. More than 1,500 CUPE 1764 members stood united, and went on strike in June to protect paramedic sick leave. Three weeks later, the workers had a new deal with a wage increase and an improved paramedic sick leave plan.

← CUPE 402-01 members in White Rock.



The members of CUPE 2262 ratified a deal with the BC municipality on December 23 that addresses their job security concerns and includes improvements in wages and other areas.

1490 had rejected concessions that opened the door to contracting out of winter road maintenance. The lockout ended after more than seven weeks, with the township council first rejecting its own negotiators' deal, only to reconsider two days later and ratify it.

More than 2,000 CUPE 1294 members held two one-day strikes in the fall to back their contract demands with the Université du Québec à Montréal. They reached an agreement in mid-October that included improvements for temporary and casual workers, and a new wage grid ensuring all workers' positions are fairly evaluated and compensated. The trades and services, office, technical and professional staff had been without an agreement since May 2012.

Employer threats to contract out snow removal were behind a lockout of 43 CUPE 76 members in Campbellton, New Brunswick that started in early November. Nearly a month later, the outside municipal workers had reached a deal that safeguarded their jobs and defined benefit pension plan, and increased wages.

Finally, 27,000 CUPE members working in school boards across British Columbia walked the picket lines in solidarity with striking teachers from June to mid-September, joined by HEU members and many other BC workers. Food services workers at the University of New Brunswick, members of CUPE 2266, also stood together with professors, teaching staff and librarians who were on strike and then locked out for three weeks starting in January.

In the City of Mount Pearl, Newfoundland and Labrador, 140 inside and outside municipal workers, members of CUPE 2099 were united in their fight for a fair contract through a 16-day lockout in the fall, winning a 15 per cent wage increase.

Municipal workers in the Township of Black River-Matheson, Ontario, were locked out on August 11. The 23 members of CUPE

↓ GROUP OF THREE PHOTOS

Left-right: CUPE members in Castlegar, BC; Black River-Matheson, ON; and Campbellton, NB.





## Fighting for justice

CUPE's legal branch was a strong advocate for workers' rights at the local, provincial and national level in 2014.

In Nova Scotia we are challenging *Bill 1*, legislation that merges health authorities and imposes bargaining units on the workers. CUPE made a strong case that the law is unconstitutional, violating workers' Charter right to freedom of association. We are calling instead for a collaborative bargaining association that lets health care workers stay in their unions and work together at the bargaining table.

Other highlights of CUPE's legal work include a significant arbitration win in Alberta, where a member was sexually harassed and assaulted by a supervisor. CUPE successfully argued that the employer's failure to address the member's complaint in a proper and timely manner had affected the member's mental health. The arbitrator awarded more than \$805,000 in damages – the largest amount ever in Canada.

CUPE also won several cases that build on our work advancing the recognition of mental illnesses as disabilities that must be accommodated in the workplace.

In 2014, CUPE provided more than \$2.2 million for legal and arbitration

costs above and beyond the support of CUPE's legal branch, ensuring our members are well-represented and well equipped to meet every legal challenge, up to and including ground-breaking Charter challenges.

## Advocating for public services

CUPE's research work reaches into every corner of our union and spans many areas of public policy. In 2014, we supported members at the bargaining table, and helped defend public services in presentations to governments across the country. Researchers also provided strategic advice to our new sector councils and our national committees, as well as to our national campaigns on health care, child care, trade and EI.



Researchers produced profiles of CUPE's main sectors, as well as fact sheets, briefs and presentations on many topics including:

- unionization and child care,
- anti-union federal bills 377 and 525,
- prescription drug costs,
- spotting and avoiding two-tier bargaining,
- new forms of privatization such as "asset recycling" and social impact bonds,
- pensions and bargaining,
- energy privatization,
- the dangers of new investment and trade deals like CETA,
- changes to federal job training programs and access to literacy programs,
- raising the wages of all CUPE members to at least \$18 an hour,

- the cancellation of Ontario's P3 gas plants, and
- the need for new, public renewable energy infrastructure.

Other new tools for members include an updated resource on collective bargaining and privatization, and an expanded toolkit for Saskatchewan health care workers fighting privatization.

The research branch has increased its capacity to conduct online surveys for locals. Members in the airline division, Ontario's post-secondary sector, school board and acute care in Nova Scotia and Alberta's municipal sector all used this new technology in 2014.

Our environmental work this year included promoting green jobs at the community level through our work with the Green Economy Network. We also wrapped up our 2013 convention carbon offset project by donating more than \$40,000 to environmental allies focused on public sector solutions to environmental issues.

