

CUPE Celebrates



Year in review
2012

Your
neighbours
at work
building strong
communities

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Canadian Union of Public Employees



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Celebrating 2012

Last year was challenging on many fronts for our union. Across the country, CUPE members faced a difficult bargaining climate, made worse by misguided ideological attacks on the foundations of our labour movement.

Yet at every turn – whether at the negotiation table, in our meetings and conventions, on the picket line, in our workplaces, and on the streets of our communities – our unity and solidarity were not shaken. When faced with challenges, we responded with creativity and courage. This led to



Paul Moist

many gains for our members, and a stronger union. In this, we can all be very proud.

It's impossible to look back at 2012 without thinking about the red square. We took inspiration from the unprecedented actions of students in Quebec. Their stand against an austerity agenda threatening their educations and futures was awe inspiring. And when actions were taken to silence their protest, CUPE members and many others across Quebec and Canada stood firmly beside them. Throughout 2012, the protests of Canadians dissatisfied



Charles Fleury

with the direction our country is moving grew louder and louder.

The determination of our members to help build a better society for all people was felt across Canada. Our work over that last year for equality and social justice has been truly exceptional, and our union is now an even stronger voice for democratic change – in Canada and around the world.

In 2012, CUPE members continued to offer their time and support to their communities – making them a better place to live for their families, friends and neighbours. The many campaigns, charity drives, donations, community activism and acts of volunteerism truly show CUPE is Canada's community union.

Our members' dedication to protecting and strengthening the public services they deliver resonated throughout the year. Canadians know they can depend on CUPE members everyday for quality services when they need them most. Our member's hard work has helped deepen CUPE's connection with community allies. With their support, we can stand firm against any challenge.

CUPE members also helped elect politicians and governments at all levels that share our values. Across the country, we have lobbied and worked with governments to create real change that is in the best interest of workers, and that raises the quality of life for all Canadians.

We made great strides in 2012 to build a better Canada, as we have over the last five decades. As we head into our 50th year, we can look back with pride at our accomplishments and growth. We have fought hard for good jobs with decent wages. In our workplaces and our communities, CUPE members have much to celebrate and even more to look forward too.

A handwritten signature in black ink that reads "Paul Moist".

Paul Moist
National President

A handwritten signature in black ink that reads "Charles Fleury".

Charles Fleury
National Secretary-Treasurer

Campaigns and political action

CUPE stood strong in 2012. United in solidarity, our members remain a powerful force in defending public services, and in working for a fairer, more equitable Canada.

CUPE is committed to being a voice for the best interests of our members and for all Canadians workers. We wrote the federal government and the premiers on behalf of CUPE members on key issues at the heart of our work including pensions, health care, infrastructure, the federal budget, the proposed Canada EU trade agreement (CETA), public private partnerships, global justice concerns and more.

We also submitted briefs to the federal government on the ways to better serve workers interests through the Federal Budget, better options for protecting public health care, the necessity of strengthened municipal infrastructure, the negative impacts of

Bill C-377, and in many other areas of important public policy. This political advocacy is essential to ensuring the interests of our members are heard by politicians and governments.

We know that good jobs, with decent wages and benefits, are vital to our communities and our country. Yet ideological attacks – promoting drastic austerity measures and anti-union sentiments – persisted across the

country, coming from all levels of governments and corporate interests. As a voice for our members, and for all Canadian workers, CUPE's campaigns and political action are a vital part of our democratic society.



Standing up for Canadian workers

Pensions - The importance of CUPE's political work was clear from the start of 2012, when Prime Minister Stephen Harper unveiled plans to increase the age of eligibility to qualify for Old Age Security (OAS) and the Guaranteed Income Supplement (GIS). CUPE stands against these unnecessary cuts to vital parts of our retirement income system, and continues its work promoting the right of every Canadian to retire with dignity.

Defending work place pensions is a vital part of this work – both at the bargaining table and through political action.

In February, CUPE Quebec held a huge conference to discuss the challenges facing public sector pensions, with over 600 members attending. Division officers met with CUPE members across the province, and the division's general council voted for a special levy of \$5 per member to support this important campaign.

Beyond our workplace plans, CUPE was at the forefront in calling for real public pension reform, namely an expansion of the Canada Pension Plan and the Quebec Pension Plan, and continued its support on this vital

issue through the CLC "Retirement Security for Everyone" campaign.

Employment Insurance - In 2012, the Harper Conservative government announced drastic changes to the Employment Insurance program that target seasonal workers, and threaten the quality public services they provide.

The National Executive Board passed a resolution launching a campaign against these changes, offering support to locals and activists in voicing their opposition.

CUPE PEI and CUPE New Brunswick were leaders in the fight against the EI changes. The Maritimes has a very high number of seasonal workers and these changes will be disastrous.



Demonstrations were held in both provinces with several thousand members and the public attending. A very successful postcard campaign was launched with over 80,000 postcards sent to Diane Finley, the minister in charge of the EI program.

CUPE members were also out in force for rallies held in Truro, Nova Scotia, and Thetford Mines, Quebec.

In December, division presidents from the Atlantic and Maritimes held a press conference on Parliament Hill, highlighting the insensitivity of the EI programs changes and how they violate the United Nations Declaration of Human Rights. Following the press conference, cans of "Diane Finley's Beans" were distributed to Conservative MP's from Prince Edward Island,

Nova Scotia, Newfoundland and Labrador, and New Brunswick as a further show of opposition.

Defending public services

Day in and day out, public services are there for all Canadians. Our members across the country help keep communities strong with the services they deliver. CUPE is committed to defending strong public services that are reliable, accountable, and there for every Canadian.

