

CUPE CELEBRATES

Year in review 2015

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TOGETHER FOR A BETTER FUTURE

United and determined, CUPE members took on many fights in 2015. Together, we made a difference in our workplaces and our communities. We can be proud of our work to make Canada a better place.

We defended and advanced the interests of our members and all Canadian workers. We fought back against attacks on workers' rights and public services. We worked with the NDP to ensure workers' voices were heard during the federal election. We stood together at bargaining tables across the country and made gains.

And while we didn't always win, each struggle and every campaign had lessons that strengthen our movement. Every time we mobilized, we made new connections in our membership and deepened connections with our allies. Step by step, we are building our movement.

At our national convention, delegates charted a renewed agenda for a stronger, more effective CUPE. Now more than ever, we need to build workers' power to improve our workplaces and communities. Our focus on organizing precarious workers, creating safer workplaces, strengthening our locals and taking political action will make CUPE an even stronger force for positive change.

One of the most urgent issues confronting us all is the climate crisis. In 2015, CUPE took a stand on climate change, calling for immediate action to build a greener, more equitable economy.

We also campaigned relentlessly to defend the public services Canadians depend on. And we stood together for child care, health care, better pensions for everyone, and good jobs. Our values of fairness and equality make our communities better for everyone.

We know there will be challenges in 2016. There will also be opportunities. United, we will mobilize to make gains at the bargaining table, protect public services, and keep fighting for good jobs and fairness for all Canadians. Our solidarity is our strength.

As Canada's largest union, we are an important political voice. We will step up the pressure on the new federal government to live up to its promises – and we will demand more. We will continue to fight privatization, and work to strengthen and improve public services. And we will speak out against injustice and inequality wherever it exists.

Together, let's keep building our movement, and make CUPE an even stronger voice for workers everywhere.



Mark Hancock
National President



Charles Fleury
National Secretary-Treasurer



RAISING OUR VOICES FOR A BETTER CANADA

CUPE's 2015 political action highlights

Guided by delegates at our 2013 convention, this year CUPE went all in to elect Canada's first federal New Democratic government. Armed with solid arguments and evidence the NDP was the best choice for CUPE members, activists logged countless hours on the campaign trail across the country.

While the results fell far short of our hopes, the Harper era of cuts, anti-democratic policies and attacks on working people is over. We've taken on the task of holding the Liberal government to account, and demanding more. And we will support the NDP as they rebuild for 2019.

In coordination with the Canadian Labour Congress, our campaign focused on four key issues. We distributed a report card highlighting the NDP's strong positions on health care, child care, retirement security and good jobs. Our Fairness coordinators also worked with locals to distribute non-partisan information about these four priorities.

In addition to face-to-face conversations and material drops, our member mobilization included telephone town halls and more than 100,000 get-out-the-vote phone calls. Our online campaign reached hundreds of thousands of people through our website election hub, Facebook and Twitter.

Our efforts to engage members strengthened existing connections, and made new ones. Hundreds of CUPE members volunteered on priority NDP campaigns, and thousands of CUPE members canvassed, made phone calls and volunteered to get out the vote.

Fourteen CUPE members, retirees and staff ran for the NDP, with former communications staff person Alexandre Boulerice and former member Ruth Ellen Brosseau winning re-election. CUPE also helped contribute to breakthroughs, including in Saskatchewan where voters sent three New Democrats to the House of Commons.

Now, we will mobilize our members to put pressure on their MPs, and on the federal government. That work began in December, with an NEB resolution on improving the Canada Pension Plan, as well as advocating for the repeal of bills C-377, C-525 and C-51. In late December, the reporting requirements for *Bill C-377* were waived, the first step in repealing the legislation.





Voters also went to the polls in two provinces this year, with stunning results in Alberta. The election of Rachel Notley and the NDP marked the first worker-friendly government in Alberta since the 1940s. Many CUPE members and staff volunteered on the campaign, and CUPE researcher Ricardo Miranda was elected to the legislative assembly.

OUR OUTREACH TO ENGAGE MEMBERS STRENGTHENED EXISTING CONNECTIONS, AND MADE NEW ONES.

Since the election, CUPE has participated in consultations on issues like the minimum wage, essential services, and the budget. Less than a year into their mandate, the Alberta NDP is making life better for working people. The Notley government has raised the minimum wage, enacted progressive tax reform, frozen tuition fees, cancelled health care and education cuts, created a ministry devoted to women's issues, scrapped hospital lab privatization, tackled climate change, given farm workers new labour rights and protections, and banned corporate and union donations to political parties.

In Newfoundland and Labrador, CUPE worked with our allies to make privatization of seniors' care an election issue. The provincial Conservatives delayed a P3 decision that would have been finalized before voting day and were then defeated. The new Liberal government has pledged not to privatize long-term care facilities.

CUPE was active at this year's annual gathering of provincial and territorial premiers, held in St. John's, NL. We reinforced our pro-public message at a CUPE town hall on P3s and at a rally for Medicare, and we lobbied provincial leaders on the need for a national prescription drug program.

On the national scene, CUPE's Airline Division fought attempts by the then-Conservative government and airline companies to reduce the number of flight attendants on Canadian flights.

Until August 2015, Transport Canada regulations required one flight attendant for every 40 passengers on Canadian flights. The Conservative government loosened the rules just before the federal election, allowing airlines to operate with one flight attendant for every 50 passenger seats. CUPE is challenging the new regulation, and will lobby the new federal government to improve safety in the skies.

Finally, we continued to build relationships with local elected officials who are our employers. CUPE focused on the dangers of privatization in workshops at annual meetings of the Federation of Canadian Municipalities (FCM) and the Canadian Library Association (CLA). At the FCM meeting, Ontario auditor general Bonnie Lysyk shared the findings of her audit of the province's P3 program with municipal leaders. CUPE's CLA workshop also sounded the alarm about library P3s.



KEEPING UP THE PRESSURE

CUPE's 2015 child care highlights

In 2015, CUPE's involvement in the *Rethink Child Care* campaign focused on helping people understand the importance of child care, building to the federal election through:

- an online calculator showing what parents would save with affordable child care;
- an animated video with a funny take on popular assumptions about child care; and
- a workshop giving activists tools to organize in their region.

CUPE activists also joined coalition partners in *Vote Child Care 2015*, a grassroots campaign that helped make child care a top issue in the federal election. A major moment was "Spring Into Action," a cross-country mobilization in May. CUPE members participated in kitchen table conversations, stroller brigades, picnics, chalk parties, and other creative events calling for federal leadership on child care because of its importance to families and the economy.

In September, our members were part of a cross-Canada week of action for child care on Grandparents' Day. We went door-to-door with our allies, and we engaged people at public events like community forums and farmers' markets.

WE HELPED MAKE CHILD CARE A TOP ISSUE IN THE FEDERAL ELECTION.

CUPE members also celebrated two important wins in Ontario this year. In Waterloo, the regional municipal council voted to keep five municipally-run child care centres open, protecting 250 spaces. Members of CUPE 1883 and the Waterloo Regional Labour Council joined parents in a mobilization that convinced councillors to reject a plan to close the centres.

In Sault Ste. Marie, the city's 30 child care workers also convinced city councillors to reject a proposal to stop operating municipal child care services. CUPE 67 waged an 18-month campaign that engaged community members and councillors about the importance of their services. The campaign will continue in 2016, as council debates how to keep providing quality child care.



NOTEL POUR LES SERVICES DE SOINS
CUPE/SCFP

Support
0/day
Care Plan



MOBILIZING FOR PUBLIC HEALTH CARE

CUPE's 2015 health care highlights

In 2015, CUPE members mobilized to protect public health care, home care and long-term care, and to make health care an election priority.

On March 31, CUPE and members of our BC health services division, the Hospital Employees' Union (HEU), joined members of the Canadian Health Coalition in a national day of action marking the first anniversary of the expiry of the federal-provincial Health Accord. Together, we highlighted the need for a well-funded health care system and a new accord at 50 events across Canada and on social media, where #stand4Medicare trended nationwide.



In May, CUPE members and staff met MPs in their ridings in a lobby week to press our issues on health care. Members also canvassed the community to build support for our demands.

Our multi-year health accord campaign, organized with the Council of Canadians and local community activists, raised awareness about how the federal Conservative government has damaged health care. The campaign had an impact during the federal election, including on Northern Vancouver Island, where the NDP defeated an incumbent Conservative MP and also won a newly-created riding. Across the country, Conservative MPs were defeated in seven of 10 targeted ridings.