We're also equipping our members with the tools to advocate for a fair economy. Over breakfast at division conventions, and through a series of online videos on popular economics, we are sparking conversations with our members about how the economy can work for Canadian



↑ CUPE locals representing call centre workers in Quebec distributed educational kits to all members to raise awareness about psychological distress on the job. The campaign slogan is "Pressure has its limits" (*Il y a une limite à presser le citron*).

workers, our families, and our communities.

## Protecting health and safety

This year Ebola was a new concern for frontline workers, and CUPE released a health and safety fact sheet and detailed guidelines with a focus on protecting health care workers, paramedics and flight attendants.

Other health and safety work included a survey of CUPE members about working

alone, as well as a fact sheet on the issue. CUPE also produced fact sheets about bed bugs, accident and occupational disease investigations, mould, and workplace violence.

In Quebec, CUPE is taking action on widespread psychological distress in call centres. The campaign tackles the problem at its root by raising awareness with employers and workers. A CUPE survey revealed alarmingly high levels of distress among call centre workers compared to the overall workforce in the province. The



research, which highlighted the causes and consequences of this heightened stress, is the first of its kind in North America.

Our legal branch also worked with CUPE Ontario's Injured Workers' Advocacy Committee to set up a network where locals can exchange information and get training about workers' compensation issues, improving support for injured workers.

## Gaining ground

This year, CUPE job evaluation staff reached pay equity settlements benefitting CUPE members in social services, education and health care.

In some cases, further pressure is needed to convince employers to pay workers what they are owed, including in Guelph, Ontario. When Ontario's Pay Equity Commission ordered Community Living Guelph to pay its workers four years' worth of pay equity adjustments, the agency said it couldn't afford to. CUPE 4392 members picketed at the constituency office of area MPP and cabinet minister Liz Sandals as one of many local actions that won payment of the adjustments.

In Quebec, CUPE was part of a successful legal challenge of regressive 2009 changes to the province's *Pay Equity Act*. The changes allowed employers to review their pay equity obligations once every five years, instead of on an ongoing basis. Any pay equity adjustments would not be applied retroactively. In addition, the reforms left workers without vital information needed to pursue a claim.

CUPE argued the case on behalf of 150,000 members of unions affiliated with the Quebec Federation of Labour. In January, the Quebec Superior Court ruled that these aspects of the reforms violated the guarantee of gender equality in both the Quebec and Canadian Charters of Rights. The Quebec government has appealed the decision.





# United for stronger communities

On the job and in our neighbourhoods, CUPE members are community activists.

We take pride in delivering quality public services. And we work hand-in-hand with other community members to protect and improve the services we all rely on. Day in and day out, in countless ways, CUPE members take care of our communities.

This year the Council of Canadians recognized our members with their Activist of the Year award. The award recognizes CUPE for our “unwavering commitment to social justice, fighting privatization of Canada’s public services, and supporting public sector workers.” Our long-standing partnership with the Council brings us together nationally and locally to fight for public health care, public water services, trade justice and democracy.



## Building our coalitions

Coalition-building was a key priority for our union this year. We deepened connections with AFSCME, our sister union south of the border. By attending major events, sharing advice and lessons learned about member organizing strategies, and sharing research on emerging threats such as social impact bonds, we built our cross-border labour power.

Our collective strength grew in 2014, as CUPE added the Broadbent Institute to the many progressive voices we support and are part of. We also continued to participate in many coalitions, including the Trade Justice Network, Trade Unions for Energy Democracy, the Green Economy Network, Rethink Child Care, and the Canadian Health Coalition.

In August, CUPE activists deepened our solidarity with social movements from across the country at the Peoples' Social Forum in Ottawa. CUPE was a supporter of the forum. Members, staff and leaders took part in a major demonstration and helped deliver workshops on defending public health care, fighting water privatization, the alternatives to corporate trade agreements, and the value of public services.

## Connecting to protect our services

Our coalition efforts come alive at the local level. It's where we connect with friends and neighbours. It's where we

organize to fight back. And it's where we make gains that benefit everyone. A win at the local level resonates across the country, and builds our momentum. This grassroots approach is reflected in the many ways CUPE worked to protect quality public services this year.

In 2014, CUPE invested \$2.25 million in local, provincial and national work fighting privatization and defending public services. CUPE National also funded 67 cost-shared campaigns with locals, divisions or other CUPE bodies for a total of \$2.83 million.

