

# Counterpoint



## **FOCUS: ISSUES AT STAKE IN THE NEXT FEDERAL ELECTION**

**QUEBEC STAR POWER RISES  
TO DEFEND RADIO-CANADA**



**We cannot  
protect our  
freedoms by  
sacrificing  
them**

Ontario's  
education  
workers:  
making  
schools  
work

**Fighting austerity:  
Quebec mobilizes**

KEEPSAKE POSTER  
VOTING MATTERS

# SHE SAID

*“Sir, I must say that supporting the bill that you know is dangerous while promising to reform it when you’ve been elected to government is tantamount to putting our rights hostage, and our vote is our ransom.”*

*UBC student asking a question of Justin Trudeau on Bill C-51. p.3*

## Pension plan protected in Happy Valley-Goose Bay settlement

After being locked out for four weeks and two days in the middle of winter in Labrador, 43 members of CUPE 2019 have protected their defined benefit pension plan.

“From the outset, we knew there was a pension solution that did not include moving to a divisive, two-tiered plan and I am very pleased to say we were able to achieve that. With these negotiated changes, this pension plan is sustainable well into the future,” said CUPE national representative Ed White.

The picket line was held strong during the lockout, and there were no negative incidents. “We stood shoulder to

shoulder, union brothers and sisters, in some very harsh weather and fought back this concession. We didn’t have one single incident on our picket lines. That speaks volumes for the character of these men and women,” said CUPE 2019 president Glen Pittman

This was an important win in the struggle to defend strong workplace pension plans. “When the labour history books are written, these workers will be known as the little local that could! What a great example of a fight-back campaign that we now have for CUPE’s 3,000 locals across the country,” said CUPE NL president Wayne Lucas.

■ John McCracken



## Quebec star power rises to defend Radio-Canada

The “J’aime Radio-Canada” campaign, supported by the Canadian Union of Public Employees (CUPE), has created a series of video testimonials by high profile political, artistic, scientific and sports figures defending Radio-Canada.

The campaign was launched by Kim Yaroshevskaya, an actor whose iconic roles, such as Fanfreluche, brightened the childhood of hundreds of thousands of Francophone viewers. Now at 91, she argues brilliantly for maintaining the broadcaster.

“The goal of the campaign is to halt the dismantling of the public network with a reminder of what we are losing. The very survival of the network is at stake,” said Denis Bolduc, regional vice-president of CUPE-Quebec and spokesperson of the “I Love Radio-Canada” campaign.

“The added value of these capsules lies in the fact that Radio-Canada employees pitched in to produce them. Our members wanted to use their talents and expertise to defend the network, and the result is authentic, moving and convincing,” noted Bolduc. More than 30 capsules, produced with as many public figures, were broadcasted on social networks over in the spring. The videos are available on

**JAIMERADIOCANADA.COM.**

■ Lisa Djevahirdjian

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# It's in my blood

*In 1980, Warrick Cluney took a job as a heavy equipment operator for the Town of Conception Bay South (CBS), Newfoundland, and became a member of CUPE 3034.*

At the time, CBS was a small coastal community. It is just outside St. John's on the Avalon Peninsula. The local consisted of public works and office employees and had 15 members.

This February, Cluney stepped down as president of CUPE 3034, after serving in that position for 32 years. His local now has just under 170 members.

As a young adult, Cluney got introduced to unions while working in the mines in northern Quebec as a USWA member. "The union quickly got in my blood," said Cluney.

Asked about highlights over his presidency, Cluney said "Keeping our defined benefit pension plan in our last round of bargaining was a big win for us. But getting

the local in the pension plan (TRIO) to begin with 28 years ago was also a huge accomplishment."

He attributes his long reign as president to a healthy relationship with the employer and the membership. "All in all, there's been good cooperation on both sides, and of course a lot of give and take."

His advice to young activists and leaders is simple "I learned a long time ago that you can only get a little piece of the pie at a time. You're never going to get the whole pie. Patience wins the game."