CUPE members also defended public health care in their communities. In New Brunswick, hospital workers sounded the alarm about cuts and privatization. Their campaign included a hearse symbolizing the death of public health care that visited summer markets and festivals. CUPE 1252 members are fighting Liberal plans to privatize management of hospital support services including food, cleaning and porters. They are also resisting cutbacks that threaten rural hospitals.

In Saskatchewan, CUPE health care workers and the Council of Canadians organized a five-city anti-privatization tour. The latest threat is for-profit MRIs. CUPE highlighted the dangers of private MRIs with research and a legal opinion showing private MRIs violate the *Canada Health Act*. CUPE Saskatchewan has asked the federal health minister to review the Wall government's MRI legislation.

HEU members mobilized to save in-house hospital laundry services and protect 175 family-supporting jobs in the BC interior. They gained the support of local councils in communities hit by the potential loss of jobs and services, and collected nearly 13,000 signatures on a petition tabled in the provincial legislature. At the end of 2015, HEU released a study showing the Interior Health Authority had no economic justification to privatize. The newly-appointed health authority CEO has delayed a decision on contracting out, pending further review.

In Newfoundland and Labrador, CUPE worked with labour movement allies to fight the privatization of four new nursing homes. At a summer forum held during the annual premiers' gathering, experts highlighted the problems with P3s for long-term care. The newly-elected Liberals have said they will not privatize long-term care or any other part of the health care system.

TOGETHER, WE HIGHLIGHTED THE NEED FOR A WELL-FUNDED HEALTH CARE SYSTEM.

New Brunswick nursing home workers in the Miramichi are also campaigning to keep a new nursing home public. The members of CUPE 1256 and CUPE 1277 organized rallies and had a strong presence at community events. In a region devastated by a mill closure, CUPE members made the case that the new facility should stay public and provide good jobs, gathering 10,000 names on a petition to their local MLA.

Health care workers in Ontario, members of CUPE's Ontario Council of Hospital Unions (OCHU), organized a provincial tour warning of the dangers of private surgical clinics. Working with the Ontario Health Coalition, OCHU held a five-city referendum that collected over 100,000 votes against the government's plans to move work from public hospitals to private clinics. OCHU also exposed the impact of hospital and long-term care cuts on the home care sector.

In Quebec, the 20,000 members of CUPE's *Conseil provincial des affaires sociales* (CPAS) launched the next phase of a campaign highlighting the sector's unsung heroes. These workers are care facilitators for people who rely on the public health and social services network. The CPAS campaign warns that privatization and cuts to programs and budgets threaten Quebec's public health system.

In Nova Scotia, CUPE home care workers rallied to fight privatization, challenging a competitive bidding model that has failed in Ontario. When the health minister outrageously suggested that home care workers were overpaid and only washed dishes, it sparked a series of widely-publicized "dishtowel demos." Hundreds of workers from CUPE and other unions rallied with advocates outside the offices of nine members of the legislature, wielding placards and dishtowels in protest.





RETIREMENT SECURITY FOR ALL

CUPE's 2015 pensions highlights

In 2015, CUPE continued to work with labour movement allies, making retirement security an election issue. With the defeat of the Harper government, CPP expansion is back on the front burner. CUPE will keep advocating for a substantial and universal expanded public pension system that benefits all workers – especially the six in 10 Canadians with no workplace plan.

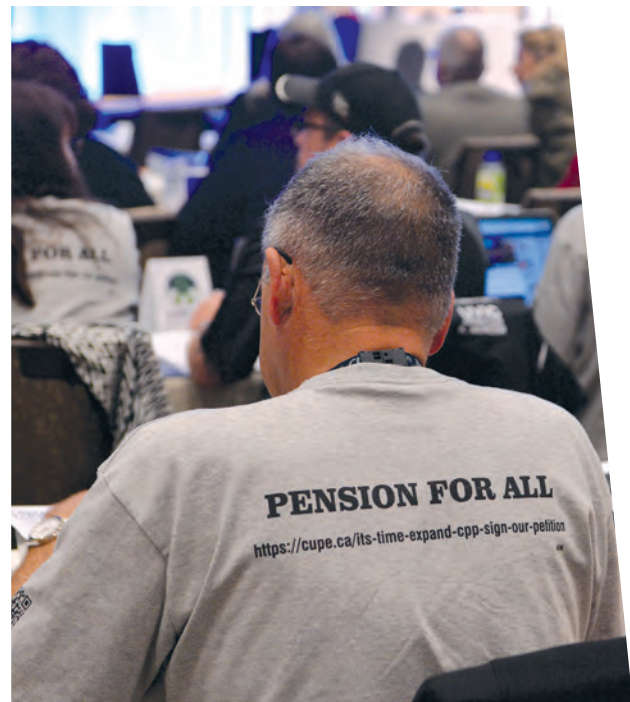
CUPE will also press the new government to deliver on its promise to keep eligibility for Old Age Security at age 65, scrapping Conservative plans to raise it to 67.

In two inspiring struggles this year, CUPE members beat back attacks on workplace pensions in Nova Scotia and Newfoundland and Labrador.

CUPE MEMBERS BEAT BACK ATTACKS ON WORKPLACE PENSIONS IN NS AND NL.

The 43 members of CUPE 2019 in the Town of Happy Valley-Goose Bay weathered a 34-day lockout in a harsh Labrador winter to protect their defined benefit pension plan. Claiming a need to restructure the pension, the employer had proposed a divisive, two-tier plan forcing new hires into an inferior defined contribution plan.

The mayor locked the workers out, banking on an expected lack of snow. Instead, nearly six meters of snow fell in the lockout's first two weeks. Public



pressure combined with picket line solidarity helped the workers force the pension takeaways off the bargaining table, and instead negotiate changes that ensure the plan covers all members, and is sustainable.

Solidarity was also strong in Halifax, where CUPE 1431 and CUPE 227 defeated a plan by the Halifax Regional Water Commission to gut their defined benefit plan. Through a nine-week lockout, the members resisted cuts that would have hit the youngest members hardest. The dispute was a bitter one, with the employer hiring a high-priced security firm known for its strike-busting tactics.



With strong leadership and the help of CUPE pension experts, the two locals showed the cuts weren't justified, instead developing a proposal that preserved the pension for everyone, with minimal changes for plan members earning less than \$141,000 per year.

Access to pensions for precarious and part-time workers is another priority. In Ontario, through our trustees on the board, CUPE helped expand rights for part-time health care workers to join the Healthcare of Ontario Pension Plan (HOOPP). As of October, there are no barriers to part-timer members joining the plan. Previously part-timers had to work a minimum number of hours and earn a minimum amount before being able to join the plan. The change opens the plan up to all part-time, contract, temporary and casual employees. This year, 12,000 new part-time members joined HOOPP, including 6,700 after the criteria were waived – a quarter of them CUPE members.

In Ontario's university sector, the government is pushing for pension changes. Right now universities have different plans of their own. The government would like to move to some type of jointly sponsored pension plan (JSPP). Rather than waiting for legislation to dictate JSPP terms, CUPE consulted our locals and agreed to enter 'plan building talks' with other unions in the sector, along with the government and employers, to help shape any future plan. CUPE is pushing for the best defined benefit model possible, one that is adequately funded and available to as many workers as possible. We are also fighting for fair representation on any new sponsorship and administration structures.

Municipal workers in Regina marked the final step in protecting their defined benefit pension plan, including members of CUPE locals 7, 21, 650, 1594, 3766 and 3967. CUPE led the fight for the city to honour its pension promise to our members and other municipal unions. In March, the provincial government approved the deal, allowing the negotiated changes to be implemented.

In Saskatchewan, CUPE is also calling for increased union representation on the province-wide Municipal Employees' Pension Plan (MEPP), making a submission to the commission reviewing the plan's governance. In November, local presidents and executive members met to launch a fight against changes that could undermine the defined benefit nature of the MEPP.

In British Columbia, CUPE challenged the City of Maple Ridge's practice of making CUPE 622 part-time workers pay both their share and the employer's share of pension plan contributions. Through arbitration, we ended this long-time practice, effectively winning a raise for part-time workers who are already plan members, and making the plan more affordable for part-timers who haven't opted in.