Public outreach to build strong local coalitions was at the heart of many

campaign plans, combined with member engagement and training, strategic research, as well as lobbying and other political action. In every sector and region, CUPE members are increasing our union's visibility and participation by taking action for quality public services.

Highlights of CUPE's collective actions in 2014 include a historic day of action to defend Radio-Canada/CBC. More than 25,000 people came out in nine Quebec communities and Moncton, to speak up for public broadcasting and condemn deep cuts that threaten Radio-Canada's survival. CUPE members also rallied against the closure of Radio-Canada's costume department, the largest in North America. CUPE

represents 1,700 Radio-Canada workers across Quebec and in Moncton.

CUPE and our allies scored a victory this year in a multi-year campaign to improve the wages and working conditions of personal support workers in Ontario. PSWs working in home and community care are vastly underpaid. Most are part-time workers without benefits or regular hours. This year, the Ontario government announced a wage increase for publicly-funded PSWs, with further increases coming in April 2015 and April 2016.

In Winnipeg, CUPE 500's Positively Public campaign built member and community support to defeat city council's proposal





↑ On August 23, CUPE Manitoba participated in the annual Manitoba Filipino Street Festival in Winnipeg. The event brought CUPE members together with the community to celebrate the rich Filipino culture in Winnipeg.

to impose a mandatory 3.5 days of unpaid leave in December for municipal workers. The win ensured services and programs remained fully staffed and open to the public.

CUPE members in Alberta celebrated in June when the provincial government abandoned plans to build new schools as P3s, after it was unable to find contractors willing to do the work. In 2013, CUPE Alberta released a report warning of the costs and consequences of privatized school construction.

Oshawa Public Library workers, members of CUPE 960, ran a popular awareness-raising

campaign about the value of local libraries that tied into the library's 150<sup>th</sup> birthday, as well as a municipal election. The campaign included a series of bookmarks that became collectors' items. The campaign showed how well-funded public libraries are central to strong and vibrant communities.

In Ontario, CUPE post-secondary workers launched a cross-campus "Where's The Funding" tour highlighting chronic campus underfunding and the lack of transparency required of Ontario's universities. The campaign engages workers and members of the public in a discussion about well-funded post-secondary education.

In Saskatchewan, CUPE health care workers continue to challenge the imminent privatization of laundry services across the province, along with many other looming privatization threats. The fightback campaign includes successful outreach through member-to-member organizing, a series of popular summer barbecues, and a "Keep Health Care Public" music festival. In November, health care workers rallying for fairness and respect for 75 laundry workers in Prince Albert drew widespread community support including from the city's mayor and council.

Members of CUPE 3911 at Athabasca University are organizing to preserve the

## Supporting local activism

District councils bring CUPE locals together in a region to coordinate strike support and collective bargaining at the local level, and to organize against privatization. They are a vital link in our organizing and mobilizing.

In 2014, CUPE provided nearly \$42,000 in funding to strengthen and support CUPE district council activities in seven communities and regions. The list of projects shows that a little goes a long way. The funding helped councils:

- bring leaders, activists and stewards together to network and learn;
- do effective community and member mobilization;
- outreach to unaffiliated CUPE locals;
- develop a multilingual mobile phone app outlining the laws covering workers' rights; and
- increase CUPE's visibility by sponsoring community events.





← In March, HEU and community members united to protest contracting out and mass layoffs at the New Horizons seniors' home in Campbell River. HEU continues to fight contract-flipping in health care and long-term care, highlighting the impact on staffing and quality care.

'tutor model' of distance education, ensuring students have a high standard of learning. The local launched an online campaign and is building alliances with students, faculty and other groups at the university.

In British Columbia, HEU continued its campaign for higher staffing levels to improve seniors' care. This fall, an HEU-commissioned survey reinforced the

call, showing many long-term care homes do not have enough staff working to ensure safe, quality care. The survey underscored how short-staffing hurts both residents and workers. The HEU also met with the province's new Seniors Advocate about the impact of chronic staffing shortages and other concerns.

In Winnipeg, members of CUPE 2180 working at the Tuxedo Villa Personal Care Home held information pickets to raise awareness about low wages and staff shortages in the long-term care sector.

Wearing t-shirts with the message "Our Water, Our Home," CUPE 1505 members in Fort McMurray, workers with the Regional Municipality of Wood Buffalo, packed council chambers as part of a successful lobby push to pass a bylaw maintaining public delivery of utility services. The local also successfully lobbied to bring building inspection services back in house.

