

Counterpoint

WORTH CELEBRATING: MEDICARE AT 50

Profile of school
and student
support worker
Debbie Mohabir

FOCUS: BARGAINING EQUALITY

The Quebec Spring: a hot season

A KEEPSAKE POSTER
ON THE BACK PAGE OF
THIS ISSUE INSPIRED
BY THE STUDENTS
OF QUEBEC



HE SAID

“Rather than further skewing Canada’s Temporary Foreign Worker Program to unfairly serve employers’ interests, what is needed are stronger compliance, monitoring and enforcement measures to protect migrant workers’ rights.”

Naveen Mehta, page 5.

RUTH ELLEN BROSSEAU: silencing the critics

When the last federal election was called, NDP activists hoped to win a handful of seats at best in Quebec. Two weeks later, observers began to predict the impending NDP landslide. In the end, the NDP took not one, or three, or seven, or 20 ridings in the province, but 59!

One of the people most surprised by the May 2 results was Ruth Ellen Brosseau, who had just turned 27 but had been actively involved in the party since the age of 18. A member of CUPE 3011 as Assistant Manager at Oliver’s Pub at Carleton University, a Gatineau resident and the mother of a young son, she had barely campaigned. She had never even set foot in the riding of Berthier-Maskinonge, which she now represents.

She was soon targeted by reactionary commentators and frustrated activists in the other parties, who predicted that Brosseau would be the weakest link in the NDP’s new Quebec team. Big mistake!

In the weeks that followed, Quebec came to know a radiant, humble, thoughtful young woman who is also very determined.

Her great strength is her ability to connect with her constituents at the many meetings held in her riding: that’s unanimous. Brosseau also represents renewal and a stark contrast to the old ways of doing politics. She believes that “politics too often is viewed as the preserve of men. But through our presence and our actions

in Parliament, attitudes are gradually changing.” On April 23, Thomas Mulcair appointed her Deputy Opposition Critic for Agriculture.

With tremendous gusto, Brosseau has silenced those who did not believe in her. In an interview with the newspaper *Le Droit*, this is what Brosseau had to say about the next federal election, scheduled for 2015: “I’m going to run again. I’m stubborn, and I’ve taken a liking to this job.”

■ Sébastien Goulet



BIG LOVE FOR PRINCE GEORGE

“Public services are the core of every community” is the message from CUPE 1048 president Janet Bigelow and CUPE 399 president Gary Campbell. The two locals, which represent inside and outside workers in the city of Prince George, have joined forces to undertake a campaign focused on protecting public services. Twenty-eight jobs were eliminated in Prince George this past January and a core services review is also underway. Prince George City Council awarded KPMG the \$350,000 contract this spring and the review is expected to be completed by the end of September.

The “I ♥ PG” campaign kicked off with a “Keep it Local, Keep it Public” event in March, which included a screening of the film “Water Makes Money” and a panel discussion. Members also took part in the Prince George Relay for Life and the Elks May Day Parade.

Most recently, “I ♥ PG” proudly sponsored a free swim day at the Four Season Leisure Pool to kick off Drinking Water Week and was at the Prince George Farmers’ Market passing out free water bottles to encourage Prince George residents to drink municipal tap water.

For more information on the “I ♥ PG” campaign please visit [FACEBOOK.COM/IHEARTPG2012](https://www.facebook.com/IheartPG2012).

■ Kathryn Sutton

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Information is the key

For CUPE 15 member Debbie Mohabir, effective union activism is all about access to information: knowing how to find it, getting it at the right time, and having the means to share it.

Mohabir, a school and student support worker at Charles Dickens Elementary, has worked at various Vancouver School Board (VSB) work sites since 2006.

Her CUPE activism began almost by default. In 2009, she was doing a job share with her local shop steward when the steward decided to retire. When co-workers encouraged her to step into the role, steward training followed shortly afterward.

And now? Mohabir finds that stewards are relied upon most as the local's go-to source of information. "Usually, it's members not knowing what they're supposed to do and not

supposed to do, because it's such a fine line in our work environment," she says. "It's things like, 'Can the principal ask me to do this?' 'What am I supposed to do if I have an issue with this teacher?' Those sorts of things."

In the VSB system there are 17 stewards representing about 1,600 support staff, including secretaries,



tech support, and accounting. Given increasing class sizes and other pressures on the K-12 system, which have resulted in a province-wide impasse with the BC Teachers' Federation, the steward's role has become critical. "It's a very tense time for teachers, as well as for people in our union, because we don't know what's going on," says Mohabir.