He should know. His local has had a string of contracting in successes, including the town stadium and fire department. Three years ago, CBS brought its solid waste operations in house – collection and disposal, with four new trucks servicing the 35,000 town residents.

Cluney's not fading into the sunset quite yet. He's the local's new vice president. Like he said, it's in his blood.

■ John McCracken



## We cannot protect our freedoms by sacrificing them

Stephen Harper's Conservatives have introduced Bill C-51, a law that would significantly infringe on Canadians' rights and freedoms.

After a careful analysis of Bill C-51, NDP Leader Tom Mulcair announced that New Democrats would oppose it.

The Liberals agree that there are problems with the legislation, but they have decided to support it. Justin Trudeau recently spoke with students at the University of British Columbia and said that if elected the Liberals will go back and change the legislation. During the Q & A one student said: "Sir, I must say that supporting the bill that you know is dangerous while promising to reform it when you've been elected to government is tantamount to putting our rights hostage, and our vote is our ransom."

Exactly.

The NDP has identified several serious problems in C-51. These include broad new powers for CSIS without enhancing oversight, provisions that could impact legitimate dissent, and no plan to counter radicalization in Canadian communities.

A growing list of eminent Canadians is adding their voices to the chorus of those saying the Conservatives' so-called anti-terror legislation goes too far. Four former prime ministers are concerned with the bill's broad measures; the Privacy Commissioner – an Officer of Parliament – lacks the power and resources to provide oversight of C-51; and Canada's reputation is being tarnished as international media report the Conservative bill could open the door to human rights abuses. CUPE's national executive board passed a resolution calling on the CUPE members to mobilize against the conservative spy bill saying it is a threat to civil liberties and democratic freedom C-51.

More than a hundred of Canada's brightest legal experts from institutions across the country sent an open letter to all members of Parliament expressing their "deep concern" about C-51. They call the Conservative bill a "dangerous piece of legislation in terms of its potential impacts on the rule of law, on constitutionally and internationally protected rights, and on the health of Canada's democracy."

As committee hearings wrapped-up in March, all substantial amendments from the opposition were rejected by the Conservatives. This legislation is sweeping, dangerously vague, and likely ineffective.

More: [CUPE.CA](http://CUPE.CA)

■ Riccardo Filippone

### NATIONAL PRESIDENT PAUL MOIST

## We are one election away

**F**or decades, Liberal and Conservative governments have been telling Canadians we must settle for less. In 2015, we have the opportunity to reject this cynical message and vote for the real change we need. As CUPE members we must seize this opportunity and get involved in the next federal election.

The NDP shares our commitment to the valued quality public services CUPE members deliver every day.

Like CUPE, the NDP believes in protecting good pensions and expanding the CPP so all workers can retire with dignity.

It's the NDP we can depend on to strengthen our public health care system so it's there when Canadians need it most.

An NDP government will deliver quality, affordable child care for all families.

And the NDP will build a sustainable economy that creates decent paying jobs for everyone – an economy that works for you.

These are the values we know can build a better Canada.

To win the NDP needs our help.

We need to get involved. We need to talk with our friends and neighbours. We need to get out and vote.

But we can't vote out of fear. Replacing one unfriendly government with another won't get us any closer to the change we want. To do this, we must vote for the things we believe in and a government we can trust to deliver.

Building on the breakthrough in the last election that propelled the NDP into official opposition, New Democrats have shown Canadians they are ready to lead.

In the upcoming campaign, Tom Mulcair has the most potential to grow even more support. He has the principles, ideas and experience Canadians want in a Prime Minister.

The NDP has never been stronger. We are in a position to win. We are one election away.

Let's work together to elect a federal government we can trust to fight for everyday Canadians. You can vote for the change you want, and actually get it with Tom Mulcair's NDP.

PAUL MOIST ONLINE  [twitter.com/CUPENatPres](https://twitter.com/CUPENatPres)



# FOCUS:

## ISSUES AT STAKE



## Real change that matters to workers, their families and their communities

In this year's federal election, CUPE and its members must work together to make our country a better place to live for everyone.