In Nova Scotia, CUPE hospital workers raised awareness about Healthcare Acquired Infections, often referred to as superbugs. They took their message to the public with a province-wide tour that went to 17 major events. CUPE members handed out tens of thousands of free hand sanitizers, as well as information on how the public can help through simple hand-washing and other measures.





↑ CUPE's Time to Care campaign made a stop in Sturgeon Falls, Ontario. The campaign is calling for more funding and increased staffing, including a daily minimum of four hours of care for every resident, to improve the quality of long-term care in the province.

In British Columbia, CUPE 873 members campaigned to publicly promote the value of provincially-based ambulance paramedic services in response to the governing Liberals, who are considering devolving services to municipalities and possibly delivering services through local fire departments.

In Sault Ste. Marie, child care workers campaigned to save three municipally-run centres. The CUPE 67 members built broad alliances, put pressure on the mayor and councillors, and made child care an issue in the provincial election. Thanks to the intensive campaign, city council voted against the closures. A council-appointed

→ This summer, CUPE members on Vancouver Island served up cold, public tap water to music festival-goers in Comox (pictured) and Duncan.



committee that includes CUPE 67 members is now reviewing child care in the city.

CUPE members also worked to save the 42-year-old Coronation Park Day Nursery in Lambton County, Ontario. The centre had lost \$1.3 million in yearly funding through provincial funding formula changes. The members of CUPE 2926 pressed their council and candidates in the provincial election, stopping the closure twice at city council before the centre was closed by the narrowest of margins in the fall.

CUPE also supported the Nova Scotia Child Care Association's 'Worthy Wage' Day. The province's early childhood educators are the lowest-paid in the country and most lack pensions and health benefits. These struggles highlight the need for federal leadership to build a well-funded, reliable, cross-Canada child care system.

In November, CUPE 2153 celebrated the Manitoba government's pledge to hire

210 new workers in Child and Family Services, replacing private contract workers and helping ensure the safety and well-being of children in care.

Members of CUPE 1252, the New Brunswick Council of Hospital Unions, toured rural New Brunswick in the spring to rally concerned citizens against the further erosion of health services in the province. The town hall meetings targeted communities most affected by cuts impacting the delivery of services, mostly in rural areas.

Highway workers in New Brunswick, members of CUPE 1190, also connected with the public through a hotline collecting feedback about cuts to the winter road





← CUPE PEI members raised more than \$11,500 for the Easter Seals Society at their annual division convention. The fundraiser began with CUPE 805 health care members making a yearly contribution to the campaign and grew this year to include education assistants and youth service workers, members of CUPE 3260, and a donation from CUPE national on behalf of all members.

maintenance program. The local is gathering stories about the impact on safety, calling for the cuts to be reversed.

When multinational food service corporation Compass Group Canada took over food services at Trent University in Peterborough, Ontario, the corporation threatened to roll back 27 years' worth of gains won by the on-campus food service staff, members of CUPE 3205. A coalition of students, faculty and other unions on campus campaigned to ensure that Compass recognized the union and honoured the terms of the workers' contract.



← At the end of 2013, CUPE 8, representing Calgary long-term care workers, decided to donate \$5,000 to help Typhoon Yolanda victims in the Philippines. The result: this year residents of the San Roque area were able to restore a high school roof and a shelter that benefits area residents, including children waiting for their ride to school.

## Connecting through education

This year marks the 10<sup>th</sup> anniversary of CUPE's member facilitator program. Since 2004, hundreds of members have been identified and trained in adult education, facilitation skills, and delivery of CUPE workshops – with an ongoing emphasis on recruiting and training members from equality-seeking groups.

In September, CUPE's Union Development Department (UDD) piloted a new *Introduction to Human Rights* workshop at the week-long André Lamoureux Memorial School in Cornwall, Ontario. The workshop raises awareness about oppression and discrimination, and explores tools that build equality such as pay equity, employment equity, duty to accommodate, child care and anti-harassment policies. CUPE educators are also developing a new week-long workshop on collective bargaining, and new steward learning modules on workplace mental health.

In 2014, UDD staff helped expand our Fairness training, and continued

to collaborate with CLC educators on training for all affiliates. The Fairness initiative and our 50<sup>th</sup> anniversary have sparked our members' interest in labour history.

In response, we have developed a new course, *Labour history and the class struggle today*. Through class analysis, media analysis, and popular economics, participants make sense of the past and present, connecting the dots between what they are experiencing in their local and the pan-Canadian and global context. Participants leave with a sense of pride, eager to share our story, and inspired to make history.