And in Alberta, workers at the Edmonton Women's Shelter finally have a pension plan after a nine-year struggle. The CUPE 3341 members are now part of the Multi-Sector Pension Plan, which was established to address the lack of retirement benefits in largely female-dominated workplaces. The workers are the first from a women's shelter to enrol.

UNITED FOR JUSTICE

CUPE's 2015 equality highlights



A highlight of CUPE's 2015 equality work was our National Human Rights Conference, which brought more than 500 labour and social activists to Winnipeg in February. The conference highlighted how members can bring about change and build worker power by advancing equality in our union, our workplaces, and our communities.

Conference participants learned about CUPE's Equality History Project and added their stories. The full digital timeline of our equality history describes more than 200 milestones since CUPE's founding in 1963. It was launched at our national convention. The timeline was profiled in the convention Village, along with a popular 'equality warrior' photo booth.

Our work fighting HIV/AIDS moved forward, building on CUPE's new policy. CUPE resources for members now include a policy booklet, poster, health and safety fact sheet, and bargaining checklist.

Our support of Indigenous organizations, including the Native Women's Association of Canada (NWAC) and Families of Sisters in Spirit, continues. In December, we welcomed the announcement of a long-overdue national public inquiry into murdered and missing Indigenous women and girls.

WE CAN BRING ABOUT CHANGE AND BUILD WORKER POWER BY ADVANCING EQUALITY.

CUPE's solidarity on Indigenous water issues also continued, with CUPE Manitoba joining the call to fund the Shoal Lake 40 First Nation "Freedom Road." The road will ensure the community that hosts Winnipeg's water supply has access to clean water and services. In late December, all three levels of government confirmed funding to build the road. The community has been without clean water for nearly two decades.

CUPE stood together with Indigenous peoples in many other ways, including attending the closing ceremonies of the Truth and Reconciliation Commission in June, and the release of its final report in December.



At our national convention, commission chair Justice Murray Sinclair delivered a powerful message about the devastating legacy of Canada's residential schools system for survivors, their families, Indigenous nations and Canada. Our union is now working on implementing the commission's calls to action, including educating CUPE members on the history and legacy of residential schools.

A highlight of our work on gender-based violence this year was the development of a new bargaining guide about domestic violence in the workplace. The guide builds on research on domestic violence at work conducted by the University of Western Ontario and the CLC, which CUPE supported. The Manitoba government also drew from this research in its recent pledge to provide paid leave for workers who are victims of domestic violence.

CUPE also expanded our Bargaining Equality resources, featuring a guide on stopping harassment in the workplace, information on LGBTTI rights and the duty to accommodate, as well as a checklist and sample language on discrimination.



CUPE supported Canadian events for this year's World March of Women, held on October 17. The mobilization built to a march in Trois-Rivières. Key demands included an end to austerity, and a national inquiry into murdered and missing Indigenous women and girls. The National Women's Committee collected signatures on fabric squares as messages of solidarity with the Quebec feminists leading the march.

In 2015 CUPE also advocated for justice and equality by:

- speaking out on the issue of racial profiling;
- supporting the new Coalition for Migrant Worker Rights – the first of its kind in the country, as well as more than a dozen other community-based organizations; and
- helping delegations from the Algonquins of Barriere Lake and the NWAC attend key United Nations meetings.

Finally, CUPE was proud to see the Canadian Labour Congress honour CUPE 1770 member Ann Ramsay's disability rights activism with the 2015 Carol McGregor Award. Ramsay serves on the PEI Division Equality Committee, CUPE's National Persons with Disabilities Committee and the CLC's Disability Rights Working Group. Ramsay also received CUPE's National Award for Disability Rights Activism at this year's national convention.





SOLIDARITY BEYOND BORDERS

CUPE's 2015 international solidarity highlights

Defending the rights of workers around the world is at the heart of CUPE's global justice work, and the foundation of our solidarity. In 2015, CUPE joined with workers around the globe to defend human rights, strengthen the union movement, and resist privatization and cutbacks.

Through our affiliation with Public Services International (PSI), we continued to build a more connected and powerful movement to defend trade union rights and public services. This year, CUPE joined unions from North, Central and South American and the Caribbean at the PSI Inter-American Regional Conference in Mexico City. The focus was on trade union rights as the key to quality public services. CUPE also participated in an anti-privatization strategy session of PSI leaders in Washington.

CUPE's Global Justice Fund helped CUPE members connect with workers in Colombia, Cuba, Honduras, the Philippines and Nicaragua to learn and draw inspiration from their struggles. In 2015, the fund supported eight projects that together helped advance labour and gender rights, build trade union capacity, fight water privatization, promote public services and raise awareness among CUPE members.

CUPE was also part of several solidarity delegations in 2015. In July, CUPE joined three other Canadian public sector unions in a delegation to meet with Colombian unions fighting privatization and defending human and labour rights. And in October, CUPE participated in a Stephen Lewis Foundation delegation to the National Grandmothers Convening in Uganda. The gathering of nearly 500 grandmothers aimed to strengthen local and national networks fighting HIV/AIDS.

DEFENDING WORKERS' RIGHTS AROUND THE WORLD IS THE FOUNDATION OF OUR SOLIDARITY.

CUPE helped bring a broad range of international speakers to our conferences and conventions this year, including at our national convention in Vancouver. International leaders from Greece, the United States, the Philippines, Colombia, and the United Kingdom as well as PSI General Secretary Rosa Pavanelli



wove issues of international solidarity and our common struggles throughout our convention.

Some international guests, including Greek water worker Yiorgos Archontopoulos and Philippine teachers' union leader Benjamin Valbuena, brought their stories of fighting privatization and promoting human rights to CUPE locals and community allies outside the convention program.

In September, CUPE took action on the Syrian refugee crisis. Our National Executive Board passed a resolution calling for improvements to Canada's immigration and refugee policy, and to redirect public funds from military aggression to helping refugees. CUPE also donated \$25,000 to a CLC fund supporting the Canadian Council for Refugees.

When two earthquakes devastated Nepal in late April and early May, CUPE was ready to help. CUPE National and CUPE BC each donated \$25,000 to Oxfam Canada's relief efforts, with the Hospital Employees' Union contributing a further \$15,000. CUPE National also donated \$10,000 to the PSI Aid Fund for Nepal.

Other ongoing solidarity work includes:

- supporting the Bangladesh Workers Solidarity Centre;
- fundraising and advocacy for Deepan Budlakoti, an Ottawa-born man who the Canadian government is trying to deport to India, a country where he has no family, has never lived, and is not a citizen; and
- campaigning for the release of two COURAGE union activist imprisoned in the Philippines for three years.

Our global justice work will be guided by convention resolutions to strengthen the Global Justice Fund, deepen our solidarity with migrant workers, fight trade deals that put corporations ahead of people and the planet, and challenge Canadian military aggression.





MAKING PROGRESS AT THE TABLE

CUPE's 2015 collective bargaining highlights

Bargaining remained busy and challenging for CUPE members in 2015. Our locals are the first line of defence in protecting good jobs and public services from austerity budgets. We are facing down government attacks on our rights, employer efforts to gut our contracts, and the rise of precarious work.

In 2015, CUPE locals settled 445 contracts at the bargaining table. Our members are still bargaining 1,901 collective agreements, and another 656 will open for negotiations in 2016.

We continue to face legislative attacks on our rights including in Nova Scotia, where CUPE is fighting a bill that strips 75,000 public sector workers of their bargaining rights. The Liberal government used a rare around-the-clock legislative session to push *Bill 148* through before Christmas. The bill aims to dictate wages by taking away workers' rights to free collective bargaining, and to arbitration. CUPE and

our allies are planning to challenge the bill, arguing it violates the *Charter of Rights*.

One of our biggest mobilizations and job actions was in support of negotiations for 55,000 Ontario school board members – CUPE's largest bargaining table. Members were negotiating for the first time under a provincial law mandating tandem central and local bargaining tables.

Beginning early in the year with province-wide strike votes that resulted in a 93 per cent mandate, education workers moved through a tough round of negotiations with the advantage of a mobilized membership. They spent much of the year raising the profile of their work in local communities. By summer's end, when it became clear stepped-up job action was necessary, they rolled out a province-wide work-to-rule job action that made an impact.

CUPE successfully fought an illegal strike application filed by an Ontario school board, and won a crucial labour board case for the Ontario school board sector, setting a precedent affirming the right of CUPE members to work to rule or go on strike in support of central bargaining. The central bargaining committee successfully concluded negotiations without moving to full strike action, and handed off local bargaining to well-prepared committees, armed with coordinated language.