Among CUPE 15's eight sectors, she says, K-12 is the only sector that has its own steward line – a phone number set up so that members can leave messages about their workplace concerns. It's an important service for which members are grateful, says Mohabir, but having more stewards would help.

"The more stewards we have the better job we can do to make sure that everybody's workplace is a good place to work. And information is key. Strength in numbers isn't that what they say?"

■ Dan Gawthrop

in brief



New online clear language games

Ever go to a meeting where you find that you are not sure what everyone is talking about? You understand the language – but the way they are speaking leaves you confused.

We often get caught up in bureaucratic language when we attend meetings, or plan campaigns, or meet with an employer. Sometimes when we speak we do not use clear language.

The goal that matters most in using clear language is the results we get: did our readers understand what we want to communicate? Lullaby Mission and Alpha quiz are fun games about clear language. Check them out at CUPE.CA/LITERACY.

Pride!

Pride week, pride parades and events organized by LGBTTI community activists will take place all summer in Canadian cities. CUPE members often come out in great numbers to support Pride events in their areas. Get out and show your pride! Events are planned in most major cities. To find out what's happening in your local area, go to PRIDECANADA.COM.

NATIONAL PRESIDENT PAUL MOIST

A budget to silence opposition

On the surface it was a budget we could hardly be surprised with – the Harper Conservative government chose to hold its course putting the interests of banks and corporations far before those of Canadian workers.

Following their false hope that Canada can shrink its way to great economic growth, the Harper budget followed through with an austerity agenda that does little to help Canadian workers. And despite overwhelming evidence that Old Age Security and the Guaranteed Income Supplement are sustainable, the Prime Minister is insisting on moving ahead with an unnecessary cut to our public pension systems.

But in the weeks since Finance Minister Jim Flaherty tabled his 2012 budget plan, we've come to see it's only



 Follow Paul Moist on Twitter

the tip of the iceberg, far more harm is under the surface, in the details of the budgets implementation.

Under the guise of a federal budget, in an omnibus implementation bill weighing in at over 400 pages, a myriad of other federal acts were amended. Abrupt and unilateral changes to Employment Insurance – changes are based on tired, disrespectful stereotypes of EI claimants – are just one example of the recklessness contained in this omnibus bill.

And as has become sadly standard procedure, the Harper Conservatives used every tactic at their disposal to ram through this bill with as little public debate as possible.

The more we learn about the budget plan and its implementation, the clearer it is that the driving motive of the Harper Conservatives is to silence anyone who opposes their agenda.

CUPE is far from immune.

Moving its way through Parliament now is a Conservative private members' bill that aims to silence the labour movement and our advocacy for Canadian workers.

By putting arbitrary and frivolous reporting requirements that serve no benefit to our members, Bill C-377 could potentially divert huge amounts of our resources.

We'd rather be able to offer more education programs, help more workers advocate for workplace safety, assist with preparations for effective collective bargaining, and advocate for issues important to our members and all Canadians, instead of having to pay for more and more reporting.

But this bill isn't about what's best for union members. It's about silencing the voice of workers, and degrading the vital role unions play in a democratic society.

Regardless of whether or not this bill passes, the labour movement will continue to advocate for more effective job creation policies, for a fairer tax system, strengthening public pensions, and defending our public health care system.

We will continue with work like our analysis of the federal budget plan, shining light on the effects it will have on - and how it fails - Aboriginal peoples, women's rights and employment equity, the environment, and all Canadian workers. I encourage all of you to read these analyses, all available on cupe.ca/budget.

This is the type of political work our members expect from CUPE, and no matter how much the Harper Conservatives try to silence the voice of workers, we will continue to work on the issues important to our members, their families, and their communities.

PAUL MOIST ONLINE twitter.com/CUPENatPres

FOCUS:

BARGAINING EQUALITY



Change is here: how unions can adapt to the new Canadian workforce

Noticed any new faces around your workplace lately? If you haven't yet, get ready: a large segment of Canada's workforce is nearing retirement, and a new generation of workers is beginning to move in.

The new workforce isn't just younger though.

As birth rates decline, immigration is increasingly driving Canada's population growth. If trends continue, by 2031 immigration will be the only real force of population growth in Canada.