CUPE's work promoting public services continued in 2012. The National Executive Board approved over \$3.3 million for 75 cost-share campaigns for locals, divisions, and councils of unions. Other work at the local, regional and national level was supported by the \$2.5 million anti-privatization fund.

Some highlights of CUPE's 2012 campaigns include:

CUPE Newfoundland and Labrador successfully pushed back against the worst of proposed cuts to school secretarial services throughout the province.

Windsor City Council voted unanimously to keep a new state-of-the-art aquatics centre under direct municipal control. CUPE 543, representing recreation and aquatics staff, developed a proposal to ensure that the new facility is a cost-competitive publicly run facility. CUPE recreation staff will be ensuring residents and visitors get the best possible experience when the facility opens in August 2013.

The anti-P3 campaign led by CUPE 1190 helped spur the New Brunswick government to move away from a P3 model for the Highway 11 project. They have decided to gradually improve the highway and keep it public.

Locals in B.C. fought privatization through municipal core services reviews, including stopping an attempt by Prince George City Council to outsource by-law enforcement. CUPE BC's Strong Communities Tool Kit for locals facing core service reviews will support this ongoing work.

CUPE 37, 38 and 709 in Calgary launched a campaign to build the profile of the city's public services, and the CUPE members who provide them.

CUPE 500 (City of Winnipeg) continues to battle Winnipeg City Council over privatization issues, including city



golf courses and arenas. The local launched a TV ad campaign highlighting the risks of putting Winnipeg's public services in the hands of for-profit corporations. Feedback from the Winnipeg public to the award-nominated ad – titled "For Sale" – was overwhelmingly positive.

CUPE released a new publication, *"Asking the right questions: a guide for municipalities considering P3s"* in September. In the guide, economist John Loxely takes a critical look at the case against using P3s for municipal infrastructure, and gives municipal officials the crucial questions they need to ask before entering into a P3. Over 3,500 copies have been distributed so far to municipal, provincial and federal officials across Canada.

CUPE continued its work exposing the implications of the Comprehensive Economic and Trade Agreement (CETA) between Canada and the European



Union. A comprehensive legal review of leaked negotiations text was commissioned by CUPE, showing the dangers this deal could pose to public services. CUPE also continued its work with the Council of Canadians in spurring public debate on this vital issue.

Protecting collective bargaining

Under the guise of austerity measures, attacks on the collective bargaining rights of Canadian workers continued in 2012. On several fronts across the country, CUPE members mobilized to protect these most fundamental rights.

In Ontario, McGuinty Liberal government passed Bill 115, stripping away the right to free collective bargaining for all education workers in Ontario. With the looming threat of imposed contracts, an agreement with improved job security was reached for CUPE's 55,000 education support workers. A court challenge has been launched, and CUPE is using every resource available to challenge any legislation attacking collective bargaining rights in the province. The provinces' education minister pledged to repeal the bill, but so far has not committed to respecting bargaining rights in the future.

CUPE members in Quebec faced similar attacks from the Charest Liberal government. His government's Bill 42 imposed working conditions on public sector workers. A court challenge was launched based on constitutional rights, notably the freedom to associate including the right to bargain, and the freedom of expression. CUPE, in collaboration with the SQEEs (Syndicat québécois des employées et employés de service), led the battle for the Quebec Federation of Labour (Fédération des travailleurs et travailleuses du Québec – FTQ). The court challenge marked a major show of solidarity among unions in Quebec, with CUPE taking a major role. A decision is pending.

Making our voices heard

Quebec student strike - CUPE stood firmly in support of Quebec students in their fight against raising tuition fees and blatant attacks on basic rights to protest and free assembly in the province. CUPE Quebec, working alongside the FTQ, helped lead the way for our union's support of this

important and inspiring student-led movement.

CUPE offered vocal opposition to the Charest Liberal government's special bill forcing students back to class, that was an attack on the rights of not only students, but for workers, union members, and all people supporting the movement.

CUPE National donated \$10,000 to the three major student groups in Quebec, and called for locals to offer their own support and donations. Many locals across the country responded.

Support for the students reached far beyond campuses, with tens of thousands taking to the streets across Quebec and Canada, banging pots and





pans and wearing the red square. Following the unprecedented demonstrations, and a provincial election, the newly elected Marois Parti Quebecois government overturned the special bill and the tuition fee hikes in September.

Celebrating and protecting public health care - CUPE Nova Scotia joined with community allies to support changes to the *Nova Scotia Health Services and Insurance Act* introduced by the Dexter NDP government. The legislative changes reaffirmed the province's commitment to the five principles of the Canada Health Act, banned queue-jumping and created new appeal mechanisms for patients.

CUPE Nova Scotia submitted a brief as part of the public consultation process and also appeared before the Law Amendments Committee of the Nova Scotia Legislative Assembly.

CUPE Saskatchewan, working with the Saskatchewan Health Coalition, celebrated the 50th anniversary of Medicare. Initiated in Saskatchewan on July 1, 1962, Medicare set the example for universal public health care, and helped spread it nationwide within a decade. The coalition sponsored billboards at entry points into province, welcoming people to "the birthplace of Medicare" and co-sponsored a 50th anniversary conference. The City of Yorkton, along

with many other municipalities in Saskatchewan, declared July as Medicare month.

In Alberta, CUPE co-sponsored a conference looking at the politics and policy of health care for seniors, people with disabilities and other vulnerable citizens. The Beyond Acute Care Conference kicked off a major research project by CUPE Alberta with the Parkland Institute studying continuing care issues in the province.

Federation of Canadian Municipalities - A delegation of CUPE leaders, members, and staff were in Saskatoon for the FCM annual conference. Taking part in the conference allows CUPE to renew connections and building new alliances with municipal leaders on issues of shared concerns. CUPE sponsored an

industry forum on public-private partnerships, raising the vital questions municipal leaders need to ask before turning to P3s for their infrastructure.