The other major bargaining mobilization was in Quebec, where CUPE health care, social services and education members are part of provincial bargaining that unites more than 400,000 public sector workers. The Common Front stood strong this year, resisting deep cuts to programs and services and



fighting for a fair wage increase. Members remained united through escalating actions, including rotating strikes and a major demonstration that brought 150,000 people into the streets of Montreal in October. In late December, negotiators for the Common Front reached a tentative agreement.

CUPE municipal workers in Quebec are challenging a new fiscal pact between municipalities and the provincial government that dramatically weakens the power of unions to negotiate collective agreements. In September, leaders of CUPE and the Quebec Federation of Labour warned the pact opens the door to more contracting out, and the loss of valuable expertise. The leaders pointed to the conclusions of the Charbonneau Inquiry, which recognized in-house expertise as crucial in preventing collusion and corruption.

In December, Montreal's outside municipal workers stepped up their fight against the fiscal pact with an open letter and a membership meeting held during work hours. Mayor Denis Coderre responded by suspending 2,400 CUPE 301 members for a week without pay, and suspending the president and three other leaders for two months without pay. CUPE is fighting the suspensions, and is supporting the CUPE provincial municipal council in its fight to protect the right to bargain collectively.

In November, CUPE's Air Canada component members ratified a new collective agreement that guarantees one flight attendant for every 40 passengers on wide-bodied overseas flights. Flight attendants won this victory, as well as improvements in wages and working conditions, thanks in part to a legal strategy that protected members' right to strike. CUPE used the essential services process to confirm that air travel is not an essential service. During the

2011 round of bargaining, the federal Conservatives had pre-emptively introduced back-to-work legislation that limited bargaining, arguing Air Canada was too important to the economy.

The agreement also has unprecedented job security provisions. Air Canada mainline flight attendants won't face layoffs or base closures during the agreement, and are guaranteed increases in flying hours. Workers at Air Canada rouge won improved wages and working conditions, along with a process that allows members to move between airlines in a single bargaining unit. This stops company from pitting workers against each other, and lets the union protect and extend improvements to wages, working conditions, and job security.

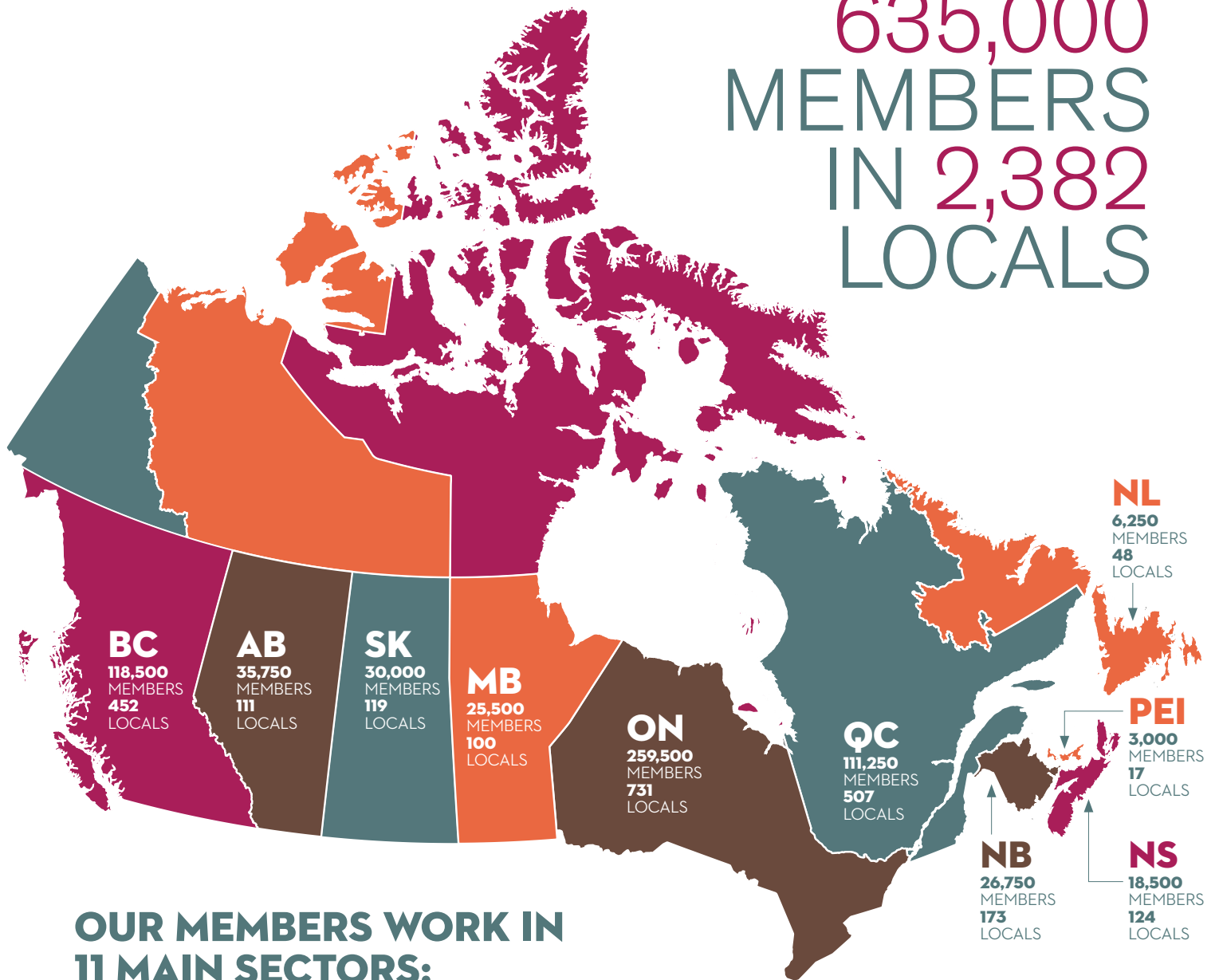
Finally, after a 20-month effort to secure a fair deal, more than 230 HEU members at Inglewood Care Centre ratified a new collective agreement in June with SimpeQ Care, the latest subcontractor to operate the long-term care facility. Inglewood owner Unicare has subcontracted staffing at Inglewood to at least five different companies since 2003. The previous subcontractor, CareCorp, abandoned its contract in May after operating at Inglewood since 2011. When HEU reorganized the workers in 2013, CareCorp was unwilling to negotiate a first collective agreement. The agreement with SimpeQ includes improved wages and benefits, and ensures the overwhelming majority of current staff were hired into equivalent positions.

**WE ARE THE FIRST
LINE OF DEFENCE IN
PROTECTING GOOD JOBS
AND PUBLIC SERVICES.**



CANADA'S COMMUNITY UNION

CUPE HAS
635,000
MEMBERS
IN 2,382
LOCALS



OUR MEMBERS WORK IN 11 MAIN SECTORS:

Child care, Communications, Education, Emergency and security services, Energy, Health care, Library, Municipal, Post-secondary education, Social services, Transportation services



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Prince Albert, Regina, Saskatoon

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Brandon, Dauphin, Winnipeg

Ontario

Barrie, Cornwall, Hamilton, Kenora, Kingston, Kitchener, London, Markham, Mississauga, North Bay, Oshawa, Ottawa, Pembroke, Peterborough, Sault Ste. Marie, St. Catharines, Sudbury, Thunder Bay, Timmins, Windsor

Quebec

Baie-Comeau, Gatineau, Jonquière, Montreal, Quebec City, Rimouski, Rouyn-Noranda, Sept-Îles, Sherbrooke, Trois-Rivières

New Brunswick

Beresford, Dalhousie, Dieppe, Edmundston, Fredericton, Saint John

Nova Scotia

Dartmouth, New Glasgow, Sydney, Yarmouth

Prince Edward Island

Charlottetown

Newfoundland & Labrador

Corner Brook, St. John's

CUPE owns 17 offices across Canada, and is leasing-to-own another 10 offices in Quebec.



In 2015, CUPE members paid approximately

\$4.2 billion

in income taxes,

\$2 billion

in sales taxes, and

\$1 billion

in property taxes.