"The speed at which the labour movement needs to move and embrace

this is faster than they've ever moved before," says Karl Flecker, director of the anti-racism and human rights department at the Canadian Labour Congress. Flecker has been studying and talking about this change for years. He's been one of labour's leading voices calling for radical change to adapt to the new demographics.

Changing demographics

There is plenty of data to demonstrate the change. The senior population in Canada is going to double in the next 25 years. There will be eight million retirees in the next ten years, and one third of the Canadian labour force is projected to be

born beyond our borders in 20 years. Meanwhile, Aboriginal populations are growing much faster than non-Aboriginal populations, and nearly half (48 per cent) are 24 years of age or younger.

THE CANADIAN WORKFORCE IS ABOUT TO GET A LOT YOUNGER, AND A LOT MORE DIVERSE. AND IT'S GOING TO HAPPEN QUICKLY.

But it's more than just the people doing the work that's changing, says Flecker. "There's a tremendous drop in union density, in interest in unions. The old factory model of primarily representing workers in a large manufacturing or resource extraction worksite is done. It's gone. If unions are going to remain relevant, we have to start taking a look around at both the demographic shift and how the nature of work is changing." As the manufacturing sector

continues to struggle, a growing service sector is rising in its place, and it's where this new, diverse generation of workers is trying to make a living. "Many of these people that we're talking about in these service sectors are in dire need of the kind of representation, organizing, and benefits that the union advantage brings to it," says Flecker.

In a presentation he's given over 100 times in the last five years, Flecker asks some critical questions of the labour movement, suggesting that the we must not only get to know who the new workers are, but also learn what's important to them, and how we can adapt to their needs.

"We're now moving into a situation where we have five different generations in workplaces. Each of those generations have very different life experiences, very different values, very different expectations of work," says Flecker. "In some cases, the union leadership needs to take a look at how this demographic is changing,



Bargaining Equality: inclusive contract language can strengthen your local and your community

CUPE's National Diversity Vice-President Yolanda McClean joined equality staff to speak about changing demographics and employment equity at the Alberta division luncheon in honour of the International Day for the Elimination of Racial Discrimination. The presentation was part of a speaking tour to raise awareness about the importance of building a representative workforce.

"We had the equality presentation at quite

a few division conventions this year. It's been a historic moment for CUPE," said McClean. Along with Equality Branch Director Elizabeth Dandy and anti-racism coordinator Harminder Magon, McClean explained the basic realities of the changing workforce and what CUPE needs to do to adapt.

Women, racialized workers, Aboriginal workers, LGBTTI workers, and workers with disabilities, continue to face overt and

systemic discrimination, roadblocks to equality in employment, necessary accommodations, and wage parity in the workplace.

"Equity-seeking members want discrimination-free workplaces," McClean said in an interview. "Really it's about getting rid of all the 'isms' in the workplace, like sexism and racism. It's all about fair treatment and a better, more inclusive working environment. That's a benefit for everyone. It builds stronger locals."

CUPE's National Diversity Vice-President Brian Barron also presented at division conventions this year. "CUPE's been a leader signing partnerships for representative workforce strategies that support hiring and training for Aboriginal workers," said Barron. "We've seen gains, but there's still a lot of work to do."

Bargaining employment equity language in particular can help ensure that equality-seeking groups are represented in CUPE work-

places in proportion to their representation in the Canadian labour force. "I think that's really important. It will make bargaining other equality issues much easier to do because it will help ensure that people coming into new jobs reflect the diversity of our communities," said McClean. "It's something that has to happen in our workplaces and our union," she added. For more information check out our bargaining equality resources at CUPE.CA/BARGEQ

■ Wes Payne

“We’re now moving into a situation where we have five different generations in workplaces. Each of those generations have very different life experiences, very different values, very different expectations of work.”

Karl Flecker

and they need to take some really bold risks in terms of how they’re going to structure the union and move it in new directions.” It’s more than just looking around your workplace and noticing the changes; it’s figuring out who isn’t being adequately represented and considering workplace attitudes toward workers from equity-seeking communities. Flecker notes that women, racialized workers, Aboriginal workers, persons with disabilities and LGBTTI workers currently make up nearly 80 per cent of the workforce and their numbers are growing.