At the ballot box

CUPE Nova Scotia was very active in the municipal/school board elections held in October throughout the province. Ten members and retired members were elected and another 11 ran but were not elected. All 21 did our union proud in running to preserve and enhance public services in the province.

In B.C., two provincial by-elections and one federal by-election all elected New Democrats. CUPE BC's member-to-member outreach continues to gain



momentum with zone coordinators mobilizing members to elect Adrian Dix as B.C.'s new premier on May 14, 2013.

In Alberta, the Redford Progressive Conservatives retained power which they have held since 1970. Five CUPE activists ran for the provinces' New Democrats. The NDP increased its share of the vote and doubled its seat count to four, attaining official party status.

In New Brunswick, CUPE was well represented in municipal elections in May. Eleven CUPE members and retired members were elected to councils, and three were elected as mayors.

During the October Saskatchewan municipal elections, CUPE Saskatchewan's education steering committee worked to identify progressive candidates running for school board trustee.

CUPE offered its congratulations to Thomas Mulcair on being elected leader of the federal New Democratic Party, becoming Leader of the official Opposition. National President Paul Moist and National Secretary-Treasurer Charles Fleury, and many member of the National Executive Board were on hand for the leadership convention in Toronto. CUPE is committed to helping

make Thomas Mulcair Canada's first New Democratic Prime Minister.

In solidarity with First Nation, Métis and Inuit peoples

Access to clean, safe water is a basic human right and First Nations peoples must have a meaningful role in the decision-making process about one of our most important natural resources. In support of better securing First Nations water rights, and exposing the threat commodification of water poses for those rights, CUPE sponsored the Assembly of First Nations' (AFN) National Water Conference at Enoch Cree Nation, Alberta in March.



CUPE Saskatchewan's annual Aboriginal Conference in June also featured the theme of water. The conference was attended by 36 CUPE members who self-identified as First Nations, Métis or Inuit.



Leading up to the Sisters in Spirit vigils on October 4, 2012, CUPE signed on to a Joint Statement prepared by the Native Women's Association of Canada (NWAC) calling for a national inquiry into the issue of missing and murdered Aboriginal women and girls. CUPE supported NWAC's Sisters in Spirit vigils through a donation and publicized the Canada-wide vigils. There were a record number of 175 vigils held across the country.

CUPE Alberta's Aboriginal Council launched a postcard campaign, "Have You Seen Our Sisters?" The campaign received nation-wide and international responses, each card reiterating the call for a national inquiry. The postcards were presented to the

President of NWAC at the Parliament Hill Sisters in Spirit vigil.

CUPE Manitoba has been working closely with Assembly of Manitoba Chiefs in calling for an inquiry. CUPE Manitoba was the only labour group asked to speak at a recent rally held by the Assembly.

Closing out 2012, a new movement uniting First Nations, Métis, Inuit and Canadians swept across social media and the country. CUPE offered its support to the Idle No More movement, and called on the federal government to respect treaty and aboriginal rights, and to fully implement the United Nations Declaration on the Rights of Indigenous Peoples.

Solidarity beyond our borders

Two years after devastating earthquakes struck Haiti, the new office of the Confederation of Public and Private Sector Workers was opened in Port-au-Prince in January. The reconstruction was made possible by contributions from CUPE and other public sector unions.

CUPE sent a delegation to the 29th Public Service International (PSI) World Congress in Durban, South Africa. CUPE is an active member of PSI, a global trade union federation representing over 20 million workers delivering public services around the world. The November meeting was a valuable opportunity to network with public sector unions, discuss common challenges and build international solidarity.

In March, CUPE participated in a PSI delegation to the 6th World Water Forum in Marseille, France. Delegates took part in a week of activism, workshops, and panel discussions, culminating with a march for the human right to water. Under the umbrella of PSI, CUPE joined civil society allies in calling for a legitimate United Nation-led water forum where public water policy can be

created in an inclusive environment free of corporate influences.

Also in March, a CUPE team assisted in telling the stories of Wisconsin workers as part of the “Reclaim Wisconsin” campaign - marking the one year anniversary of legislation stripping the state’s public service workers of their free collective bargaining rights. CUPE’s participation was part of the on-going PSI “Quality Public Services – Action Now!” campaign work.

CUPE has continued to work as an ally in solidarity with many partners in Burma, Philippines, South Africa, Colombia, Nicaragua, among others over the past year.

Building equality



Marking the International Day for Persons with Disabilities, December 3, CUPE launched the “Solidarity of Abilities: Disabilities in the Workplace” campaign. This campaign is the

result of the hard work of the Persons with Disabilities National Working Group, and is aimed at promoting a better understanding for CUPE members of disability rights in the workplace. The campaign will continue to roll out over 2013, with fact sheets, a brochure and posters for members’ workplaces.

In Ontario, the passage of *Toby’s Act* amended the Ontario Human Rights Code to include gender identity and gender expression in protection of transgender rights. Similar legislation was passed in Manitoba to include gender identity in the human rights code. CUPE will continue to support similar changes at the federal and provincial levels.

Delegates to the 2012 CUPE Nova Scotia convention unanimously passed a province-wide equity audit of all its activities, projects, campaigns, programs and strategies. The resolution formed a task group composed of equity groups to develop and implement the audit and to develop an ‘audit template’ for use by affiliated locals. Results of the survey will help CUPE Nova Scotia to better organize its work and priorities, and highlight areas where improvement is needed.