SOLIDARITY ON THE LINE

CUPE's 2015 strikes and lockouts



In 2015, CUPE members were well equipped to fight to win on the picket line. Members could count on the solidarity and support of CUPE leaders, locals and staff, other unions, community members and the solid backing of our \$80-million national strike fund.

CUPE National funded 15 strike-averting campaigns totalling nearly \$1.9 million, helping members resist cuts and concessions at the bargaining table. And we supported 13 fights that continued on picket lines, with another \$1 million in funding for communications and mobilization work to end disputes.

CUPE 608 – Naramata Centre

On strike May 15, 2014, out for 318 days

The 30 workers at this BC retreat waged a 10-month fight that continued even after the United Church closed the centre. The workers went on strike in response to plans to replace long-term staff with lower-paid, non-union positions. In April of this year, CUPE and the employer reached an agreement that recognized members' years of service and contribution.

CUPE 7000 – Southern Railway of British Columbia

Locked out January 5, out for 119 days

CUPE 7000 members were able to stay one step ahead of their private sector, anti-union employer through a four-month lockout, fighting to address health and safety issues and holding the line against two-tier post-retirement benefits. Through labour board and other legal challenges, CUPE put a stop to the employer's use of scabs – in the process, making new and improved picketing law. The union was also relentless in pointing out the safety issues the lockout created. The 126 members won a contract with increased wages and no takeaways.



CUPE 2019 – Town of Happy Valley-Goose Bay, NL *Locked out January 13, out for 34 days*

The 43 members of CUPE 2019, workers in the Town of Happy Valley-Goose Bay, weathered a 34-day lockout in the middle of a harsh Labrador winter to protect their defined benefit pension plan.



CUPE 6447 (Hospital Employees' Union) – Stz'uminus First Nation Health Centre

On strike January 29, out for 43 days

A long and difficult six-week strike by CUPE 6447 members on Vancouver Island ended with an arbitrated settlement. On the key issue of hours of work and paid lunch breaks, the settlement favoured the employer, but our 21 members received significant signing bonuses and retroactive wage adjustments.

CUPE 227 – Halifax Regional Water Commission outside workers CUPE 1431 – Halifax Regional Water Commission inside workers

Locked out May 19, out for 59 days

CUPE 1431 and CUPE 227 defeated a plan by the Halifax Regional Water Commission to gut their defined benefit plan. The members resisted cuts that would have hit youngest members the hardest.



CUPE 3902 – University of Toronto

On strike February 27, out for 28 days

CUPE 3903 – York University

On strike March 2, out for 29 days

Nearly 10,000 teaching assistants and contract academic staff at the University of Toronto (CUPE 3902) and York University (CUPE 3903) went on strike to ensure wages would not be eroded by tuition increases, and end precarious working conditions. The strikes successfully highlighted the issue of low paid, insecure and precarious employment on campuses across Ontario. Members of both locals are now fighting to ensure both universities live up to signed agreements to improve wages and job security.



CUPE 101 – City of London, ON

On strike May 25, out for 62 days

London's 750 inside municipal workers went on strike against an employer determined to get contract takeaways and break the members' spirit, including by hiring scabs. The members stuck together and achieved a new contract that was vastly improved from the proposed contract tabled by the employer prior to the strike.



CUPE 873 – SN Transport LTD, BC

On strike June 2, out for 5 days

Members of CUPE 873-03 went on strike to reach a first collective agreement, after joining CUPE in July 2014. The 115 members work as patient transfer drivers at the private company. The strike ended in a first contract with yearly wage increases, as well as improvements to hours of work, vacation leave and sick time.



CUPE 2316 – Children's Aid Society of Toronto

On strike July 27, out for 97 days

The 15 part-time emergency after-hours workers went on strike after trying to reach a first collective agreement for over two years. After three months on the picket lines, and several failed mediation attempts, CUPE 2316-1 agreed to arbitration to ensure children and families in crisis could get the help they need.



CUPE 401 – Town of Qualicum Beach, BC

Locked out July 31, out for 35 days

In the town's first-ever labour dispute, members were locked out when they rejected a deal with a lower wage increase than neighbouring municipalities. The 75 workers, 20 of them seasonal, had been without a contract since 2013. With the help of a mediator, the local reached a deal that includes the wage increase they proposed.



In Quebec, 30,000 CUPE health care, social services and education members in 97 locals were on rotating strikes in October and November, and went on a one-day province-wide strike in December. They were part of an unprecedented mobilization of 400,000 public sector workers in province-wide bargaining. Negotiators for the multi-union Common Front reached a tentative agreement with the province in December.

WE ARE WELL EQUIPPED TO FIGHT TO WIN ON THE PICKET LINE.

Solidarity was also strong at the University of Northern British Columbia, where CUPE 3799 members walked picket lines May 5 to 19. The support staff went out in support of striking faculty association members.

Finally, Montreal's 8,000 inside municipal workers held a half-day strike in December, the first of many rotating actions planned for the new year. The CUPE 429 members have been without a collective agreement for four years. The city is demanding cuts that will impoverish the workers, and at the same time pushing for more privatization.





UNITED FOR BETTER PUBLIC SERVICES

CUPE's 2015 organizing highlights

This year, nearly 3,500 workers in 60 workplaces joined CUPE. The newest members of our union work in municipalities, social services, home care, health care, emergency services, communications, post-secondary education, long-term care, and in transportation.

We are also involved in dozens of active campaigns, as workers continue to choose CUPE as the best union to protect public services and improve wages and working conditions.

Overall, CUPE's part-time membership grew this year, and our full-time membership dropped. This reflects a cross-country move by employers to less stable, precarious work.

Privatization is another challenge facing our members. In British Columbia, CUPE Hospital Employees' Union members are experiencing this first-hand. This year, HEU organized to protect more than 900 health care workers. The cleaning staff at the Vancouver

Coastal and Providence health authorities were caught up in a change from one private contractor to another.

The new contractor, Compass Group, tried to argue that the workers – the vast majority of who are HEU members – should instead be covered by a collective agreement with a union representing fewer than 30 workers in nearby offices. But the Labour Relations Board ruled that this agreement could not stand in the way of an HEU organizing drive, and the newly-rehired Compass workers voted to rejoin HEU.

HEU is calling for stronger successor legislation, to prevent union-busting through contract-flipping. CUPE's BC health services division has worked hard for more than a decade, since the mass firings and privatization of health care workers of the BC Liberals, first organizing these workers and then building a common bargaining front across all private contractors.



THIS YEAR, NEARLY 3,500 WORKERS IN 60 WORKPLACES JOINED CUPE.

Restructuring and forced mergers are also ongoing challenges for CUPE members across the country. In Nova Scotia, CUPE members made a legal breakthrough that allowed health care unions in the province to keep their members, defeating Liberal government attempts to force thousands of hospital workers into different unions.

CUPE led the way with a legal challenge of the restructuring legislation. The arbitrator in the dispute agreed that the government's plan violated the Canadian *Charter of Rights*. This was key to securing a health association model that will see four unions bargain together in a council of unions. During the struggle, CUPE's five acute care locals decided to merge into CUPE 8920, which now represents 4,700 hospital workers province-wide.



DEFENDING AND ADVANCING WORKERS' RIGHTS

CUPE's 2015 legal highlights

In 2015, CUPE helped break new legal ground for workers. We collaborated with other unions, helping to persuade the Supreme Court of Canada to finally recognize our constitutional right to strike. CUPE played an important role in the Saskatchewan Federation of Labour case challenging a provincial law that unjustly limited the ability of public sector workers to strike.

The freedom to associate for other purposes has always been protected by the *Charter of Rights*. But court rulings have excluded important labour rights – like striking – from *Charter* protection.

CANADIAN WORKERS NOW HAVE A CONSTITUTIONALLY-PROTECTED RIGHT TO STRIKE.

Canadian workers now have a constitutionally-protected right to strike, or to have another way to resolve labour disputes if they cannot strike because their work is essential to public health and safety. The court affirmed that the right to strike is at the heart of a meaningful system of collective bargaining.

This ruling puts labour rights on a more level playing field with other constitutionally-protected rights and freedoms, decisively overturning decades of regressive legal thinking.

We also advanced workers' rights in Ontario, winning a precedent-setting case that recognizes our members' right to workers' compensation when they suffer a traumatic mental injury at work. CUPE continues to fight to protect the rights of our members to a workplace that is safe and healthy, and to benefits when they suffer an injury on the job.