New solutions

In many workplaces, there’s a need to develop and implement succession plans and leadership programs as workers retire, so that these diverse new workers can take on new roles both in the workplace and in the union. “We’ve got young people, who can’t get into the job market and get a decent job. At the same time, we’ve got the top end, the mature generation, who

probably were not planning to work to 67, but they love their job so much, or their pension portfolio crapped out, or their children have not left home yet, so they still need to go to work.” Job-sharing or job shadowing could be beneficial to both parties, says Flecker, as new workers can get a feel for a position, and older workers are able to move away from the daily grind. But it’s a different arrangement than many locals are used to negotiating into their agreements. “It’s a very different kind of desire there,” says Flecker. “Some of the traditional stuff that we fought for as unions has to be rethought.”

There are also opportunities to advance employment equity and representative workforce strategies at the bargaining table, to speak out on issues that matter to equality-seeking groups, and to demand basic accountability from the structures that govern our workplace and our society.

CUPE has already taken an active role in pursuing

many of these initiatives. The Equality Branch reaches out to equality-seeking groups in the workplace and in the community, helping to forge relationships, close wage gaps, accommodate special needs, and change attitudes towards women, racialized workers, Aboriginal workers, LGBTTI workers, and workers with disabilities.

New collective agreement language is being monitored and compiled to produce an updated version of the bargaining equality handbook, an important tool to support locals pursuing equality language at the bargaining table. Courses and workshops addressing equality issues are available through the Union Development Department.

Canada’s next generation of workers will inevitably be more diverse in age, culture, and ethnicity. It’s up to CUPE members and the labour movement as a whole to embrace the change and keep our movement strong.

■ Wes Payne

TEMPORARY FOREIGN WORKERS FACE HUMAN RIGHTS ABUSES

Temporary foreign workers frequently suffer tremendous abuses of their basic rights as workers. Now the Harper government is moving to get them into the country faster and pay them less.

Recent changes to the Temporary Foreign Worker Program permit employers to pay migrant workers up to 15 per cent less and speed up an employer’s application to hire them.

“Rather than further skewing Canada’s Temporary Foreign Worker Program (TFWP) to unfairly serve employers’ interests, what is needed are stronger compliance, monitoring and enforcement measures to protect migrant workers’ rights,” said Naveen Mehta, general counsel and director of human rights, equity and diversity with the United Food and Commercial Workers.

The number of temporary foreign workers in Canada has tripled over the last decade, topping 300,000 last year. These workers are frequently exploited because of inadequate access to information and poor monitoring and enforcement of regulations.

Typically bound to a single employer which severely limits their ability to find better work, temporary foreign workers can be subjected to a wide range of abuses, including illegal recruitment fees, unfair wages, unpaid overtime, dangerous working conditions, limited access to health care, and sub-standard living conditions.

“Migrant agricultural workers lack many of the most basic health and safety protections under the law. They often face serious language barriers and lack access to reliable information,” said CUPE National President Paul Moist. “The system is set up against them. It’s absolutely appalling. Something must be done to address this systemic racism.” Many women coming to Canada as live-in caregivers face particularly difficult challenges, as they suffer high levels of racism, sexism, and harassment in the workplace, work excessively long hours, and can’t change employers.

CUPE is joining the CLC and human rights organizations in calling for a reversal to the changes to the TFWP and for improved legal protections and full monitoring of worksites where temporary foreign workers are present.

CUPE.CA/EQUALITY

■ Wes Payne

Têtes-à-têtes!



The Quebec Spring: a hot season

The Quebec Federation of College Students (FECQ), the Quebec Federation of University Students (FEUQ), the Quebec Student Roundtable (TaCEQ), and the Broad Coalition for Student Solidarity (CLASSE) all adopted

a general strike against rising tuition on Feb. 13, 2012. Over 100 days have since passed and their ranks have increased by the day.

Following contentious bargaining sessions between the provincial government and the student associations, the government escalated

the conflict and imposed a special bill – Law 78, on the pretext of enabling “students to receive the education provided by the post-secondary institutions that they attend,” restricting the right of all citizens to demonstrate, and threatening the fundamental rights of



expression and association.

“We cannot stand by while governments continue to violate our basic rights in the name of austerity and funding cuts that only fuel the growing gap between rich and poor. Today we stand in solidarity with Quebecers who oppose these measures,” said CUPE National President Paul Moist.

Instead of assuaging public discontent, this ham-fisted law inspired a renewed intergenerational protest, in the form of a Chilean-style cacerolada: every night, from 8:00 to 8:15 p.m., Quebecers across the province emerge from their houses and beat on pots and pans to voice their disapproval of the government’s actions and their

support for the student movement.