CUPE sent a delegation to the 19th Annual International AIDS Conference in Washington, DC in July, raising

issues such as the need to strengthen the public sector and social protection provided by governments, and the threat posed by international trade agreements to public health and access to generic pharmaceuticals. CUPE’s second HIV/AIDS Strategic meeting was held in October. Participants provided advice and recommendations on a CUPE HIV/AIDS policy, and discussed ways CUPE and our allies can work together to implement it.

CUPE continues to work with the inter-union committee (CLC, PSAC, CUPW, CAW) to coordinate activities related to the campaign for a national child care program, leading up to the 2015 federal election. CUPE’s campaign is currently focused on promoting kitchen table discussions among members about their experiences with child care.

CUPE literacy activists focused their efforts in 2012 on securing renewed funding from the federal government to support workplace literacy and essential skills programs - Labour Market Agreements - that will run out in 2014. CUPE’s literacy campaign calls for collaborative forums to help shape what that training should look like, taking into account the changing world of work, economy and education needs.

CUPE National Office

Departments	Activities
National President's Office	Assists CUPE National President Paul Moist in carrying out his responsibilities as primary spokesperson for the union, raising CUPE's profile by strengthening relationships and taking the lead in developing policy. This year, Moist travelled to 30 communities. He attended over 85 CUPE and other labour-related events, as well as many other meetings.
National Secretary-Treasurer Office	Handles the planning and day-to-day operation of everything financial and administrative in CUPE. Assists CUPE National Secretary-Treasurer Charles Fleury in keeping CUPE's finances strong and making recommendations to the National Executive Board for National Defence Fund support to member campaigns defending public services and collective agreements.
National Services Department	Coordinates and oversees the work of the communications, equality, legal and research, job evaluation and health and safety branches, as well as CUPE's international solidarity, economic analysis, anti-privatization and political action work.
Communications Branch	Provides consultative and strategic advice, as well as hands-on communication support to CUPE's national officers and other branches and, through regional departments, to CUPE divisions, regions and locals. Advises on cost-share campaigns.
Equality Branch	Advises CUPE national and regional committees on issues related to women, workers of colour, Aboriginal workers, people with disabilities and lesbian, gay, bisexual, transgender, transsexual and intersex (LGBTTI) members. Helps committees advise their executive bodies on equality issues and takes action nationally, regionally and locally.
Legal Branch	Provides advice, assistance and legal representation to CUPE locals, members and staff. Represents local unions and members at arbitration, labour boards and court hearings.
Research, Job Evaluation, Health and Safety Branch	Has the largest research capacity of any union in Canada, providing expert analysis and advice on a wide range of issues facing our members. Provides members with resources to prevent and eliminate workplace hazards.
Organizing and Regional Services Department	CUPE's largest department oversees the work of CUPE field staff across Canada through the Regional Directors. Provides services to CUPE locals and members, and coordinates national strategic policies. Coordinates recruitment and retention of members, assists with organizing campaigns, responds to membership concerns, and recruits, trains and mentors National Representatives.
Union Development Department	Offers a wide variety of workshops to help CUPE members develop the knowledge, skills and confidence to improve our workplaces and our society.
Finance and Administration Department	Oversees CUPE's operating budget, which was \$169 million in 2012. Administers the National Strike Fund, with total assets of about \$59 million last year, and manages CUPE's real estate holdings. Includes the Technology Unit, which designs and maintains CUPE's national information technology systems.
Human Resources Department	Human Resources handles all staff relations, including hiring and relations with staff unions.

CUPE coast to coast

CUPE has over 627,000 members in 2,403 locals across the country.

British Columbia

- More than 120,000 members in CUPE and its health services division, the Hospital Employees' Union, in 461 locals.
- Main sectors: health care, municipalities, K-12 education, libraries, post-secondary, paramedics, social services, transportation and airlines.

Alberta

- Over 32,600 members in 109 locals.
- Main sectors: municipalities, school divisions, long-term care and airlines.

Saskatchewan

- More than 29,000 members in 122 locals.
- Main sectors: health care, K-12 education, municipalities, universities, libraries and community-based organizations.

Manitoba

- More than 27,000 members in 107 locals.
- Main sectors: health care, municipalities, school divisions, social services, child care, public utilities and post-secondary education.

Ontario

- More than 246,000 members in 718 locals.
- Main sectors: health care, municipalities, school boards, universities, social services and airlines.

Quebec

- More than 109,000 members in 500 locals.
- Main sectors: municipalities, health care and social services, energy, universities, education, communications, public transit, public corporations and agencies, mixed sectors and airlines.

New Brunswick

- Nearly 27,000 members in 182 locals.
- Main sectors: health, education, nursing homes, social services, transportation and municipalities.

Nova Scotia

- More than 17,900 members in 126 locals.
- Main sectors: school boards, health: long-term, community and acute care, highways, universities, municipalities, social services and child care.