*"For far too long, Conservative and Liberal governments have told Canadians we have to settle for less,"* said Paul Moist, national president

of CUPE. *"It's time to stop policies that only help the wealthy and well connected by voting for measures that benefit workers, their families and their communities,"* said Moist.

During the election campaign, CUPE and its allies in the labour movement will push for improvements on four major fronts: child care, pensions, health care and good jobs. "In 2015, we can elect a

government that will foster real change that matters for workers," said Moist.

### Child care



Parents across Canada work hard and make sacrifices daily to ensure that their children get the start they need. The cost of quality child care is prohibitive, often breaking the family

budget. It is women who bear the lion share of having to miss work or worse downgrade jobs because they can't find reliable child care. We need affordable child care parents can trust. It's time to establish a national child care program.

### Pensions



Over 11 million Canadians don't have a workplace pension. Less than 25 per cent of Canadians contribute to RRSPs. It is undeniable that Canada is facing a pension crisis, and expanding the Canadian Pension Plan is the most efficient, effective and

affordable way to address this crisis. All Canadians have a right to retire in dignity with a secure income by expanding the CPP and protecting the pensions we've got.

### Health care



After 25 years of federal neglect, our public health care system is coming apart at the seams.

Canada's population is aging, and with more than five million Canadians already without a family doctor, we need immediate action. To ensure that Canadians get the quality care they need, when they need it, we must reverse the \$36-billion cuts made

*Continued on next page*

# Labour and the NDP

In 2013, the thousands of CUPE members that gathered at our national convention passed a motion declaring our support for the New Democratic Party of Canada (NDP) in the upcoming 2015 federal election.

CUPE has always supported the NDP since it was founded.

## Why? Because it's our party. Literally.

And, more importantly, they're the only party that puts working people first.

### Our shared history

*"After too many decades of Liberal and Conservative governments that didn't represent or fight for the interests of everyday Canadians, CUPE, along with its partners in the labour movement, decided we needed a new political voice – one with a vision for workers,"* said Charles Fleury, National Secretary-Treasurer.

In 1956, after CUPE helped form the Canadian Labour Congress (CLC), negotiations began between the CLC and the Co-operative Commonwealth Federation party (CCF) to bring about an alliance between unions and progressive politicians.

In 1958, a joint CCF-CLC committee, the National Committee for the New Party (NCNP),

was formed to create a "new" social democratic political party. The NCNP spent the next three years laying down the foundations of the New Party.

In 1961, at the end of a five-day-long Founding Convention which established its principles, policies and structures, the New Democratic Party was born. Tommy Douglas, the long-time CCF Premier of Saskatchewan and founder of Medicare, was elected its first leader.

*"The NDP isn't just a party that supports the needs of CUPE members and their communities – our members helped to build it from the ground up. It's our party,"* said Fleury.

### The only party that will put you first

So your union is a founding member and

current affiliate of the NDP and that's why you should support them? Not exactly.

The top reason you should support the NDP is because they're the only party that has put forward a plan that supports *you* – workers and everyday Canadians.

Liberals and Conservatives are two sides of the same political coin. Both are controlled by non-worker interests. Decades of Conservative and Liberal governments have resisted positive change and served only narrow interests – corporations, the rich, and the powerful.

The NDP has pledged

to protect your pension and retirement security, deliver affordable child care, defend the future of our health care system, and to create good paying jobs while protecting our environment. No other party comes close.

And the good news is we're just one election away.

*"As the election approaches, let's keep in mind why CUPE's partnership with the NDP is so strong, and why supporting our party is the best choice we can make for our families and communities,"* said Fleury.

■ Riccardo Filippone



Continued from previous page

by the Conservatives. It's time for a national prescription drug plan, targeted investments in palliative care, home care and mental health, so that caregivers get the support they deserve and seniors can have affordable, quality care in the comfort of their home.