“Law 78 resorts to extreme measures in an attempt to silence the opposition. It prevents our members from exercising their fundamental right to freedom of association and expression, and CUPE is firmly opposed to it,” said Charles Fleury, CUPE National Secretary-Treasurer.

At the time of this writing, negotiations between the government and the student associations have broken off. When spring ends in June, this protest movement will continue to reverberate and signals a major generational and political renewal.

SCFP.QC.CA

■ **Sonia Marcoux**

Good pensions for all workers

From zero to 10,000 – that’s how many workers have been able to secure a good pension over the past decade thanks to the Multi-Sector Pension Plan (MSPP). The multi-employer, multi-union plan is celebrating its 10th anniversary by looking to the future, hoping to help even more CUPE members negotiate defined retirement benefits.

“Prior to the MSPP there were no pension vehicles at any of our employers,” says Jackie Dwyer, a member of CUPE 2204, Childcare Workers of Eastern Ontario – one of the first locals to join the MSPP.

Dwyer played a part in founding the plan ten years ago, and is now a CUPE trustee to the plan. It’s proven a good move for her local.

“Our members are very happy to have gotten into the MSPP when they did,” says Dwyer. “Part of what you’re building isn’t just your own future; it’s about that young person just coming in that’s going to have secure, life-long pension.”

Since its founding in 2002, the MSPP has grown to include more than 10,200 workers, represented by six different unions at 136 workplaces. Its market value assets total almost \$88 million.

And it’s growing more every day.

One recent addition is CUPE 1338, representing waste management workers in Ottawa. The most its members had was a profit-sharing arrangement in place of a pension. Then a few years ago, one particular members’ retirement

situation served as a wake-up call.

“He retired with a pension of \$246 per month. He was lucky if it covered his utilities,” says Dan Sauvé, CUPE 1338 president. “That’s when reality hit.”

Soon after, the local headed into negotiations of its contract, the idea of the MSPP was brought forward. “It didn’t take much convincing on the benefits of this plan. Everyone was gung-ho for it,” says Sauvé.

Both Sauvé and Dwyer say the MSPP benefits both new and long-serving workers. Past service credits ensure workers can get good pensions, even if they are joining late in their careers.

“It gives recognition for up to seven years of work prior to joining the MSPP. It really gives recognition of older workers who have not had access to a pension plan before,” says Dwyer.

The MSPP has proven to be a good option for workplaces where it has been hard – if not impossible – to establish a good, defined benefits pensions plan. If this sounds like your local, and you’d like to learn more, contact CUPE National Representative Andy Mele, **AMELE@CUPE.CA**.

■ **Greg Taylor**



Communities Day 2012 COMMUNITY BUILDER PROFILE: SANDRA HYNDS



On June 23, CUPE re-launched Communities Day, an annual celebration of public services and the people who deliver them.

This year has a special focus on CUPE members as community builders. We’ll be profiling the vital role members play – on the job and in their spare time – building strong communities.

York Region paramedic Sandra Hynds lives by what her parents often told her growing up. “Rich or poor, you always have time to donate,” she says.

Her job experience is woven through the fabric of her community engagement. Hynds is a CUPE 905 member who’s active with her 11-year-old daughter’s hockey team. She also volunteers with the Tema Conter Memorial Trust, an organization that helps

paramedics and other emergency services workers deal with the physical, psychological and emotional stresses of their job.

She’s behind the bench during her daughter’s games – ready for any injuries, as well as helping the girls with their equipment. “You need a trainer to make the game go,” says Hynds, whose husband helps coach the team.

Hynds also helps with education and fundraising at the Tema Conter Trust. She says it’s important to support the members of her work family, and overcome the stigma of needing help.

“It’s really about it being okay to come forward,” she says. “That’s the organization’s motto – heroes are humans too.”

Hynds has been a paramedic for 21 years, and she finds some of her most rewarding moments in helping patients. “Yes, I save lives, but every day I positively impact someone just by helping them and reassuring them while they go through the medical process,” says Hynds.

Read all of Hynds’ story, find more community builder profiles, and download a resolution you can use to proclaim Communities Day in your municipality – all at **CUPE.CA/COMMUNITIES**.

■ **Karin Jordan**

Medicare at 50

A birth worth celebrating

Fifty years ago, *The Observer* newspaper based in London described Saskatchewan as “a battlefield for the whole North American continent in the struggle of the big medical organizations... against socialized medicine.”