Prince Edward Island

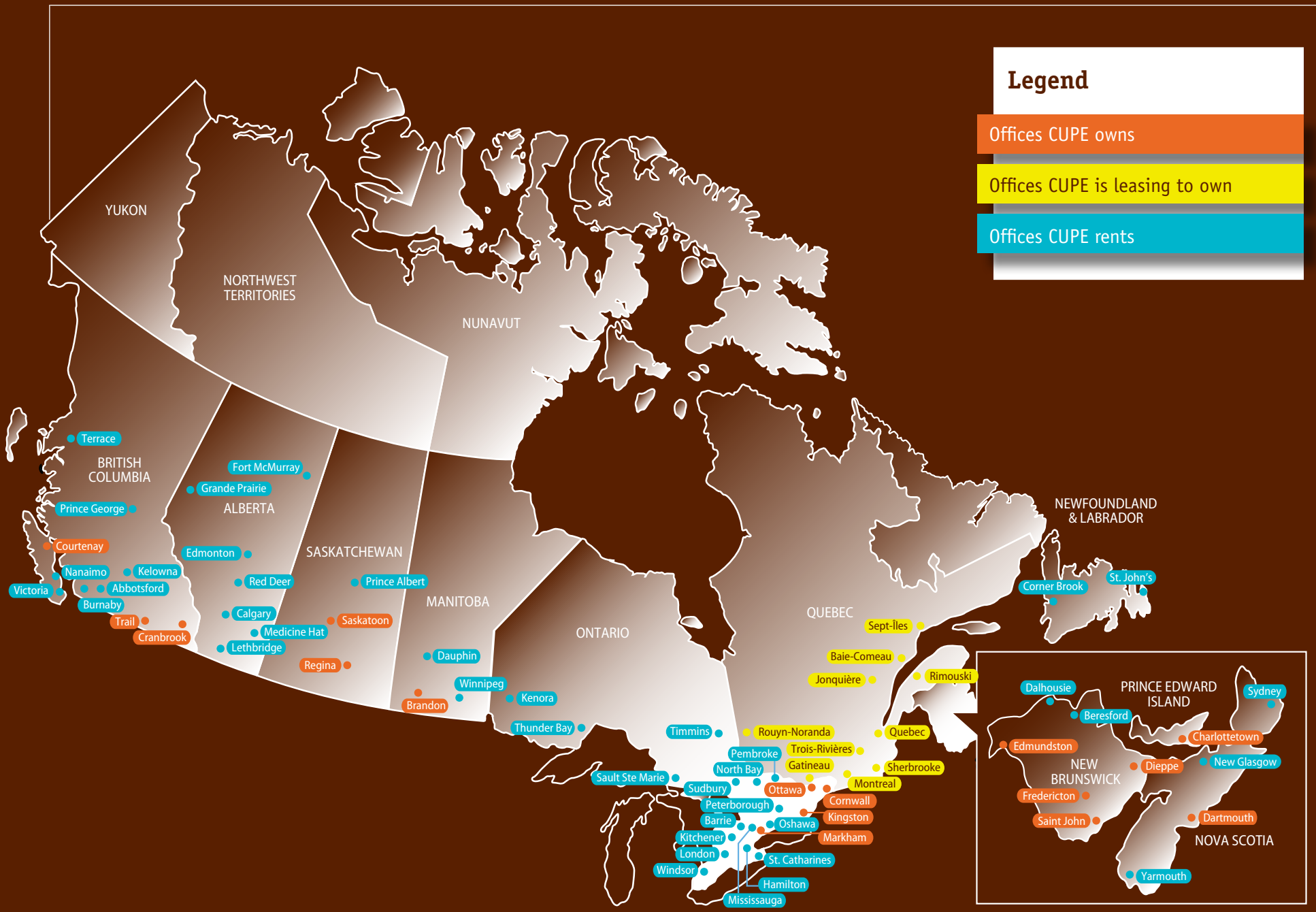
- Nearly 2,900 members in 17 locals.
- Main sectors: health care, education, municipalities and universities.

Newfoundland and Labrador

- More than 6,200 members in 45 locals.
- Main sectors: municipalities, health care, school boards, universities, libraries, housing, child care and social services.

Airline Division

- More than 8,400 members in 16 locals.



Good jobs with decent wages and benefits – CUPE bargaining and organizing



Ensuring Canadian workers have the protection and security of a decent job with a fair contract is the core goal of our union. Organizing and collective bargaining are the foundations of this work, and benefit not only our members, but their communities too. Canadians depend on CUPE members everyday for strong public services that build stable, prosperous cities and towns.

Communities across the country are still struggling to recover from the 2008 global recession, creating difficult bargaining climates – which led to several locals taking strike action.

Strikes in 2012:

- The 2,300 members of CUPE 4948 - Toronto Public Libraries - went on strike in March for 11 days against concessions.
- Also in March, 38 ESL instructors at Brock University - CUPE 4207 - went on strike from March 26 to April 4 when the employer refused to ratify a tentative agreement.
- CUPE 966 had 420 members from Ontario Works in Peel Region on strike for 84 days, another 282 members from Public Works on strike for 52 days, and 67 members from

Transhelp on strike for 29 days in June and July.

- Ontario Works members in the County of Renfrew- 22 members of CUPE 4989 – also went on strike. Their 91 day strike against employer concession demands was the longest CUPE strike this year.



- CUPE 3393, representing 85 full-time and 100 part-time members at St. Christopher House, Toronto, had been without a contract since December 2009. Faced with employer demand for a five-year wage freeze and benefit reduction, they went on strike for eight days.
- CUPE 4545, blue collar workers in the City of Laval, Quebec, went on strike for eight days. The 543 full-time and 88 part-time members reached a settlement in May.
- In British Columbia, CUPE members in the university sector, colleges sector, and the community and social services sector have been forced to take a variety of job actions in support of their collective bargaining efforts which have been on-going for over two years – including 23 strikes during 2012. Job action has ranged from overtime bans, work to rule by providing essential services only, and rotating walkouts. CUPE 3338 at Simon Fraser University continues job action as our members face an employer intent on having a two-tier pension plan.

Bargaining highlights

In 2012, over 1,800 CUPE collective agreements were open for renewal, with 393 agreements reached. Many concessions were fought off, and many gains were made. Some of the bargaining highlights include:

Facing water and waste water privatization threats from council at the Municipality of Brighton, Ontario, municipal workers acted quickly to join CUPE. Within six months of joining, CUPE 5085 stopped contracting out and secured a first contract with strong language to protect against future privatization, all in record time.