### Good Jobs and Public services



Our economy is failing Canadian workers. For decades, the wages of Canadians

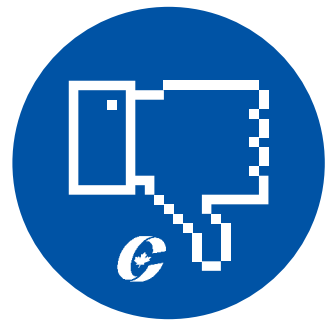
have been stagnant, and now corporate interests are driving them down even more. The gap between workers and the richest

Canadians is growing, and while families are struggling to make ends meet, the public services they depend on everyday are being cut. We need decent paying jobs for everyone, strong public services that fuel our economy and a taxation system where everyone – including corporations – pay their fair share.

*“With increasing income inequality, shrinking public services and less than robust job opportunities for our youth, working people need a strong political voice – a voice with a vision for workers,”* said Moist. “With Tom Mulcair and the NDP we can vote for the change we want, and actually get it.”

■ Philippe Gagnon

# Where the federal parties stand



## ISSUES THAT MATTER

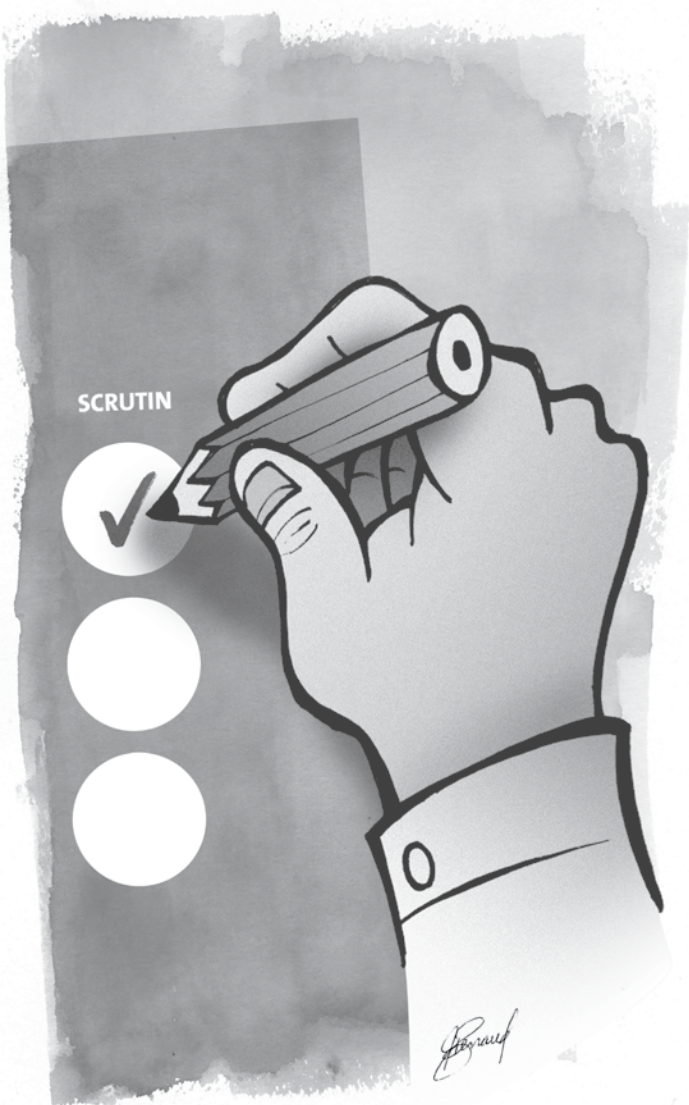
**Child Care:** \$15 per day child care to help Canadian families

**Pensions:** Doubling CPP so that all Canadians can retire with dignity

**Health Care:** Reversing 36 billion dollars in cuts to our public health care system

**Jobs and the Economy:** Fair taxes for Canada's corporations and strengthening public services

## Têtes-à-têtes!



As we inch closer to this year's federal election, it's important to know where parties stand on the issues that matter most to workers. Not only is this important to inform our own vote, but also to help convince those around us that we can build the Canada we need by voting for real change. Here is what the main parties are saying on our four top issues:

### Child care

With the NDP we're just one election away from affordable child care parents can trust. The NDP have a plan to create one million affordable child care spaces that will cost no more than \$15 a day.