In Quebec, we won an award entitling two fired temporary workers to be treated the same as permanent employees, if they had at least two years of service. This is an important confirmation of the right of long-time precarious workers to be protected against being fired without just cause.

CUPE's legal team was also instrumental in significant bargaining victories for CUPE members in Ontario, British Columbia, and at Air Canada.



UNITED FOR STRONGER COMMUNITIES

CUPE's 2015 campaign highlights



CUPE members are dedicated to making our communities, and our country, a better place for our families, friends and neighbours.

Whether it's a grassroots campaign to stop contracting out, or a national campaign to protect public health care, we win when we mobilize in coalition with community allies.

Campaigning has always been a top priority for our union, and this year members endorsed an important change ensuring we have the resources to resist attacks on public services. At our national convention, delegates passed a resolution increasing the percentage of per capita revenue going into our defence fund.

Previously, six per cent of revenues went to the strike fund, and four per cent to the defence fund. Now, each fund will get five per cent of revenues. With the National Strike Fund healthy at \$80 million, we can put more resources into organizing, national strategic initiatives and campaigns, while ensuring our strike fund remains strong. If the strike fund drops below \$50 million, the split in the percentage of revenues will revert to six per cent, until the fund reaches \$80 million.

In 2015, CUPE National contributed \$2.7 million to sharing the cost of 56 campaigns with CUPE locals. Across the country, CUPE locals and CUPE National worked together, helping members campaign to:

- Fight contracting out and other forms of privatization
- Protect and promote public services
- Strengthen connections with community members
- Mobilize members
- Support collective bargaining
- Take political action
- Fight cutbacks
- Promote health and safety

CUPE invested a further \$2.25 million in local and regional campaigns to protect public services through our national anti-privatization fund.

CUPE MEMBERS ARE DEDICATED TO MAKING OUR COMMUNITIES, AND OUR COUNTRY, A BETTER PLACE.

One of our biggest fights was in Ontario, where CUPE led the charge against a Liberal government plan to sell 60 per cent of Hydro One. Working in coalition with unions, consumer organizations and other groups, CUPE members campaigned to stop the largest sell-off of a public asset in the province's



history, holding anti-privatization meetings across Ontario and organizing a mass rally at Queen's Park.

Despite significant victories, the Liberals sold an initial 15 per cent of Hydro One's shares in November. CUPE will keep fighting to stop any further sales and return the province's electricity system to public hands.

In Saskatchewan, CUPE members hit the summer barbecue trail as part of the multi-union "Own it!" campaign, and collected nearly 20,000 signatures on a petition against privatization. "Own it!" is engaging members and the public about Premier Brad Wall's privatization plans, mobilizing members to take action and building for the April 2016 provincial election.

In New Brunswick, CUPE members have adopted a "Stronger Together" action plan to oppose deep cuts to public services. CUPE members are working to engage New Brunswickers in one-on-one conversations, and will also be lobbying every member of the legislative assembly.

CUPE members on Prince Edward Island are also raising awareness about the value of public services. The positive campaign drives home the message that public services touch every aspect of our lives, and keep our communities strong.



Our campaigns hit home in many communities, including in Revelstoke, BC, where the municipal council opted to keep its curbside garbage collection in-house, recognizing it was the most cost-effective way to deliver the service. CUPE 363 mounted an effective fightback campaign at the first sign the city was considering contracting out.



In a win for workers and the public, the City of White Rock, BC bought back its water utility and brought operations back in-house. Direct ownership allows the city to deliver high-quality service and control an important resource. The system will be operated by members of CUPE 402-01.

Other victories include Moncton, where the threat of privatization prompted workers at the city's wastewater treatment plant to organize with CUPE in 2014. This year, the 10 members of CUPE 5217 began talks for a first collective agreement, as the wastewater commission considered upgrading the plant through a P3. Despite federal P3 pressure and a looming deadline for the upgrades, the commission decided to go ahead publicly.

CUPE 2348 members mobilized to stop cuts to community support workers in Winnipeg schools. The workers are vital resources for vulnerable youth and their families. Parents and community organizers joined a strong delegation from the local to convince the Winnipeg School Division to cancel the cuts. The local is now campaigning for permanent funding for these important positions.

CUPE's three municipal locals in Calgary (CUPE 37, 38 and 709) continued their campaign to promote public services and fight privatization. This year, the

Calgary Parking Authority brought between 80 and 100 positions back in house, returning the work to CUPE 38 members.

In another Alberta win, CUPE 1505 celebrated work coming back in house when the Municipality of Wood Buffalo cancelled its contract with private transit company TKO. All workers are now in-house with wage increases and a pension plan. The local continues to fight contracting out of cleaning and security staff at the Fort McMurray Airport through grievances as well as with rallies, petitions, and presentations to the board.

In Windsor, CUPE 543 members led a spirited campaign to stop the contracting out of 100 municipal caretaking jobs in the city. The city's inside and



outside workers joined forces in a passionate defence of their work at a council meeting. They described how city workers go the extra mile to keep public facilities clean and safe, convincing council to keep caretaking services in-house. The win comes after previous contracting-out setbacks in the city.

CUPE members celebrated in Toronto, where plans to contract out more of the city's solid waste services are on hold. A key city committee has shelved discussions on further privatization for at least a year, saving 500 good municipal jobs. CUPE 416 members worked with CUPE staff and allies to engage the community and lobby city council about the importance of public services and protecting good jobs.

CUPE locals 79 and 4948 also stepped up their advocacy for good jobs. Nearly half of the workers delivering Toronto's public services are part-time or temporary with unpredictable hours and no benefits, pension or job security. CUPE 79 spoke up about the rise of inequality in Toronto, and called on the city to be a leader in fighting poverty by creating stable, full-time jobs. The local represents the city's inside workers.

CUPE 4948 took its campaign for better working conditions at the Toronto Public Library to the streets at public events. In a powerful video, members describe the impact of precarious work. Three-

quarters of library workers are women, and half are racialized. The locals are now bringing their call for good jobs to the bargaining table, backed by a joint public campaign.

In Quebec, CUPE mobilized to put the brakes on a planned sale of Radio-Canada's headquarters in Montreal. The campaign involved a complaint to the Competition Bureau, access to information requests and public demonstrations. The tactics kept the pressure on Radio-Canada's board of directors and the federal heritage minister. In May, the crown corporation rejected a private consortium's offer to buy the building, which was part of a P3 scheme.

Years of pressure from CUPE have finally paid off for front-line developmental services workers in Ontario. After five years of no base funding increase in the sector the workers, including 8,500 CUPE members, have received two-year wage increases, thanks to an additional \$180 million in provincial funding earmarked for wages for these low-paid workers.

Winnipeg municipal workers used the "Public Plowing Works" campaign to engage residents on the benefits of public snow clearing, advocating for the work to be contracted in. CUPE 500's campaign included a hotline and website to gather residents' stories, and a report highlighting the cost savings of bringing snow removal services back in-house.



Sessional and student academic workers at the University of Manitoba, members of CUPE 3909, joined campus allies in two major demonstrations opposing cross-departmental cuts that would affect members, and ongoing privatization of campus services.

WHETHER IT'S A GRASSROOTS OR NATIONAL CAMPAIGN, WE WIN WHEN WE MOBILIZE IN COALITION WITH COMMUNITY ALLIES.

In British Columbia, college and university workers are highlighting underfunding and its impact on infrastructure and programs with band-aids. CUPE BC's Colleges Committee, along with some university locals, is spearheading the "Stop the Cuts" campaign.

CUPE also organized a community forum on protecting public education in northern British Columbia that highlighted the impact of deep cuts and chronic underfunding on primary, secondary and post-secondary education. CUPE 3742, 3799, 4951 and 4991 from the K-12, college and university sectors jointly sponsored the event.

CUPE social services workers in Ontario continue to hold the government accountable for its failed Social Assistance Management System (SAMS). The computer system has caused major problems for recipients and prevented front-line workers from delivering the high level of service they provided before the change. CUPE's protests reached the minister responsible, prompting an independent review. CUPE is now part of a provincial working group and will keep pushing to restore service levels and improve operations at Ontario Works.

In British Columbia, the province's 4,000 ambulance paramedics and emergency dispatchers ran a province-wide awareness campaign calling on the public to imagine a world without paramedics. The campaign took off on social media, and prompted many heartfelt stories about the life-and-death difference paramedics make for patients.