Up against a hostile, right-wing government in B.C., it took two years of on-going job actions for CUPE members at University of British Columbia (CUPE 116, 2278, and 2950), University of Victoria (CUPE 917, 951 and 4163), CUPE 3799 at University of Northern British Columbia in Prince George, CUPE 3886 at Royal Roads University in Victoria, and CUPE 4879 at Thompson Rivers University to reach ratified collective agreements.

CUPE 301, representing outside workers in Montreal, achieved a new five-year deal in 2012. The new

agreement contains wage hikes in each year and fixes a longstanding pension funding challenge.

Outside workers in Quebec City, CUPE 1638, won a major arbitration decision regarding work lost to contracting out.

In the City of Toronto, CUPE 416, 79 (CUPE's largest local), 4948 and 2998 banded together to fight off the ideological attacks of Mayor Rob Ford. Through joint action, an aggressive advertising campaign and determination, they were able to conclude agreements.

In Saskatchewan, Regina Public Library workers – CUPE 1594 - were without a contract for over two and a half years, before reaching a four-year agreement. Following job actions - including walking off the job, waiving fine collection during bargaining, attending rallies and holding pickets at community branches – they reached a new four-year agreement. It includes wage increases in every year, and ensures the same health and dental benefits for full-time and part-time workers, for both current and future employees.

In May, CUPE acute care workers in 33 rural hospitals across Nova Scotia overwhelmingly ratified a new three-year collective agreement. It includes

On the line

83-day strike at Lincoln County Humane Society stops two-tier demands



From winter snow, to the spring rain, and on to the early days of summer, 11 striking members from CUPE 1287, united to stop an employer from creating a two-tier workplace. With steely determination they ended an 83-day strike at the Lincoln County Humane Society in the Niagara region with a concession free contract.

"These members showed guts, willpower and true solidarity in winning a battle for a fair and equitable workplace," said Dean Mainville, National Representative for CUPE 1287. "This strike to stop a two-tier workplace would not have been possible without the continual support from CUPE sisters and brothers from far and wide, community members and residents who supported the striking members' fight."



a 7.5 per cent wage increase, plus significant improvements to job security language.

After many years of arguing at the bargaining table that the four members of CUPE 2099-1 who work in Mount Pearl arenas were underpaid compared with other arena workers in Newfoundland and Labrador, the employer finally recognized this and CUPE was able to achieve a significant wage increase.

CUPE achieved two new first contracts in the Airlines Sector. About 150 CUPE flight attendants at Canadian North Airlines have ratified a first collective agreement. Members voted 93 per cent in favour of accepting the agreement, which includes a six per cent wage increase, giving them some of the highest rates of pay for flight attendants in the country. Canadian North is a 100 per cent Aboriginal owned airline operation out of Yellowknife, with bases in Edmonton and Calgary. CUPE also achieved a first agreement for Porter Airlines ground crew in Ottawa – the first for the airline.

Pay equity – CUPE gaining ground

In Ontario, 1,040 member of CUPE 143, workers at the William Osler Health Centre, celebrated a pay equity adjustment worth more than a quarter million dollars.

At the Toronto Public Library - 2,300 CUPE members are sharing more than \$2 million in pay equity adjustments this year.

Twenty members of Toronto Street Health - CUPE 4308 - shared more than

\$75,000 in pay equity adjustments in December, just in time for holidays.

A 20-year fight for fair pay in Peel region long-term care homes was won this year. Nearly 1,000 CUPE 966 members are receiving pay equity compensation payments. After two decades of campaigning, a settlement to enforce a 1992 pay equity plan concluded with over \$20 million in compensation being paid out.

After two years of work, the Equity Committee of CUPE 4881 and City of Gatineau, Quebec, reached an equity agreement worth \$3.5 million – with some workers receiving nearly \$100,000. When they joined CUPE in 2009, wages for the predominantly women workers – including lifeguards, instructors, specialist and supervisors in the city’s pools – had been very low wages. Under the agreement covering about 300 current and over 660 former workers, wages have risen between nine and 75 per cent.

Prairie Valley education support workers in Indian Head, Saskatchewan, achieved wage parity in a new four-year agreement with the school division. Many members of CUPE 5252 were being paid two dollars less per hour than other workers doing the exact same job. Members gave their bargaining team a standing ovation

at the ratification meeting, marking the end of a four year fight for parity.

Welcoming new brothers and sisters

With a national reputation for being Canada's communities union, CUPE continues to grow. In 2012, over 5,100 women and men from across the country joined our union. Some of CUPE's new members include:

CUPE 5120 – 'Go Bus' MVT Canadian Bus – St. John's, Newfoundland and Labrador

Despite an employer who threw several legal obstacles in the way, CUPE certified the employees of the St. John's para-transit service 'Go Bus', and welcomed 32 drivers and one utility worker at MVT Canadian Bus as members.

CUPE 4254 – Prairie Spirit School Division – Saskatoon, Saskatchewan

CUPE 4254 welcomed 133 new members who work for Prairie Spirit School Division at Blaine Lake, Leask, Green Leaf Colony and Martensville schools and the maintenance department at Prairie Spirit. CUPE 4254 now represents 378 members at the school division including educational associates, administrative assistants, caretakers, bus drivers, maintenance



CUPE 4055, Sunwing flight attendants

staff and technicians. They provide services that keep schools running smoothly and safely for students.

CUPE 4055 - Sunwing – across Canada

CUPE welcomed over 920 flight attendants from vacation carrier Sunwing in the spring of 2012. The airline has six bases across Canada, including Vancouver, Calgary, Toronto, Ottawa, Montreal and Quebec.