With soaring child care costs that can often reach \$2,000 per month, per child, the Conservatives plan is a \$160 per month universal child care benefit for children under 6 and tax breaks that will only benefit Canada's richest families.

The Liberals promised affordable child care for 13 years, but never delivered. At this time, they remain non committal on the issue.

### Pensions

The NDP has committed to expanding the CPP and protecting the pensions we've got.

The Conservatives have increased the retirement age to 67, and have refused to expand the CPP, ignoring overwhelming public support in favour of the interests of banks, financial institutions and right-wing lobbyists.

The Liberals refuse to commit to expanding the CPP.

### Health care

The NDP's plan starts with reversing \$36 billion dollars in cuts, and includes a national pharmacare program, as well as targeted investments in palliative care, home care and mental health.

The Harper Conservatives' record on health care is billions in cuts, longer wait times and skyrocketing prescription drug prices.

The Liberals have yet to say anything about reversing cuts, or about investing in pharmacare or long-term care. And let's not forget the billions they cut in the 1990s.

### Jobs and the economy

The NDP knows the best path to economic growth is decent, good paying jobs for everyone. Their plan focuses on strengthening public services, investing in infrastructure and building a taxation system where corporations pay their fair share.

The Conservatives economic plan is to drive down workers wages. They have allowed corporations to exploit temporary foreign workers for low wages; cut EI, forcing workers to work for less; cut programs for seniors forcing them to work longer for less; cut quality public services to pay for tax breaks for profitable corporations and the rich.

On the economy, Liberals are virtually identical to Conservatives. They have a legacy of economic policies that hurt Canadian workers and benefit the richest few.

■ Mathieu Vick

# Ontario's education workers: making schools work

Representing 55,000 educational assistants, custodians, language instructors, early childhood educators, school administrators, tradespeople, library technicians and more, the Ontario School Boards Coordinating Committee (OSBCC) is leading members through strike votes across the province during the month of March.

Education workers in Ontario, who are bargaining both centrally at a provincial table as well as locally at the school board level, are organizing in a political climate of austerity and in the aftermath of Bill 115, which imposed contracts on the sector in 2013. That legislation destroyed any trust between the government and education workers, and the current push to close schools exacerbates existing tensions.

CUPE education workers in Ontario are mobilizing— seizing the agenda and putting their own issues front and centre in this round of talks.

“We are organizing to make sure that our issues – contracting in, violence, and supervision – are on the table,” said Terri Preston, chair of OSBCC. “Our members face violence routinely on the job, and the government is reluctant to talk about that. We want to talk about contracting in work, which could result in cost savings – this benefits everyone, but the government hasn’t wanted to talk about that either. We’re not waiting for them,” she added. “We are taking these conversations out to members and to our communities, and we are talking about how central our work is to education in Ontario.”

■ **Andrea Addario**

Dear CUPE members,

Beginning March 16, you will have an opportunity to vote in the Metro Vancouver Transportation and Transit Plebiscite.

CUPE BC is supporting the "Yes" campaign. We urge you, as union members, public sector workers, and more importantly, as residents of our communities to vote "Yes." Just by marking a ballot marked "Yes," we can send a strong message in support of public services.

We'll all get better transit, and less congestion, if the plebiscite is successful.

In solidarity,  
Mark Hancock  
CUPE BC President

CUPE members in Metro Vancouver can send a strong message of support for public services. Please vote YES.  
E: [politicalaction@cupe.bc.ca](mailto:politicalaction@cupe.bc.ca) | [@CUPEBCNews](https://twitter.com/CUPEBCNews) | [CUPE BC](https://www.facebook.com/CUPEBC) | [CUPE BC](https://www.cupebc.com)

All ballots MUST be received by **May 29** so vote early!