In New Brunswick, first responders are a step closer getting to workers' compensation coverage for post-traumatic stress disorder. CUPE 4848, representing New Brunswick paramedics, has been lobbying for changes to the law to allow first responders to be eligible for workers' compensation for PTSD without having to prove their condition is work-related, a move that speeds up access to treatment. A private members' bill amending the *Workers' Compensation Act* now has all-party support.

The CUPE Ambulance Committee of Ontario organized a lobby day to urge MPPs to help pass a private members' bill amending the *Workplace Safety and Insurance Act*. The bill would set out that PTSD is a workplace-acquired illness for first responders. Our members lobbied more than 35 MPPs. At the lobby, our members also engaged MPPs about the role of paramedics in pre-hospital care, highlighting their level of training and the scope of their work.

CUPE members also won accolades in their community this year:

- Prince Edward Island school bus driver Vincent Gallant was recognized as the French Language School Board's 2014-2015 Bus Driver of the Year, celebrating his 20 years of dedication and professionalism. Gallant is CUPE 1770's regional vice-president.
- School bus driver and CUPE 1770 member, Danny Murnaghan, was recognized by the PEI Home and School Federation. Students, parents and staff at Spring Park Elementary school nominated Murnaghan for the 2015 School Bus Driver Award for carrying out his duties with kindness, consideration and respect for all students in his care.
- CUPE 3967 member Brianne Cannon was voted "Best Nurse" in a "best of" contest run by a Regina weekly newspaper. She is a licensed practical nurse with the Regina Qu'Appelle Health Region.
- Peterborough library worker and CUPE 1833 President Adam Coones was recognized as the city's labour activist of the year by the local labour council. Coones is a regular at city council, where he makes presentations on labour and municipal issues.



ADVOCATING FOR OUR MEMBERS

CUPE's 2015 research highlights

CUPE's research, job evaluation and health and safety work reaches into every corner of our union, every day. From the bargaining table to the shop floor to the legislature to the streets, our work supports members defending good pensions, fighting for wage equity, building safer workplaces, opposing regressive legislation and campaigning for better public services.

WE PRODUCED TOOLS AND RESOURCES THAT HELP OUR MEMBERS ADVOCATE AND TAKE ACTION.

This year, we launched the results of our member survey at the National Human Rights Conference. The survey shows that while CUPE members are better off than workers without unions, they still suffer systemic discrimination, and too many are in precarious work with low wages and no benefits. The results showed that in general, women, racialized and younger members were most likely to work in more precarious circumstances.

Our focus on precarious work also included a report documenting the rise of precarious, insecure work in BC's university sector.

We also produced tools and resources that help our members advocate and take action. A major priority was analysis on child care, health care, retirement

security and good jobs, as we organized for the federal election. In addition, researchers produced fact sheets on many topics including:

- income splitting and the need for a national child care program,
- federal Conservative cuts to Old Age Security and the Guaranteed Income Supplement,
- the Temporary Foreign Worker Program and the Live-in Caregiver Program,
- what provincial auditors have said about P3s,
- how to find information on your employer, and
- tips on how to research a social services employer.



CLOSING THE GENDER WAGE GAP

CUPE's 2015 job evaluation highlights



This year we celebrated successes in our ongoing work to close the gender wage gap.

CUPE 2745, representing 4,400 New Brunswick school board workers in female-dominated jobs, made a pay equity breakthrough when a joint job evaluation process identified a substantial gap between bargaining unit jobs and their male comparators in the New Brunswick public service. The job class benefitting the most is education assistants, who make up about three quarters of the bargaining unit. The pay equity agreement will go to the province's Board of Management, which represents the employer in the next steps.

In Ottawa, CUPE 503 won a long pay equity fight for the city's 700 library workers. The local successfully argued that library workers in female-dominated jobs had received lower wage increases than members working directly for the city. Library workers covered by the award will get a pay increase and retroactive pay back to 2005.



Other 2015 pay equity progress in Ontario includes a settlement for members of CUPE 3137 working at the Essex County Association for Community Living, with retroactive pay back to 2010.

WE CELEBRATED
SUCCESSSES IN OUR
ONGOING WORK TO
CLOSE THE GENDER
WAGE GAP.

Social service workers from the child care and developmental services sectors attended the Ontario government's town hall consultations on the gender wage gap. In Ottawa, child care workers from CUPE 2204 described how wage grants are being clawed back and redistributed to other low-wage workers. They called for a dedicated fund to close the gender wage gap, protect child care centres, and ensure child care workers keep any wage fairness they've already achieved.

In Quebec, CUPE was in court in October to defend our successful constitutional challenge of changes to the *Pay Equity Act*, which the province is appealing.

MAKING WORKPLACES SAFER

CUPE's 2015 health and safety highlights



This year, CUPE's health and safety work made a difference on many fronts, including working with Union Development to pilot courses for the new Health and Safety Learning Series. These three-hour modules will help members conduct investigations, identify health and safety hazards, and work in a health and safety committee. They also deepen members' knowledge of health and safety laws, mental injuries, violence prevention, women's health, and international health and safety solidarity. The courses are self-contained modules, allowing members who have taken the basic nine-hour health and safety course to further build their skills.

WE HELPED MAKE A DIFFERENCE FOR MEMBERS IN THEIR WORKPLACES.

The Health and Safety Branch also revamped the Workplace Violence Prevention Kit. The kit includes new guidelines on preventing workplace violence and harassment. It also helps locals identify and prevent violence, with tools to develop a violence prevention policy, a checklist to spot hazards that may increase the risk of violence, and sample reporting forms.

Other new member resources include fact sheets on:

- shift work,
- patient lifts and transfers,
- HIV/AIDS, and
- critical incident stress.

In BC, CUPE locals are using new campaign material to raise awareness of workplace hazards. The "Spot the Hazard" campaign encourages members to report concerns to management and the union, provides information about workplace rights and hazards, and includes stickers to mark potential workplace hazards.

BC library locals surveyed their members about changing health and safety conditions across the province. More than 500 library workers from 50 communities responded. The results show that in addition to understaffing and salary pressure, workers face many safety issues, including dealing with biohazards and criminal behaviour. Cuts to community and social services have put more pressure on libraries and the people who work there.





WORKING FOR GREEN JOBS AND CLIMATE JUSTICE

CUPE's 2015 environment highlights

Our environmental work this year focused on the most urgent issue of our times – climate change. At home and on the international stage, CUPE worked to put words into action, advocating that environmental protection, economic development, and a fairer society go hand in hand.

In September, CUPE signed the Leap Manifesto, pledging our union's support for a clean economy. We also brought these issues to our convention, rallying with Indigenous, community and labour allies to call on Canada to take the leap, and featuring manifesto supporter Naomi Klein as a keynote speaker. The convention was CUPE's greenest ever, featuring environmental stewards and achieving carbon neutrality.

On the international scene, CUPE took part in the “No Jobs on a Dead Planet” summit organized by the International Trade Union Confederation before the COP21 global climate summit in Paris.

At COP21, CUPE was part of a strong labour delegation calling for all countries to transition to a sustainable, low-carbon, just economy for all. At public events and meetings, CUPE emphasized that the public sector has a key role to play in fighting climate change and ensuring a just transition towards a greener economy. Labour's voice was also key to keeping human rights on the agenda in the negotiations. In the end, the preamble to the final agreement mentioned human rights.

A key COP21 moment was the “One Million Climate Jobs” forum organized jointly by the Canadian Labour Congress, Climate Action Network Canada, and the Green Economy Network. Representatives of unions, environmental groups and other civil society groups met to discuss Canada's participation at the conference, as well as ways to protect the environment while maintaining and creating good jobs.

WE WILL KEEP PUSHING FOR BOLDER STEPS THAT ENSURE A JUST AND EQUITABLE FUTURE.

The final Paris agreement is a starting point for the work ahead. For the first time, 195 national governments, plus the European Union, have committed to action to limit climate change. But the agreement falls short of what's needed. Cuts in greenhouse gas emissions need to intensify to slow the worst effects of a warming world. CUPE will keep pushing governments to take bolder steps to ensure a just and equitable future for working people and vulnerable communities.

As part of our ongoing work on these issues, CUPE launched a new interactive climate change outreach tool for members to discuss climate change, actions and solutions. CUPE is also working with our allies to expand the work of the Green Economy Network across Canada. The network advocates for public sector solutions to the environmental crisis.