CUPE 5044 - Telus – across Quebec

CUPE welcomed 65 new members from Telus, one of Canada's largest telecommunications companies. The members were able to join CUPE following a successful application to the Canadian Industrial Relations Board refuting the employers claims the professional

workers were not in fact "employees." They join almost 1,000 other Telus workers represented by CUPE across Quebec.

CUPE 5104 – City of Gatineau – Gatineau, Quebec

Over 800 casual workers with the City of Gatineau joined CUPE in 2012.

CUPE 5103, 5023 and 5119 - Shannex nursing homes – New Brunswick

CUPE now represents employees in all three Shannex Care Campuses in Quispamsis, Fredericton and Riverview. Shannex operates New Brunswick's only for-profit nursing homes. One facility has finalized bargaining with a first collective agreement, negotiations continue towards reaching collective agreements in the other facilities.

CUPE 402 - Early Childhood Educators – Surrey, British Columbia

The past year's highlights for British Columbia organizing were in the early childhood sector, where CUPE unionized more than 100 Early Childhood Educators (ECE) in Surrey.

CUPE 2348, 5121 and 4434 - Native Clan Halfway, Pembina Trails School Division, St. Emile School – Manitoba

CUPE welcomed three new units in Manitoba, and a new sub-local to CUPE 500, City of Winnipeg workers at the Southdale Recreation Association.

Building our union and stronger communities

As Canada's community union, our members care about the cities and towns they call home. Every day, they work to make them better places to live for their families, friends and neighbours.

Across the country in 2012, CUPE members did much to build stronger communities.

CUPE in the community

The Sudbury CUPE District Council and area locals launched a major campaign in 2012 reaching out to the community. Wearing their distinctive green *CUPE Helps* t-shirts, CUPE members took part in many community events throughout the year. Activities included supporting the local food bank, sponsoring local baseball teams, participating in the first ever Sudbury Mayworks arts festival, organizing events to fight poverty in the community, and supporting the United Way.

Members of CUPE 805, health care workers in Charlottetown and Souris, showed their support for the Easter

Seals Society with a \$1,000 donation towards equipment and programs for people with disabilities in Prince

Edward Island. Calling on their brothers and sisters to help out during the CUPE PEI division convention, another \$2,500 was raised from the floor.

In January, when a massive explosion destroyed the Babine mill in Burns Lake, British Columbia, CUPE BC contributed \$10,000 to the emergency relief fund set up by the United Steelworkers, and CUPE 4177 in Burns Lake donated \$500 to each of the

families of the workers who were killed in the explosion, to offset the costs of funeral services.

In March, CUPE members in New Brunswick, facing provincial funding cuts to public services, knew many in their communities would need the help of food banks. CUPE collected non-perishable food items at their budget day rally in Fredericton and again during the November province-wide membership meetings, collecting



food needed for the holiday season. New Brunswick members contributed almost \$8,000 worth of food during these events.

When the Rick Hansen Optimist Playground was damaged by vandalism, only one fully-accessible playground was available in Regina. CUPE 21, City of Regina outside workers, and the Saskatchewan Building Trades Council stepped up to help fund the repairs. They donated \$55,000 towards rebuilding the equipment and provided the labour to replace equipment that was badly damaged by fire. The park was re-opened just in time for summer.

In May at the CUPE Newfoundland and Labrador division convention, a motion was brought to the floor to skip most of the banquet speeches, and to have a collection for the Children's Wish Foundation instead. The spur-of-the-moment motion was supported unanimously, and CUPE delegates, staff and guests pitched in over \$5,000 that evening. With a matching donation from CUPE National, \$10,141 was donated to the Foundation's Newfoundland and Labrador chapter.

After being diagnosed with cancer, CUPE 301 member Rick Bujold decided to widen his battle of the disease with the help of his fellow City of Montreal blue collar workers. Brother Bujold led

a team of 11 walkers in the "Relay for Life," raising \$6,595 for the Canadian Cancer Society.



Rick Hansen Optimist Park, Regina

In August, CUPE 4242 members in Brandon, Manitoba, donated \$30,000 for the construction of the Ashley Neufeld Softball Complex – named in honour of a gifted young athlete from the city who died in a 2009 car accident.

The 12 members working at the St. Paul's Ambulance Service in Alberta made several donations to local charities, including \$500 to the Pink Heart Campaign. In October, CUPE 3197 members were among the first responders when a drunk driver crashed into a St. Paul's school. One student was killed, two others were injured. The Pink Heart Campaign collects funds to benefit the families of those affected from this tragic event.

A group of Halifax high school students calling themselves Engaged Youth for Environmental Sustainability

CUPE online

In 2012, CUPE continued to connect with members, allies and all Canadians online. Through social media, websites, videos and other digital media, CUPE has helped share information and call for action on a wide range of issues important to our members.

In July, CUPE once again launched the "Hey, Premiers!" online campaign, mobilizing members and Canadians to send emails and messages to their premier, urging them to address issues such as quality public health care, stronger public pensions, and CETA at their annual Council of the Federation meeting.

Our year online, by the numbers:

- 4,200 Twitter followers of @cupenat, with over 3,600 tweets
- Over 20,000 viewings of our YouTube videos
- More than 3.5 million post views on Facebook, with 5,100 followers

Most talked about CUPE Facebook posts

1. ***Living wages: when minimum wages fall short***
An infographic from CUPE's newly launched "Economy at Work" publication was the most shared and commented post of the year.
2. ***Union membership makes an economy built to last***
A CUPE Saskatchewan webstory on their "My Wages = Your Profits" cards.
3. ***Retirement insecurity a pan-Canadian worry best handled by better CPP***
An article from the Alliance for Retirement Income Adequacy highlighting CUPE's campaigning for an expanded Canada Pension Plan.