## Canada's community union



CUPE has  
**630,000**  
MEMBERS IN  
**2,374**  
LOCALS  
*across the country.*



**1 in 57**  
Canadians is a  
*CUPE member.*



**1 in 28**  
Canadian workers is a  
*CUPE member.*



In 2014, CUPE members paid approximately  
**\$4.1 BILLION**  
IN INCOME TAXES,  
**\$2 BILLION**  
*in sales taxes, and*  
**\$1 BILLION**  
IN PROPERTY TAXES.

This year, CUPE also took a stand against the latest Conservative government attacks on literacy programs, including slashing core funding for 22 literacy organizations. Several groups have cut services, laid off staff, or closed. CUPE continues to speak out in support of literacy organizations, and to champion literacy and essential skills training.

CUPE's literacy work this year also included analysis highlighting the shortcomings of the federal government's Canada Job Fund.

The fund replaced the much more successful Labour Market Agreement. The LMA funded provincial and territorial programs to increase and improve the literacy and essential skills of Canadians who don't qualify for EI.

### New cupe.ca launches

In May, CUPE launched a major upgrade to our national website cupe.ca. The new site has many new features that improve the user experience for members and allies.

The site helps members easily connect with their local and access their collective agreement – popular features since the launch. Many members are also using the site to register online for CUPE events and workshops.

Our members and allies are also reading, downloading and ordering materials from the revamped Member Resources section. This section offers support for bargaining committees, locals, financial officers, stewards and communicators.

With a fresh new look, the site is helping activists and members find key campaigns and research quickly and easily. The new cupe.ca adapts to mobile devices, which make up almost a third of traffic to the site. We're also increasing our reach by using a format geared to sharing on social media.

We also helped build 140 new websites for CUPE locals, giving our members another way to connect at the local level.

### Connecting for social change

Our work online is about more than having a social media presence. It's about leveraging those connections to make real change. Together with our allies, CUPE members have pushed on all digital fronts to raise awareness and change the conversation on issues that matter to workers. This year, CUPE was honoured with the Canadian Association of Labour Media's award for best use of social media by staff.

In 2014, we increased our use of social media to deliver information and empower our members to become agents of change. CUPE gives members the resources they need to share our position and organize on issues with their friends, family, community and politicians.







This year, CUPE organized online campaigns to stop the Conservative attacks on workers, call for the expansion of the CPP, protect passenger safety, and fight changes to EI. We also joined our allies to campaign online to save public health care, call for a national child care plan, help stop violence against women, and much more.

Our most popular Facebook post of 2014 exposed the problems with Conservative income-splitting plans. CUPE members shared our analysis with thousands of our friends and allies, helping us to garner attention from other organizations, politicians, and media.

Together with other progressive organizations and politicians, we sounded the alarm about the problems with income-splitting and kept pushing until it became a national media story. This online push on all fronts will continue in 2015, as we mobilize to be a voice for change in the federal election.

# Ready for change

Together, we've laid the groundwork to build a better Canada.  
Now it's time for action.

The coming year is a crucial one. We have a solid foundation of solidarity, and clear-eyed determination to elect Canada's first New Democratic federal government.

The mandate from delegates at our last national convention was clear: defeat the Conservatives and elect an NDP government that shares our values of equality and justice for all.

Our work in 2014 to connect with each other and with our allies sets the stage for our success. We'll keep building momentum by reconnecting with our 630,000 members. Through our Fairness project, we will empower our members to act in their communities, and build a powerful movement for political change in Canada.

United, we can elect the NDP and accomplish real, positive changes for Canadian workers and their families. Canadians deserve good well-paid jobs, public health care, accessible child care, and a secure retirement. We are just one election away from a government that will deliver on these priorities.

It will be an incredibly busy year. While we build the movement for a better Canada, we must also stay active in our workplaces and communities.

CUPE members will face many challenges at the bargaining table and beyond. Governments at all levels will pursue their cost-cutting, service-slashing agenda. Attacks on our public services, pensions and rights as trade unionists will persist. But as Canada's largest union, we have the people and the financial resources to back up our members whenever it's needed. And together, we will continue the fightback to make gains on all fronts.

In CUPE, we have each other's backs. That's what solidarity is all about. In the coming year we'll be relying on each other as we stand up for jobs and defend public services. We will support each other as we resist government attacks on our rights and on all workers. And we will stand together with our families and neighbours to work for real change in the 2015 federal election.

Together, we can make history and elect the NDP as Canada's first pro-worker federal government.





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