CONNECTING ONLINE

CUPE's 2015 digital highlights

In 2015, we saw another huge boost in CUPE's digital reach and online work. Five thousand more people joined us on Facebook this year, bringing our following to almost 19,000. This increased audience meant we were able to reach an average of 240,000 people a week. More than 40 of our Facebook posts this year were seen by over 10,000 people each, and the most popular story about health care cuts – timed with the March 31 National Day of Action – reached 231,000 people. This translated into the most-read article on cupe.ca with 16,800 page views.

With the help of our members sharing and engaging on social media, visitors to our new website increased by over 55 per cent this year. Our work on the federal election and our national convention also boosted visits. Popular content included our member resources, as well as local information, health and safety, and union education. A growing number of site visitors are using a mobile device (phone or tablet). They

represented over a third of all visitors to cupe.ca this year, double the number from 2014.

In 2015, visitors to cupe.ca:

- Viewed 2.1 million pages,
- Downloaded 62,152 reports and resources, and 20,171 collective agreements,
- Signed 10,327 petitions and emails using the site's new campaign tools, and
- Viewed 43,420 events in the site's new calendar.

After Google searches and Facebook, email remained a consistently strong tool for the distribution of our content. Between subscribers to our daily updates, publication sign-ups, and campaign notifications, email drove over 31,000 visits to hundreds of key stories and sections of cupe.ca. Overall, 2015 was our strongest digital year to date.

We also helped 60 more CUPE locals establish an online presence this year, using websites hosted by CUPE National. These locals join more than 350 locals currently running sites with us, ranging in size from 10 members to thousands of members. In addition to the new sites, work focused this year on improving existing local sites. CUPE launched five new site templates with modernized looks that are optimized for viewing on phones.

CONVENTION 2015 BY THE NUMBERS

2,208 registered delegates

VANCOUVER
CUPE · SCFP 2015



POWERFUL LEARNING

CUPE's 2015 union education highlights



In 2015, through our Union Development Department, CUPE offered 1,775 workshops, reaching nearly 24,000 CUPE members across regions and sectors.

A highlight of our new programs is a comprehensive new bargaining education program. *Building Bargaining Power's* 11 workshops have tools to support locals in all stages of the bargaining cycle, from pre-bargaining planning, to being at the table, to being ready if talks break down. With content for stewards, activists and the general membership, the workshops will help local executives, committee members and picket captains build their skills.

A HIGHLIGHT OF OUR NEW PROGRAMS IS A COMPREHENSIVE NEW BARGAINING EDUCATION PROGRAM.

We continued to help members take on the issue of mental health at work. Two new workshops, *Understanding Mental Health* and *Creating Psychologically Safe Workplaces* have been added to the Steward Learning Series. The workshops were held 23 times in the fall, reaching about 550 members.

We also launched a transformative new weeklong human rights course. The course has already been offered in four regions and is motivating participants to become better allies for equality.

Our equality-focused work also included developing 15 conference workshops with an anti-oppression lens for the National Human Rights Conference, as well as coordinating 33 facilitators. Topics included benefits, pensions, health and safety, precarious work, employment equity, and the impact of inequality and discrimination on our union's work.

In the lead up to the federal election, nearly 200 participants deepened their political activism through CUPE's new *Using our Power at Election Time* workshop. The one-day workshop was held eight times, and a two-day version ran four times.

This year, working with CUPE's International Solidarity officer, we piloted a new one-day International Solidarity workshop with the national and New Brunswick global justice committees. The workshop explores the root causes of inequality, austerity and privatization, and where we have the power to make a difference.

In 2015, 34 newly-trained member facilitators joined nearly 350 other facilitators. We are increasing the diversity of our facilitators across the country. This year, we also selected and trained 24 new ombudspersons, the majority of them from equity-seeking groups.

We also launched two new literacy resources. *Transformations: Literacy and the Labour Movement – Past, Present, and Future*, and *Learning in Solidarity*. *Transformations* is a book telling the story of literacy from a Canadian labour perspective. The *Learning in Solidarity* website documents the evolution of literacy training from the late 1800s to the labour movement's current work supporting members and strengthening workplaces.

At a time when federal funding cuts have closed most literacy organizations, these new resources help keep the history of literacy in Canada – and the role of unions in literacy work – alive.





CUPE
Ontario

HARPER'S
LAST DAY
OCT 19, 2015

HARPER'S
LAST DAY
OCT 19, 2015

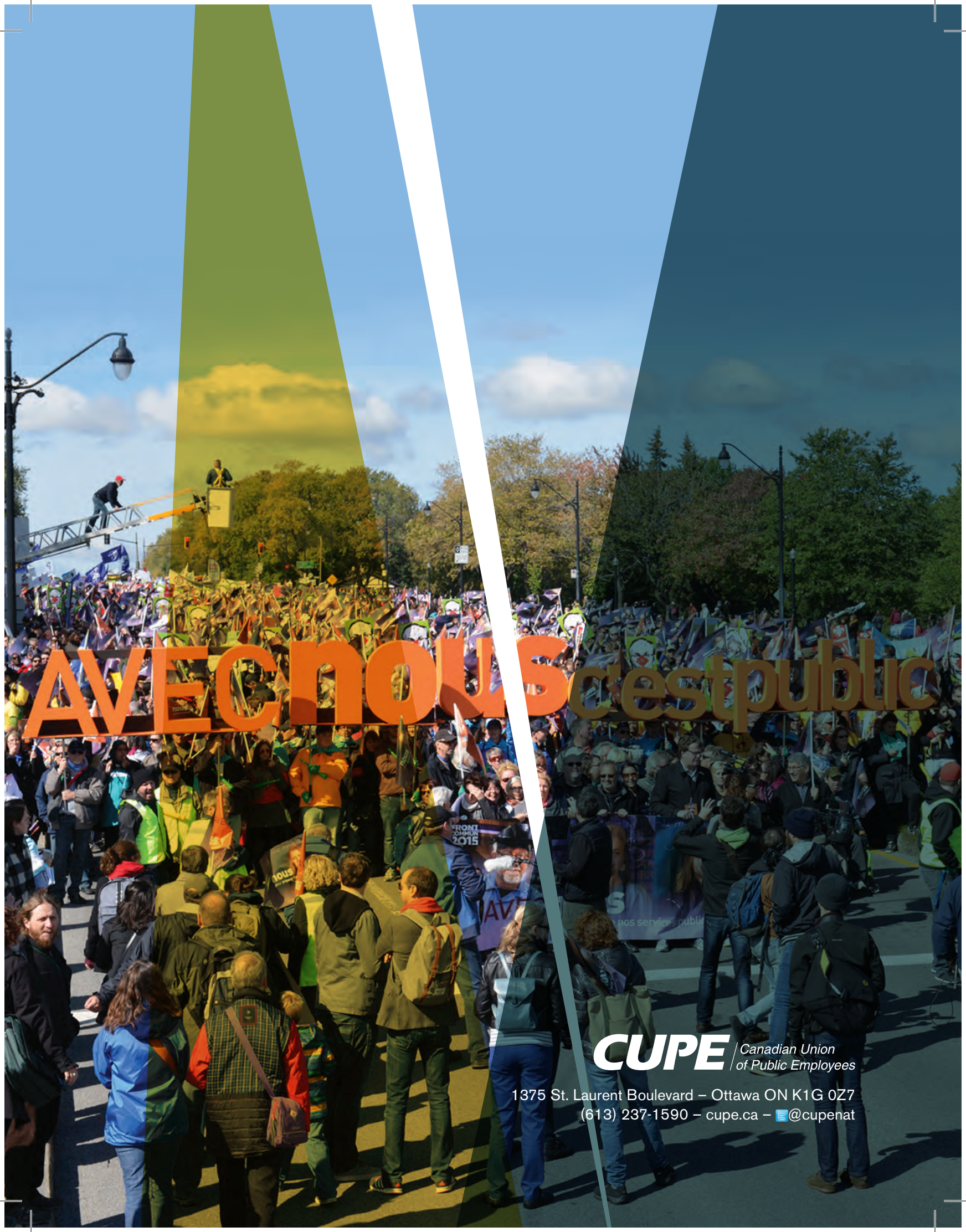
ON OCTOBER
I WILL VOTE
CUPE.ca For change
that matters
for workers



CUPE
Local 1155

SCFP.ca
LE 19 V
pour
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pour le
travail

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