**A YES vote means:**

- ✓ 221 new skytrain cars
- ✓ 50% more sea bus service
- ✓ 80% more NightBus service
- ✓ Broadway Subway Line
- ✓ 30% more Handi Dart
- ✓ 2700 km of bikeways
- ✓ New, safer Patullo Bridge
- ✓ 10 new Westcoast Express cars

**PLEDGE YOUR VOTE!**  
[cupebcvotes.com](http://cupebcvotes.com)

# Transit Yes!

In British Columbia's Metro Vancouver region, the governing BC Liberals have initiated a plebiscite to approve a .5 per cent increase in the provincial sales tax to fund transportation and transit improvements proposed by the Mayors' Council to Translink, the agency responsible for transit and roads in the region. CUPE

BC is supporting the "Yes" campaign with an internal member-to-member campaign. CUPE National President Paul Moist and Vancouver Mayor Gregor Robertson joined CUPE BC Secretary-Treasurer Paul Faoro in a telephone town hall to promote the Yes campaign to the more than 35,000 CUPE members in the region.

The plebiscite has a mail-in ballot with voting scheduled from March 16 to May 29. If approved, the Mayors' Council plan would see a wide range of improvements to road and bridge infrastructure as well as more frequent bus and SkyTrain service throughout the region.

■ **Clay Suddaby**

## in brief

### PEI

Employment insurance (EI) reform will be an electoral issue during the next federal election if CUPE PEI has anything to do with it.

CUPE PEI, in partnership with the PEI Coalition for Fair EI developed a survey that was sent to all federal political parties on EI reform.

“We want to know where each party stands on this issue so that Islanders can make an informed decision come Election Day,” said Lori MacKay CUPE PEI division president.

“The results of the survey will be published in provincial media in advance of the federal election call,” MacKay said.

### Burlington – Ontario

Burlington and area had disastrous floods last August. CUPE 44 members provided services over and above the normal course of duties to the City. The local donated \$10,000 to the relief efforts. This money was matched by other levels of government. Well done CUPE 44!

### Manitoba

CUPE 500, representing workers at the City of Winnipeg have launched the Public Plowing Works campaign in an effort to bring Winnipeg's snow clearing back in-house. Approximately 80 per cent of Winnipeg's snow clearing service is contracted out to private companies. CUPE 500 has set up a toll-free Snow Plowing Hotline to solicit stories from the general public on how private snow clearing has negatively affected them. This campaign will help inform the City of Winnipeg that public snow plowing offers better quality at a lower cost than what is delivered by private contractors.

Visit [WPGSNOW.CA](http://WPGSNOW.CA) to learn more about CUPE 500's efforts to fight against contracted-out snow plowing!



### Canada Job Fund: a step back for Canada's workers

In 2014, the Conservative government signed a six-year labour and training agreement with the provinces and territories: The Canada Job Fund (CJF). CUPE commissioned Brigid Hayes, an expert in the field, to take a closer look at its implications.

The study shows that Harper's Canada Job Fund represents a significant step backward for our most vulnerable workers. In a few short years, only 30 per cent of what was spent in the previous agreements on learning and literacy for the most vulnerable workers will be available.

Access the full report [CUPE.CA/LITERACY](http://CUPE.CA/LITERACY)

### Supreme Court of Canada affirms workers have right to strike!

“The ability of workers to go on strike is a fundamental part of collective bargaining; a corner stone of our free and democratic society. It is extremely important to have the highest court in our country recognize this as a right of all workers, private and public sector alike,” said Paul Moist, national president of CUPE. The decision stems from Saskatchewan labour legislation passed in 2008 - the *Public Service Essential Services Act* which put unjust limits on which public sector workers could go on strike in the province. The Supreme Court of Canada struck down the law because it violated Saskatchewan workers' Charter right to freedom of association. The decision affirms that all workers, in all provinces, have the constitutional right to strike or to have another way to resolve labour disputes if their work is essential to health, safety or security.

# Fighting austerity: Quebec mobilizes



Since his election in April 2014, Philippe Couillard's liberal government has pushed economic austerity under the banner of "budgetary rigour" or "restoration of financial health". The objective? To achieve a balanced budget by 2015-2016, by reducing expenditures, whatever the cost.