Ten Percent Shift

CUPE BC's popular "local first" campaign – Ten Percent Shift - made great gains in 2012, with presentations across the province and the country, resulting in a "spin-off" Shift campaign in Nova Scotia. The campaign site, tenpercentshift.ca, won a Silver Medal in the Best Community Website category at the 2012 Summit Creative Awards. The Shift site was recognized for its user-driven database of locally-owned independent businesses that allow people to promote "Local First Finds."



(EYES) have joined the CUPE co-founded "Turn on the Taps and Ditch the Bottle" coalition. The coalition is helping the students' campaign calling for the Halifax Regional School Board to ban bottled water in schools.

After devastating government cuts halted an unfinished community project known as Station 20 West, CUPE stepped in to help. CUPE Saskatchewan partnered with other unions to guarantee the station's "Foodstock Lottery," providing crucial financial support allowing the project to become a reality. The non-profit centre finally opened its doors in October to help residents of Saskatoon's inner-city.



Montreal's blue collar workers – CUPE 301 – once again participated in the distribution of Christmas baskets with the Fondation Jacques-Forest. These are just a few of the many projects, charities, community groups, and other actions supported by CUPE members this year, helping build strong communities across the country.

Building our union through education

In 2012, over 12,000 members took part in CUPE education programs, learning the tools and skills to be strong advocates in their workplaces, union and community. This includes 1,700 members participating in the "Introduction to Stewarding" course.

CUPE Union Development Department is on the cutting edge of popular education and adult learning. This year, many of the workshops offered were revised to offer a deeper class analysis. Resources were also directed to expand programs offered in French.

The department trained 70 new member facilitators in 2012. There are now 340 member helping facilitate national education programs across the county.

Standing up for our rights

In 2012, the National Executive Board approved 38 requests for legal assistance from locals, totaling over \$1,505,413.



Highlights of CUPE's legal advocacy this year include:

Saskatchewan's *Public Service Essential Services Act (PSESA)* - introduced in 2008 - was the most draconian essential services legislation in the country. CUPE joined the Saskatchewan Federation of Labour and several other unions in the province in challenging this legislation, arguing that the PSESA deprived employees of a meaningful right to strike. In a landmark decision issued in February, the Court of Queen's Bench accepted our arguments and ruled that the PSESA infringes the right to strike. The Wall Saskatchewan Party government is appealing the decision.

CUPE 675, representing 650 office workers in Quebec and New Brunswick, challenged the federal *Expenditure Restraint Act*. The legislation effectively cancelled previously negotiated pay increases for the local. CUPE argued the legislation infringed on workers' freedom of association rights under the Canadian Charter of Rights and Freedoms. In July, the Quebec Superior Court accepted our arguments and struck down all of the sections in the Act that referred to collective bargaining.

CUPE had a significant victory in B.C. with an essential services hearing at the Labour Board. The University of

Victoria had applied to have CUPE members, specifically food services and cleaning staff in the first-year residences, declared essential. Their argument was that first-year students - typically 17 to 18 year olds - are so utterly dependent on their parents that they are incapable of feeding themselves or cleaning the bathrooms in their residences. The University further compared first-year students to dependent populations in extended-care homes and prisons. The evidence demonstrated, however, that the most serious danger caused by the cessation of these services was to the bottom line of the University. The Labour Board rejected the application.

Building safer communities and workplaces

Working together with 16 different organizations, CUPE helped create a cutting-edge tool to start addressing workplace hazards that can lead to mental injuries. The tool was successfully launched in October - World Mental Health Day - and is now available to workers on the web at ohcow.on.ca/mit.

Over 500 delegates gathered in Ottawa in October for CUPE's National Health and Safety Conference. For the first time, the conference included environmental stewardship issues in addition

to workplace safety and health issues. Keynote speaker, Dr. Linda Rae Murray from Chicago, gave a spirited address on the importance of health and safety struggles to workers power.

In Quebec, under the pretext of "modernizing our health and work safety programs," the Charest Liberal government proposed Bill 60, repre-

senting an unprecedented attack on long-acquired gains in workplace safety and injury compensation. CUPE members mobilized against the disastrous consequences these changes could have had on Quebec workers. The bill was squashed by the new PQ government.



Dr. Linda Rae Murray

The year ahead

We now look forward to an exciting milestone – CUPE’s 50th anniversary. It will be a year to look back at what we’ve accomplished, thank those who came before us, recommit to the values we all share, and prepare for the fight ahead. As we mark our first half-century, we will face difficult challenges that will test this strength.

2013 will be a critical time to push back against attacks on CUPE, the labour movement, and all Canadian workers. The Harper Conservatives are poised to ramp up their anti-union rhetoric, and they will continue to push an ideological agenda suited to the interests of corporations – not workers. With blatant attacks aimed at undermining unions – such as Bill C-377 – the Harper Conservatives are pushing hard to silence our voice, and all others who oppose them.

But we won’t back down.

We will continue to fight back against cuts to Employment Insurance, secretive trade deals that threaten the public services that define us as Canadians and all moves to dismantle the gains the labour movement has delivered that have raised standards for everyone. This year we will also continue our fight for the right of all Canadians to retire with dignity and an expanded Canada Pension Plan. We will protect our public services from being sold off, and work with our allies to defend our public health care system.

CUPE will continue to be a leading voice for fairness and equality for all people in Canada, and will stand against discrimination and harassment in any form. We will work with our allies, and seek out new ones who



believe as we do – that we can make Canada a better place for all Canadians.

In the face of these attacks on our right to collective bargaining and growing attempts to erode our public services, CUPE will be a voice for a better way.

The work our members do is vital in building stronger communities and a stronger Canada. By working together, in solidarity and unity, we can do even more. We can make a difference in 2013 and in our next 50 years.



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