It was the summer of 1962 when the Saskatchewan CCF (Co-operative Commonwealth Federa-

tion) government enacted its long-awaited universal, medical care insurance program – the first of its kind in North America.

At a Saskatoon pro-doctors rally in early July, Father Athol Murray warned if the government didn't withdraw the bill, “This thing may break out into violence and bloodshed any day now, and God help us if it doesn't.”

Battle lines drawn:

The majority of Saskatchewan doctors – backed by the Canadian and American medical associations – fiercely opposed the CCF government's universal medical insurance plan.

“Saskatchewan will never have state medicine,” the vice-president of the College of Physicians and Surgeons told the *Financial Post* in the spring of 1960, adding

“doctors will fight it hammer-and-tongs.”

In the provincial election a few months later, the CCF made its Medicare plan the central issue of the campaign. “It was the most bitterly fought campaign I have ever experienced,” recalled former Saskatchewan premier Allan Blakeney, who was a cabinet minister at the time.

When the CCF won the election, the battle lines were drawn.

Courage under fire:

The CCF government passed the *Medical Care Insurance Act* in 1961, but delayed implementation while it tried to find a compromise for doctors. It didn't happen.

Led by Saskatchewan premier Woodrow Lloyd and Health Minister Bill Davies – a prominent labour leader – the government set July 1, 1962 as Medicare's due date and then prepared for a very difficult delivery.

As Premier Lloyd observed: “Worthwhile things are seldom easy. . .” and “life is too short to be small.”

Doctors greeted the arrival of universal medical insurance on July 1 with a full-scale strike. The strike lasted 23 days.

To maintain medical services, the Saskatchewan government recruited doctors from Britain, while citizens' groups raised money and established community clinics for pro-Medicare doctors to practice.

“The province was totally polarized,” explained Lorne Brown, a retired labour historian in Regina. “The media got people so worked up, the mood was almost hysterical.”

CBC News Magazine ran an interview with a woman in Prince Albert, who claimed her doctor had warned her that once the medical care plan came into effect the government would legalize abortion, sterilization and mercy killing.

It was a bitter struggle, but the CCF government prevailed and Saskatchewan became the birthplace of Medicare. Fifty years later, it is still worth celebrating.

To learn more go to: MEDICARE50YEARS.BLOG.SPOT.COM

■ Beth Smillie



NATIONAL SECRETARY-TREASURER CHARLES FLEURY

Employment Equality and Equity: much remains to be done

Building a more egalitarian and inclusive society is a constant task. As a union we have an important role to play in promoting equality and equity in the workplace and fighting against discrimination.

However, on these important issues, we now find ourselves in a situation where we must fight not only for progress, but also against rollbacks. Several advances, which we assumed were established, are now under attack by the right in general and the Harper government in particular. I am referring to setbacks to women's rights and cuts to several advocacy groups since Harper came to power. Our union has committed to offering financial support to five of these organizations; learn more about this at cupe.ca/women/harper-cuts.

At the 2009 national convention, our members adopted Resolution 148, calling on CUPE National to establish a three-year pilot campaign to educate, encourage and persuade locals to include detailed employment equity plans in their bargaining proposals and to bargain these plans into their collective agreement.

Much has been accomplished since the adoption of this resolution. Our Equality Branch, with the help of the Union Development Department, has launched a new workshop on employment equity. This workshop was offered successfully as a pilot project at the CUPE Ontario Human Rights Conference in December 2011.

More recently, in 2012, our Equality Branch took advantage of the recent CUPE division conventions to give presentations on employment equity and the changing Canadian labour demographics. I would like to thank all the divisions who received these presentations. Our representatives are available to meet with you and give the presentation at your local or sectoral meeting.

There are also a number of tools available to members and locals, such as the Bargaining Equality binder and our new pamphlet on workplace bullying.

CUPE also needs to do its part as an employer. At our most recent national convention in November 2011, members adopted Resolution 104, which calls on CUPE National to develop and implement an employment equity strategy. The existing joint committee will address this issue.

Let me remind you that equality issues are not confined to specific groups. Job accessibility, workplace equality and equity, and non-discrimination are issues that ultimately affect us all.

Finally, I want to take this opportunity to wish you a good summer. I hope you will be able to participate in activities celebrating equality and diversity, such as the Pride celebrations held in cities across the country.

■ Charles Fleury





cupe.ca/pse