Couillard and Martin Coiteux, Chair of the Treasury Board, have set their sights on all State expenditures, especially health and education (the two biggest items). Their plans include the merger of institutions and even the disappearance of entire

agencies or school boards, even if the experts have established that these measures would result in little actual savings in the long run.

"Austerity isn't just job cuts; it's the elimination of services by and from the government. This government wants to cut public services to better pay their business leaders. The middle

class finds itself neglected", said Lucie Levasseur, president of CUPE Quebec.

The list goes on of other sectors potentially affected by government austerity measures: funding for culture, financial support for the regions, the environment, childhood and homework assistance, resources for people with disabilities, etc.



All this despite the fact that, in a report made public in March 2014, the International Monetary Fund (IMF) stated that the austerity measures imposed in a number of countries are hindering the economy and growth, in addition to increasing socio-economic inequity.

If the social and economic costs of austerity are fraught with consequences, why go down a road condemning Quebec to increased poverty and fewer services?

But resistance is mobilizing: unions, anti-poverty groups, student associations and community organizations decided to form a collective to fight austerity. "The goal is to develop an action and common mobilisation plan," said Levasseur.

In late fall, 125,000 people marched in Quebec City and Montreal to say "no" to the Government's budget measures.

The role of unions is to protect the interests of our members and also of the public at large. CUPE is a proud participant in the "Refusons l'austérité" collective and its activities.

■ **Sonia Marcoux**

## Deal reached in Nova Scotia health care bargaining unit representation

The Nova Scotia government has reached a deal with public-sector unions on the representation of health workers in collective bargaining with the province, ending a months-long impasse.

Health workers protested against a bill last fall that amalgamates health boards and aimed to shrink the number of bargaining units from 53 to four by April 1 2015.

"Throughout this process, the goal of all the unions has been to maintain their membership, and they have succeeded in doing so with this agreement. We are pleased the government has agreed to work with the unions to find a solution that will meet their goal of streamlining collective bargaining, while respecting workers' rights," said Rick Clarke, president of the Nova Scotia Federation of Labour.

All four unions – NSGEU, NSNU, CUPE and Unifor – will continue to represent their members, and bargain collective agreements jointly within four Councils of Unions: Health Care, Nursing, Administrative Professionals (Clerical) and Support Services.

■ **John McCracken**

### NATIONAL SECRETARY-TREASURER CHARLES FLEURY

## Being part of a national union makes us all stronger

CUPE is now 630,000 members strong. The hard work you accomplish every day, the activism in our locals, sectors and divisions, the fights and campaigns taking place in the regions, the sum of all our actions is what gives CUPE its power.

Because of our collective power, CUPE members don't stand alone when they take on employers and governments. With our \$80 million National Strike Fund, we have the resources to support each and every CUPE local who finds itself on a picket line.

As the largest union in the country, we also have the power to challenge unjust laws in the courts and win. We fought all the way to the Supreme Court of Canada to defend the right to strike in Saskatchewan and won.

We continue to protect pensions against cuts in Alberta; we are defending bargaining rights at Radio-Canada in Quebec and Moncton. Coast to coast your national union is there for all CUPE members.

At this moment your national union is participating in Canada-wide campaigns to strengthen and expand health care services, to rethink child care, to protect our workplace pensions and expand CPP, to strengthen public services and to change our economy to provide good jobs for everyone.

Our union is strong but we can't take that for granted. We must connect with our members one on one – using our Fairness approach. The change we are fighting for together will benefit Canadian workers, families and communities in every part of the country.

In the 2015 budget, hundreds of thousands of dollars are earmarked for election work. With the federal election campaign coming, the involvement of our members and activists will be key in defeating the anti-union Harper administration and electing a worker friendly government. Let's change the future of our country with the NDP.

CHARLES FLEURY ONLINE  [twitter.com/CUPENatSec](https://twitter.com/CUPENatSec)



DON'T  
IGNORE  
THE ISSUES  
THAT ARE  
IMPORTANT  
TO YOU

**VOTING  
MATTERS**

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